

gabra
ta' taghrif
dwar
il-partecipazzjoni
tal-haddiema
u relazzjonijiet
industrijali
lokali u
internazzjonali

special pull-out feature:

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Shubija fit-Trejd Unjons

Ghandhom in-Nisa Jahdmu bil-Lejl?

L-Iskola u l-Vjolenza fuq Wild il-Haddiem

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An Ongoing Project**

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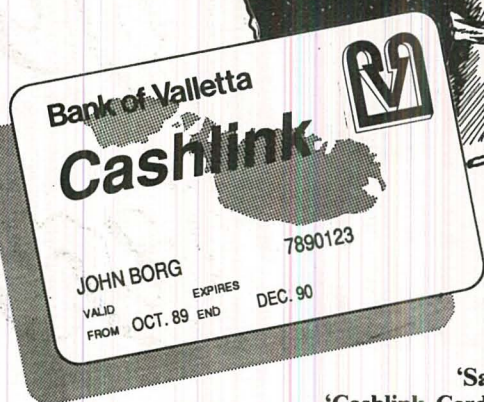
Perzpettivi Perzpettivi Perzpettivi

Mahrug
mic-Centru
ghall-Izvilupp
tal-Partecipazzjoni
tal-Haddiema
- Universita ta' Malta

**Harga Numru 5
- Dicembru 1989**



Cashlink



L-aktar mod Prattiku biex thaddem flusek!

Dawk kollha li għandhom **Kont Kurrenti** jew **Kont 'Savings'** mal-Bank of Valletta, issa jistghu japplikaw għall-**'Cashlink Card'**. Permezz ta' din il-**'Card'** huma jkunu jistghu jaghmlu użu mill-ATM's li l-Bank se jqiegħed fuq barra tal-fergħat tiegħu f'Malta u f'Għawdex. Kull ma trid tagħmel huwa li ddaħħal il-**'Cashlink Card'** f'wahda mill-**'Cashlink Machines'**, tagħti n-numru ta' Identifikazzjoni Personali tiegħek (magħruf bħala 'PIN') u inti tkun tista' tagħti dawn l-istruzzjonijiet lill-magna:-

- Tigħed sa Lm25 kuljum
 - Tapplika biex jintbagħtlek cheque book
 - Tapplika biex jintbagħtlek ktieb tad-depositi
 - Titlob li jintbagħtlek statement tal-Kont Kurrenti
- Il-Bank of Valletta se jqiegħed **'Cashlink Machines'** fuq barra tal-fergħat ewlenin f'Malta u f'Għawdex. B'hekk dawk li jkollhom il-**'Card'** jkunu jistghu jiġbdu flus mill-kont Savings jew kont kurrenti **24 siegħa kuljum il-gimgha kollha (mit-Tnejn sal-Hadd)**. Kliġenti tal-Bank of Valletta jistghu japplikaw għall-**'Cashlink Card'** fil-fergħa tal-Bank fejn huma għandhom il-kont. Kliġenti godda li jixtiequ japplikaw għall-**'Cashlink Card'** jistghu jaghmlu dan fil-fergħat kollha tal-Bank of Valletta f'Malta u f'Għawdex.



Bank of Valletta

L-Aħjar Għażla

EDITORJAL

L-Ghazliet ta' Politika Partecipattiva

Ghall-bidu ta' din is-sena kien hemm hafna tamiet ta' zviluppi fil-qasam tal-partecipazzjoni tal-haddiema. It-twaqqif tal-Kumitat Inter-ministerjali, l-istqarrijiet pubblici minn ufficjali governattivi u l-konsultazzjonijiet li saru ma' esperti barranin fis-suggett (il-Professuri Jaroslav Vanek u Juan Espinosa) taw lok biex wiehed jahseb illi sa fl-ahhar se nimxu 'l quddiem. S'issa minn dan kollu xejn mhu maghruf illi twettaq. L-izvilupp tal-partecipazzjoni donnu wieqaf.

Madankollu, l-aktar grajja mportanti ta' dan l-ahhar fil-partecipazzjoni kien il-ftehim storiku li ntlahaq bejn il-Gvern u l-Kunsill tat-Tarzna dwar il-futur ekonomiku ta' din l-azjenda ewlenija. Dan il-ftehim mhux biss ghandu jghin halli t-Tarzna ma tibqax tirregistra telf ta' flus izda wkoll biex isahhah is-sistema tal-partecipazzjoni. Forsi issa hu l-waqt li l-partecipazzjoni tinfirex b'mod aktar sistematiku mill-Kunsill u l-Kumitati dipartimentali (KTX) ghall-hanut tax-xoghol. Hemm bzonn li jsiru esperimenti kontinwi, bbazati fuq stharrig xjentifiku, halli kull haddiem jibda jara u jhoss li ghandu **SEHEM ATTIV** fid-decizjonijiet kollha li jittiehdu. Fl-istess waqt, permezz ta' l-edukazzjoni kontinwa, jirrispetta l-opinjonijiet ta' l-ohrajn fosthom ta' dawh li jkollhom xi responsabbilta'. Il-partecipazzjoni tfisser firxa ta' poter f'kull livell.

F'din il-harga ta' Perspettivi ssibu rapport dwar is-Seminar li gie organizzat mic-Centru flimkien mal-Ministeru tal-Politika Socjali f'April li ghadda. Qed ingibu wkoll ir-rakkomandazzjonijiet li hargu mill-Workshops dwar l-izviluppi li ghandhom isiru fl-oqsma diversi ta' l-ekonomija.

Minghajr ma ninjoraw il-problemi l-ohra li minn zmien ghall-iehor jitfaccaw fid-dinja tax-xoghol u relazzjonijiet industrijali (per ezempju, l-kwistjoni ta' xoghol bil-lejl li wkoll issibu f'din l-edizzjoni) ahna fid-dmir li l-konkluzjonijiet ta' l-istudji li jsiru ma jservux biss biex jitpoggew fuq l-ixkaffa bhalma gara bosta drabi fl-imghoddi.

Ghandhom jigu miflija u jservu bhala pedament sod ghal inizjattivi konkreti.

Perspettivi

WORKERS' PARTICIPATION DEVELOPMENT CENTRE NEWSLETTER

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Ghanijiet tal-WPDC: Li jghin fl-izvilupp tal-partecipazzjoni tal-haddiem fix-xoghol u fis-socjeta', permezz ta' servizz ta' taghlim, ricerka u konsultazzjoni fil-qasam tar-relazzjonijiet industrijali.

SHUBIJA FIT- TREJD UNJONS



Ir-Registratur tat-Trejd Unjons ressaq l-ahhar rapport tieghu lill-Ministru tal-Politika Socjali b'taghrif dwar is-shubija fit-trejd unjons lokali hekk kif kienet tinsab f'Gunju 1989.

It-taghrif deher fil-Gazzetta tal-Gvern tat-3 ta' Novembru 1989,

Sena		1975/6	1987/88	1988/89
Numru ta' haddiema jahdmu bi qliegħ:		110,518	122,837*	125,247*
Għadd ta' msiehba f'Unjons		38,771	63,413	67,219**
Numru ta' trejd unjons		35	23	23
Numru ta' msiehba: G.W.U.		27,167	36,316	38,064
Msiehba fis- CMTU	U.H.M. (qabel MGEU)	3,605	20,173	21,603
	M.U.T.	3,172	3,720	3,810
	M.U.B.E.	871	1,234	1,392
	M.A.M. - Il-Unjon Medika	335	151	243
	Lotto Receivers' Union	150	165	165**
	D.S.E.S.U.	99	78	62
	Kamra ta' Spizjara - Trade Union:	-	58	98
	Casino Employees' Union	-	107	126
Msiehba f'Unjons ohra:		3,707	1,413	1,656**

*Skond l-Economic Trends ta' Gunju 1989

** Stima bbazata fuq is-shubija ta' tlett unjons li ma baghtux ic-cifri tal-membri tagħhom lir-Registratur fiz-zmien stipulat. Huwa kkalkolat li dawn it-tlett unjons bejniethom ihaddnu madwar 350 membru.

ANALIZI

— Tkompli z-zieda fis-shubija - Minn kull 100 haddiem Malti, nsibu li madwar 54 minnhom kienu msieħba fi trejd unjon f'Gunju 1989. Din ic-cifra hija gholja u sinifikanti aktar meta wiehed jiftakar li haddiema bhall-Pulizija, l-Forzi Armati u tad-Dejma ma jistghux bil-ligi jissieħbu f'unjon.

— Fejn kienet iz-zieda? Iz-zieda ta' kwazi 4,000 membru fuq ic-cifri ta' l-1988 hija spjegata biz-zieda ta' madwar 1240 membru mis-settur pubbliku (540 fit-Taqsima tas-Settur Pubbliku tal-GWU; 700 fit-Taqsima tas-Settur Pubbliku u Parastatali tal-UHM); Zieda ta' madwar 1,260 membru mill-industrija privata (550 fil-varji taqsimiet tal-GWU; 730 fit-Taqsima tas-settur pubbliku tal-UHM). Insibu mbagħad zieda ta' 670 ruh fit-Taqsima Pensjonanti tal-GWU.

Fost iz-ziediet l-oħra ta' min isemmi dik ta' shubija minn haddiema professjonali fil-qasam mediku fi hdan il-MAM (zieda ta' 92) jew fil-UGMD (zieda ta' 34).

— F'hiex waslu l-GWU u s-CMTU? Il-GWU hija l-akbar trejd unjon f'Malta, fejn it-38,064 membru tagħha jirrappreżentaw kwazi 57% tat-total ta' haddiema msieħba. L-akbar taqsima fi hdanha hija t-Taqsima tal-Haddiema fis-Servizz Pubblici, b'7,121 membru (6,584 fl-1987/88). It-Taqsima Pensjonanti li nbdiēt sentejn ilu issa għandha 2,753 imsieħeb.

Apparti z-zieda ta' 1,500 fi hdan l-UHM, kemm il-MUT u l-MUBE rregistraw zieda hafifa fis-shubija. l-Għaqda Ufficjali Anzjani tat-Tarzna (DSESU) tilfet 16 il-membri u r-recognition hemmhekk għaddiet f'idejn l-STPSA tal-GWU. Il-MAM qabzet l-UGMD bħala l-akbar unjon fost professjonisti fil-qasam mediku.

— X'qed jigri mill-Unjoni l-oħra? Ic-ciklu tat-twelid u mewt ma jahfirha lil hadd. Anki fil-qasam tat-trejd unjoni insibu li certu għaddiet jigu xolti waqt li oħrajn godda jigu mwaqqfa. Aktarx li l-mewt ta' trejd unjon hija marbuta l-aktar mal-fenomeni ta' affiljazzjoni ma' trejd unjon oħra stabbilita. Din hija aktarx l-ispejgazzjoni għax-xoljiment ta' l-Għaqda Haddiema Tessuti Għawdxin u l-Għaqda Haddiema Maldiam. Sadanittant, il-fenomeni tal-holqien ta' unjoni godda aktarx huwa marbut ma' nteressi ta' gruppi ta' haddiema partikulari li huma jhossu ma' jkunux qed jigu moqdija tajjeb minn trejd unjon(s) generali. Dan jista' jispjega it-twaqqif tal-Union of Cabin Crew (li jfisser li issa hemm erba' trejd unjoni b'membri fil-Korporazzjoni Air Malta), New Lyceum Teachers Union u l-Association of Artists for Radio, T.V., Stage and Screen.

Din it-trend hija pero dgħajjfa hafna u aktarx riflessjoni ta' perijodu relativament kalm fil-kamp trejdunjonistiku, sewwasew bejn zewg elezzjonijiet generali fejn in-numru ta' haddiema jahdmu bi qliegh zdieg sewwa u fejn hemm prospettu għal negozjar kollettiv li jwassal għal titjib fil-kundizzjonijiet tax-xogħol.

Godfrey Baldacchino



KONFRONT:

GHANDHOM IN-NISA JAHDMU BIL-LEJL?

In- nisa li jahdmu fil- fabbriki, ghandhom ikunu jistghu jahdmu fuq ix- ~~x~~ift ta' bil- lejl jew le? Dwar din il- kwistjoni tahraq fil- kamp tax- xoghol f' pajjizna gbarra l-opinjoni ta' ndividwi u ghaqdiel koncernati:

ID- DRITT TA' L- GHAZLA

L-ewwel nett, nixtieq naghmla cara li mhux veru li fil-kazi kollha jekk thaddem tfajla bil-lejl dan huwa illegali. Il-ligi prezenti, jigifieri l-Factories (Night Work by Women) Regulations 1952, Articles 2 - 4 jghidu hekk:-

"No woman shall be employed during the night in any factory, other than a factory in which only members of the same family are employed.



"Regulation 2 shall not apply:-

(a) in respect of any night on which it is necessary to make up for any interruption of work which has occurred through an unforeseen accident, not of a recurring character:

(b) on any night on which the employment is necessary to deal with materials in course of treatment which are subject to rapid deterioration in order to preserve the same from certain loss.

These regulations shall not apply to women holding responsible positions of a managerial or technical character and certified as such by the Director of Labour".

Ghalhekk huwa legali li certu kategoriji ta' nisa jistghu jahdmu bil-lejl.

Issa nistaqsi jien, ghaliex il-ligi f'Malta bhal f'numru ta' pajjizi ohra barra minn Malta ma tippermettix xoghol minn tfajliet go "fabbriki" wara l-ghaxra ta' bil-lejl? Jekk wiehed jaghrbel ftit wiehed isib li meta saret din il-ligi, ic-cirkostanzi ta' dak iz-zmien kienu hafna differenti minn dawk ta' llum: (i) Bil-lejl kien ikun hemm hafna dlam fit-toroq, (ii) il-mezzi ta' komunikazzjoni bhal telephone, radio u karozzu kienu kwazi inezistenti, (iii) il-mara kienet meqjusa tajba bis ghad-dar u biex tiehu hsieb it-tfal; (iv) meta mara tohrog barra wara nzul ix-xemx, kienet meqjusa xi mara tat-triq; (v) il-biza kontinwu ta' xi abbuzi sesswali.

Meta wiehed jifhem dawn ic-cirkostanzi msemija, wiehed jirrealizza ghalfejn saret din il-ligi: Biex tipprotegi lin-nisa.

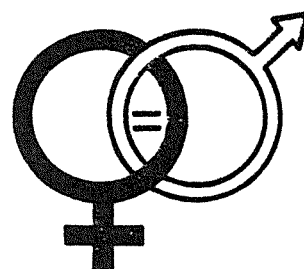
Issa x'gara meta dawn ic-cirkostanzi msemija nbidlu?

Filghaxija it-toroq ikunu mdawwla; l-mezzi ta' komunikazzjoni tjiebu: Kwazi

kulhadd ghandu telephone, karozza, video, radju, ecc; Il-mara llum tippretendi drittijiet u opportunitajiet daqs ragel; li mara tohrog tard filghaxija m'ghadux xi duzunur.

