

HARGA NUMRU 4 – JANNAR 1989

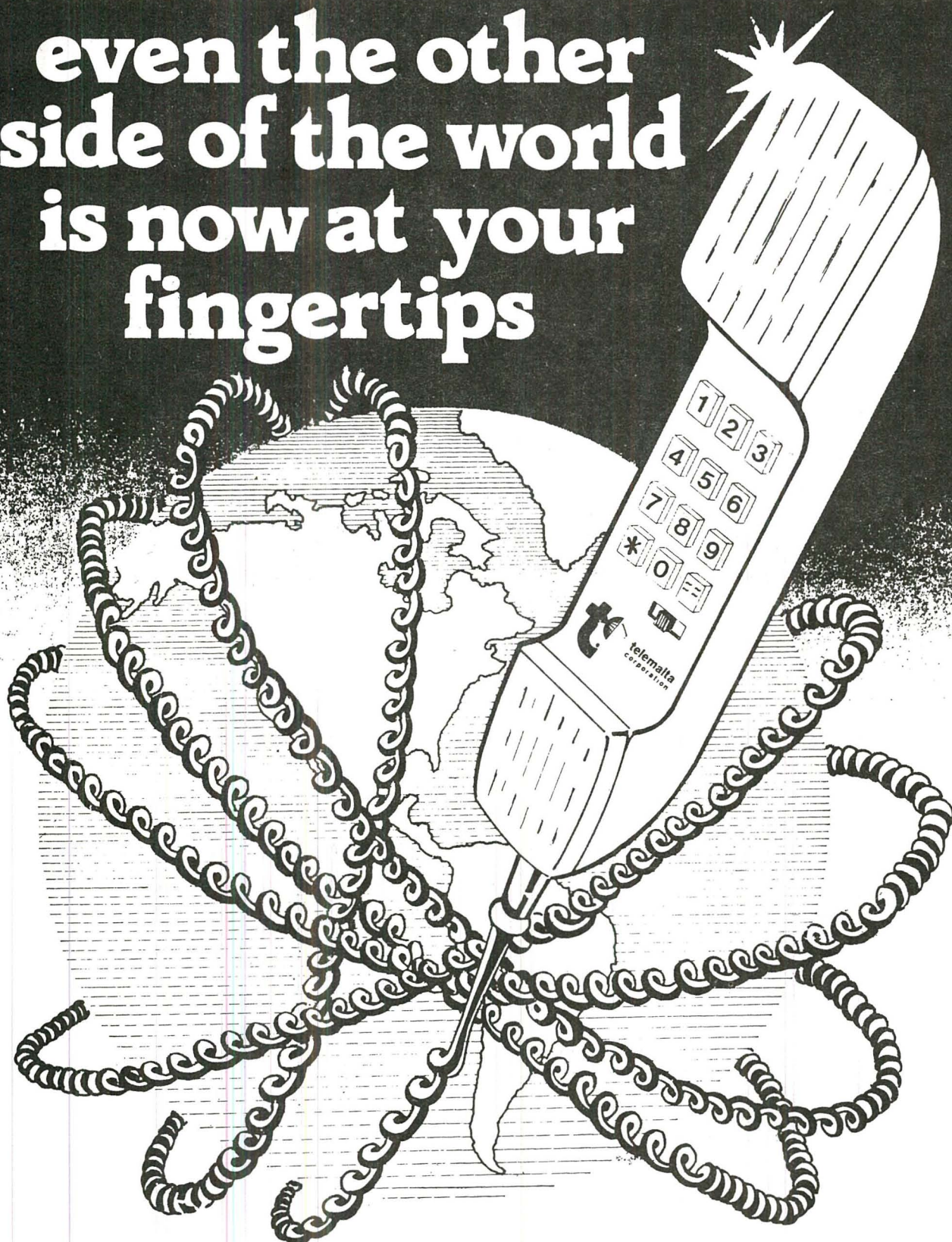
APRIL 1989

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Editorjal

Is-Sehem fil-Qliegh

Qatt ma jghaddi wisq zmien illi xi aspett jew iehor tal-partecipazzjoni ma jissemmiex fl-ahbarijiet. Fid-diskors tal-Budget thabbar illi aktar zviluppi f'dan il-qasam isiru wara li jitressqu l-proposti tal-Kumitat tal-Kabinett li qed jistudja l-izvilupp tal-partecipazzjoni tal-haddiema fit-tmexxija, l-propjeta' u l-qliegħ ta' l-imprizi. Ikun tajjeb jekk tinghata direzzjoni mill-Gvern.

Sadanittant, minn meta ntlahaq ftehim bejn l-MUBE u l-Mid-Med Bank dwar tqassim fost il-haddiema ta' parti mill-qliegħ li jagħmel il-Bank, dan sar suggett kontroversjali u saħansitra ta' konfront.

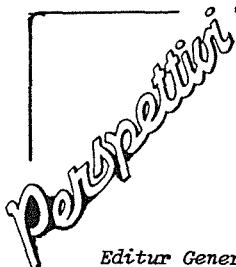
Mhux il-hsieb tagħna illi nidhlu f'kwistjoni li bħalissa qegħda quddiem il-Qorti. Izda ta' min oggettivament jizen kemm is-sehem fil-qliegħ iqarreb lejn:

- forma ta' xogħol aktar uman;
- aktar gustizzja fit-tqassim tal-gid li huwa frott ix-xogħol;
- firxa aktar demokratika tas-sehem fid-decizjonijiet;
- sens akbar ta' 'responsabbilta' socjali'.

Minnu li s-sehem fil-qliegħ izid is-sens ta' responsabbilta' fix-xogħol fost il-haddiema? Jew wara ftit dan imurlu l-effett u jindara? Jista' jgħri li fejn hemm il-qliegħ il-haddiema jibdeu iħarsu biss lejn l-interess tagħhom infuħom u ma jqisux ir-responsabbilta' tagħhom lejn haddieħor? Dan sew, speċjalment f'imprizi li jgħawdu monopolju fis-suq?

Il-partecipazzjoni għandha tressaq lejn kurżenja socjali akbar u tipprovdi għajjuna akbar għall-fqir u l-batut, mhux tkabbar il-firda bejn klassi w' oħra jew iżżid biss il-privileggi tal-ftit. Hemm l-interess tas-socjeta kollha kemm hi.

L-Editur



**WORKERS' PARTICIPATION
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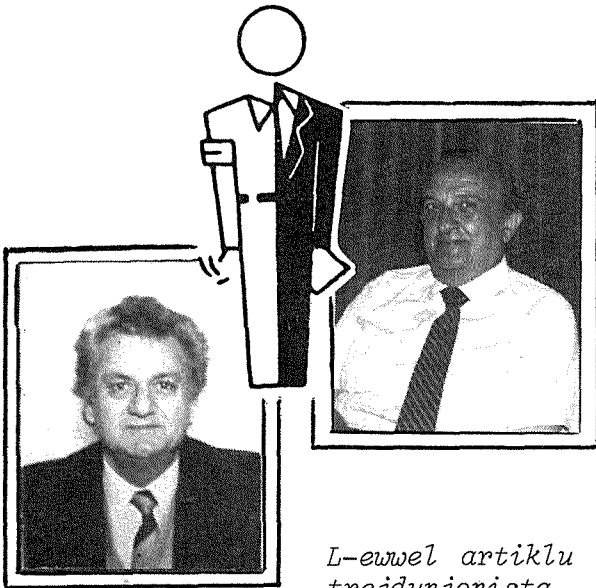
Editor Generali	: Edward L. Zammit
Editor ta' din il-Harga	: Godfrey Baldacchino
Reklamar	: Emanuel Debono
Photo-type setting	: Edith Rizzo
Disinn tal-Qorra	: Paul Agius
Assistenti fir-Ricerka	: Simone Ellul u Audrey Higgins

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Jannar 1989

Għanijiet tal-WPDC: Li jgħin fl-izvilupp tal-partecipazzjoni tal-haddiem fix-xogħol u fis-socjeta', permezz ta' servizz ta' tagħlim, ricerka u konsultazzjoni.

AKTAR DWAR IL-HADDIEM-DIRETTUR



Fil-Perspettivi Nru 3 (Marzu 1988), saret analizi qasira dwar il-kwistjoni tahraq tal-haddiem direttur u xxandru wkoll l-opinjoni ta' min okkupa jew inkella kien qiegħed jokkupa il-kariga ta' haddiem direttur f'Malta.

Hawnhekk qegħdin inxandru zewg opinjonijiet ohra, din id-darba minn zewg osservaturi, f'forma ta' zewg artikli. Dawn jiddiskutu l-kwistjoni minn lenti differenti.

L-ewwel artiklu huwa ta' John A. Fenech, għal bosta snin trejdunjonista, gurnalista u attivist politiku li temm b'success l-ewwel kors ta' Diploma fl-Istudju Socjali Applikat għall-Labour Studies. It-tieni artiklu huwa ta' Albert J. Tabone prezentant Segretarju ta' l-Employers' Association u b'karriera twila fl-amministrazzjoni civili.

Il-fehmiet imxandra huma fehmiet personali u mhux bilfors jaqblu mal-fehmiet ta' l-għaqdiet jew organizzazzjonijiet li tagħhom il-kontributuri huma membri jew impjegati.

IL-HADDIEM - DIRETTUR

Nibda biex nistqarr li ma naqbilx mat-titlu ta' Direttur-Haddiem. Insostni li t-titlu għandu jkun ta' Haddiem-Direttur. Lill-haddiem, għalkemm trid ittih id-drittijiet tiegħu sabiex johloq kundizzjonijiet ahjar fis-socjeta' għalih u għal shabu u fl-istess hin johrog mill-hama tal-faqar, fl-istess hin tridu jibqa' konxju ta' l-egħruq tiegħu; Tridu jibqa' jiftakar minn x'hiex hareg, x'kien qabel ma lahaq fejn hu qiegħed issa. Dan kollu mhux biex lill-haddiem tghakksu, anzi biex il-haddiem jiftakar fi shabu li ma kienux daqstant fortunati u ma jintilifx fit-tlellix tal-hajja izda jkompli jissielet biex dak li akkwista hu jkun jista' jakkwistah għal hutu l-haddiema l-ohra.