Issa l-mara moderna tippretendi (u forsi hekk ghandu jkun) li ghandu jkollha d-drittijiet kollha daqs ta' ragel u fost l-affarijiet li l-mara moderna trid tnehi biex iggib l-ugwaljanza taghha mar-ragel hemm din il-ligi ta' protezzjoni favur in-nisa. Il-mara moderna tara din il-ligi bhala xkiel: Ghaliex jekk mara trid tahdem go "fabbrica" filghaxija din ma tistax u ragel jista'? Ghaliex meta jkun hemm postijiet battala ta' xoghol bil-lejl mara ma tistax tapplika ghalihom u ragel jista'? Ghaliex meta jkollhom l-overtime, mara trid tieqaf ma' l-10.00 p.m. u ragel jista' jibqa sejjer u jaqla' siegha-siegha u nofs? Hekk sewwa?

Dawn id-domandi saru minn nisa moderni kwazi madwar id-dinja kollha. Wara numru ta' snin ta' garr u petizzjonijiet f'pajjizi barranin, giet imressqa talba minn numru sostanzjali ta' pajjizi membri tal-ILO biex dawn il-ligijiet li jimpedixxu li nisa jahdmu bil-lejl jigu mnehhija. Din it-talba giet diskussa f'Gunju li ghadda f'Geneva u ghad ma ttehditx decizjoni finali fuqha.



Hawn Malta insibu numru ta' nisa li jixtiequ li l-protezzjoni li tiprovdilhom il-ligi jibqghu igawduha, filwaqt li hemm numru ta' nisa ohrajn, kif ghidt qabel li jhossu li din il-"protezzjoni" ghandha titneha ghax hija ta' xkiel ghal-qliegħ finanzjarju u għall- karriera tal-mara Maltija.

Jekk wiehed irid isib argument favur jew kontra x-xift - hemm hafna. Izda mhux argument li issa tghid li ma trid ix-xift għan nisa ghax trid tnehi x-xift ta' l-irgiel. L-irgiel ilhom jahdmu bix-xift snin twal u l-inkonvenjent tax-xift laqawh u wiehed jista' jghid rikbuh. Zgur mhux issa l-waqt li nghidu li rridu nnehu ix-xift għall-irgiel. Dan ikun genn.

In-nisa li jridu jew għandhom bzonn jahdmu filghaxija u bil-lejl għandhom isibu l-facilitajiet kollha biex dan jagħmluh, u anke tinbidel il-ligi biex dan ikunu jistghu jagħmluh bi dritt. Biss huwa mportanti li jkun huma li jiddeciedu x'iridu jagħmlu. Din m'ghandiex tkun obligatorja imma volontarja. Jekk mara ma tridx tahdem fil-ghaxija jew bil-lejl go 'fabbrica', hadd ma jkun jista' jgiegħelha bilfors. Dan huwa punt importanti hafna ghax jagħti lill-mara d-dritt ta' l-ghazla. Għandha tkun hi li tapplika għal xogħol bil-lejl u mhux tigi mgiegħelha. Min ihoss li jista' jew għandu bzonn, japplika; u min ma jstax jew m'ghandux bzonn, ma japplikax. Kull mara għandha tara hi u tizen sew ic-cirkostanzi partikolari tal-kaz tagħha. Hi biss taf f'hiex tinsab; xi bzonnijiet, x'doveri u xi dmirijiet għandha. Il-mara għandha tkun matura bizzegjed biex tagħraf tagħzel - u hawn tidhol l-edukazzjoni wkoll. Huwa mportanti li l-edukazzjoni tingħata fl-oqsma kollha lis-sess femminil biex ikun f'posizzjoni jiddeciedi x'inhuma l-bzonnijiet tiegħu.

Aktarx li jekk tistaqsi lil tfajliet li diga jahdmu gewwa fabbrica matul il-gurnata, jekk jixtiequ jahdmu bil-lejl, dawn ma jkunux iridu ghax draw jahdmu matul il-gurnata - u jsibuhom tajjeb hekk. Izda tista ssib xi whud li minhabba l-ambizzjoni u l-karriera futura tagħhom jaccettaw biex jahdmu bil-lejl. Jekk ikun hemm l-opportunita ta' supervisor bil-lejl, dawn ta' l-ahhar zgur li

japplikaw biex itejbu l-istatus tagghom. L-ambizzjoni u id-dhul finanzjarju akbar ixaqleb il-mizien ghal numru zghir minn dawn in-nisa.

Wiehed irid izomm f'mohhu wkoll li l-mara Maltija ma tantx tidher li ghandha hajra biex tohrog tahdem. L-istatistika turi li madwar 22% biss tan-nisa Maltin jahdmu filwaqt li f'pajjizi ohra issib 50% u 60% tan-nisa li jahdmu. Hemm bzonni li aktar u aktar nisa johorgu jahdmu f'Malta sabiex izidu il-produzzjoni nazzjonali u jtejbu il-posizzjoni finanzjarja tagghom ukoll.

Meta wiehed ihares sew lejn il-fabbriki li ghandna hawn Malta, wiehed jinduna li ftit huma dawk li jistghu jhaddmu l-haddiema nisa tagghom bil-lejl: Madwar 1% biss. Aktar u aktar ftit ikunu dawk li joffru lin-nisa biex jahdmu bil-lejl. Ghalhekk ma nahsibx li jekk dan isir, f'Malta tkun infethet xi pjaga gdida jew li ser inkissru l-familja Maltija, kif gie allegat minn xi gruppi. Diga ghandna diversi setturi fejn in-nisa jahdmu bil-lejl - lukandi, sptarijiet, night clubs, ajruport, ristoranti, pulizija u ohrajn. Dawn kollha kissru l-familji tagghom bix-xoghol bil-lejl?

Il-mara Maltija hija wahda ghaqlija u taf taghzel sew. Taf tkun responsabbli u taf tevita il-perikli tal-hajja. Ghalhekk hija ghandha tinghata d-dritt ta l-ghazla biex tahdem bil-lejl, bhal ma ngihat id-dritt tal-vot.

Edward d' Agostino

XOGHOL BIL-LEJL: TAR-RAGEL JEW TAL-MARA?



F'din il-gzira ckejkna kollox jaghmel hoss. Sew jekk hi moda, sew jekk hu argument. Bhalissa, per ezempju moda l-mini skirt, allura ghandna xalata ta' koxox, modi u mutetti. Zmien ilu kienet l-gholi tal-hajja, darb' ohra kienu l-iskejjel, il-polza, is-systems of knowledge etc. Ghal ftit, jkun x'jkun, jaghmel hoss. Jinkitbu ittri fil-gazzetti, artikli, jissemma fl-ahbarijiet (forsi), tismagghom jitkellmu ghand tal-hanut. Meta s-suggett jibda jmajna jissemma ftit jew xejn, jista' jfisser jew li ndera, inkella giet mahsuba xi teorija gdida.

Dan l-ahhar qed jissemma sikwiet il-kuncett li mara ghandha tahdem bil-lejl, daqs kull ragel iehor. Hawn Malta l-qiegħa ghada ma sahnitx bizzejjed, imma f'hafna pajjizi qed jigi diskuss bis-serjeta. Insomma li darba tkun caqcqet ma tkunx caqcqet ghalxejn. Fil-fatt f'wahda mill-Konferenzi ta' l-Ghaqda Dinjija tax-Xoghol (ILO) diga giet diskussa. F'pajjizi bhall-Belgjum id-diskussjoni dahlet fil-fond u r-rizultat kien li minhabba n-nuqqas ta' xoghol in-nisa jridu jahdmu bil-lejl. F'dan il-kaz il-unjoni ghandhom glieda qawwiya biex jipprovaw jfehmu lil dawn il-haddiema r-ragunijiet ghaliex huma jidrilhom li m'ghandhomx jaccettaw xoghol bil-lejl.

Ma nahsibx li hemm ghalfejn mara tohrog tahdem ta' bil-lejl biex tkun emancipata. Mara tista' tahdem ghall-emancipazzjoni b'modi ohra. F'dan l-aspett ta' l-argument, tajjeb ukoll li jigi rivedut ix-xoghol ta' bil-lejl tar-ragel. Ghaliex jekk ix-xoghol ta' bil-lejl jista' jkun hazin ghall mara, daqstant iehor jista' jkun hazin ghar-ragel.

Per eżempju fl-Istati Uniti qed tigi mistharrga l-possibilita' li l-gisem tal-bniedem jibda jahdem kontra n-natura. Numru ta' xjenzati skoprew li anki fil-kaz ta' boosta haddiema li ilhom hafna jahdmu bil-lejl, gisimhom xorta ma dahrax: Ghajnejhom jinghalqu malli jidlam. Bl-ghajnuna ta'arloggi u dawl, dawn ix-xjenzati qed jipprovaw xorta jikkondizzjonaw lill-gisem biex jorqod filghodu u jqum bil-lejl. B'hafna esperimenti fuq volontiera, li jinkludu eżercizzji kontinwi, dawn ix-xjentisti ghadhom qed jippruvaw sa llum ibiddu s-sistema naturali tal-gisem. Dan bhala eżempju li jixhed kemm fil-fatt gisem il-bniedem huwa magħmul biex filghodu - fid-dawl - iqum, u bil-lejl - fid-dlam - jorqod.

Għaliex ma niddiskutux il-possibilita' li jinqata' ix-xift ta' bil-lejl għar-ragel? Forsi tghidu li ekonomikament mhux possibli. Ix-xift ta' bil-lejl jghin lill-intrapriża biex tibqa' għaddejja. Certu xogħol jkun jista' jitlesta f'anqas żmien. Il-makkinarju ma jithallix wieqaf u jintuza b'mod hafna aktar effiċjenti.

Il-postijiet tax-xogħol fejn isir xogħol ta' bil-lejl huma differenti. Hemm dawk il-postijiet, bħal sptarijiet, ajruport, dwana, pulizija, għassa, li x-xogħol tagħhom hu ndispensabbli. Dan pero ma jiggustifikax il-fatt li r-ragel jew il-mara jbatu tant f'dawn il-postijiet tax-xogħol. Dan l-aħhar il-fabbriki thajjru ukoll; u nsibu numru ta' fabbriki li jhaddmu nies bil-lejl. S'issa li thaddem tfajla bil-lejl huwa illegali f'pajjizna, għalkemm dan ma jfissirx bilfors li dan qatt ma sar.

Appuntu din it-talba li n-nisa jahdmu bil-lejl, giet mill-fabbriki. X'aktarx li l-fabbriki jahdmu bil-lejl għax il-produzzjoni ma tkunx harget matul il-gurnata. Ir-raguni għal dan jistghu jkun hafna. Jista' jkun li l-manager ma jistax iħaddem aktar nies, jew biex jaqta l-overtime, jew biex il-prodott jibqa' hierieg bla waqfien halli jlahhaq il-konsenja u ma jitlifx il-bejgħ.

Dan is-suggett nahseb li l-aktar li jqum huwa god-dar, x'aktarx wara xi diskussjoni fuq it-television, jew wara li tkun inqalghat xi glieda meta r-ragel jigi biex jorqod minn ta' bil-lejl u l-mara trid tohrog bil-karozza. Apparti xi kocc tgergir 'l hemm u 'l hawn, nistghu nghidu li dan ix-xift indera. Kollox jindera, anki li r-ragel u l-mara jiltaqqu ftit, jew li ma jarawx it-tfal.

'Miskin ta' bil-lejl illum. Imma nsomma ahjar hekk għax idahhal xi haga zejda tax-xift allowance, mhux hekk?'

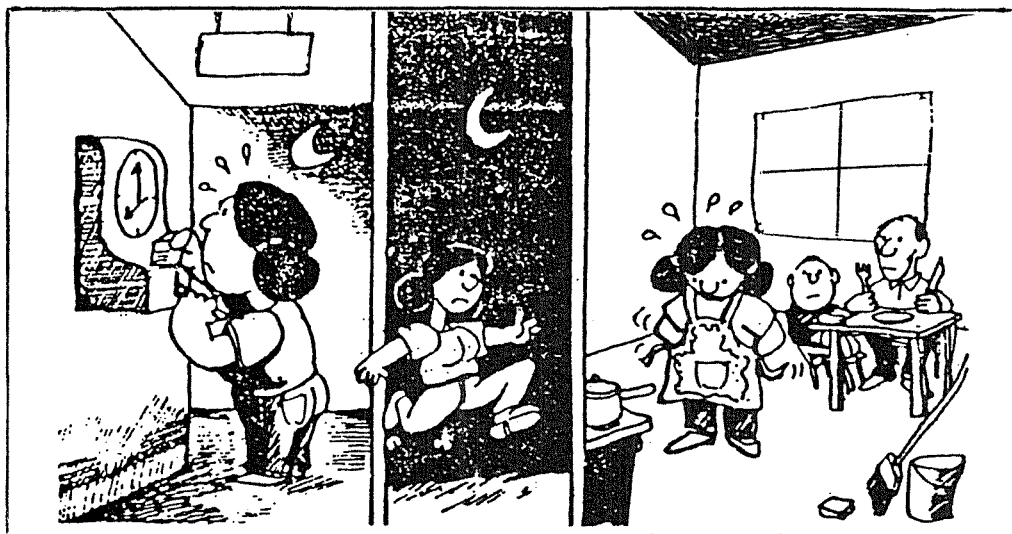
Meta saret din it-talba li l-mara tahdem ta' bil-lejl, min għamel it-talba ma qisx jekk hux necessarju li ir-ragel jahdem ta' bil-lejl, jew x'konsegwenzi hemm, jew forsi hasbu li jagħmlu studju fuq il-kategoriji differenti ta' xogħol u kemm hu bżonju ix-xift ta' bil-lejl. Minflok, bl-iskuża ta' emancipazzjoni, waddabna lill-mara fl-istess sitwazzjoni. Izda dak li jista' jkun hazin għar-ragel u tispicca l-mara wkoll, ma jfissirx li l-mara emancipata.

Ejja nghidu, għall-argumenti, li hekk ser isir, u l-mara forsi taccetta dan ix-xift u forsi fuq l-post tax-xogħol tagħha jibda jintuza dan ix-xift. Tista' ma taccettax il-mara u tista' ma tidholx din is-sistema. Imma ma tistax tghid. Bħal ma drajna li nigu mgħajra u titnaqsilna l-paga b'kastig minn ta' fuqna, tghid dan ix-xift ta' bil-lejl ma nidrawx?

Per eżempju, filghodu giet minn ta' bil-lejl il-mara u jekk hi omm trid tohrog it-tfal għall-iskola. Jekk hi xebba tmur torqod u l-facendi tagħmilhom ommha.

Tghiduli jekk hi mezzewga jghina r-ragel, jiehu hsieb hu tat-tfal. Mhux daqsha ghandu sehem fid-dar? Imma x'jigri jekk hu jkun jahdem ta' bil-lejl ukoll? Hwejjeġ, xiri, knis, platti, tisjir, kollox irid isir u forsi wara nofs in-nhar il-mara tistrieħ xi ftit. Jekk hi għarusa tiehu l-opportunita' u tmur tiltaqa' miegħu, jekk dan ma jahdimx bix-xift ukoll. Jekk inhu hekk jieħdu pacenzja u ma jiltaqgħux.

Tard filgħaxija l-mara rega' waslilha l-hin biex tmur għax-xogħol. Ix-xebba ssellem lil tad-dar u titlaq, u l-omm li hierga għax-xift ta' bil-lejl thalli l-'instructions' lir-ragel fuq il-kommodina: 'L-ikel fil-fridge, narak'.



Imma b'min qegħdin nidhqu? Tghiduli imma barra minn Malta mhux hekk? Imma barra mhux Malta. Kif nistgħu inkejlu b'xiber haddieħor? Barra minn hekk nafu c-cansijiet li familja tibqa' magħquda barra minn Malta?

"Dak li tagħmel mara fid-dar, jista' jagħmlu ragel"

"Iva imma f'kax ta' omm jista' jissostitwixxija r-ragel".

Dan kollu jiddependi mill-post tax-xogħol li fih ikun necessarju li l-mara tahdem bil-lejl. Bhal ma diga għidt din it-talba, s'issa, saret minn fabbrika. Forsi jithajjru oħrajn, imma s'issa dik kienet. Mela jekk dawn in-nisa qegħdin fuq produzzjoni hemm: Stress, strain fuq l-ghajnejn fejn jidhol xogħol irqiq, fl-istess waqt l-ghajnejn jkunu jridu jingħallqu skond li titlob in-natura, ghejja fil-muskoli ta' l-ghonq, nuqqas ta' rrad u x-xogħol tad-dar li għad irid isir, zid il-hsieb li ilek ma tbus lit-tfal (jew lir-ragel) għal din l-aħħar gimgha, u x'rizultat għandek - MARA MFARRKA - bhal ta' barra ezatt.

Forsi xejn ma kont konvincenti, forsi tahsbu li jien kontra n-nisa. Izda kulhadd għandu mohħ biex jahseb (almenu nispera). Kulhadd jaf x'jhoss meta mara tara lir-ragel sejjer għal ta' bil-lejl. Il-fatti juru bic-car kif anki r-ragel jhoss li x-xift ta' bil-lejl huwa ta' dwejjaq. Per eżempju mill-post tax-xogħol li minnu harrget it-talba li nisa jahdmu bil-lejl, kwantita' kbira ta' rgħiel u guvintur tellqu għax ma ssaportewx dan ix-xift.

Il-bniedem għandu jigi l-ewwel u qabel kollox. Jekk xi haga hi hazina u ta' strapazz għal ragel, hija hazina ukoll għal mara. Il-mara, biex timxi 'l quddiem u tkun verament emmancipata, għandha tkun prezenti fis-socjeta'.

Tista' tuza l-hin ghad-dispozizzjoni taghha biex tinteressa ruhha fit-tmexxija tal-parrocchi, politika, trade unjuns, tkun ta' support morali ghat-tfal.

Dawn ta' l-ahhar huma aspetti socjali neqsin hafna mill-partecipazzjoni tal-mara. Hemm ghandha tkun prezenti l-mara u mhux f'xi coffee morning biss. Hemm x'tagħmel kieku trid il-mara. M'hemmx għalfejn taħdem bil-lejl biex tkun emancipata.

Il-qawl Taljan jghid - PANCIA PIENA BUON RIPOSO - dan ifisser li wara ikla tajba, speċjalment filghaxija, torqod ikollok aptit u mhux tmur taħdem, Mhux hekk?

Tanya Mallia



**SGS-THOMSON
MICROELECTRONICS**

Jidher li l-kwistjoni dwar jekk in-nisa għandhomx jaħdmu bil-lejl jew le sbruffat fix-xena lokali wara li saret talba minn kumpanija partikulari.

SHIFT TA' BIL-LEJL GHAN-NISA WKOLL

F'Ottubru 1988, fil-gazzetti lokali gie rappurtat li il-kumpanija li tixtieq tibda thaddem in-nisa bil-lejl hija l-SGS-Thomson Microelectronics (Malta) Ltd. Din il-kumpanija, li tiffirma parti minn grupp multinazzjonali, thaddem f'Malta kwazi 1200 haddiem f'zewg fabbriki f'Hal-Kirkop u San Gwann. Fl-1989, SGS-Thomson li tipproduci semi-conductors u components elettronici kienet responsabbli ta' 25% fil-valur totali ta' esportazzjoni ta' Malta b'ekwivalenti ta' madwar Lm40 miljun lira fi prodotti.

Fost l-argumenti li l-kumpanija tressaq biex tispjega l-posizzjoni taghha nsibu:

* Investiment kbar f'makkinarju soffistikat (li f'Malta jammonta għal madwar Lm25 miljun) li jrid allura jithaddem bla waqfien, bil-lejl u bi nhar mhux biss biex tigi sfruttata l-kapacita produttiva kollha ta' l-apparat (halli l-prodott johrog fil-kwantitajiet oghla u bi prezz orhos) imma wkoll ghax l-apparat tonqoslu l-efficjenza tieghu ladarba wiehed joqghod jixghelu u jitfieh.

* L-irgiel li hemm jaħdmu fil-fabbrika jilmentaw minhabba li huma biss jistghu jitqeghdu fuq shift ta' bil-lejl.

* Numru ta' nisa mpjegati u oħrajn li jixtiequ jaħdmu mal-kumpanija jressqu lmenti għaliex huma ma jithallewx jaħdmu bil-lejl u jgawdu mill-premium assocjat mieghu.

* Fuq certu xogħol li jitlob attenzjoni kbira, ir-rata ta' prodotti hżiena mahdumin mill-irgiel hi ta' 25%, filwaqt li dik tan-nisa hi ta' 5%. Dan qed jgħolli l-prezz ta' prodotti mahdumin f'Malta u allura xi linji tal-produzzjoni qed jigu trasferiti lejn Singapore.

* Il-kumpanija lokali tista' twessa' l-hidma taghha billi tidhol fil-marketing u bejgh dirett lil klijenti jekk ikollha sistemi kompjuterizzati għal "customer service" mhaddmin fuq bazi ta' 24 siegħa kuljum. Dan ifisser li ordnijiet mill-Istati Uniti u l-Lvant Imbiegħed jidhlu Malta bil-lejl minhabba d-differenza fil-hin.



IX-XOGHOL BIL-LEJL

Fil-kampanja li l-Moviment taz-Zghazagh Haddiema Nsara qed jaghmel kontra li tinbidel il-Konvenzjoni tal-I.L.O. u l-ligijiet Maltin li jipprojbixxu x-xoghol tan-nisa bil-lejl, ghamilniha cara li ma naqbiux max-xoghol bil-lejl, la ghall-irgiel u lanqas ghan-nisa. Id-diversi studji li saru dwar ix-xoghol bil-lejl kollha juru li din ix-xorta ta' xoghol thalli effett hazin fuq kulhadd.

Ghalkemm inbidlu l-attitudni u d-drawwiet socjali, n-nisa ghad ghandhom responsabbilita' ewlenija ghall-familja u x-xoghol fid-dar u ghalhekk l-effetti hzienu ta' dan it-tip ta' xoghol jinhass aktar fuq in-nisa. Jekk il-projbizzjoni titneha, anke jekk dan fid-dehra jista' jkun ta' vantagg ekonomiku, il-prezz li jithallas fil-qasam tal-familja u tas-socjeta jkun gholi hafna.

Il-maggoranza kbira hafna tat-trade unions fid-dinja huma tal-fehma li l-projbizzjoni jew restrizzjoni fuq ix-xoghol bil-lejl ghandha tinfirex anke ghall-irgiel u mhux titneha. Ir-raguni hi li x-xoghol bil-lejl hu anormali u jaghmel hsara lis-sahha u lill gid tal-haddiema kollha, irgiel u nisa. Dan jidher car mill-ahhar rapport tas-76sezzjoni ta' l-I.L.O li saret f'Gunju 1989.

Ix-xoghol tan-nisa bil-lejl ghandu jkun ristrett ghall-oqsma tax-xoghol li jaqdu htigijiet vitali tal-bniedem bhal fl-isptarijiet. Ghalhekk ma jkunx rispettuż ghad-dinjita' tal-bniedem jekk il-mara tkun imgieghla jew imhajra tahdem bil-lejl ghal ragunijiet purament ekonomici.

Ghalhekk tajjeb nistaqsu: Ghaliex qed issir din it-talba biex jinbidlu l-ligijiet tal-pajjiz, biex il-mara tkun tista' tahdem bil-lejl bhall-irgiel? Inhossu li hemm zewg ragunijiet principali, wahda teknologika u l-ohra kapitalista:

Ir-raguni teknologika hi li llum il-magna tintuza kontinwament...twaqqafha biss biex taghtiha xi service. Allura jaqbillek tisfruttaha fl-iqsar zmien possibbli qabel tinbidel it-teknologija u l-magna jkollok tarmiha xorta wahda.

Ir-raguni kapitalista hija: Uza l-magna b'mod li taqla' flus kemm tiflah u malajr. L-affarijiet l-ohra, inklus il-haddiem, huma sekondarji.

Dan igibna f'sitwazzjoni fejn flok il-magna tkun strument biex taqdi u tghin lill-haddiem, il-haddiem ikollu jaqdi u jservi lill-magna. Il-haddiem isir skjav tal-magna u r-ritmu tax-xoghol ma jiddettahx il-haddiem imma r-ritmu tal-magna u l-ligi tal-qligh. Din mhi xejn hlief id-duttrina ekonomika liberali, li taf l-origini taghha lill-principju tal-'laissez-faire', li welled il-kapitalizmu sfrenat. Il-vittmi kienu l-haddiema. Il-kapitalisti staghnaw.

F'sistema ta' kapitalizmu nternazzjonali li jezisti llum huwa difficli li stat wiehed jikkontrolla din il-haga. U ghalhekk inhossu li l-Gvern Malti ghandu jahdem bis-shih biex il-konvenzjoni li tezisti ma titnehiex, anzi tissahhah. Hemm bzonn li dawn l-idejn rghiba jibqghu marbutin f'kull stat tad-dinja. Bhall-flus, il-kapitalizmu sar internazzjonali, jew ahjar bla nazzjon! Hekk ukoll l-interessi tal-bniedem, f'dal-kaz tal-haddiema, ghandhom jigu difizi fuq skala nternazzjonali. U glieda bhal din jistghu jaghmluha biss il-Gvernijiet u t-Trade Unjuns.

L-ISKOLA U L-VJOLENZA FUQ WILD IL-HADDIEM

Ghal hafna haddiema, l-esperjenza ta' l-iskola ma kenitx wahda mill-isbah ta' hajjithom. Anzi, bil-kontra! Jiftakru fi zmien meta l-minuti bil-qieghda fuq il-bank dehru donnhom sieghat, u s-sieghat donnhom granet. Jiftakru zmien fejn saqajhom donnhom kienu bla kwiet, u gisimhom fuq ix-xwiek qajla ried ighaddi mument iehor f'kamra musfara, b'kuluri marrada ta' l-isptar, fejn jew dlam wisq jew dawl wisq, jew kesha xxoqq il-ghadam, jew shana toqtol. U l-ghalliem hallih jghid u jreden! Il-hajja kienet tibda wara l-iskola, meta girja wahda ghal mal-hbieb, jew ma' l-ahwa l-kbar, f'xi garaxx quddiem magna zarmata fejn il-matematika finta ta' filghodu kienet issir realta, fejn kull kelma tintrabat ma' tifsiritha, u tilbes l-azzar u r-riha taz-zjut u l-hsejjes ta' ghodda ma' ghodda.

Dawk li waqt li qed jaqraw jghidu: "Dan jien!" forsi jghidu wkoll; "U ghalhekk illum qieghed fejn qieghed, ghax ma tajtx kaz! Kemm jien injurant! Kieku ghamilt mohhi hemm, ma kontx nispicca...." U jiftakru fil-praspar li ghamlu, meta b'kull mod irrezistew dak li l-iskola qeghdet fuq pedestall: Li tobdi minghajr ma tistaqsi, li tirrispetta l-formalitajiet u l-gerarki taghmel il-'homework' u tahdem ghar-rigal ta' xoghol ahjar fil-futur. Min jaf kemm il-darba ghaddew biz-zmien lill-ghalliem, dahlu fi glied, qabzu l-hitan ta' l-iskola bi sfida, qalu dak li mhux suppost jinghad. U l-iskola pattithilhom qares, tathom marki baxxi, rapporti u kastigi, u qaltihom fuq li regghet qaltihom: "Intom injuranti!"



Imma r-ricerka fl-edukazzjoni qed turi li forsi il-htija hija aktar ta' l-iskola milli ta' l-istudenti. Dawk li l-iskola tikkunsidrahom bhala "injuranti" ssib li jafu jfendu ghal rashom, u barra mill-iskola juru intelligenza, krejattivita, inizjattiva, logika u ambizzjoni u jghamlu pass wara l-iehor biex jaslu fejn iridu. Mela waqt li f'ambjent partikulari - fl-iskola - dawn il-kwalitajiet ma jidhrux, f'ambjent iehor -fil-hajja ta' kuljum - l-"injurant" isir bravu, u l-mohh "batut" jirpilja.

Kif nistghu nispjegaw din l-anomaliya? Fost il-hwejjeg kollha li nistghu nsemmu - ghax sar hafna studju dwar l-izvantaggi li ghandhom it-tfal tal-klassi tal-haddiema meta dawn jidhlu fl-iskola - f'dal-kuntest jien ser nati daqqa t'ghajn hafifa lejn wahda mit-teoriji ricenti - dik tal-franciz Pierre Bourdieu.

L-Iskola u l-Klassijiet Socjali.

L-iskola formali hija msejsa fuq kultura tal-klassi tan-nofs. Il-genituri li gejjin minn dil-klassi socjali jaghmlu xoghol li whud mill-karatteristici tieghu huma dawn: Juzaw il-kliem u l-kitba aktar milli l-idejn; aktarx

jahdmu bil-qieghda u fil-process tax-xoghol jibdw mill-astratt u jghaddu għall-konkret; in-natura tax-xoghol tagħhom kif ukoll il-posizzjoni tagħhom fil-gerarkija tax-xoghol iwassluhom biex mhux biss jirrispettaw iżjed 'l awtorita' u jikkompetu ma' haddiema oħra b'mod individwali, imma wkoll li jissagrifikaw hin, flus, gost ta' issa għal rigal akbar fil-futur. Fir-relazzjonijiet tagħhom għewwa d-dar issib li dawn l-attitudnijiet johduhom magħhom, u t-tfal mill-klassi soċjali tan-nofs jitrabbew f'certa kultura u mod ta' hsieb.

Facili tinduna kemm dil-kultura tal-klassi tan-nofs hija wkoll l-kultura ta' l-iskola, fejn hu ta' mportanza kbira li tkun taf thaddem il-lingwa, li tkun kapaci tobdi u tirrispetta u tikkompeti, u tissagrifika ruhek għal rigal fil-futur (ic-certifikat), fejn hafna mix-xoghol isir fl-astratt, b'sinjali mhazzin fuq karta. Għat-tifel u tifla mill-klassi tan-nofs, l-iskola hija kontinwazzjoni tad-dar, ambjent u kultura familjari li ma titlobx minnhom ticrita bejn l-imghoddi, il-prezent u l-futur.

Mhux hekk għat-tifel u tifla tal-klassi tal-haddiema. Il-genituri ta' dawn imrobbijin f'ambjent ta' xogħol fejn is-solidarjeta' kontra l-imghallem aktar mill l-kompetizzjoni hija mportanti; fejn li tista tiehu issa hudu għax għada ma tistax taħlef bih; fejn meta jirnexxilek taqliba 'l ta' fuqek thossok eroj quddiemek innifsek u quddiem shabek, u għandek x'tirrakonta fil-għaxija; fejn x-xogħol tidhollu b'ruhek, imma wisq aktar b'gismek - u min se jagħtik tort meta, kif jgħidu tant haddiema mad-dinja kollha, hafna mix-xogħol tagħhom jeqridha lir-ruh! Dawn l-attitudnijiet lejn ix-xogħol jinfluwenzaw il-harsa generali lejn il-hajja u għandhom effett fuq il-familja wkoll. Missier haddiem aktar faċili jfahhar 'l uliedu għal xogħol li jsir b'mod manwali u konkret milli għal taħziz - importanti kemm hu importanti - fuq il-karta.