Il-kwistjoni ta' haddiem direttur hija qisha munita -- għandha zewg faccati lejn x'hiex thares. Fiha kemm il-lat pozittiv kif ukoll il-lat negattiv. Biss għalkemm għadna 'l bogħod nara li l-lat pozittiv, bir-rieda tajba, għad jista' jrodd il-frott u jilhaq l-iskop li għalih il-post ta' haddiem-direttur gie mahluq.

Nezaminaw ftit il-lat negattiv ta' haddiem-direttur. Meta gie accettat il-principju li haddiem jibda joqghod fuq il-bord tad-diretturi, uhud mill-kapitalisti raw fih mezz li jkunu jistgħu jisfruttawh u jifirdu s-sahha u l-għaqda tal-haddiema. Dan għaliex huma jafu li l-persuna eletta aktarx se tkun xi shop steward li minn fuq il-bank tax-xogħol min jaf kemm kien ikun xewka f'dahar il-management. Issa, izda, li se jkun f'ambjent totalment differenti, fost daww il-glekkijiet, sigarri u kewba, dan l-iljun aktar iwa milli le joqghod daqsxejn wahda lura u jabsibha mitt darba qabel ma jiftah halqu biex jittellem. Il-fatt illi jibdeu isemmu l-mijiet ta' eluf ta' liri u jipprezentaw balance sheets u rendikont finanzjarji jaqta minn qiegħ saqajhom lil għadd ta' haddiema-diretturi li ma jkunux ittrenjati bizzejjed f'dawn il-materji.

L-istess huwa ta' qtiegh il-qalb il-fatt li dan il-haddiem-direttur se jkun f'minoranza totali. Kull ma jista' jakkwista, sakemm is-sitwazzjoni ma tinbidilx, huwa li jista' jkollu access ghal certa nformazzjoni ta' natura kunfidenzjali. Il-haddiem-direttur jinqabad fin-nofs tal-kurrenti. Il-bord tad-diretturi jqisu bhala spjun bzonnjuz u l-haddiema li suppost li huwa qieghed jirraprezenta jqisuh bhala tfaditur. Dan ta' l-ahhar jigri ghaliex ta' bilfors dan il-haddiem-direttur ikollu jew jivvota mal-bqija tal-bord jew inkella jigi out-voted. Jekk il-vot jittiehed fuq xi haga tahraq, allura halli ghat-titli li dan il-povru strument ikollu jaqla'.

Min-naha l-ohra, il-holqien ta' dan il-post, b'aktar ghaqal u rieda tajba, jista' jigi zviluppat f'xi haga li taghmel gid kemm lill-haddiem kif ukoll lill-interprenditur. Min-naha tieghu, l-haddiem li se johrog ghall-kariga ta' haddiem-direttur irid ikun ippreparat tajjeb. Din il-kariga titlob sforzi u sacrificcji kbar. Il-haddiem ma jrid qatt jinsa illi huwa issa jkun dahal fil-gagga ta' l-iljuni, iljuni mghallmin tant tajjeb illi kif isibulu d-dghajjef tieghu jaraw kif iqattghuh. Jistghu jkunu raffi mieghu u jibdew izebilhuh. Ohrajn aktar makakki jibdew izieghlu bih u joffrulu dak kollu li bix-xoghol qatt ma jkun jista' jakkwista.

Ghalhekk min se jidhol ghal dan ix-xoghol irid ikun lest ghas-sagrificcji - anki l-familja jkollha tbat. Irid jitghallem hafna suggetti li meta dahal jahdem lanqas biss qatt haseb fihom. Irid jistudja l-ekonomija halli jkun jista' jaqra xi jfissru l-figuri li jigi muri. Irid jistudja l-organizational planning halli jkun jaf xi jridu jippjanaw u kif halli jiehdul l-ahjar uzu mill-makkinarju, mill-ispazju u l-aktar mill-haddiema. Irid jistudja l-Marketing halli jkun jaf xi tfisser issib is-swieq u mhux jibla' biss dak li jghidulu l-membri l-ohra tal-bord. Irid fil-fatt jidhol sew fil-hajja tal-kummerc. Meta jkun armat hekk, il-haddiem direttur meta jidhol fis-sala fejn jiltaqa' l-bord ihoss illi huwa parti mill-azjenda jew kumpanija li huwa mpjegat maghha. Izda ghaliex huwa kkwalifikat u edukat, il-haddiem-direttur ghandu aktar ihoss li hu kburi bl-eghruq tieghu ghaliex huwa qieghed hemm bis-sahha tieghu u mhux ghaliex twieled geddumu fix-xghir.

Min-naha tieghu l-kapitalist irid inehhi l-biza' tal-Komunizmu, Bolxevizmu u kull izmu iehor. Irid jifhem illi l-haddiem-direttur ma huwiex qieghed hemm biex jaghmel xi kolp u jahtaflu l-fabbrika jew l-azjenda tieghu. Il-haddiem-direttur jidhol ghal dik il-kariga ghaliex huwa fehem, forsi qabel il-kapitalist stess, kemm ikun ahjar ghalihom it-tnejn li jahdmu u jghinu bhala shab - kemm l-ezistenza pacifika hija ahjar mill-konfrontazzjoni. Meta l-kapitalist jifhem dan, tkun twittiet parti kbira mit-triq. Wahdu l-kapitalist jibda joghgbu l-kuncett tal-partecipazzjoni tal-haddiem f'kull livell ta' l-istruttura ta' l-azjenda. Wahdu l-kapitalist jibda jinsisti ghalaktar haddiema-diretturi. U meta jintlahaq bilanc, il-kapitalist innifsu jirrealizza kemm kien ghaqli li accetta l-id li l-haddiem stess offrielu biex ighinu halli jmexxu ahjar l-intrapriza.

Forsi hawn min ighid illi din hija utopja. Ma nahsibx hekk. Nghid biss li dawn il-hsibijiet forsi huma ftit qabel zmienhom. U allura organizzazzjonijiet edukattivi bhall-Workers' Participation Development Centre u ohrajn jistghu jibdew minn issa jew ikomplu biex ihejju programmi ta' studju biex il-haddiema taghna jkunu lesti ghal din l-eventwalita. Diga' sar u qed isir xoghol siewi f'dan il-qasam. Jalla dawn l-isforzi ikomplu jittkatru.

John A. Fenech

HADDIEM-DIRETTUR, DIRETTUR-HADDIEM JEW DIRETTUR?

Hafna jharsu lejn il-kwistjoni ta' Diretturi maghzula mill-haddiema minn naha idejologika u ma jaghtux daqshekk kaz ta' dik Prattika. Minghajr teoriji u idejali d-dinja tkun post ifqar. Biss m'ghandna qatt ninsew li l-iskop ta' teoriji hu li jservu ta' qafas ghal dak li naghmlu. Hu fit-twettiq li jhallu l-akbar effett. Ghalhekk tajjeb li naghtu harsa lejn il-kariga ta' direttur, speċjalment b'riferenza ghad-dmirijiet tieghu fil-kumpanija li qiegħed fiha.

L-ewwelnett ghaliex il-htiega ta' Bord tad-Diretturi? F'azjenda zghira b'sid jew zewg sidien u fejn is-sidien jahdmu fiha huma stess ma jinholqux problemi ta' tmexxija. Illum dan m'ghadux minnu ghax bosta azjendi huma ta' hafna sidien li kull wiehed minnhom ikollu numru ta' ishma (shares) u li, x'aktarx, hu stess lanqas biss ma jahdem mal-kumpanija. Ghalhekk kumpaniji huma taht id-direzzjoni ta' numru ta' diretturi maghzula minn dawk li għandhom ishma u t-tmexxija ta' kuljum tkun f'idejn management professjonali li lanqas biss ikollu ishma. Din is-sitwazzjoni, jew wahda hafna vicin tagħha, tezisti wkoll f'pajjizna.

Bord tad-Diretturi ghalhekk ifassal il-politika li timxi biha kumpanija fl-interess ta' dawk kollha li għandhom x'jaqsmu magħha. Hi haga cara li l-ghan ta' kull kumpanija hu li tagħmel profitt u dan mhux biss għall-gid ta' dawk li għandhom ishma fiha imma wkoll għall-haddiema tagħha u għan-nazzjon. Il-politika li titfassal trid bilfors tiehu hsieb dawn l-ghanijiet u jehtieg li d-diretturi jahdmu b'ingranagg tajjeb bejniethom. L-interess li għandu jkollhom hu li jizguraw li kullhadd jiehu li haqqu b'tmexxija tajba tal-azjenda. Hekk jigu mhaddma kumpaniji fis-socjeta moderna.

Tabilhaqq mhux dejjem dan kien l-atteggament. Kien hemm zmien meta s-sid jew il-kapitalist kien jahseb biss kemm ser idahhal lura malajr il-flus li kien hareg minghajr ma jaghti kaz la tal-haddiema u lanqas tan-nazzjon. Biss tagħlim gdid, kemm ta' filosfi u kemm tal-knisja Kattolika, giebidla fis-socjeta. Gvernijiet bdew jirregolaw izjed, unjons jagħfsu għal titjeb u sidien raw l-htiega li jahdmu aktar mill-qrib mal-haddiema tagħhom. Biz-zmien kullhadd għaraf li azjenda timxi il-quddiem biss bil-partecipazzjoni ta' kull min għandu x'jaqsam magħha, sew jekk Direttur, sew jekk haddiem, kemm fil-management kif ukoll fuq produzzjoni, u sew jekk sid.

Il-politika li l-haddiem jiehu sehem fit-tmexxija ta' kumpanija permezz ta' diretturi maghzula minnu qabdet l-izjed fl-Ewropa wara l-ahhar gwerri. F'Malta dahlet fis-sebghinijiet fis-settur pubbliku. Meta wiehed jikkunsidra d-daqs u l-istruttura tal-maggoranza tal-kumpaniji privati f'Malta mill-ewwel jinduna li jista jkun hemm diffikultajiet għal din ix-xorta ta' partecipazzjoni f'dan is-settur.