Għat-tfal tal-klassi tal-haddiema, l-iskola tirraprezenta mhux kontinwazzjoni tal-hajja u kultura familjari, imma bidla radikali li taqta' fil-laham il-haj. U minhabba li l-iskola għandha tant stima fis-soċjeta, u hija istituzzjoni stabbilita u legittima f'għajnejn tista' tghid kulhadd, allura aktar faċili li l-istudent jippona subgħajh lejh innifsu u jgħid: "Jien injurant", milli jwajhal fl-iskola li ma hi sensittiva xejn lejn id-differenzi kulturali tiegħu. U l-iskola tghidlu u tirrepetilu li t-tort tiegħu, u li jmissu jgib ruhu bħall-oħrajn.

U għalhekk hafna tfal tal-haddiema jispicaw biex jemmnu l-gidba li "mohhom ma jtihomx" - jitgħallmu li huma injuranti meta fil-fatt m'humiex. Għalhekk illum nitkellmu dwar "il-vjolenza simbolika u mohbija" li l-iskola xxerred fuq gruppi ta' tfal, waqt li lill oħrajn, b'mod mohbi wkoll, tippreparhom għal hajja aktar privileggjata u tghidilhom "bravi" meta fil-fatt huma bravi semplicemnt għax il-kultura u l-attitudnijiet tagħhom jaqblu ma' dawk ta' l-iskola. B'hekk, sistema kulturali - wahda minn tant possibbli - issir l-unika wahda legittima.

Eżempju mportanti ta' dak li qed ngħid: ricerka ta' psikologi bħal Bruner, Leontiev, Vygotsky u Luria turi li tfal mill-klassi tal-haddiema ma kenux kapaci isolvu problema matematika fuq karta. Biss, kienu kapaci isolvu l-istess problema applikata - f'kaz minnhom fl-installazzjoni ta' l-elettriku fejn biex tghaddi wire trid tagħmel kalkulu matematiku kumplikat. Bruner wera li l-bnedmin normalment jipprocessaw il-hsieb jew b'mod astratt (per

eżempju bl-uzu tas-simboli u speċjalment il-lingwa), jew b'mod ikoniku (jigifieri permezz ta' ikoni jew stampi), jew b'mod Prattiku (permezz ta' xogħol intellettuali li jibda mill-konkret u jghaddi għall-astratt). U l-iskola, kif urejt fil-qosor qabel, tghallem permezz ta' lingwa astratta, fejn tibda mill-astratt, u kultant tinzel għall-konkret. Min-naha l-oħra, il-process tal-hsieb ta' hafna mit-tfal tal-haddiema jibda mill-konkret u jitla għall-astratt.

Mela mhux injuranti dawn it-tfal imma differenti. Imma d-differenza tagħhom mhix stmata mill-iskola, l-istituzzjoni fejn it-tfal tal-klassi tan-nofs isarrfu l-kapital kulturali tagħhom bl-istess mod li l-genituri tagħhom isarrfu l-kapital finanzjarju tagħhom fil-bank. U fil-fatt, dal-kapital kulturali jiswa daqs il-flus, għax min jizfen mad-daqq ta' l-iskola, l-iskola tippremjah bic-certifikati li jwasslu għal xogħol li jhallas!

Sakemm il-pedagogija - il-mod ta' kif ngħallmu - ma tinbidilx, daqshekk iehor ser tibqa' din il-vjolenza li b'mod mohbi u insidjuż tiskwalifika 'l tant studenti (u adulti) mill-progress intellettuali u ekonomiku.

Ronald G. Sultana

Nifirhu lil Joe Borg li joqghod 'Casa Fiorita' ll Housing Estate, Hamrun, talli rebah il-premju moghti minn THE QUILL wara li mela b'success it-tisliba li kien hemm fil-Perspettivi Nru.4

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DELTA

HomeCentres

B'KARA, COSPICUA, GZIRA, HAMRUN, PAOLA & VALETTA

All the information reproduced below is taken from a direct monitoring of Maltese daily newspapers. The actual press cuttings are filed and classified at the WPDC Office. They are available for perusal by Perspettivi readers and others. The date preceding or following each statement refers to the date of publication in the local press.

THE SETTING

The local labour market registered only slight changes in the period under review, although a trend towards an increase in the number of gainfully occupied persons is discernible. While the total labour supply (those who actually work, or are registering to work) was approximately 127,400, the number of gainfully occupied males went up by about 800 (from 91,227 in January to 92,032 in June 1988) and that of gainfully occupied females by 180 (from 121,852 in January to 122,837 in June).

The private sector registered a decline in employment (less 260 in direct productive activity and less 160 in market services). The number of employees in government departments also went down from 24,526 in January to 24,331 in June. Nevertheless public sector employment in the period increased overall by 750 to 46,535.

The main explanation for this increase is the introduction of the Auxiliary Workers' & Training Scheme (AWTS). The scheme, launched in April, started off with 206 workers. The number had risen to 745 by June. The bulk of those enrolled had been registering as unemployed.

AWTS workers were assigned to various infrastructural projects and were earmarked for training such that they would replenish the private sector with skilled employees.

This policy is partly a response to the claimed shortage of skilled labour in the private sector. Industrialists, members of the Federation of Industries (FOI) complained in the period under review of an inadequate supply of trained labour for industry and the increase of labour poaching in certain areas. The worst sector is allegedly the clothing/textile sector, suffering from (a) a bias by school leavers against factory work; (b) trade school leavers who are nevertheless not effectively trained; (c) income tax disincentives against married women; (d) a shortage of mechanics, toolmakers, machinists, welders, electronic technicians and maintenance workers.

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Industry

In the same period Government, through the Industrial Development (1988) Act, announced incentives drawn up to attract foreign investment. The incentive package includes

- a 10 year tax holiday for industries 95% export oriented
- Investment and accelerated depreciation allowances for capital investment in plant machinery
- Training grants of 50% of the minimum wage up to 12 months
- 3% soft loans for investment in plant, machinery fixed assets.
- Ready-built factories at £3 sterling per square metre per annum for the first three years and £5 sterling per square metre thereafter
- Duty free importation of plant, machinery and equipment for the production of exported goods.
- A liberal work permit policy for expatriates.

The Malta Development Corporation (MDC) underwent a restructuring exercise in the period under review: MIMCOL is now responsible for the overall management of local government investment; METCO is addressed towards the provision of a sophisticated export information service for Malta-based firms. The MDC's core function is to attract foreign investment and technology to Malta.

Trade Unions

The removal of the wage and price freeze policy brought about a rapid escalation of negotiations between trade unions and managements in the private sector aimed at the establishment of new collective agreements. The All Items Retail Price Index (1983 = 100) rose from 101.0 to 103.1 in the period, providing further impetus to wage increase negotiation. Unions occasionally threatened or effected industrial action when management was perceived as using delaying tactics in this regard.

In parastatal/state-owned enterprises, a series of confrontations took place between managements and the General Workers' Union regarding the alleged rectification of injustices experienced by workers. The GWU was also concerned with finding permanent employment to those workers "irregularly" employed before the 1987 elections (See Perspettivi No. 4, p.17)

The event which registered the highest degree of industrial action during the period concerned the visit of British nuclear-capable Warships to Grand Harbour in June.

Public Sector

A reform commission is appointed by the Prime Minister in May to look into the organizational affairs of the public service and to recommend means by which this can effectively respond to the changing needs of effective Government. This includes a new grading and corresponding pay structure.

ISSUES CONCERNING WORKPLACE DEMOCRACY

4/1 Twelve Ramla Bay Hotel employees are presented with long service awards. On this occasion plans involving a Management- U.H.M. new scheme, whereby sick leave not availed of could be "banked" against a serious illness in the form of an internal insurance benefit, are revealed.

7/1 The Chairman of the Trustees of the Mid Med Bank Pension Association and the Bank's top Management file a counter protest against ex-Mid-Med Bank employees with regards their right to share in the Bank's pension fund liquidation.

8/1 The Management of Multigas Ltd. together with G.W.U. representatives organize the second in a series of in-house seminars for employees. The seminar dealt with health and safety at the place of work. Employees were encouraged to participate in discussions and to request adequate information.

8/1 The Minister for Productive Development reports that there are 21 registered cooperatives in Malta and Gozo of which two are not active. He states that in 1986, only 5 cooperatives registered minimal profit, whereas all others had substantial losses. The newly approved Board of Cooperatives now includes a full-time farmer, whose contribution is of great benefit to the board. An arrangement has also been made with the Food & Agricultural Organization to prepare recommendations for the improvement of the cooperative movement.

9/1 Addressing the General Conference of Workers' Secretariat of the Nationalist Party, the Prime Minister dwelt on the need for participation amongst workers. He said that if implemented well, participation leads to a better understanding of the work process itself.

12/1 The Minister for Social Policy announces the setting up of a working committee on occupational health and safety made up of four representatives each from Government, G.W.U, C.M.T.U., the Federation of Industries, and the Employers' Association. The committee has been set up to examine facilities and existing structures concerning workers' health, recommending necessary improvements and advising Government on what type of Authority could be set up to tackle this problem more seriously.

13/1 A Lm30 special bonus is granted to widows of employees and pensioners who were former employees of Bank of Valletta Ltd., following a petition by the council of the Pensioners' Association.

14/1 The nominations of four candidates contesting the elections for worker directors are approved. There are two contestants each from Telemalta and Enemalta.

18/1 An Instructors' Upgrading course has started, designed to strengthen the education and training function provided by trade schools, technical institutes, specialized training centres and the extended skills training scheme. The course seeks to establish an Instructor Training Unit and a Curriculum Development Unit for institutional and in-plant technical and vocational training programmes.

21/1 Dr. Alfred Sant, Labour M.P., states that he disagrees with Government policy which requests members of worker cooperatives to pay the same N.I. contributions as self-employed. He reports that these cooperatives were set up to help youths affected by recession in the textile industry.

22/1 The Director of Audit includes a proposal for the setting up of a public accounts committee in his annual report to the House of Representatives.

23/1 Tony Xuereb and Tommy Roberts are elected worker directors at Enemalta and Telemalta respectively. (see Perspettivi No. 3, p.15).

28/1 The Unione Italiana del Lavoro together with the W.P.D.C. and the G.W.U. participate in a one-week seminar in Italy on the theme Trade Unions, Development & Participation. The first phase held in Malta was based on worker education and participation.

29/1 The C.M.T.U. and the Social Action Movement organize a public speaking course for Trade union leaders, having an emphasis on the use of broadcasting media.

1/2 Dr.Reno Borg, elected worker director on the Board of the Bank of Valletta alleges that he has been ordered by the Board to stop visiting Bank branches and stop allowing workers to talk to him confidentially.(3/2) The G.W.U. representative at the B.O.V. walks out of a disciplinary Board meeting in support of Dr.Borg's protest.(13/2) B.O.V. employees approve a resolution of solidarity with the Bank's worker-director and request that the Board's directives be withdrawn.(7/4) Some 800 B.O.V. employees sign a petition requesting the worker-director to be nominated on the Bank's Executive Board.

5/2 A one day conference is organized by CIMIRA on the theme "Changes in the local Labour Market" The issue of worker participation was raised by various speakers.

8/2 The Federation of Worker-Directors is set up on the initiative of the Malta Drydocks Council to defend and promote industrial democracy, as well as to facilitate cooperation among worker directors. The Federation's Chairman is Sammy Meilaq while Reno Borg is Secretary.

8/2 In response to a Parliamentary Question (PQ),The Prime Minister reports that Malta Drydocks workers had been given a special bonus on the occasions when the enterprise had made profits.

10/2 In a letter to the press, the Honorary Life President of the Employers' Association states that the worker director has the duty to ensure that in its deliberations and decisions the Board keeps to the interests and rights of the workforce. However, Mr. Miceli Farrugia feels that a worker director does not have the right to perform the work of a shop steward. This would supplement the role of the trade union.

12/2 The Cooperatives' Board orders the cancellation of the Koperattiva Tal-Burdnara Ltd from its register.

15/2 Employees with Enemalta Corporation become eligible to part exemption from payment of electricity at their homes. They are also given an additional bonus of Lm25 and the payment of all time-in-lieu accumulated up to December 20th. Female employees of the Corporation may avail themselves of a year's unpaid parental leave.

20/2 The Bank of Valletta approves special unpaid parental leave for a period not exceeding one year to its female employees.

22/2 30 participants in a social studies course organized by the Y.C.W. carry out an educational visit at the Malta Drydocks.

26/2 Speaking to members of the Institute of Directors, the Prime Minister said that if worker participation is well developed and administered, it could change the atmosphere of the Maltese workplace.

9/3 Employees at Portanier Brothers Ltd., members of the G.W.U., have agreed unanimously on the setting up of the Welfare Fund. The Fund will be administered by a joint worker-management committee. The money will be forwarded in small sums by workers and a yearly substantial amount by Management.

9/3 Martin Grasso, a GWU member and the Assistant Head of Finance and Administration at Construction & General Engineering Co. Ltd., is re-elected worker-director at the company.

11/3 The WPDC Chairman answers a 'Times' correspondent on the worker director issue, claiming that even if it were possible for the WPDC to indicate where and how far the concept of industrial democracy should go in Malta, it should not attempt to do so since this would be putting the participatory movement in a straightjacket. It is up to the social partners to determine the extent of participatory developments.

21/3 The Minister for Productive Development states that, as part of its policy to encourage producers to manage their own affairs in cooperatives and other organizations, government is handing over certain work to cooperatives. The Minister also appealed to cooperative members to apply for overseas training courses.

29/3 Addressing the Annual General Meeting of the Agricultural Trading Cooperative Society Ltd., the Minister for Productive Development states that this cooperative should resume exporting agricultural products. The Minister praised the cooperative for its work and education programmes for its members.

4/4 Nine employees from Thomas de La Rue are rewarded for their low number of absent days from work, having availed themselves of less than 9 days of sick leave during their last 10 years of employment.

6/4 Mr. Victor Bonnici, manager of the Ramp Section at Air Malta's ground operations department, was elected worker-director at Air Malta, with 60% of votes cast in favour. Mr. Bonnici's contest was backed by the G.W.U. He obtained 751 votes from 1,138 valid votes. The other contestant obtained the following: A. Manfre' 323 and J. Borg Costanzi 64 valid votes.

6/4 The committee of the Fishermen's Cooperative comments against the building of a new power station at Marsaxlokk, claiming that such a structure would cause irreparable harm to the environment and would threaten the livelihood of fishermen.

7/4 The Federation of Worker-Directors expresses concern with the threats being faced by worker participation, mentioning a number of workplaces where worker-directors are allegedly not being allowed to exercise their roles and functions properly. The Federation also comments on the alleged attack on the participatory system at Malta Drydocks.

8/4 The Youth Section of the G.W.U. calls for more participation and solidarity amongst workers, following the election of the worker-director on the Board of Air Malta.