Azjendi fis-settur pubbliku jew huma kollha tal-istat bħal korporazzjonijiet Telemalta u Enemalta u hafna kumpaniji ohra fejn l-ishma kollha huma tal-Gvern, jew huma kumpaniji fejn il-Gvern jew xi korporazzjoni jew kumpanija tiegħu għandhom il-maggoranza tal-ishma. F'dawn il-kazi kollha d-diretturi, għajr dawk maghzula mix-'shareholders' privati jew mill-haddiema, huma nominati mill-Gvern.

Għalkemm it-tmexxija ta' dawn il-korporazzjonijiet jew kumpaniji qegħda f'idejn bordijiet ta' diretturi, il-Ministru jista' jagħtihom ordnijiet ta' xorta generali jew speċifika dwar hwejjeg li fil-fehma tiegħu jkun jolqtu l-interess pubbliku. Tkun haga sewwa kieku jieqaf hawn. B'hekk d-diretturi ta' dawn l-azjendi jhossuhom hielsa li jagħmlu dak kollu li fil-fehma tagħhom ikun ta' gid, dejjem fil-qafas tal-politika generali tax-"shareholders".

Nahseb li minn dak li ghidt johrog car li bord ta' diretturi jehtieg jagixxi bhala korp maghqud sabiex jistabilixxi politika ghat-tmexxija ta' azjenda. Id-direttur jew diretturi maghzula mill-haddiema jiffurmaw parti minn korp u m'humieq persuni ghar-rashom. Il-ligi li tirregola s-socjetajiet kummercjali ma' taghmilx ghazla bejn direttur jew iehor u r-responsabbilta' hi ta' lkoll flimkien.

Ghazilt titlu b'mistoqsija b'iskop. Ma naqbilx la ma l-isem ta' Direttur-Haddiem u lanqas ma' dak ta' Haddiem-Direttur. F'ihom infushom dawn it-titli huma xhieda ta' konflitt bejn direttur maghzul mill-haddiema u diretturi maghzula minn min ghandu l-ishma. Mhux biss, imma wkoll donnhom li d-diretturi l-ohra m'humieq haddiema. Min ghadu jahseb hekk jew ma jafx, jew ma jridx jaf, li llum hafna diretturi lanqas biss ikollhom ishma fl-azjenda li qeghdin imexxu. Ghalhekk ntenni li ma naqlibx mat-titli la ta' Direttur-Haddiem u lanqas ta' Haddiem-Direttur. Malli naghmlu kwali-fika donnu qed inopgu lill-diretturi maghzula mill-haddiema f'kategorija ghalihom.

Diretturi maghzula mill-haddiema qeghdin fuq il-Bord biex ikunu jafu x'qed jigri, iharsu lejn il-politika tal-azjenda b'ghajnejn ta' esperjenza ta' xoghol fl-azjenda u jaraw li dak li jsir ikun ghal gid ta' kullhadd li ghandu sehem f'dik l-attivita. Kif direttur maghzul mix-shareholder ma jiddefendix l-interessi ta' shareholder wahdani, hekk ukoll direttur maghzul mill-haddiema m'ghandux jaghmilha ta' difensur tal-interessi ta' haddiem individwali.

Waqt li hi haga tajba li diretturi eletti mill-haddiema jibqghu jahdmu spalla ma' spalla ma' shabhom din tista' tqeghddhom f'posizzjoni difficili. Il-haddiem jistenna li "d-direttur siehbu" ser jghinu dejjem u f'kollox. Jista' jibda' jahseb hazin jekk hadd ma jfehmu li dik l-ghajnuna ghandu jistnniha mill-unjon tieghu mu mhux mid-direttur siehbu. Tezisti problema ta' edukazzjoni, mhux biss fejn jidhlu l-haddiema imma wkoll fejn jidhlu s-sidien.

Fis-settur pubbliku direttur li jirrapresenta lill-haddiema ghandu favur tieghu li hu elett minn shabu ghal perjodu ta' zmien. Din taghtih forza morali qawwija. U minn-naha l-ohra, fil-qadi ta' dmirijietu, peress li jehtieg li jghaqqad zewg funzjonijiet, (dik ta' direttur li jimxi fl-interess tal-azjenda ghall-gid ta' kullhadd inkluz shabu u dik ta' haddiem) jista' xi kull tant isib ruhu f'konflitt. Il-htiega hawn hi li jimxi dejjem b'kuxjenza u jiftakar li hu rapprezentant u mhux delegat, jigifieri li jaghmel dak li jidhirlu li hu xieraq fid-dawl tal-informazzjoni li jkollu quddiemu. Fi kliem iehor jisma' lill-shabu imma mhux necessarjament jaghmel dejjem dak li jixtiequ.

Dan l-ahhar issemma li f'kull azjenda statali ghandu jkun hemm izjed minn direttur wiehed elett mill-haddiema. Il-principju hu tajjeb, biss is-suggeriment li z-zieda twassal biex ikun hemm rapprezentanza ta' maggoranza u minoranza ma tantx hu ta' min jimxi fuqu. Jekk ga hazin li jintuza "block-vote", kemm u aghar jekk grupp jeleggi direttur u grupp iehor jeleggi iehor. U fuq liema bazi jinqasmu l-gruppi, bojod u suwed? irgiel u nisa? skond il-kariga? Taghmel x'taghmel tkun qed tifred meta li jinhtieg hu ghaqda akbar, mhux biss bejn haddiem u iehor imma bejn haddiema u sidien.

Direttur jew diretturi eletti mill-haddiema fuq bazi ta' kapacita mhux biss jghinu biex titwettag din l-ghaqda imma biex isir titjib f'azjenda fl-interess tas-sid u ta' dawk kollha li jahdmu fiha.

Albert J. Tabone



IS-SHUBIJA FIT-TREJD UNJONS

Ir-Registratur tat-Trejd Unjons ressaq l-ahhar rapport tieghu lill-Ministru tal-Politika Socjali f'Settembru 1988. Dan deher fil-Gazzetta tal-Gvern ta' 30/9/88 u jigbor informazzjoni tas-sitwazzjoni totali hekk kif kienet f'30/6/88. It-taghrif gie aggornat f'Novembru 1988 bl-ghajjuna ta' ufficjali mid-Dipartiment tax-Xoghol.

Sena		1975/76	1986/87	1987/88
Numru ta' haddiema jahdmu bi qliegħ:		110,518	122,534	127,690*
Għadd ta' shubija ta' haddiema f'unjons:		38,771	60,872	63,522**
Numru ta' trejd unjons		35	21	23**
Numru ta' msiehba:				
GWU		27,167	36,095	36,316
Unjons msiehba fis-CMTU	UHM (qabel MGEU)	3,605	17,956	20,173
	MUT	3,172	3,691	3,720
	MUBE	871	1,136	1,234
	MAM - Il-Unjon Medika	335	129	151
	Lotto Receivers' Union	150	165	165**
	Għaqda Ufficjali Anzjani tat-Tarzna - DSESU	99	82	78
	Kamra ta' l-Ispizjara - Trade Union	-	85	58
	Casino Employees' Union	-	-	107
Msiehba f'Unjons ohra		3,707	1,533	1,585**

* Skond l-Economic Trends ta' Gunju 1988

** Hames unjons kienu għadhom ma baġhtux ic-cifri tas-shubija lir-Registratur tal-Unjons sa Novembru 1988. Għalhekk dawn qegħdin inkluzi fl-istatistika ta' hawn fuq bic-cifri ta' shubija ta' 1986/87.

- **Zieda fis-shubija:** In-numru ta' msiehba fit-trejd unjuns kompli jizdied. Anki jekk wiehed ipoggi apparti l-2,082 pensjonant li sabu posthom f'Taqsuma apposta tal-GWU, xorta wahda ninnutaw zieda fin-numru ta' haddiema msiehba. Din iz-zieda tfisser li jekk wiehed ihalli barra dawk il-haddiema li ma jistghux jidhlu f'Unjon minhabba n-natura tax-xoghol taghhom (il-Forzi Armati u d-Dejma li f'daqqa jlahhqu madwar 5,000 ruh), allura nsibu li aktar minn 50% tal-haddiema Maltin li jistghu jissiehu f'unjon, huma fil-fatt imsiehba.
- **Rata Gholja ta' Shubija:** Din ir-rata ta' madwar 50% tpoggi lil Malta fost il-pajjizi b'ekonomija imhallta b'rata gholja ta' shubija f'unjons. Apparti l-Izvezja u n-Norvegja, fejn ir-rata ta' shubija taqbes it-80%, insibu pajjizi bhall-Italja, d-Danimarka, l-Olanda u l-Ingilterra li, bhal Malta ghandhom rati ta' shubija ta' madwar 50%. Pajjizi ohra, bhal Franza u l-Istati Uniti, ghandhom rata ta' shubija baxxa ta' madwar 20%.
- **Kwalitajiet ta' Unjons:** L-akbar unjons, f'dik li hija shubija, huwa l-GWU u l-UHM: It-tnejn jitqiesu bhala general unions, ghax jibgru fi hdanhom haddiema ta' kull tip u minn kull qasam tax-xoghol. Kwazi l-unjons l-ohrajn kollha f'Malta - 13 - huma trade jew craft unions: Dan ghaliex jigbru fihom haddiema li, ghal-kemm jahdmu f'postijiet tax-xoghol differenti, ghandhom bejn wiehed u iehor l-istess kwalita ta' xoghol. Insibu wkoll 7 house unions, jigifieri unjons li jorganizzaw haddiema li mhux bilfors ghandhom l-istess xoghol izda jahdmu fl-istess post tax-xoghol.
- **Tispikka d-dominanza tal-GWU u s-CMTU:** Id-dominanza fil-kamp trejdunjonistiku Malti mill-GWU u mill-unjons imsiehba flimkien bhala s-CMTU baqghet tispikka. 57% ta' l-imsiehba kollha jinsabu fil-GWU. Is-CMTU, li matul din is-sena bdiet thaddan il-'house unjon gdida tal-haddiema tal-Casino) ghandha fiha 40% ta' l-imsiehba kollha. l-14 il-unjon l-ohra ghandhom biss bejniethom qrib it-2% ta' l-imsiehba.
- **Dual Membership:** Il-kwistjoni ta' "dual union membership" tirrigwarda haddiema li jissiehu f'aktar minn unjon wahda. Nistghu nghidu li l-ewwel informazzjoni pubblika fuq din l-imgieba kienet ippubblikata f'gazzetta lokali nhar il-25/3/88. Il-kaz kien dwar f'liema unjons huwa organizzat is-Senior Staff tat-Tarzna ta' Malta. Skond l-informazzjoni stampata nsibu:

52 membru fid-DSESU biss;
21 membru fil-GWU biss u
23 membru kemm fid-DSESU kif ukoll fil-GWU.