13/4 The W.P.D.C. organizes a course on the theme: Women and Men - Equal Partners in the Building of a New Society. Topics for discussion include education, the environment, art, psychology and social analysis.

13/4 A committee is set up to establish how the three sections of the port workers scheme could be amalgamated to operate under one group. The committee includes representatives of the workers' sections, officials from the G.W.U. as well as port officials.

19/4 An intensive four-week course on aspects of work and life-long education is organized for 200 male and female supervisors working with the Auxiliary Workers and Training Scheme.

28/4 The Minister of Education addressing Industrialists says that government policy is to integrate industry better with education. He affirms that education is not just for the student but also for workers' formation, so industrialists should involve themselves on the different boards of various technical centres.

30/4 A series of seminars are held for S.G.S.-Thomson senior employees. These seminars dealt with leadership skills.

30/4 Mr. Lawrence Lautier, G.W.U. President, claims in his May Day message that there is a serious threat to worker participation in Malta.

2/5 The Malta Labour Party Leader Dr. Karmenu Mifsud Bonnici speaking at a May Day meeting claims that workers ought to have greater participation in the running of enterprises where they work.

3/5 The Guze Ellul Mercer Foundation organizes a leadership course for which 35 people attend. Mr. Richard Matrenza is course coordinator.

10/5 The Education Minister announces that Government is preparing a plan of action to organize evening classes for adults. The Minister says that illiteracy is a drawback to Maltese workers and these classes could help to eradicate this deficiency.

14/5 The Prime Minister, addressing 200 supervisors at the end of a one-month course at the Auxiliary Workers' Training Scheme, suggests that the private sector could help Government identify what type of training workers needed to find their place in industry. He also appeals to this sector to cooperate with Government in operating this scheme and in the provision of training for its members.

17/5 Mr. Martin Grasso, winner of the worker of the year award, says that worker participation is growing and he hopes that the Maltese and Gozitans will unite more to get more benefits.

1/6 The Malta Union of Bank Employees concludes an agreement with the Management of Mid-Med Bank which foresees a share of the Bank's profits before tax to be distributed to all Bank employees. The agreement also covers an increase in overtime rate, increases in wages to those who work outside normal bank hours, a daily allowance to graduate employees and a number of other benefits (17/6). The G.W.U. states that sections representing workers in all Government departments, parastatal corporations and companies where Government has effective control, have started making formal claims for profit sharing and for a general revision of wages and working conditions. The decision by the union's council was taken in the light of the agreement between Mid-Med Bank and M.U.B.E. The union maintained that what applied to one sector should also apply to others.

9/6 An assessment of the present situation at the workplace has revealed that in the vast majority of cases, the nature of work in Maltese industry is in dire need of general improvement to render work practices safer. The report of the Working Committee for Occupational Health and Safety shows that, calculated over a 3 year period, the Department of Labour detected 511 deficiencies in 462 establishments, 416 of which involved machinery. Annual average court referrals was 26. The report notes various other deficiencies in existing legislation and regulations. The committee suggests that the Occupational Health and Safety Authority to be set up should work with the Education Department to bring about awareness, redraft legislation, establish industrial clinics and encourage company doctors to improve services.

11/6 Government announces that it intends to exempt members of the Fishermen's Cooperative from paying half their National Insurance contributions.

17/6 Professional status for teachers and a new form of participation by teachers and parents in the running of schools, some of which will have a legal personality of their own, are among the new proposals in a white paper on a New Education Act. The Act also requires all practising teachers to be in possession of a warrant.

21/6 The MLP Leader calls for an amendment to the Industrial Development Bill to the effect that the MDC monitors employment levels and that profit sharing schemes are introduced for workers employed by companies benefiting from incentives granted under the Bill.

22/6 A committee is set up by the Cabinet to report on the best way of implementing the Government's electoral promise on worker' participation. Its brief is to assess how workers' participation could be best introduced in those areas of the economy where Government has control.

INDUSTRIAL DISPUTES & NEGOTIATED AGREEMENTS

1/1 Two collective agreements liquidating Pension Scheme Funds in the Central, Mid-Med and Lombard Banks, amounting to almost Lm4 million are signed between the Banks' directors, the M.U.B.E. and the S.T.P.S.A. of the G.W.U. Through the agreement, Bank workers who had been employed before the two-thirds pension scheme was enacted in 1979, will benefit from individual premiums of up to Lm9,000. (4/1) Mid-Med and Lombard Bank employees accept the proposals for the pension fund liquidation. (5/1) Some 160 ex- Mid-Med and Central Bank employees who had retired from Bank employment since 1975, claim a share in the fund's liquidation. A representative committee is appointed to negotiate with the Banks' Management and Pension Fund Trustees. A judicial protest is also filed.

1/1 The Prime Minister announces that those workers in Government Departments, parastatal bodies and companies over which Government has effective control who had been suspended for obeying directives not to report for work on June 29th 1982, will be receiving all wages lost as a result.

1/1 The G.R.T.U voices its agreement in principle that shop employees benefit from a half day off per week, but Saturday afternoon is considered unacceptable.

5/1 Minibus owners, members of the Minibuses Union, organise a march in protest against the indirect way they receive payment.

6/1 The Department of Labour is asked to investigate the situation at Villa Rosa Holiday Complex where a Management circular has allegedly warned workers to maintain order and discipline or else face discharges.

15/1 The grade of female typists in the Government Service has been abolished and those within this grade are to be incorporated in the Clerk I Grade, following an agreement that was reached between the U.H.M. and Government. Those involved in this change would benefit from a salary increase and promotion prospects.

15/1 U.H.M. officials and taxi drivers' representatives meet the Minister of the Interior and Justice to discuss claims and other points of interest.

15/1 Employees at the Civil Aviation Department protest that their efforts to give adequate and efficient airfield services are going unrecognized and uncompensated. In contrast to this, they claim that other employees at the Airport are getting special bonus and overtime at generous rates.

18/1 The U.H.M. states that enrolled nurses with certain qualifications will start a 2 year course to become general registered nurses. In the interim they will receive full salary as enrolled nurses.

19/1 The Private Sector Section of the U.H.M. requests the removal of Articles 33(1) and (2) of the Industrial Relations Act of 1976. The union claims that the articles go against the right to work as guaranteed by the Constitution. The union also contends that these articles are an effective tool in the hands of employers to dismiss managerial, executive and other such employees occupying posts of confidence. This could happen even if the Industrial Tribunal proved that their dismissal was unjustified.

26/1 The G.W.U. gives notice of an industrial dispute with Casma Ltd. and sets up an action committee in protest against the presence of an alleged "union buster" taking part in union-management talks. Agreement is reached following mediation.

26/1 The General Service Section of the U.H.M. urges Government to implement promotions at all levels of the general service.

26/1 The U.H.M. protests with Government that a first class hotel in Malta placed advertisements in the foreign press for jobs that could be easily done by Maltese employees.

26/1 The Private Sector Section of the U.H.M. protests with the Chief Government Medical Officer, because certain company doctors were allegedly more loyal to their employer than towards their profession. The U.H.M. requested specific guidelines to avoid friction between workers, doctors and companies.

26/1 The G.W.U. issues deadlines to EneMalta and TeleMalta Corporations regarding the finalization of revised collective agreements. International Trade Union support is also threatened. (30/1) Pending issues between the G.W.U. and Enemalta and Telemalta are discussed in the presence of the Minister for the Development of the Infrastructure.

27/1 The G.W.U. informs the Director of Labour that the dispute between the union and Sportiva Ltd. has been settled after Management sent counter proposals regarding the proposed collective agreement.

27/1 Representatives from the Employers' Association and the G.W.U. discuss industrial relations and the effects of import substitution on local employment.

27/1 The Hotels, Restaurants & Food Section of the G.W.U. insists on being consulted about negotiations on the selling of the Dragonara Hotel and Casino.

7/2 In a meeting for shop-stewards at Malta Shipbuilding, Mr. Anthony Busuttil, G.W.U. Secretary for the Dockyards Section, explains the agreement reached with the Management regarding payment for night shift work, insurance policy and trainee examinations.

10/2 The Malta Shipbuilding Company Chairman urges G.W.U. shop-stewards and the 2,200-strong workforce, if possible to maintain the deadline to complete and deliver the first of 8 timber carriers ordered by the Soviet Union.

11/2 The U.H.M. Hospital Employees Section requests Government to widen opportunities for more enrolled nurses to qualify as S.R.Ns. The union also protests against the S.R.N.- S.E.N. wage anomaly.

11/2 Following an agreement reached between the Management of Bank of Valletta and the G.W.U., foreign exchange bureaux employees will receive extra daily allowances in compensation for working outside normal hours.

12/2 The U.H.M. General Service Section claims allowances for Government employees who on their own initiative have obtained academic qualifications, insisting that such employees be placed in posts commensurate to their qualifications.



12/2 As a sign of appreciation for the G.W.U.'s work in liquidation of the non-contributory pension scheme within Mid-Med Bank, employees, members of G.W.U., raise money to start a Welfare Fund.

13/2 The G.W.U. extends an overtime ban at Malta Shipbuilding by including non-industrial employees from the S.T.P.S.A. This was done after the G.W.U. claimed that management had refrained from taking action against a certain fitter who is doing work not allotted to him. The union feels that the extra work done by this employee should be done by the union only. (19/2) The overtime ban is lifted after agreement between the Prime Minister and G.W.U. The D.O.I. explains that the agreement reached recognized that no one was authorized to carry out union work other than the G.W.U. which was the recognized union. Yet, the D.O.I. added, this did not mean the prohibition of individual representation with Management as permitted by law. (15/2) The Minister for the Interior and Justice appeals to the G.W.U. not to tolerate sabotages at Malta Shipbuilding concerning a fitter who is alleged to be doing G.W.U. work.

15/2 The U.H.M. Hospital Employees Section, announces the agreements reached with Government since May 1987. These include; Payment for extra duties by hospital auxiliaries; new rosters for laundry and maintenance workers, assured jobs for all health assistants; the installation of safety cabinets in the Pathology Department; a new roster and wage increase for hospital employees working at the airport; promotion of 124 nurses to State Enrolled Nurses Grade IA.

15/2 The G.W.U. tables various proposals to Government to strengthen the nursing profession. These include a decent wage to student and pupil nurses and the creation of a junior nursing officer grade.

17/2 The rules of operation for the Auxiliary Workers & Training Scheme are published. A skills training agency will promote, develop, teach, train and implement programmes within the scheme. Auxiliary workers will work 40 hours a week over 5 or 6 days, being paid fortnightly. They may be engaged in construction and maintenance work, street cleaning and land cultivation schemes.

20/2 An agreement concluded by Mid-Med Bank and the G.W.U. provides for shift premium increases for messengers at the Ruzar Briffa Centre, Qormi.

20/2 The U.H.M. Private Sector Section starts discussing a collective agreement with Management of Underwear Ltd. after the union is granted sole recognition.

23/2 The G.W.U. warns Government that employees "irregularly" employed before the 1987 elections cannot be regarded as casuals and introduced into the AWTS. The Minister for Social Policy reports that only those casual workers employed "irregularly" are to join the AWTS. All others will maintain their status as elaborated in the G.W.U.-C.M.T.U.-Government agreement of October 1987.

25/2 The G.W.U. protests against transfers, lack of promotions and lack of opportunities to attend in-service training for its members at Air Malta. The Company Management expresses surprise at the union statement. (1/5) The G.W.U. General Secretary warns Air Malta of industrial action if promotions continue to be allocated unjustly. (28/5) A G.W.U. delegation meets officials from the International Transport Workers Federation informing them about the dispute with Air Malta and preparing them for any eventual request for solidarity. (2/6) The G.W.U. sets up an action committee to monitor the situation. (4/6) Air Malta management proposes to reconsider fresh promotions. (8/6) The G.W.U. presents written warning of industrial action with regards the filling of vacancies by employees who the union claims were employed contrary to the provisions of the collective agreement. (9/6) The threat of industrial action is removed when management withdraws the employment of the contested workers.

26/2 The G.W.U withdraws an ultimatum it had given to La Nouvelle once it is agreed to commence talks leading to a collective agreement.

29/2 The G.W.U. expects Rotos Ziraya Pumps to scrap the system of employing workers on a definite contract basis, renewable every three months. The Company has 58 million dollars worth of orders.

6/3 A Technician II is promoted to Management Duty Officer at the Airport Terminal. This promotion is backdated 17 years. The Department of Information claims that the worker had been unjustly disqualified as he had obeyed a union directive.

11/3 The S.T.P.S.A. of the G.W.U. congratulates Mid-Med Bank for introducing allowances to employees with academic qualifications. The G.W.U. alleges that B.O.V. has not given the allowance to all those entitled.

11/3 The U.H.M. insists on the installation of air conditioning at Meditex Ltd. due to excessive heat at the factory. Industrial action is threatened. (12/5) The Meditex Board of Directors approves the immediate installation of air-conditioners.

13/3 A conciliation meeting, chaired by the Director of Labour, is held between the G.W.U. and Polymetrics International Corporation which operates the Reverse Osmosis Plants. The dispute has arisen over disagreements concerning the revision of the collective agreements. The union has threatened industrial action.

15/3 The G.W.U. threatens industrial action at the Ports if licenses for products that are being produced in Malta are lifted. The union claims that such an action would jeopardize 7,000 jobs.

18/3 The G.W.U. protests against overdue promotions to the Officer I Grade within the Customs & Excise Dept.

19/3 The G.W.U demands to discuss the conditions of work of carpenters at the Department of Health. The Parliamentary Secretary for Health reports that these workers were shifted temporarily until the premises at St.Luke's Hospital were fit for use.

20/3 A complaint is lodged in the press on the anonymity of certain "situations vacant" advertisements which conceal their identity with a P.O. Box address.

22/3 The U.H.M's Private Sector Section registers an industrial dispute with J.B. Plastics Ltd. over the undue protraction for negotiating a collective agreement.

23/3 24 Gozitan workers who were "impressed" with Government and parastatal companies hold a protest march against their alleged unfair dismissal.

23/3 Representatives from the G.W.U. hold urgent talks with Minister for Social Policy regarding Data Collators who were dismissed from work with the National Tourist Organization of Malta. (24/3) The G.W.U. announces that an agreement is reached whereby 57 Data Collators will be employed until alternative permanent jobs are found.

25/3 The U.H.M. instructs Health Inspectors to continue their ban on "on call" duty as long as Government refrains from remunerating such duty.

25/3 A delegation from the U.H.M. protests with the Finance Minister and the different Heads of Departments of the General Service Section, about overtime anomalies between workers in parastatal companies and Government employees.

25/3 Increases in teachers' salary, changes in the educational sector, wages and bonuses lost since 1984, revision of agreement about supervision and vacancies in the Education Department are issues discussed by the M.U.T. with the Minister for Education.

The Bank Management insists that it is its prerogative to run the Bank without interference. The Bank states it has no dispute with the G.W.U. and had honoured the existing collective agreement.

11/4 The U.H.M.'s Private Sector Section requests discussions with the Medical Council on the alleged negative attitude of some company doctors.

13/4 The Management of Jerma Palace Hotel agrees with the G.W.U. on a temporary collective agreement limited to wage increases.

14/4 M.U.B.E. representatives meet the Finance Minister on the issue of the non-contributory pension scheme at the B.O.V. The M.U.B.E. had requested the B.O.V. for a settlement similar to that of Mid-Med, Lombard and Central Banks.

15/4 15 Workers, having a long service with Model Knitwear Industries, are discharged because of an order shortage.

18/4 The Association of Confectioners feels that there are already enough confectioners in Malta to meet local demand, yet it was not against the importation of products not manufactured locally.

20/4 After submitting its views and opinions, the C.M.T.U. discusses the proposed import substitution policy with the Minister for Development of the Tertiary Sector and Parliamentary Secretary for Industry. The C.M.T.U. expresses agreement with the general policy but insists that the aim should be to exercise a positive effect on local employment.

21/4 The G.W.U. group committee at St.Luke's Hospital holds discussions with the Chief Government Medical Officer and with the Parliamentary Secretary for Health.

22/4 The G.W.U. submits to Government a memorandum with arguments in favour and against the membership of Malta in the European Economic Community.

24/4 The G.W.U. negotiates wage increases with the Managements of seven flour mills.

25/4 Commenting on Import Substitution, the G.W.U. states that, while allowing the importation of foreign goods, Government should help existent local firms to upgrade their products and technology.

25/4 The M.U.B.E. expresses appreciation for the Lm150 bonus given to all Central Bank employees on the occasion of the Bank's 20th anniversary. The union welcomes recent promotions and expresses the hope that pending problems with the Bank's management would be solved shortly.

25/4 The U.H.M.'s Private Sector Section has met the Management of VF (Malta) Ltd. which has taken over the operations of Blue Bell (Malta) Ltd. The Union insists that employees should not be affected by the company's change of ownership. This is accepted by Management.

26/4 Malta Shipbuilding employees take part in a protest march organized by the G.W.U. after local authorities did not meet with the workers' request for a zebra crossing in front of the yard's gate.

26/4 A group of married women whose husbands are soldiers in the Armed Forces of Malta have set up an association to safeguard the soldiers' rights.

27/4 The Consumers' Union issues a memorandum to Ministers arguing for better consumer education and the establishment of liaison networks between Government and the union.

29/4 The G.W.U. files a protest against the Management of Mid-Med Bank due to the alleged granting of unfair promotions.

1/5 The widow of a Telemalta employee and an employee who had to undergo an operation in England are financially assisted by the company's Welfare Fund which is administered by the G.W.U.

26/3 A delegation from the U.H.M. holds a meeting with the Employers' Association. Issues discussed include worker participation and sick leave utilization.

26/3 Workers at the Inflight Catering Sections of the Corinthia Group of Companies will be benefitting from wage increases following agreement between Management and G.W.U.

29/3 Meatsellers withdraw their decision not to buy fresh beef after talks with the Meatsellers' Association and the Minister for Productive Development. The decision is taken following claims that they were selling illegally imported meat.

30/3 The Managing Director of Cosi Belle Mobili is charged in court with not having paid P.A.Y.E. contributions of employees amounting to Lm7,200.

3/4 The Public Services Section of the G.W.U. protests that Government has discriminated in employing workers on a casual basis. The union also alleges that Kalaxlokk workers are not being paid for work higher than their grade, they are being sent to work elsewhere and no promotions due to them were granted.

4/4 The University Students' Union reports that all University student-workers are entitled to 20 days vacation leave during their four months' work period between June and September. This has been assured by the Minister for Education.

4/4 Government approves a request by the U.H.M.'s Hospital Employees Section for free medical care for paramedical staff including medical laboratory technicians, radiographers and physiotherapists.

5/4 The Public Service Section of the G.W.U. protests that promotions to assistant communicators within the Civil Aviation Department have been given after a one year delay, but were only retroactive to the previous month.

8/4 Pilots employed by Air Malta are to have their conditions governed by the 1982 agreement reached with the Airline Pilots and Flight Engineers Union. This agreement ends a five year dispute which arose when the company wanted to introduce definite contracts for certain Maltese pilots, with different conditions and salaries than those stated in the 1982 agreement. First officers now have a uniform salary scale and conditions of work.

9/4 Civil servants appearing before the Public Service Commission can now be assisted by a person of their choice including a lawyer or a legal procurator but not a Member of Parliament. The PSC is also vested with the power to revise its own past recommendations.

9/4 The G.W.U. requests the Minister of Finance to intervene in negotiations which the union is having with the Management of Bank of Valletta. (19/5) The G.W.U. accuses management of breaking existent collective agreement when issuing promotions. B.O.V. employees are directed not to work overtime nor sign any papers which may be presented to them. Management and the G.W.U. agree to a revision of promotions. (24/5) B.O.V. employees classified as casuals would remain on the bank's payroll until permanent employment is secured for them. (11/6) The G.W.U. urges Management to implement the agreement on the revision of promotions. (27/6) Both the G.W.U. and B.O.V. Management complain of a worsening industrial relations climate.

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3/5 The U.H.M. and M.U.B.E. thank Government for compensating the wages lost by Telemalta and bank employees due to suspension from work following industrial action in 1977.

4/5 The M.U.B.E. defends recent promotions at Mid-Med Bank as being the exercise of justice after the Leader of the Malta Labour Party denounces them as being discriminatory.

4/5 The F.O.I. identifies the lack of female and skilled workers for industry, an overvalued Maltese Lira and an obsolete telecommunications system as urgent problems.

5/5 14 officials at the Customs Department are promoted following discussions with the U.H.M.

6/5 The G.W.U. organizes a meeting for C.I.M. employees announcing that a number of factories are offering to employ 90 workers who will be declared redundant by the C.I.M. due to a sharp reduction of foreign orders. Other matters related to employment termination are discussed.

7/5 The U.H.M. insists that workers who passed the internal examination for the Administrative Officer grade be given their appointment.

7/5 AWTs Supervisors are addressed by union representatives on the importance of trade union affiliation and workers' solidarity. This meeting was coordinated by the Ministry for Social Policy.

8/5 In a meeting with the Malta Desk Officer in the Foreign Affairs and Commonwealth Office of the British Government, the G.W.U. discusses the possible privatization of Air Malta and workers' participation.

10/5 The C.M.T.U. expresses agreement with the Government's intention to ratify a number of I.L.O. Conventions.

11/5 The G.W.U. General Secretary insists that any cost-of-living increases should be given to all workers on a flat rate and not on a percentage basis. A spokesman from the Employers' Association reacts, saying that such flat rate increases are not necessary because trade union and wages' council machinery are sufficient to negotiate wage increases. (16/5) The F.O.I. endorses the reaction of the Employers' Association that Government should not resort to the practice of dictating wage increases, flat or otherwise, for adoption by the private sector. The Federation claims that any wage increase should be actually earned through higher productivity and/or through improved performance in other ways such as more flexible working time arrangements. (31/5) The G.W.U. insists that its declaration referred to nominal wage adjustments and not to real wage increases. The union states that social justice demanded that cost-of living wage increases should apply to all workers.

12/5 The U.H.M. protests against the appointment of the new Director of Agriculture on the basis that this post has always been filled by an official from the general service.

13/5 The leader of the M.L.P. calls on Government to pay an immediate bonus to soldiers who were on duty during the elections.

15/5 The G.W.U. submits proposals on import protection to the Parliamentary Secretary for Industry. The union claims that as long as Malta is not in a position to absorb all its employable citizens in "unprotected" industries, import protection will continue to be favoured by the G.W.U. The union agrees with Government that a strong industrial base in Malta should be built on export-oriented activities, but only when full employment is reached or approached. The union also holds that consultation with workers' representatives is vital to know the exact type of protection to be given.

20/5 The G.W.U. and the Management of Portanier Bros agree to set up a Welfare Fund for the workers. 95% of the employees have applied to join this Fund together with Management.

21/5 The Minister for Education announces that teachers who lost wages during the 1984 strike will be refunded, after discussions with the M.U.T.

25/5 The G.W.U. insists that employees at Malta Shipbuilding are entitled to regular medical check-ups as with Malta Drydocks workers.

26/5 The G.W.U. appeals to all unions to unite in making representations for wage increases for Government employees.

31/5 The Consumers' Union calls on Government not to accept the newly introduced vehicle insurance rates. The International Organization of Consumer Unions shows support to the Malta Branch after the latter's representatives are allegedly removed from all except one Government Board. The Maltese union claims that it had made a number of recommendations to Government and to the private sector but in both cases calls for meetings were refused.

1/6 22 doctors who were out on strike since 1977 have resumed their work at St. Luke's Hospital.

1/6 The Bank of Valletta pays all wages due to 250 employees who were suspended from work for 7 weeks in 1977 after resorting to industrial action.

4/6 The Education Minister, speaking at the M.U.T. General Conference, promises teachers that their major claim for the official recognition of teaching as a profession would be granted soon.

6/6 The U.H.M. reports that its request for extending the validity of the internal examination for Administrative Officers to two years is met by Government.

6/6 The Chamber of Commerce comments that many of the "oppressive and restrictive features" of importation remain unchanged. Government is allegedly inactive on the matter and proving to be prejudicial to the importing community as well as restricting consumer choice.

8/6 The G.W.U. requests a revision of wages and working conditions for Mid-Med Bank employees after managerial staff receive a substantial wage increase.

9/6 The U.H.M. welcomes the announcement that Government would be publishing the results of all interviews for public sector employment.

11/6 The U.H.M. requests that Department of Health assistants should have free medical care. This request has been approved.

11/6 Two AWTs workers are suspended by the Minister for Social Policy for idling about while at work.

12/6 The soldier dependants' association disagrees with the giving of time-off-in-lieu to soldiers for services rendered during elections, when other workers had got paid for their extra work.

14/6 The Management of Shalimar Company Ltd. and the Union Haddiema Hwienet have agreed to abolish all definite work contracts.

15/6 The Management of Abeco (Malta) Ltd. discusses a restructuring of wages and grades with the G.W.U. Proposals for the next collective agreement are to be presented by both parties.

17/6 Airport Restaurant employees benefit from wage increases and overtime premiums following a new agreement between the Corinthia Group of Companies and the G.W.U.

17/6 The G.W.U. withdraws notice of industrial action against Kalaxlokk Construction Company after the intervention of the Minister for Development and Infrastructure. The dispute concerned workers whom the company wanted to second to the AWTs.

18/6 The G.W.U. declares that it is prepared to issue directives which would deny port services being given to British nuclear capable warships. (20/6) The M.L.P. invites all port workers to protest against the visit by the British Warships. (21/6) The G.W.U. threatens to give strike directives at the appropriate time to Grand Harbour, Dockyard and Marsaxlokk harbour workers against the visit of British Warships. The union warns private firms having tug boats or other vessels that they would suffer a total boycott if they hindered its directives. The union insists that its struggle was not one of partisan politics but one in defence of the workers' rights to live in peace and safety. (22/6) The Prime Minister tells the G.W.U. General Secretary that Government does not support nor want nuclear warfare and a Government/G.W.U. agreement on the issue should be possible. The Maltese Government had accepted the British request to moor ships in Malta, having considered that they were not carrying out military manouvres. Refusing this request now would be harmful to Malta's international image. (22/6) Workers at Malta Shipbuilding approve a resolution condemning the reactions of Government with respect to the British warships issue. (24/6) The G.W.U. informs Government of its intention to pursue its original actions in relation to the visit to Malta of British warships. The union's national council states that for the best interest of the country, Government should have requested a guarantee that no nuclear weapons are on the visiting ships. Since no such guarantee was given, the union will go ahead with its plans for industrial action. (24/6) Tug boats manned by Drydocks workers pull the 80,000-ton tanker Copper Mountain and block the entrance to Grand Harbour. The representative of the ship owners files a judicial protest requesting that the ship be returned to its mooring point. (24/6) On his behalf and also as Director of the Peace Laboratory, Rev. Dionysius Mintoff appeals at court to stop the Prime Minister from allowing the British

warships to enter Maltese waters, claiming that as a Maltese citizen he has a right to defend the constitution which he alleges is being countervened. (24/6) Workers at Malta Shipbuilding Company bring traffic at Marsa to a standstill as they demonstrate against the planned visit of British warships. (25/6) The G.W.U. issues a strike directive to harbour pilots, tug mooring men and dockers, soon after the Copper Mountain is removed from the harbour entrance in a joint army/police operation. Malta Drydocks and Malta Shipbuilding employees are also directed to lay down their tools. (27/6) The G.W.U. lifts off the industrial action in the Maltese ports. (27/6) The Leader of the Malta Labour Party takes full responsibility for the port blockade. Dr. Mifsud Bonnici insists that the workers had all the right to stop warships from endangering their lives with the alleged nuclear arsenal on board. (28/6) The G.W.U. blacklists S. Mifsud & Sons and Sea Malta for failing to use the services of pilots and mooring men for the entry of vessels Pinto and Zebbug. (30/6) The M.L.P. Parliamentary group join the M.L.P. leader in taking responsibility for the ports blockade. (30/6) The Federation of Industries and the Chamber of Commerce condemn the "acts of piracy" that a group of dockyard and port workers carried out. Whatever the motivation for such actions, commercial ships should not have been prevented from their movements. Immediate action against "these criminal and violence-instigating acts" is exhorted.

19/6 The G.W.U. requests that the 220 auxiliary workers who are performing cleaning work in hospitals should be employed full time, particularly since there is a shortage of personnel.

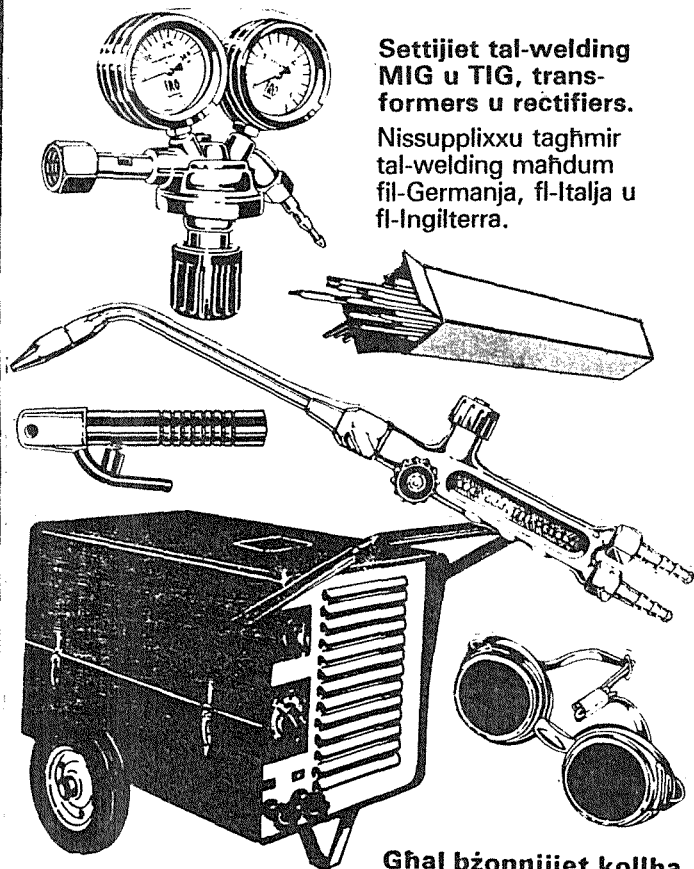
21/6 Following agreement between Government and the M.U.T., teachers are paid for the 18 days of Carnival holidays they had lost between 1978 and 1987. Government will also pay teachers who were out on strike in 1984 and who were deprived of 2 days' pay on 9th and 10th November as well as the equivalent amount in the Christmas bonus.