Minn madwar 100 membru tas-Senior Staff, 96 qeghdin f'unjon wahda jew f'aktar minn wahda. Minn dawn is-96, 23 qed jinghadu darbtejn fil-lista tas-shubija tal-Unjons.

Kemm hawn aktar bhalhom dawn it-23? U xi jgieghel haddiem jissieheb f'zewg unjons flok f'wahda biss?

-o-o-o-o-o-o-o-

IS-SIGURTA' FUQ IL-POST TAX-XOGHOL

Dan l-ahhar, sehew numru ta' zviluppi fil-qasam tal-Harsien tas-Sahha fuq il-post tax-xoghol. Legislazzjoni f'dan il-qasam bdiet titfassal sa mill-1-1940. F'Jannar 1988, l-ghaqdiet li ghandhom x'jaqsmu mal-post tax-xoghol - il-Gvern permezz tal-Ministeru tal-Politika Socjali; il-Confederation of Malta Trade Unions (CMTU); l-Employers' Association (EA), il-Federation of Industries (FOI) u l-General Workers' Union (GWU) - waqqfu bejniethom Working Committee u wittew abbozz ta' ligi li ghandha twaqqaf awtorita tripartita responsabbli ghall-harsien tas-sahha u s-sigurta fuq il-post tax-xoghol. Il-Ministeru tal-Politika Socjali f'Settembru 1988 hareg ukoll ktejjeb dwar dan is-suggett intiz ghall-haddiema, jahdmu fejn jahdmu. (Disinji minn dan il-ektejjeb jinsabu f'dawn il-pagni).

Xi kemm fil-fatt hija serja l-problema tal-harsien tas-sahha fuq il-post tax-xoghol f'Malta? U x'inhuma l-incidenti l-aktar komuni li jsehhu? Gbarna statistika bl-ghajnuna ta' ufficjali mid-Dipartiment tax-Xoghol u tas-Sigurta Socjali li tkopri s-snin 1980-88:

* Kemm gew rappurtati ncidenti fuq il-post tax-xoghol?

Sena:	1980	1981	1982	1983	1984	1985	1986	1987
Totali:	4759	5512	5270	4664	5137	6569	6628	7727

* F'liema ambjent ta' xoghol l-aktar li jsehhu ncidenti?

Il-qasam tal-manifattura fis-settur privat huwa dak li ghandu l-oghla rata ta' ncidenti. Ghalkemm fih jahdmu biss madwar 28,000 ruh - jigifieri wiehed minn kull hames haddiema Maltin - dan kull sena jirraporta persentagg hafna oghla ta' ncidenti ndustrijali.

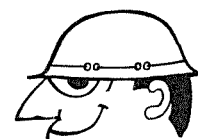
Sena:	1980	1981	1982	1983	1984	1985	1986	1987
% ta' ncidenti fil-qasam tal-manifattura fis-settur privat	62%	71%	66%	66%	68%	71%	70%	80%

* X'inhil-kawza ta' l-incidenti ndustrijali?

Jidher li l-bicca l-kbira jsehhu minhabba makkinarju, irfigh, hbit jew inkella twaqqigh:

Sena:	1980	1981	1982	1983	1984	1985	1986	1987
% ta' ncidenti kawzati min...								
- makni jahdmu	1	9	6	8	8	6	6	5
- irfigh ta' oggetti	30	20	22	8	10	10	9	6
- waqghat ta' oggetti	11	14	18	23	23	29	27	21
- waqghat ta' haddiema	18	15	19	20	20	16	18	19
- hbit/rfis ta' oggetti	38	26	26	35	32	32	28	15

* **Min igarrab l-aktar incidenti fuq il-post tax-xoghol?**



Jidher li l-aktar zewg kategorji milquta huma dawk ta' labourers u ta' nies tas-sengha fix-xoghol tal-hadid (tarznari, funderiji, tiswijsa ta' karożzi u makni ohra, welding.....):

Sena % ta' haddiema milquta...	1980	1981	1982	1983	1984	1985	1986	1987
- tas-sengha f'xoghol tal- hadid	25	23	22	23	25	27	25	30
- labourers	42	48	46	44	44	41	48	46

● Analizi fuq fuq ta' din l-istatistika nteressanti turi li fl-1980 gie rrapportat incident wiehed ghal kull 24 haddiem; fl-1987, gie rrapportat incident wiehed ghal kull 15 il-haddiem. Dan jista' jindika li n-numru assolut ta' ncidenti ndustrijali fuq il-post tax-xoghol qieghed jizdied; inkella li zdied il-persentagg ta' ncidenti rrapportati lid-Dipartimenti tal-Gvern koncernati.

● Il-qasam tal-manifattura ghandu l-oghla rata ta' ncidenti, liema rata wkoll qeghda tizdied. Dan jista' jkun dovut minn nuqqasijiet kemm tal-haddiema (traskuragni, nuqqas ta' hwejjeg protettivi, nuqqas ta' koncentrazzjoni, cajt goff, abbuzi u kunfidenza zejda bil-makkinarju, ghagla zejda minhabba l-production bonus) jew anke minn naha tas-sidien forsi sabiex jonqsu l-ispejjez tal-produzzjoni u tizdied il-kompetittivita.

● Ix-xoghol li ghandu x'jaqsam mal-hadid jibqa' l-aktar perikoluz. Fil-fatt, minn 28 mewta fuq ix-xoghol irrappurtata lid-Dipartiment tas-Sigurta Socjali f'dawn l-ahhar 8 snin, insibu li 11 gew ikkagunati minn oggetti tal-hadid jew fuq xoghol li ghandu x'jaqsam mal-hadid (Vapuri, krejnijiet, pjanci, pajpijiet, ankri...)

Nawguraw tnaqqis fl-incidenti fuq il-post tax-xoghol permezz ta' sorveljanza akbar f'dawk l-oqsma tax-xoghol bl-aghar records; edukazzjoni akbar ghall-haddiema u z-zamma ta' standards u safety limits oghla.



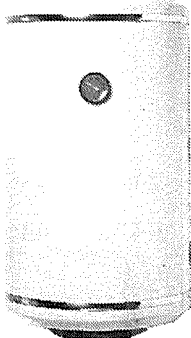
ATTENT!

**Ahjar tevita
milli ddewwi**

Godfrey Baldacchino

Nifirhu lil John Mansueto, Michael Parnis, Josephine Sultana u lil Alphonse Zammit li, wara li hadu sehem f'korsijiet varji organizzati mill-WPDC, gew maghzula bhala Junior Secretaries fi hdan il-GWU f'Jannar 1989.

OCEAN
WATER HEATERS
 50 — 80 — 100 lt.



5 YEAR GUARANTEE
 ON TANK

DELTA
 HOMECENTRES

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



Il-Ministru għall-Politika Soċjali jagħlaq il-Konferenza bit-tema:

Il-Parteċipazzjoni tal-Haddiema f'Malta: Għażliet għall-Ġejjieni.

Jidhru wkoll (mix-xellug għall-lemin) rappreżentanti tal-Bord tal-Koperattivi, Federazzjoni tal-Haddiema Diretturi, li-Tarzna ta' Malta, il-WPDC, l-Avukat Jacques Monat, Kelliema mill-MLP u mill-P.N. u l-Prof. Rev. P. Serracino Inglott.

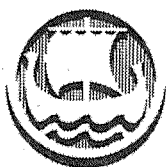
HIDMA TAL-WPDC



Attivitajiet ta-Centru għall-Izvilupp tal-Partecipazzjoni tal-Haddiema li twettqu dawn l-ahhar xhur:

- * Konferenza nazzjonali bit-tema "Il-Partecipazzjoni tal-Haddiema f'Malta: Ghaz-
liet għall-Gejjieni" giet organizzata mill-WPDC f'Settembru 1988 bil-kollaborazzjoni
tal-Ministeru għall-Politika Socjali. Ippartecipaw matul il-jumejn tal-Konferenza
rapprezentanti mill-Korporazzjoni ta' l-Izvilupp (MDC), il-GWU, s-CMTU, il-Federaz-
zjoni ta' Haddiema Diretturi, t-Tarzna, l-Assocjazzjoni ta' min Ihaddem, il-Bord
tal-Koperattivi, l-Partit Laburista u l-Partit Nazzjonalista, fost ohrajn. Il-Konferenza
nfethet mis-Segretarju Parlamentari għall-Industrija, l-Onor. is-Sur John Dalli u
nghalqet mill-Ministru għall-Politika Socjali, l-Onor. Dr Louis Galea. Mistieden specjali
f'din l-attività kien l-avukat Jacques Monat, Konsulent ma' l-Ghaqda Dinjija tax-
Xogħol (ILO) u għal bosta snin il-kap tat-taqsimi fi hdanha dwar il-partecipazzjoni.
Raport tal-Konferenza ser jigi ppublikat dalwaqt.
- * Laqgħat u konsultazzjoni mwettqa minn Dr Monat matul iz-zjara tiegħu f'Malta
mal-Ministru għall-Politika Socjali, uffiċjali għoljin mill-General Workers' Union,
mill-Confederation of Malta Trade Unions, mill-Employers' Association u mill-Kunsill
tat-Tarzna, mar-Rettur ta' l-Universita' u mal-membri tal-WPDC Committee. Dr
Monat gie wkoll mistieden u ha sehem f'laqgħa tal-kumitat interministerjali mahtur
mill-Gvern biex jistudja kif tista' tigi mdahhla l-partecipazzjoni f'pajjizna.
- * Tkompli ta' tad-Diploma fil-Labour Studies. Il-partecipanti temmew units fis-Socjo-
logija u l-Psikologija tax-Xogħol, Relazzjonijiet Industrijali u l-Izvilupp tat-Trejd-
unjonizmu. F'Ottubru 1988 inbdew units fil-Ligi Ndustrijali u fil-Human Resource
Management.
- * Partecipazzjoni fi tlett Konferenzi: Wahda fi Vjenna, Awstrija, msejha mill-Ghaqda
Internazzjonali għall-Istudju Ekonomiku tas-Self-Management (IAFESM). Ohra f'Bel-
grade, Jugoslavja, msejha mill-grupp ta' l-Ghaqda Nternazzjonali tar-Relazzjonijiet
Industrijali (IIRA) li qed jistudja l-qasam tal-partecipazzjoni u l-effetti li qed
ihallu fuqu l-bdil ekonomiku u teknologiku. Matul Ottubru 1988, uffiċjali tal-WPDC
indirizzaw ukoll konferenza organizzata mis-CMTU bil-kollaborazzjoni ta' l-ILO
dwar l-Edukazzjoni u t-Trejdunjonizmu.
- * Stharrig u rapport dwar il-Haddiem Direttur f'Malta: Dan gie wkoll ipprezentat
fil-konferenza ta' Vjenna u qed jigi kkunsidrat għall-pubblikazzjoni f'gurnal barrani.
- * Tkompli ta' proġett dwar l-istat prezenti tal-partecipazzjoni tal-haddiema fit-
Tarzna hekk kif tolqot l-organizzazzjoni tagħha. Sar survey f'Mejju 1988 fost il-had-
diema fit-Tarzna hekk kif tolqot l-organizzazzjoni tagħha. Sar survey f'Mejju 1988
fost il-haddiema kollha li jkkupaw kariga fil-Kunsill, Management, Kumitati tax-
Xogħol jew inkella Shop Stewards. L-ewwel rizultati gew ipprezentati għad-diskuss-
joni f'Awissu 1988. Tkomplew ukoll diskussjonijiet edukattivi ma' gruppi ta' haddiema
fil-hin tal-break.
- * Tkompli ta' monitoring mill-gazzetti lokali kollha dwar zviluppi fil-qasam tar-
relazzjonijiet industrijali u tal-partecipazzjoni fuq il-post tax-xogħol.

Titlifix opportunità tad-deheb.



Mid-Med Bank

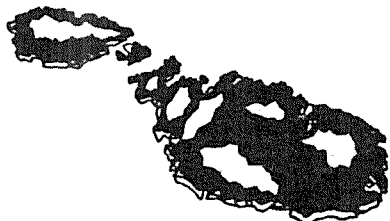
L-Akbar Bank f'Malta

Ilkoll kemm ahna xi darba jew ohra xtaqna nixtru xi haga fil-pront u sibna li ma kellniex flus bizzejjed fuqna.

Meta tiftah kont kurrenti mal-Mid-Med Bank tkun tista' thallas l-ispejjeż kollha b'ċekk. B'hekk filwaqt li tiffranka l-hin u l-inkonvenjenza, tkun taf fejn int fi flusek.

Staqsì sabiex tiftah kont kurrenti f'wahda mill-44 fergha tal-Bank f'Malta jew Ghawdex.

Industrial Relations REVIEW



(July - December 1987)

The following is a calendar of industrial relations practices in Malta over a six-month period (July - December 1987)

The calendar takes over from similar reviews which have already been published. Reviews for the period January 1982 - December 1986 have been published in the Maltese language.

*All the information reproduced below is taken from a direct monitoring of Maltese daily newspapers. The actual newspaper cuttings are filed and classified at the WPDC Office and 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.*

This service, the only one of its kind in Malta, is published both for information and for research purposes.

ISSUES CONCERNING WORKPLACE DEMOCRACY

4/7 The Minister for Social Policy affirms that worker-director on the boards of Telemalta and Enemalta Corporations should be elected by the workers themselves. Government & GWU agree on procedures to be adopted for worker-director elections (8/7). Agreement is also reached such that elections are held irrespective of whether or not new legislation is enacted, as long as the worker directors thus elected take up their posts when the new law comes into force (11/7). Following mediation by the Acting President of the Republic, Government and the GWU agree on the contents of legislation relating to the election of worker-directors. The GWU disagrees that Enemalta and Telemalta Shop Stewards should be barred from contesting these elections. The Malta Labour Party (MLP) suggests that there should be two not one worker director on each corporation's board. The bills

amending the Enemalta and Telemalta Acts are passed by Parliament (5/8). They provide for the election of a worker-director on the board of each corporation. The Young Christian Workers (YCW) agree that the said elections should not be contested by Members of Parliament or other persons involved in politics so as to exclude political motives. They however maintained that shop stewards should be eligible for election, as long as they resigned from their union role if elected as worker-directors. The GWU also disagrees that shop stewards be barred from contesting these elections (18/8). The MLP condemns restrictions imposed on the eligibility to contest because they are discriminatory, since they do not apply to the employer - i.e. State-appointed representatives (22/9). Regulations governing the elections of worker-directors on the boards of Telemalta and Enemalta are published. Eligible to contest the

- elections are all Maltese who are full-time employees at the respective corporation not having contested the most recent elections to Parliament and not acting as a shop steward. A shop steward may contest as long as he resigns his union role within 15 days of the announcement of the ballot. The worker-director elected must also obtain more than 50% of valid votes cast (9/12)
- 30/7 The GWU and the Parliamentary Secretary for Maritime and Other Affairs agree that the (currently nominated) worker-director at Air Malta shall be elected by the workers.
- 24/8 German expert assistance, a Lm2000 grant and a Lm13000 loan are allocated by Government to the Farmers' Wine Cooperative of Burmarrad through the Cooperatives Board to offset its current crisis.
- 24/8 The Employers' Association expresses concern on recent developments in the field of worker participation and calls for the setting up of tripartite machinery to study a proper implementation strategy.
- 31/8 GWU representatives meet The Minister of Finance who agrees with the Union's request for a worker representative on the boards of directors of Mid-Med Bank and Lombard Bank. A request for a worker director on the board of the Central Bank is not found acceptable by the Minister. This bank's special status makes the issue of a worker director subject to more serious deliberation.
- 23/9 The GWU submits a claim for an elected worker-director on the board of Kalaxlokk Construction. Government rejects the claim on the basis that the company's current situation and financial state of affairs preclude such an initiative.
- 24/9 Martin Grasso, worker-director at Construction & General Engineering is reconfirmed on the company board by the Parliamentary Secretary for Industry.
- 18/10 The Port and Transport Section (GWU) submits a claim for a profit bonus for Air Malta employees, following the announcement by the Company of record profits of Lm3.56m.
- 23/10 The Supervisory Technical and Professional Staff Association (GWU) submits claims for profit bonuses for employees at Telemalta, Enemalta, the Central Bank, Mid-Med Bank, Bank of Valletta, Magruvision, Mediterranean Insurance Brokers Holding Co. and Interprint.
- 31/10 The MUBE states that it expects workers at Mid-Med Bank and Lombard Bank to participate in profit sharing.
- 5/11 Paul Farrugia is re-elected worker director on the Board of Malta Shipbuilding Co. Ltd. There were 1478 valid and 112 invalid votes cast from a grand total of 2187 workers eligible to vote. Paul Farrugia obtained 1310 votes and Joseph Debono, the other contestant, obtained 168.
- 5/12 Dr Reno Borg was elected worker-director at the Bank of Valletta. 1177 valid votes were cast out of a total of 1400 eligible voters. Dr Borg obtained 786 votes. The four other contestants obtained the following votes - Joe Esposito (780); Raymond Lanzon (551); Paul Bonnici Mallia (358) and Julian Holland (353).
- 29/12 Air Malta has accepted a request by the GWU to give Lm50 extra as profit-bonus to each Air Malta employee, in view of a doubling of the airline's profits over 1986.

INDUSTRIAL DISPUTES AND NEGOTIATED AGREEMENTS

- | | |
|--|---|
| <p>1/7 Government and the Public Services Section (GWU) agree that non-shift workers at the Civil Aviation Dept. may start working half-days during the summer months.</p> | <p>they wish to resume medical assistance in Malta. 89 doctors expressed interest in reinstatement (20/10).</p> |
| <p>1/7 The Textile, Garment & Leather Section (GWU) and Janstorp International agree on procedures to follow in case of production disruptions beyond the workers' control.</p> | <p>12/7 The Textile, Garment & Leather Section (GWU) agrees with the management of MacManoel Ltd. on overtime arrangement, necessary to meet urgent export orders.</p> |
| <p>4/7 The UHM claims that it had not been involved with recent transfers to public employees. It contends that certain transfers were necessary and therefore acceptable; however, it would intervene if any of these were considered unjust.</p> | <p>12/7 F. Coupe Ltd. employees secure a sufficiently large provision of potable water, following GWU intervention.</p> |
| <p>5/7 The Textile, Garment & Leather Section (GWU) and Ladytex Ltd. settle differences concerning the management's attitude to the workers' unionization.</p> | <p>16/7 The Drydocks Section (GWU) directs Marsa Shipbuilding employees not to perform any work in connection with festivities marking the launching of two vessels. The directive is issued in protest to Mr Joe Attard Kingswell, Prime Minister's Advisor on Shipyard Affairs, having been invited to attend the launching. The festivities are subsequently cancelled (17/7).</p> |
| <p>7/7 Workers at Panta Lesco Ltd. unanimously agree that the GWU should resort to industrial action to defend one of their colleagues who has been dismissed from work through a procedure which is alleged to contravene the collective agreement.</p> | <p>16/7 Workers at Bortex Clothing Industries are to work overtime on some Saturdays to meet production quotas following an agreement between the company's management and the Textile, Garment & Leather Section (GWU).</p> |
| <p>8/7 The UHM welcomes discussions intended to (a) rectify the injustices allegedly suffered by Telemalta employees who were suspended from their duties on June 28th, 1977; and (b) withdraw the declaration they were obliged to sign.</p> | <p>18/7 The management of Ladytex Ltd. agrees to re-employ a worker dismissed for disciplinary reasons following intervention of the Textile, Garment & Leather Section (GWU).</p> |
| <p>11/7 The Medical Union (MAM) writes to its members abroad informing them of the agreement reached with the Maltese Government. Maltese doctors abroad are requested to inform within six months the relevant authorities as to whether</p> | <p>22/7 Following the intervention of the Public Services Section (GWU), 124 workers who had received a promotion to Enrolled Nurse 1A in May 1987 start receiving their new salary.</p> |
| <p></p> | <p>25/7 The Public Services Section (GWU) protests that Posts Department employees have not been granted a</p> |