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22/6 The Union of Government Medical Doctors writes to the Prime Minister expressing concern at the number of foreign doctors who were applying to work in Malta on an individual basis. The union requests that no work permits be granted to foreign practitioners who may perform work which was already being done by local doctors.

23/6 The Farmers' Association protests against Gozo Agricultural Products Ltd. which, it claimed was offloading various products such as cucumbers, and sweet and water melons. Government had promised that G.A.P. would not compete directly with farmers but would rather help export their products, the Association claimed.

25/6 The G.W.U. protests with the Department of Labour against the dismissal of employees from Topwear Ltd. while they were on shutdown.

30/6 The General Retailers & Traders Union alleges that, although the present administration promised to be an open Government, there were still licenses which, because of vague interpretation, gave room to abuse. Trade Department Officials used their discretion making it possible to import banned goods.

30/6 The Private Sector Section of the U.H.M. puts forward a case in front of the Medical Council. The union claims that a company doctor visited an employee who was on sick leave, confirming the dizziness she was feeling and giving her pills. In spite of this, he informed the company that she was fit for work on which report the company did not pay the employee for her sick leave. The union presses the Medical Council to take any necessary action.

DECISIONS OF THE INDUSTRIAL TRIBUNAL

21/1 Mr. John Grima files a judicial protest against Chairman and Secretary of the Tribunal as well as against Managing Director of Hempel's Marine Paints, declaring that his employment was terminated due to alleged 'current litigation' between General Investment & Estate Company Ltd. which was represented by him and Hempel's Paints Ltd. Mr Grima claims that the Tribunal's decision to refer the case to the Commercial Court was illegal, mistaken and causing him unnecessary hardship. The Tribunal is requested to revoke its order and continue hearing the case without delay.

26/3 Mrs. Micallef claims she has been unfairly dismissed from her work with Clavis Jewellers. The case is withdrawn from the Tribunal after a compromise was reached following the intervention of the Union Haddiema Hwienet. Clavis agreed to pay Mrs. Micallef Lm600.

13/4 The Tribunal determines that the case of unfair dismissal alleged by Mr. Saviour Farrugia against Crown Hotel was technically a case of redundancy carried out within the law. Mr. Farrugia had alleged that after he was dismissed someone else was employed instead of him.

14/5 Mr. Joseph Borg Bartolo is awarded Lm7,500 by the Tribunal which declares that he had been unfairly dismissed from employment with Corinthia Group of Companies at the age of 59. The Tribunal concludes that the redundancy exercise was valid but the company had failed to do its utmost to offer Mr. Borg Bartolo decent alternative employment. Thus it did not follow C.E.R.A. provisions (19/5). Directors of the Corinthia Palace Hotel Ltd. file a judicial protest against the above award, claiming that the Corinthia Group of Companies had no juridical personality and thus could not assume any responsibility nor pay compensation. (21/6) The Tribunal re-confirms that the Corinthia Group is

considered to be the sole employer of Mr. Borg Bartolo.

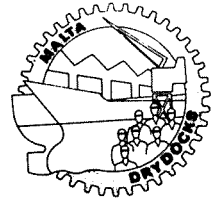
30/5 The Tribunal rules in favour of the Drydocks Senior & Executive Staff Union (DSESU) against the Management of Malta Drydocks, declaring that the regrading of the Management at the Manoel Island Yacht Yard was an infringement of the 1980 collective agreement. Another case lodged by DSESU to the Tribunal concerns the DSESU Secretary, Kenneth Abela. Mr. Abela is alleged to have been left without an office between January and October 1987 and to have been left without any official work to carry out. In a conciliation meeting with the Director of Labour, the Management of Malta Drydocks agrees to provide an office for the union to carry out its functions.

7/6 The Tribunal suspends consideration of the case of Mr. Joseph Borg against Mamco Ltd. regarding an alleged unfair dismissal after the two parties reach an independent agreement.

21/6 The Tribunal considers the case of Rosario Caruana who files a protest of unfair dismissal against the Management of Hunters' Tower. The employee claimed that he had been dismissed after refusing to work in The Tunny Net Restaurant, another property of the same Management. Management claimed that this arrangement was only for one night. The Tribunal determined that the employee's evidence suggesting the case was one of an unfair dismissal was inconclusive.

21/6 The Tribunal considers the unfair dismissal alleged by Mr. Alfred Gatt against Captain Morgan Cruises Ltd. The Tribunal declares that the evidence presented suggests that the employee was unfit for the given job; thus the company is justified in its dismissal on the basis of inefficiency, though such a decision had been too abrupt. The company is thus ordered to pay Lm256 as compensation.

ISSUES CONCERNING MALTA DRYDOCKS



8/1 Malta Drydocks Council Chairman and President of the Drydocks Section of the G.W.U. welcome the Prime Minister's announcement that talks would be held to discuss problems faced by the Drydocks. Mr. Meilaq, Council Chairman, attributes losses at the Drydocks particularly to market trends and effects of the over evaluated exchange rate with the U.S. dollar. All docks in the Mediterranean which competed with Malta Drydocks were also subsidized directly or indirectly. The subsidies included low interest rates on loans for development. The labour force at the yard was decreasing but the volume of work was higher than before. Mr. Meilaq insists that the Dockyard was not a burden to the country and that the good industrial relations which exist would be maintained. Mr. Sapiano, G.W.U. Dockyards Section President states that, irrespective of the solution to the problems at the Dockyard, this should not be to the detriment of the workers who are already making sacrifices.

16/1 Both the Prime Minister and the Leader of the Opposition state that Malta Drydocks and Malta Shipbuilding require the solidarity of the nation to overcome their debts. The Opposition Leader advocates the extension of financial assistance to the two firms.

28/1 Widows and dependents of Dockyard and Shipbuilding workers who died last year and were members of G.W.U. are presented with Lm100 each. The money was collected from the union's welfare fund.

10/2 Three Drydocks employees contest the election for a vacant Council seat. Charles Cremona is elected. (see Perspettivi No.3, p.15)

14/3 The Prime Minister states that Government expects cooperation from all workers and their representatives on the Drydocks issue. He says that the docks are very important to Malta and with

their hard work the workers would be contributing to the country's economy.

15/3 The Dockyard's Council Chairman stresses the importance of a lasting solution to the Drydocks' problem. He alleges that a report which the Drydocks Senior Management tabled to Government sought to crush existing worker solidarity and worker participation. The report was thus to the detriment of the workers. Drydocks workers resolve to defend industrial democracy. Talks with Government will not resume unless the report is rejected. (15/3) Government is willing to guarantee work and consider financial assistance while the Drydocks Chairman informs workers that it is up to the Dockyards' Management to increase productivity. Council agrees with all points Government tables as long as all agreements are approved by the G.W.U.

20/3 The GWU Drydocks' Section addresses shop stewards, worker committee members and delegates from the Drydocks on the importance of participation. He says that the workers have the responsibility to safeguard and keep the system working. He also warns Government that Drydocks workers are entitled to the benefits obtained by workers elsewhere, including wage increases.

20/3 The Executive Committee of the Drydocks Section of the G.W.U. decides that all workers at Malta Drydocks can benefit from the Welfare Fund no matter what grade they are in. This was suggested by the S.T.P.S.A. of the same union.

7/4 The Luxury Cunard Liner Vistafjord will enter Malta Drydocks for repairs and major modifications after major European Shipyards are outbitten.

6/5 The Prime Minister assures the Drydocks Council and the G.W.U. that the worker participation system at the Drydocks will remain. The Drydocks Council is thus ready to resume talks with Government. The Chairman affirms that the Drydocks Council agrees in principle that the Council Chairman should be elected directly during the election for council members; it also agrees that workers committees should be included in Drydocks legislation. The Council is also willing to cooperate so that better use is made of existing manpower, as long as basic conditions of work are unaffected.

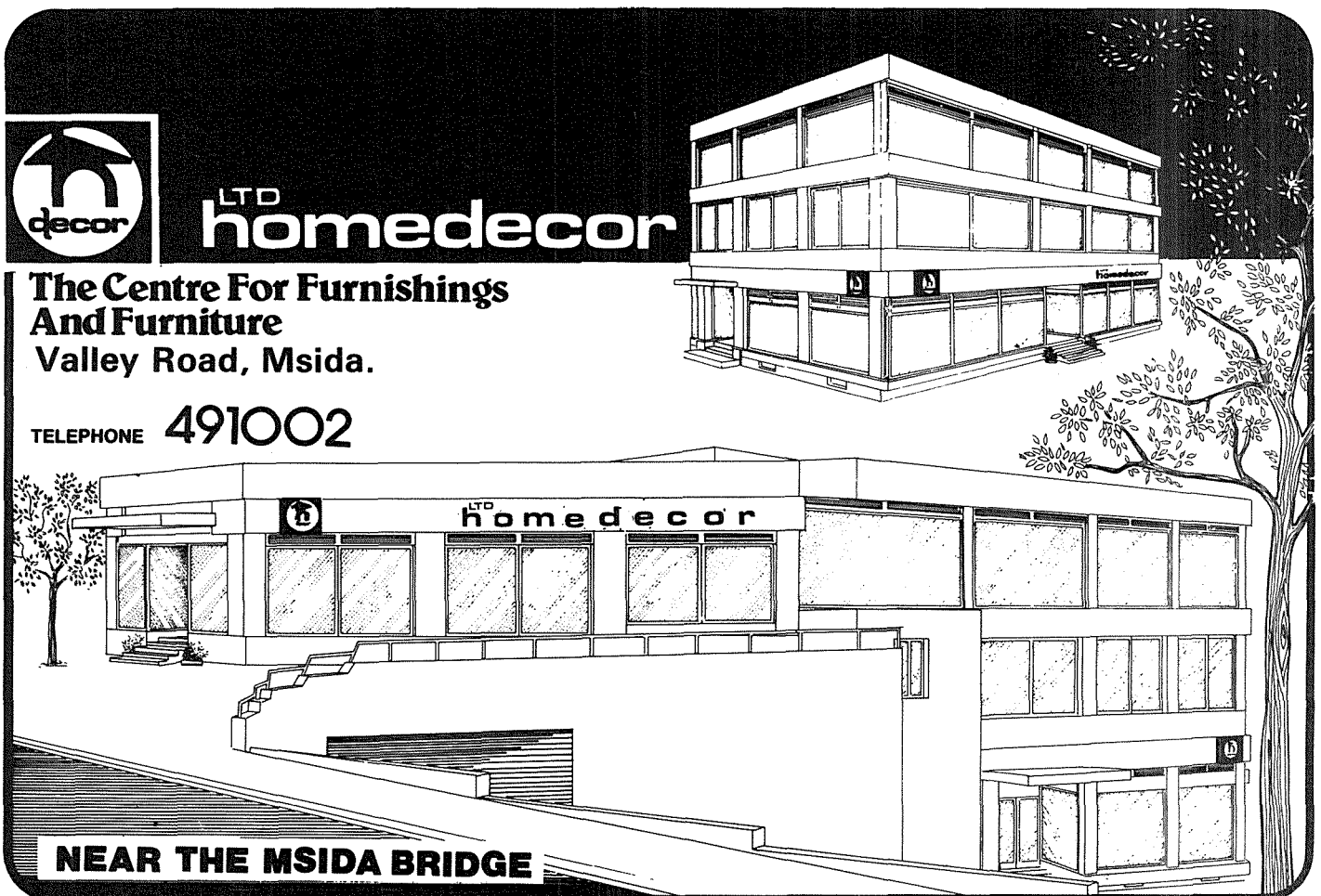
16/5 The Workers' Participation Development Centre carries out a survey among 200 Drydocks Staff and G.W.U. officials aimed at investigating the workers' participation system. (16/8) On the basis of interim research findings, the WPDC proposes general recommendations for organizational reform.

19/5 Three Dockyard workers are treated for burns after a fire breaks out in an oil tanker's double bottom where they were working. Prompt action by fellow workers on board saves them from serious injury.

22/5 The Dockyards Section of the G.W.U. discusses a new agreement with Management about working conditions for employees who go abroad on dockyard work. Also discussed are grit blasting, work carried out in the plant department, and the apprentices.

13/6 A committee has been set up to follow the collecting of money due to Malta Drydocks from various creditors, following discussions between Drydocks Council and Management seeking to reduce the company's substantial overdraft.

14/6 The Prime Minister reports accumulated debts amounting to Lm51,117,603 and credits due of Lm8,506,756 at Malta Drydocks.



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4/1 The U.H.M. achieves sole recognition of employees at the Hotel Ta' Cenc in Sannat, Gozo.

20/1 The U.H.M. insists on a secret ballot to resolve a recognition issue at The Holiday Inn. The union submits a claim for dual recognition at the hotel.

30/1 The Chemical & General Workers' Section of the G.W.U. claims majority membership at the Food Processing Company Ltd. at Hal Far. A preliminary meeting with management is requested.

11/2 The G.W.U. achieves sole recognition for employees at Woodware Ltd. of Marsa who previously had been organized in the U.H.M. The workers are grouped in the Chemical & General Workers Section.

11/2 Mistra Village grants sole recognition to the U.H.M. The employees are organized in the Union's Tourism, Food & Drinks Section.

3/3 The Casino Employees' Union insists that it is the sole representative of workers at Casino. The union is discussing a new collective agreement with the Management of Casma Ltd.

4/4 Most of the industrial employees at St. Edward's College join the U.H.M. The union requests sole recognition from the College's Board.

4/4 The U.H.M. Private Sector Section is granted sole recognition at the Suncrest Hotel.

25/4 The majority of non-teacher employees at the Archbishop's Seminary join the U.H.M. The union has requested a meeting with the Rector.

11/6 The U.H.M. is granted sole recognition for workers at Paolo Bonnici Manufacturing Division Ltd.

COLLECTIVE AGREEMENTS

- Between the Metal Workers' Section (GWU) and the Management of Bezzina Shiprepair Yard (4/1); Panta Lesco (27/1); Neimann (24/3); Merit (11/4); SGS-Thomson (23/4); Bromford Iron & Steel (27/5).

- Between the People and Parastatal Industries Section (GWU) and the Managements of Enemalta and Telemalta Corporations (31/3); Metalfond (28/4); Polymetrics International Corporation (17/6).

- Between the Chemical and General Workers' Section (GWU) and the Managements of Toly Products (15/1); Central Cigarettes; Edible Oil; Mediterranean Flower Products; Pharmamed; Marsa Plastics; Dowty; Mediterranean Hospital Products; Thomas de la Rue; Pack Print; Acris Containers (24/1).

- Between the Textile, Garment and Leather Section (GWU) and the Managements of Castellana (26/1); Sports Trend (20/2); Bognor Sports (21/2); Bleimund (13/3); Alta Moda (24/3); Johnsons Clothing (3/5); Medwear (6/5); Romatex (5/6); F.Coupe & Son (9/6).

- Between the Hotel, Restaurants and Food Section (GWU) and the Managements of Europa Hotel (15/1); Marsa Sports Club (5/3); Hotel Cavalieri (18/3); Selmun Palace Hotel (23/3); Corinthia Inflight Caterers (26/3); Corinthia Palace Hotel (6/4); Green Dolphin Hotel (4/5); Phoenicia Laundry (3/6); Andrews Feeds (8/6); Airport Restaurant (17/6).