- promised special bonus for their extra effort during the electoral campaign. The Parliamentary Secretary for Ports & Telecommunications notifies that uniformed staff at the Posts Dept. shall be granted a bonus of two extra days of leave (28/7).
- 26/7 The Dockyards Section (GWU) discusses problems faced by Marsa Shipbuilding workers with management. The latter agrees to take certain steps to improve conditions of work.
- 27/7 The UHM calls on Government to ratify Convention 149 of the International Labour Organisation which deals with Health Sector employees.
- 27/7 Bills amending the Medical & Kindred Professions Ordinance and the Pensions Ordinance are published. The first gives effect to certain provisions of the Government-MAM agreement to grant licenses for the medical profession to practise in Malta, as well as the repeal of certain provisions relating to the medical dispute which started in 1977. The second implements the Government-MAM agreement to settle the 10 year industrial dispute as regards the reinstatement of Pension rights to doctors where employment was either terminated, suspended or otherwise lost as a consequence of the dispute. The Union of Govt. Medical Doctors (UGMD) expresses concern at the employment or reinstatement of doctors or specialists above retiring age (23/9). The medical union - MAM rebuts that such practice is no novelty (27/9).
- 28/7 The Hotel, Restaurant and Food Section (GWU) orders a 1½-hour work stoppage at the Corinthia Flight Catering Establishment in protest against excessive temperatures.
- 31/8 The Textile, Garment & Leather Section (GWU) and the management of International Shoes agree to rescind from an extended shut down due to lack of orders and excessive heat at the workplace.
- 1/8 The 28 workers who had been dismissed from Casino de Malte in June 1984 are re-instated following meetings held with the Parliamentary Secretary for Industry.
- 1/8 The Hotel, Restaurant & Food Section (GWU) prepares for industrial action at the Ta' Qali pitkali in view of disagreement regarding its collective agreement with the management of the Farmers' Central Cooperative Society which operates the pitkali.
- 2/8 The Minister for Education and the UHM agree on new hours of work for Technicians in the Education Department.
- 5/8 Workers employed with Deguara & Micallef contractors protest at the Dept. of Social Services because they have failed to receive their wages for the third consecutive week.
- 8/8 The Federation of Industries (FOI) suspends its financial contribution to the Confederation of Private Enterprise (COPE) because the FOI feels that COPE's principal function should be limited to "the coordination and harmonization of members' activities and views" (25/9).
- 9/8 The Grupp Tan-Numri insists that Government, shop owners and their union (GRTU) consider seriously the case of shop employees who are still working more than 40 hours per week.

- 11/8 The Employment Services (Amendment) Bill is published. The Bill seeks to set up an Auxiliary Workers' Training Scheme (AWTS) for those registering (under Part I of the unemployment register); for "surplus labour" in public sector employment and for those serving in the Dejma Corps in May 1987. The GWU opposes the proposed law because it implies discharges from present employment and because it guaranteed work for only one year, under conditions and wages inferior to the ones currently enjoyed by the workers it will affect (27/8). Government spokesmen emphasize that the proposed legislation empowers no one to declare redundant any worker whether employed by Government or by parastatal companies (8/9). The MLP leader criticizes the AWTS also because he claims that there are plenty of productive employment opportunities in the public sector. The joint MLP-GWU action committee against discharges organises protest marches (21/9). The GWU threatens industrial action and obtains solidarity from various international trade secretariats & federations (27/9).
- The Prime Minister warns that threatened strikes will be taken as politically motivated (4/10).
- The Prime Minister and other Cabinet Members hold further discussions with the GWU and the CMTU on the issue (7/10). Agreement is reached between Government and unions. According to the agreement, the unions will be actively involved in the running and organisation of the AWTS; Regularly employed but excess labour to remain in current employment but accept flexibility; Irregularly employed workers to be identified case by case with Union involvement, to be considered casuals and to accept flexibility but enjoy other extant conditions of work until permanent employment, subject to the worker's choice, is found. Priority in granting permanent jobs goes to those having been longest on the unemployment register. For those who had never registered, the date of employment will be considered.
- 14/8 Maintenance employees at Mount Carmel Hospital start working on a new roster which includes Sunday work, following an agreement reached between the Parliamentary Secretary for Health and the Hospital Workers' Section (UHM).
- 18/8 The Port & Transport Section (GWU) directs workers at Air Malta not to accept orders from 'certain individuals' who are not part of the managerial staff.
- 19/8 Kalaxlokk Construction employees benefit from wage increases following talks between Government, the company and the GWU.
- 19/8 The GWU threatens industrial action if Xandir Malta persists in alleged poor reportage of union activities and statements. The Employers' Association draws attention to the fact that industrial action should, according to law, be resorted to only in furtherance of a trade dispute (26/8).
- 28/8 The STPSA (GWU) protests against the creation of new executive grades at the Central Bank on the basis that these infringe the bank's collective agreement with the GWU.
- 29/8 The GWU declares that resignations from members must be delivered by hand and must be acknowledged by the Union to be valid. The UHM insists that all resignations are valid

and letters sent by the GWU to resigned members should be ignored. The GWU claims that a number of resignations bear false signatures. The UHM suggests that the resignation procedure enforced by the GWU has not been approved by the Registrar of Trade Unions.

31/8 The GWU and the management of Holiday Inn settle a dispute concerning the union's recognition at the Hotel.

1/9 The Archbishop's Curia, in consultation with the MUT, announces the imminent finalisations of negotiations over salaries of teachers in Church schools.

1/9 The Textile, Garment & Leather Section (GWU) registers a dispute with Heidemann Ltd. The issue arose because the company's management refused to endorse a medical certificate drawn up by a hospital specialist, declaring that a female employee's illness was caused by the work she was performing.

1/9 The UHM and the management of the Preluna Hotel register disagreement concerning the interpretation of a clause in the collective agreement concerning vacation leave and public holidays. The Dept. of Labour is approached to organise a conciliation meeting.

2/9 The shop assistants' union UHH presents a memorandum on the conditions of work of shop assistants to the Minister for Social Policy. It includes a formal request for half-a-day off on Saturdays for shop employees such that their working week does not exceed 40 hours.

10/9 Members of the Armed Forces of Malta and stationed at the Kordin

Civil Prisons complain that their vacation leave is being denied to them. Their overtime hours are being treated as normal hours and compensated for as such.

The Metal Section (GWU) directs workers in the domestic appliances section of Mizzi Ltd. to stage a sit-in strike in protest against a workers' dismissal on 7/9, despite the Union's insistence that the case should first be brought before the Director of Labour. The industrial action is replaced by a work-to-rule and an overtime ban (11/9). Workers in the Mizzi Group of Companies are also directed not to perform work connected with Mizzi Ltd. Management and Union agree to refer the matter to a private Industrial Tribunal which had its first sitting on 20/11. The industrial action is lifted after the tribunal announces its decision (7/12).

14/9 The UHM and the management of 'Il-Hajja' Press agree on terminal benefits for 10 employees, in view of the closing down of the daily newspaper.

14/9 Problems concerning taxi drivers are discussed by the UHM and the Police.

18/9 Following the intervention of the Minister for the Development of the Infrastructure, a dispute between the GWU and the management of Kalaxlokk Construction regarding the administration of discipline among workers is solved.

23/9 The Chemical & General Workers' Section (GWU) and the Management of Keen Products Ltd. agree on a summer timetable for the factory's employees.

23/9 Wage increases are granted to employees at Brand International

- and Hob Electronics, following negotiations between management and the Chemical and General Workers' Section (GWU).
- 24/9 The GWU boycotts a Welfare Committee set up at Enemalta Corporation on the ground that it went against provisions of the collective agreement.
- 25/9 The People & Parastatal Industries Section (GWU) registers disagreement with the managements at Telemalta and Enemalta. The GWU insists that the collective agreement agreed upon in April 1987 should be fully implemented (21/10). The Director of Labour has been informed.
- 29/9 The Public Services Section (GWU) insists that a pre-election GWU-Government agreement concerning Health Assistant Trainees should stand. The UHM also takes steps to ensure permanent employment for the trainees on completion of their course. The Parliamentary Secretary for Health agrees that all trainees become public employees once their course is over (4/10).
- 3/10 Micropause wall bars are installed for the first time in Malta at Janstorp International following a GWU initiative. These bars permit muscular exercise and promote industrial health.
- 4/10 New working hours for employees at Gozo Agricultural Products are discussed between the firm's management and the People's & Parastatal Industries Section (GWU).
- 7/10 The Registrar of Trade Unions publishes unionization figures for the year 1986/87. An increase of 7,617 union members is registered. (See Report in *Perspettivi* 3, pp10-11)
- 7/10 The GWU instructs Telemalta employees to refuse time-in-lieu (TIL) for overtime work if more than 4 weeks elapse since the overtime work is carried out. The UHM insists that overtime carried out since 1/1/87 and for which TIL was not allocated within 4 weeks be paid for (9/10). The Corporation agrees to effect overtime payment due since 1984, amounting to Lm168,000 (19/10).
- 9/10 The GWU, CMTU, the Employers' Association, the Dept. of Labour and the Dept. of Health nominate their representatives to sit on the National Board for Occupational Health.
- 17/10 Renewed negotiations between Government and the MUT concerning the reorganisation and revision of teachers' salaries are announced.
- 18/10 The Private Sector Section (UHM) protests with the management of Medwear Company for its unilateral announcement of the company's shut-downs for 1988. The GWU registers a similar protest (5/11). The Company refuses to recognise the UHM as the official workers' representative. The UHM threatens industrial action (2/11).
- 20/10 New working hours for professional and clerical staff at the Enemalta Power Station, Marsa are agreed upon following discussions between the Parliamentary Secretary for Water & Energy and the GWU.
- 24/10 The STPSA (GWU) insists that overtime at the Central Bank be paid at premium rates. A similar request is made on behalf of Mid-Med Bank employees.
- 27/10 The GWU and the Employers' Association agree on the need to update the model collective agreement agreed upon in the 1960s and which serves as the basis for collective agreement in the private sector.

- 27/10 The Public Services Section (GWU) protests with Government over the transfer of 11 drivers from the Ambulances Garage allegedly without valid reasons.
- 31/10 The STPSA and the GWU agree with the management at Bank of Valletta on the payment for outstanding TIL.
- 6/11 The Federation of Industries (FOI) suggests that the national minimum wage may be too high and that cost of living increases should not be imposed by Government but negotiated in enterprise-level agreements or industry-wide wages councils/wage regulation orders. Elimination of the wage freeze should also be considered in the context of increases in productivity.
- 7/11 Both GWU and UHM instruct workers at Frey (Malta) Ltd. to stick to their normal working schedule in protest at new working hours unilaterally introduced by management. The new schedule is withdrawn following a conciliation meeting (10/11).
- 8/11 The Chemical & General Workers' Section (GWU) requests sole recognition at Farsons. The SFC Employees House Union protests against management's tolerance of GWU activity and claims majority representation among industrial staff (23/11). The GWU orders a boycott of products imported by Farsons to press for a ballot to establish which of the two unions should represent the industrial employees (9/12). Procedural agreement is reached, following mediation by the Minister for Social Policy and the President of the Employers' Association (15/12). After a secret ballot, the GWU wins sole recognition and suspends industrial action (19/12).
- 10/11 GWU protests with management at Heidemann Sportswear for introducing compulsory overtime, in contravention to the existing collective agreement.
- 12/11 The General Services Section (UHM) approves a motion to request Government to undertake a radical reorganisation of the public sector. This is subsequently announced in the 1987/88 Budget (25/11).
- 13/11 The GWU threatens industrial action to press for a revised collective agreement at Toly Products. Negotiations resume following a conciliation meeting (20/11).
- 17/11 Matters dealing with occupational safety and health are discussed between the FOI and UHM.
- 21/11 Non-industrial employees at Brand International benefit from wage increases following talks between management and the UHM.
- 21/11 The 'Grupp tan-Numri' organises a solidarity campaign on behalf of shop assistants pressing for a half-day off from work per week.
- 26/11 The UHM instructs Medwear Clothing employees to stage a one hour strike in protest against management's refusal to grant recognition to the UHM. A conciliation meeting chaired by the Director of Labour does not settle the issue.
- 27/11 A GWU delegation discusses pending overtime payments due to public sector employees on temporary loan to Malta Dairy Products with the Minister for Productive Development.

- 28/11 A tripartite seminar on Human Rights Conventions organised by the International Labour Organisation and the CMTU concludes by appealing to Government for setting up of permanent tripartite machinery.
- 28/11 The Archbishop's Curia and the MUT agree on a reorganisation of salaries and grades for teachers in church schools, bringing these in line with the ones existing in the public sector.
- 30/11 The GWU protests against alleged discrimination and poaching tactics at Lloyds Shoes.
- 30/11 The UHM threatens industrial action at Holiday Inn after management's refusal to consider the union's claim for dual recognition.
- 3/12 The Port & Transport Section (GWU) intervenes on behalf of seven foreign sailors and negotiates the release of wages and allowances due to them. The local union action was carried out in view of the GWU's affiliation to the International Transport Workers' Federation (ITF).
- 11/12 The GWU threatens industrial action at International Shoes if management fails to implement all the articles of the extant collective agreement.
- 12/12 Gozo Channel Company employees receive a cash bonus. The GWU retorts that employees were entitled by right to such a bonus, this having been stipulated in the extant collective agreement.
- 13/12 Mid Med Bank employees receive a special cash bonus of Lm25 following talks between the Bank's management and the STPSA (GWU).
- 15/12 The Ministry for Social Policy suggests that Government intends amending Article 31 (2) of the Industrial Relations Act (1976) such that a worker can be represented before an industrial tribunal by a person in whom the worker has confidence. The tribunal's chairman would also be experienced in industrial and labour relations.
- 17/12 All employees at Mediterranean Insurance Brokers Ltd. receive a special bonus following talks between the MIB Management and the STPSA (GWU).
- 22/12 The People's & Parastatal Industries Section (GWU) reaches agreement with Enemalta Corporation's Management concerning vacation leave unavailed of during 1986 and 1987.
- 23/12 The Private Sector Section (UHM) contends that Article 33 (1) and (2) of the I.R.A. (1976), by which employees in posts of confidence could be denied reinstatement following dismissal, even if for valid reasons, was in contravention to the universal right to work enshrined in the Constitution.
- 23/12 The UHM accuses certain managements of exerting undue pressures on their workers to raise output, claiming that this is detrimental to the workers' health.
- 24/12 Casino Employees receive a Lm20 cash bonus each following talks between the Casino's Board of Directors and the Casino Employees' Union.
- 28/12 The STPSA (GWU) protests with the management of Bank of Valletta for issuing a special bonus to employees without consulting the union and for not giving an equal sum to all workers.
- 28/12 The MUT suggests the need to

restructure and increase the Education Dept. senior ranks complement.

28/12 124 further promotions to Enrolled Nurse 1A Grade are given following agreement between Government and the Hospital Workers' Section (UHM)

31/12 MUBE members agree to the suggested suspension of contributions

to the Central Bank and Mid-Med Bank Pension Funds and to a distribution of accrued monies. Negotiations continue between the Bank managements, MUBE and STPSA (GWU).

31/12 Introduction of summertime and shutdown are discussed between the Dockyards Section (GWU) and the Management of Marsa Shipbuilding.

EVENTS CONCERNING MALTA DRYDOCKS

1/7 A monthly newsletter FLIMKIEN commences publication. It is produced by the Drydocks Public Relations Committee to promote internal communication and disseminate news on current Drydocks affairs.

3/7 The Dockyards Section (GWU) warns that it is ready to resort to industrial action if poaching of its members takes place.

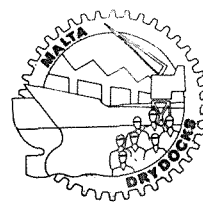
30/7 Mr Joe Attard Kingswell is appointed Advisor to the Prime Minister on Dockyard affairs.

12/8 Mr Lawrence V. Farrugia, Engine Manager since 1971, is appointed General Manager at the Drydocks.

16/8 The Prime Minister declares Government's insistence that any discrimination in the allocation of overtime at Drydocks be removed.

24/8 Elections are held to fill vacant posts on the Drydocks Council created by the nomination of elected member Sammy Meilaq as Council Chairman and the resignation of Lino Gatt. Three candidates contest the election for two seats. 3643 valid and 117 invalid votes are cast out of 4305 registered voters. Saviour Attard (2559 votes) and Benny Grima (2517 votes) are elected. Joe Piscopo, the third contestant, obtains 1157 votes.

30/10 The first in the series of Workers' Committee KTX elections for the 1987/88 session is held.



MEMBERSHIP IN TRADE UNIONS

10/7 Employees at Lapsi Quarry of Ghar Lapsi join the UHM and are organised in its Private Sector Section.

14/7 The UHM claims majority membership at Bermark Industries of Gudja and Perfect Screen Printers of San Gwann. The workers are organised in the Union's Private Section.

- 16/7 The UHM wins recognition at Peter Blond International following a secret ballot.
- 18/7 Manoel Theatre employees and Theatre Orchestra members join the UHM and are organised in the Union's Private Sector Section.
- 27/7 Employees at Hans Hoffmann of Bulebel join the UHM and are organised in the union's Private Sector Section.
- 27/7 The UHM requests dual recognition at Medwear Clothing of Kordin.
- 29/7 State Physiotherapists and physiotherapy students join the UHM and are organised in the Union's Hospital Workers' Section.
- 30/7 The UHM claims majority membership at Sanga of Marsa. The union achieves sole recognition by Management (23/12). The workers are organised in the union's Private Sector Section.
- 7/8 Workers at Lambs Knitwear join the GWU and are organised in its Textile, Garment & Leather Section
- 8/8 Workers at Rotos Ziraja Pumps join the GWU and are organised in the Union's Metalworkers' Section.
- 11/8 Non-industrial workers at Andrews Feeds (Malta) join the UHM and are organised in the Union's Private Sector Section.
- 18/8 Workers at Holiday Inn join the GWU and are organised in its Hotels, Restaurants and Food Section.
- 2/9 The UHM is granted sole recognition by Brand International for its non-industrial workers.
- 9/9 The UHM achieves sole recognition at the Deutsche Welle Relay Station following a secret ballot. The UHM obtains 64% of votes cast while the GWU obtains 36%. All employees voted.
- 23/9 Employees at Med Cast enrol in the GWU and are organised in the Union's Metalworkers' Section.
- 15/10 The UHM achieves sole recognition at the Meteorological Office's communications section following a secret ballot. The UHM obtained 85% support and the GWU 14%.
- 21/10 102 out of 182 employees at the Casino' are organised in a house union called Casino' Employees' Union. The Union is recognised by the Board of Directors of Casma Ltd., the Casino' operators (6/11).
- 26/10 The UHM achieves sole recognition at Alfred Mizzi & Sons (Marketing), following the submission of documentary evidence.
- 6/11 The UHM and GWU submit evidence of membership levels at the Customs and Excise Department to Government representatives. The UHM subsequently achieves recognition among all grades in this department.
- 18/11 Employees at Underwear of San Gwann join the UHM and are organised in its Private Sector Section.
- 20/11 The majority of workers at Maldiam of Kordin leave the Maldiam house union and join the UHM. They are organised in the Union's Private Sector Section.
- 20/11 The UHM achieves recognition at Unicar Services after the GWU retired its own claim of majority representation.

7/12 The UHM achieve sole recognition at Bluebell (Malta) of San Gwann having unionized a majority of employees. These are organised in the Union's Private Sector Section.