- Between the Coca Cola House Union and the Management of General Soft Drinks Company (8/4)

- Between the Private Sector Section (UHM) and the Management of Austria Tabak (12/2).

PARLIAMENTARY AFFAIRS

14/1 In response to a Parliamentary Question (PQ), the Prime Minister reports that 10,257 days of certified sick leave had been availed of at Marsa Shipbuilding between September 1986 and May 1987.

29/1 In response to a PQ, the Minister for Social Policy states that there are at present 707 Maltese working in Libya.

3/2 The House of Representatives debates the Bill amending the Pensions Ordinance which restores pension rights to those Government doctors and specialists dismissed from service in 1977 after industrial action ordered by M.A.M.

13/4 The Minister for Gozo reports that the number of factory workers in Xewkija Industrial Estate was now 801, compared to 768 the year before.

25/4 In response to a PQ, the Prime Minister reports that there are about 500 Malta Drydocks workers on "light duties" because of their health condition.

11/5 The Minister for the Development of the Infrastructure states in Parliament that 622 employees at Kalaxlokk Construction Company were established as being irregularly employed. Kalaxlokk workers had also accumulated 64,569 hours of time-off-in-lieu due to them.

19/5 The Minister for Social Policy states in Parliament that there are 892 workers engaged in the "Cleaning up Malta" scheme.

20/5 In response to a PQ, the Minister for Social Policy states that 189 out of 210 chosen AWTs Supervisors had been registering for employment. There had been 540 applicants.

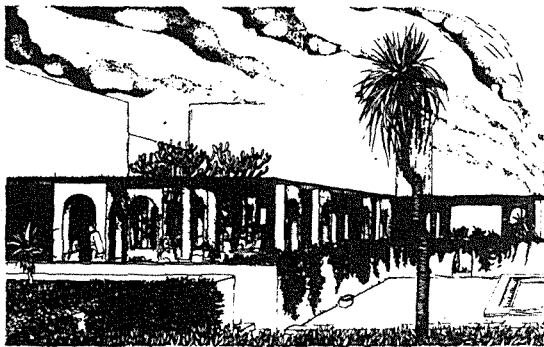
19/6 The Minister for the Development of the Infrastructure reports that an inspection team supervising Department of Works employees had reported 64 employees not at their place of work. Disciplinary action was being taken.

24/6 The Prime Minister reports that, as at March 1988, 44.8% of the gainfully employed depended on Government for their livelihood.



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BROADCASTING MEDIA AND ADULT EDUCATION

- AN ONGOING PROJECT

A cursory view of the range of adult education provision worldwide would serve to underscore the major role which the broadcasting media play in this important sector of education. The broadcasting media are involved, the world over, in a variety of adult education initiatives. These range from 'University of the Air' programmes, meant to support institutions specialising in degree-level 'distance education' (eg. The Open University, UK; Athabasca University, Canada), to 'Basic Adult Education' radio programmes which supplement the 'face to face' teaching being carried out in the villages of so called 'Third World' countries as part of community development projects or national literacy campaigns.

The broadcasting media, therefore, make their presence felt in adult education in both developed and underdeveloped countries. The Maltese broadcasting media are no exception, being quite involved in the education of the Island's adult community not only in an informal and, at times, indirect manner but also directly. Last year, Maltese radio launched two educational projects specifically directed at the adult learner. One of these is the Universita' tal-Kotra series, produced by Xandir Malta in collaboration with the Ministry of Education. The other is an ongoing adult education project intended to provide basic education in the social sciences and the arts. It involves the close collaboration of three units within the Department of Education: The Media Education Centre, the Drama Unit and the Adult Education Unit. This article will focus exclusively on the latter project.

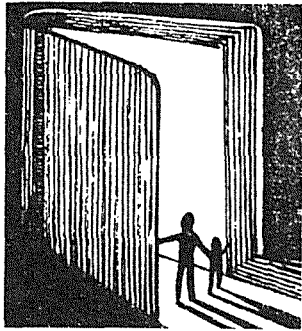
Round about the same time that the Adult Education Unit was being set up, in 1988, an agreement was reached to utilise, for adult education purposes, some of the time allotted by Xandir Malta to educational broadcasting. A plan of adult education broadcasting activities was soon drawn up and transmissions began in earnest in October of the same year.

The project, which has just entered its second year, is intended primarily to broaden the general knowledge and cultural baggage of the adult listeners. It is the organizers' intention to provide as diversified a programme of learning as is possible. However, it was deemed appropriate, at the time, to launch the project by means of two series of programmes focusing on the social sciences. This area is widely regarded as the one most likely to provide adult learners with invaluable insights into the workings of the society in which they live and to whose development, it is hoped, they would be capable of making a positive contribution.

The first series focused on Social Studies and the subject was treated in its broader context. There were thirteen programmes in all and topics discussed included 'social change', 'population', 'emigration', 'value of work', 'power and authority', 'industrialization' and 'Third World', to name but a few.

The second series of programmes bore the title of 'Economics in Everyday Life' - L-Ekonomija fil-Hajja ta' Kuljum. Once again, there were thirteen programmes in all and the scripts were prepared by the well known Maltese economist, Dr Lino Briguglio. Both the script writer and WPDC Research Officer, Godfrey Baldacchino, were regular participants in the programme,

commenting on some of the views aired by members of the public during a series of 'vox pop' exercises. Included among the topics discussed were: 'gross domestic product', 'public expenditure', 'population and employment', 'banking', 'national income', 'productive investment' and 'government'.



While it might be possible to have a repeat broadcast of, at least, one of these programmes in the Social Sciences in the forthcoming months, a new adult learning programme is under way. It is intended to foster among adult learners an interest in reading novels and in creative writing. The difference in focus between this programme and the preceding ones reflect the programme planners' concern with helping the adult learner develop a broad cultural background.

They are no doubt aware that they can only succeed in this task by ensuring that the material is presented in a creative manner and that a certain amount of feedback is obtained from the learner. The programmes' presentation is varied and every effort is made to avoid traditional straight forward teaching. Different voices and techniques are employed to render the presentation as diversified as possible. People from different walks of life are often invited to take part in the programme and are interviewed on topics that relate to their everyday activities and experience. In the first Social Studies programme, the people interviewed included university professors, social workers, teachers, economists, directors of social organizations, animators and returned emigrants. Representatives of the Workers' Participation Development Centre often took part in these discussions and some of them even engaged in script writing. The presentation techniques used throughout these programmes include script reading punctuated by music, 'vox-pop' interviews, dramatised pieces and short discussions.

As far as the creative presentation of the material goes, the members of the Drama Unit arguably face the most arduous task. They are responsible for providing an effective clarification and simplification of difficult theoretical concepts through creative, dramatised means. Explaining, without vulgarising, such concepts as the 'Multiplier Effect' through short pieces of drama revolving around a few stock characters is no mean task. And yet, the Unit's script writers and players have, time and again, proved equal to it.

An imaginative dramatic treatment of the matter at issue should help rivet the adult learner's attention and render his/her task of grasping important concepts somewhat easier. In order to be effective, however, an adult education radio or television programme requires more than just an imaginative presentation. A certain amount of feedback is deemed necessary. Without such feedback, the programme would not be much different, in terms of teaching effectiveness, than any of the other cultural and informative programmes transmitted by the broadcasting media throughout the week.

A Listener's Club - Klabb tas-Semmiogha - has therefore been formed. It is through this club that the necessary feedback is being provided. In the course of the programme, listeners are urged to write to the Adult Education Unit at its office at Beltissebh, with a view to joining the Club. Those who

do so are duly registered and, prior to or immediately following each programme, are sent a series of related questions which they are invited to answer. These answers are then forwarded in a prepaid envelope to the Adult Education Unit. Educators read through the scripts and provide feedback.

The issue that often has to be addressed, when planning an activity of this kind, is that of motivation. Is there anything, other than the acquisition of knowledge for its own sake, that motivates a listener to join the Club and take the trouble to answer the various sets of questions involved? This is the poser that confronted the organizers when the project was still at the planning stage. It would not be amiss to assume, in an age characterized by the emergence of 'The Credential Society', that the listeners would love to have some form of certification at the end of the various courses. The organizers, however, were not very keen on issuing certificates which, in all probability, would have had little recognition. Instead, they sought to introduce a competition which was to serve as a source of extrinsic motivation. Each marked script would be allotted a grade; the listener who obtains the highest score over every three programmes is entitled to receive a book prize. The competitive element is, however, underplayed and it is emphasized, in the various letters sent to the listeners who join the Club, that the possibility of winning a book should constitute only a secondary source of motivation.

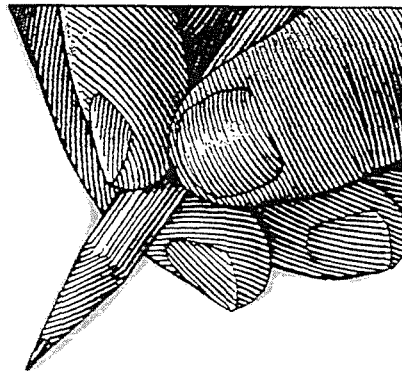
The main source of motivation is the possibility of broadening one's cultural background and general knowledge.

It appears from the various letters received that the club members are approaching the programmes in the desired spirit. The number of participants for the first programme was, of course, not very high. The organizers, however, did not lose heart. After all, judging from the letters received, the number of people who actually listen to the programme is much higher than that of the Club members. Not all listeners are prepared to take the trouble to join the Club and work out the various exercises, even though they regularly tune in to the programme. It should also be relevant to note, here, that even such a well established and world renowned correspondence college as Wolsey Hall started off with only five students.

The number of listeners who joined the Club in the course of the second programme was substantially higher. It would be interesting to see whether club membership will increase during forthcoming programmes.

The Listeners' Club was introduced not only to ensure feedback but also to help establish closer contact between those involved in the running of the programme and the adult learners. One of the problems with distance education is that it tends to be too impersonal. There is always the danger that its widespread use may serve to eliminate the important element of human interaction from the education process.

The size of the Island makes it possible for the programme planners to devise ways of retaining the element of human interaction in adult education programmes involving television and radio. It is possible, for instance, for listeners to phone the adult



education officer involved and those who provide them with the written feedback. In so doing, the participants would manage to obtain answers to queries that they may have. It is also possible for them to meet the Officer concerned at the latter's office. This often happened last year and there was one instance when the officer entrusted with script marking wrote a letter of reference on a participant's behalf.

Only recently, those who, last year, joined the Listener's Club were invited by the Adult Education Unit to participate in a short meeting in the course of which they, together with the personnel directly involved in the project, were afforded the opportunity to evaluate past programmes and provide suggestions for the future. They were therefore presented with the opportunity to influence the course of their own learning. The meeting was followed by a social gathering during which they got to know some of those directly involved in the implementation of the project.

One particular feature of the Listener's Club which is worthy of consideration, at this stage, is the sex composition of its members. This may serve to provide some indication as to the nature of the adult education clientele involved. The great majority of the club members is female. This tends to be in keeping with the trend worldwide. The reasons for such an occurrence are various. Feminist sociologists would no doubt argue that women's greater participation in adult education somehow reflects the sex bias that characterizes the formal educational system, rendering women's educational opportunities quite limited when compared to those of men. This may go some way towards explaining why more women than men seek 'second chance' educational opportunities.

The project under consideration is still in its initial stages and it is therefore too early to attempt to provide explanations regarding the sex composition of the adult education clientele involved. One would, nevertheless, do well to monitor and research the situation within the next few years. If participation during the next three years is to follow the same pattern, then it might be interesting to explore whether one of the reasons is that Maltese housewives perhaps have less opportunities than men to attend classes regularly in the evening.

In view of women's greater participation in this adult education project, it becomes even more important for female educators to be involved in its planning and production. It also becomes more important for women to make their presence felt in the various programme slots.

Sex and gender considerations apart, an increase in participation on the listeners' part would act as a spur for the programme planners to come up with new ideas and initiatives. One feels that the project represents an interesting venture in the field of adult education, even though it is by no means the first correspondence course, involving the broadcasting media, to be developed on the Island.

One feels that such programmes make a significant and direct contribution to the development of adult education in Malta. An indirect contribution is also being made. Care is taken so that the radio recordings are not wiped out following transmission. It is therefore possible for other agencies involved in Maltese adult education to obtain, via the Media Education

Centre, cassette copies of each programme which could be used to supplement their own 'face to face' teaching. One hopes that these cassettes do not become a substitute for 'on the spot' adult learning facilitation. They should be used only as a means of assisting the adult learning facilitator in his/her task of animation. And when using them, the facilitator would ideally act as mediator in the process of knowledge transmission, encouraging the group members to react critically to the views being aired in the course of the programme. Care should therefore be taken so that these cassettes would not be misused. Such misuse could lead to the deskilling of the adult learning facilitators. And it is worth underlining that, in this age of prepackaged learning material, a lot of educators risk being deskilled.

If used properly, however, these recorded programmes could be a source of assistance to Maltese adult education agencies. One also feels that these programmes assist these agencies in at least one other respect. By encouraging listeners to engage in systematic study, to further their learning, these programmes propagate the ideal that education should be regarded not as a time-conditioned but as an ongoing process.

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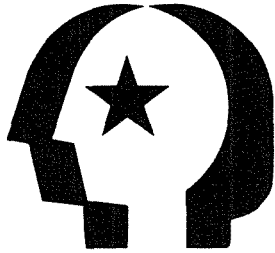
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DEVELOPMENTS ELSEWHERE

USA: RESEARCH ON EMPLOYEE OWNERSHIP

"We're minding

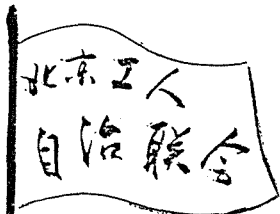


our own business."

Recently reported research carried out in the United States indicates that employee-owned companies are more likely to be participative than non employee-owned companies; such participation is however often limited to "informing or consulting" with workers. The impact of participation and ownership on employee attitudes and firm performance, however, is unclear.

The findings of comparative studies of this kind raise some kind of ambiguity because of different rates of response; inability to control for "before and after" effects; diversity of enterprise objectives and priorities. Thus, the author of the study, Patrick Rooney, himself suggests that his results must be viewed with appropriate caution.

The Employee Ownership Report Vol. 9 No. 1, Jan/Feb. 1989, p.8



CHINA: PRO-DEMOCRACY MOVEMENT

The main grievances which the Beijing Autonomous Workers' Federation Movement in China had tabled as a provisional memorandum during the demonstrations of mid-May 1989 included:

a corrupt bureaucracy and the existence of a privileged elite in China; a wide wage discrepancy between workers and plant managers; the lack of workplace democracy; the lack of genuine workers' representation in the policy making process; poor labour protection and working conditions; the deterioration of workers' living standards in recent years.

The Federation was born in a makeshift tent in the north-eastern corner of Tiananmen Square, Beijing on May 19th. Within days it claimed to represent over 100,000 workers in the Chinese Capital. It was crushed by tanks on June 4th.

**悼念六·四烈士
我們悲!痛!怒!**

**We Are Mourning The Martyrs of 4 June.
We Feel Sad! Pained! And Angry!**

International Labour Reports No.34 & 35 July-October 1989

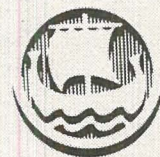
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