198 workers (55%) choose the GWU while 148 (41%) choose the house union. There are 350 valid and 4 invalid votes cast out of 359 eligible voters.

19/12 The GWU wins sole recognition at Farsons following a secret ballot.

20/12 The GWU requests sole recognition for industrial employees at Woodware of Marsa. Employees are organised in the Union's Chemical & General Workers' Section.

COLLECTIVE AGREEMENTS

- Between the Textile, Garment & Leather Section (GWU) and the Managements of: Ladytex (4/7); Romatex (6/7); F. Coupe (8/7); MacManoel (16/7); Prosan (5/9) and Leisure Clothing (25/9).
- Between the Chemical & General Workers' Section (GWU) and the Managements of Brand International and Hob Electronics (23/9) and Central Cigarettes (14/11).
- Between the Metal Workers' Section (GWU) and the Managements of Mediterranean Aviation Co. - Medavia (17/9); Bezzina Shiprepair Yard (30/12).
- Between the Port and Transport Section (GWU) and the Department of Civil Aviation (1/7).
- Between the Hotels, Restaurants & Food Section (GWU) and the Managements of Villa Rosa (14/7); The Catering Establishment at the Marsa Sports Club (28/8); Mellieha Bay Hotel (10/11) and Holiday Inn (19/11).
- Between the Private Sector Section (UHM) and Formosa Construction (25/11).
- Between the MUT and the Management of St Edward's College (9/10).
- Between Simonds Farsons Cisk Employees' Union and the Management of Wands (26/9).

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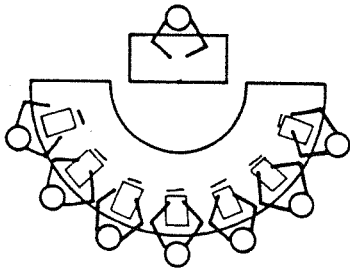
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WORKING TOWARDS AN IDEAL

There are several bodies in Malta which involve themselves in workers' education. Dr Kenneth Wain in an article "Work-Education Relationship in Malta and the Concept of Lifelong Education" singles out the Workers' Participation Development Centre (WPDC) as the organisation that goes beyond the conventional in its educational courses:

"The most important initiatives in a sense appear to be those taken by the WPDC through their courses in participation skills and leadership. The others appear to be adopting the more conventional approach, providing formal enrichment courses for the more educated workers. The WPDC is also doing this, but in addition, it is also furnishing the other components of the ideal mutual relationship between learning through participation and learning for participation".*

What are all the criteria upon which such an assertion can be justified? As one who has coordinated these courses and also acted as tutor I think that part of the onus of providing supportive evidence for the above statement falls on me.

In the designation of its courses the WPDC has always aimed at a multi-disciplinary approach. This does not mean that in the contents of its programmes, it managed to do away with the lines separating one unit from another. But however unavoidable this compartmentalisation may be, an effort has always been made to cut across these boundaries without falling into the trap of presenting that facile parallelism that tends to simplify issues rather than presenting their complexities.

With this aim in mind at the end of each short course or unit of study in the Diploma Course a week-end seminar is held during which the participants are given the opportunity of putting together the threads of the various points raised during the learning sessions. This is usually done with the help of video programmes supplemented with group discussion and group presentation. It may be pertinent to point out that during one of the seminars the participants had to put on a play.

An effort is made to adopt this participative approach also during the learning sessions through role-playing, analysis and critique of texts and small group discussions. The problem-solving approach is used wherever it is possible. Indeed most of the assignments given to the Diploma Course students consist of elementary research work based on field observation and case study of events at the place of work. Students are often given individual attention to help them in their plan of their assignment as well as to refine their writing skills.

To enhance the participative aspect the Centre also conducts evaluation exercises for every course it organises. In the report drawn up on the first three-month foundation course in Social Science held in 1981 many of the participants stated that what induced them to register for this course was mainly their interest in the subject and maybe the novelty of such an experience. One participant stated that he applied for this course because he had never had the means and opportunity to attend such courses. One participant said that Economics proved to him to be a fascinating subject whereas another participant said that he enjoyed the Sociology sessions because this discipline lends itself to a discussion of topical subjects. As regards Political Science one said

that it inspired him to deeper thoughts. By and large these comments were confirmed in almost all the evaluation exercises of the subsequent courses in which Law and Psychology were included.

Naturally, negative comments were also forthcoming such as the following:

Economics: Too much statistical data had to be grasped in a relatively short time.

Sociology: One had to classify different categories of people.

Political Science: There was a bias. It was in the form of a story.

These comments not only provided the Centre with a deeper insight into the experiences and underlying feelings of workers, but also helped the WPDC staff to improve their resources so as to tailor-make the educational programmes to the exigencies of the workers. The relatively fewer negative comments in the subsequent courses may be taken as a gauge of how far the Centre succeeded in approximating its aims. Moreover a very positive note in the fifth Foundation Course organised in 1985 was the fact that eleven manual shop level workers attended this course - the highest number of this category of workers to attend this series of courses.

These praises of the achievements of the WPDC are not meant to lull anyone into an illusion that would make one believe that Workers' Education in Malta is gearing itself on a highly progressive path on its way of reaching optimum level.

However sensitive we may be to the values of self development and self actualisation, the view still prevails that education should play the functionalist role of providing the material needs of society in general and of the individual in particular. The diffusion of this instrumental view of education seems to have permeated into the sphere of adult education. Courses which deal with some functional aspects such as Computer Studies or ones that are likely to lead to an award of a certificate or diploma tend to attract a number of applicants that is often in excess of the numbers that can be taken whereas courses dealing with social skills do not tend to be so heavily subscribed.

The various bodies which cater for Workers' Education are quite aware of this phenomenon but this awareness has fortunately not deterred them from offering enrichment courses. Nevertheless these enrichment courses are very often attended by the educated worker; it is synonymous to preaching to those who are already converted to a cause.

The invariable cynical attitude of the average worker towards such courses seems to be distressing. The worker's primary concerns are his pay packet, overtime, bonus and opportunity for promotion. No educational course will ever make him alter these priorities. In the consumeristic society the extrinsic values prevail over the intrinsic ones.

And yet, however true this assumption may be, it would be wrong to conclude that workers are not conscious of the importance of the intrinsic values of work. In

spite of the economic carrots that have been dished out to the workers, modern industry is still grappling with the perennial industrial problems of abstenteeism, apathy or lack of involvement on the workers' part, parasitism at the place of work and maybe a distant and incomprehensible bureaucracy that might foster the 'us and them' mentality, giving rise to a latent or overt conflict. These phenomena might have instilled in the worker a sense of disillusion, verging on fatalism, which makes him sceptical, and indeed on some occasions cynical, of these initiatives in the field of workers' education.

It must also be stressed that the fact that Workers' Education depends too much on voluntary work is hardly conducive to the designation of a long term policy. Workers education programmes may thus seem to be sporadic events which like the seasonal festival soon peter out after the bangs of euphoria subside.

What is perhaps encouraging is that various organisations have been alerted to these shortcomings and are therefore adopting a more professional approach. Perhaps the major contribution of the WPDC is that of making the University conscious of the leading role it can play in this aspect. At least it has been shown that as far as content and methodology is concerned the WPDC has much to offer to other organisations.

It is therefore heartening to note that though no gigantic steps have been taken there seems to be enough groundwork upon which one can build in order to reach an ideal which in principle we all uphold.

* Education (The Journal of the Faculty of Education) Volume 3, 1987 No.1, p.30)

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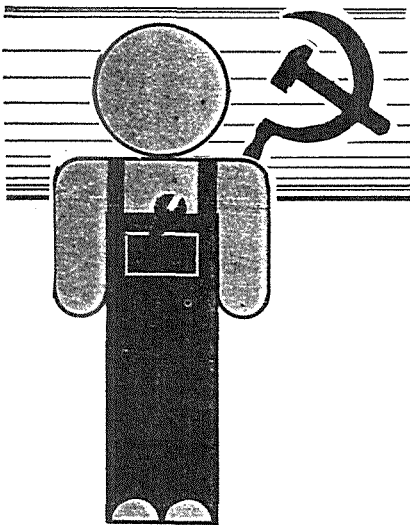
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WORKERS AND UNIONS IN THE FACE OF GORBACHEV'S PERESTROIKA

Introduction

This article briefly examines the impact of recent political and economic development in the Soviet Union on trade unions and workers. The starting point is provided by the ideological framework within which every activity, be it social, economic or political, is carried out in the Soviet Union. Ideology is a pattern of beliefs which justifies the social order and which explains to man his historical and social setting. Ideology also constrains the activity of political leaders because it creates expectations on the part of the governed which the rulers must try to fulfil. It is, therefore, an important yardstick by which developments may be analysed. The article then examines the role traditionally played by trade unions in the Soviet Union. Attention is focused on the essential features of **perestroika** and of its impact on workers and trade unions.

The Ideological Framework



Marxist ideology holds that Communist society, in contrast to capitalist society, is characterised by harmony rather than conflict because social classes, an intrinsic feature of capitalist society, no longer exist. In the absence of class conflict the exercise of political power either by the State or by its institutions, or by other political organisations which represent sectional interests becomes redundant. Under communism too, scarcity, a feature of capitalist mode of production, is eliminated and replaced by an abundance of produce. Money and prices will have no practical purpose, for they are only a means by which goods are rationed under systems of scarcity. There is no private but one form of public ownership of the means of production and there is no division of labour. Men work according to their ability and receive according to their needs. In this utopian system, therefore, trade unions, or similar organisations which exist to better wages and working conditions, become irrelevant.

Intermediate stages, however, exist before the stage of communism can be reached. The dictatorship of the proleteriat follows immediately on the revolution by which workers strip capitalists of their power. It is a time of political and economic instability as the workers consolidate their position. Socialism represents a more advanced stage where there exists a great deal of harmony, there are no social classes and the means of production are not privately owned. However, wages in monetary form and incentives for skilled or arduous work are necessary for scarcity still abounds. Commodities, therefore, would usually have prices reflecting their relative scarcities.

Workers' organisations in the U.S.S.R.

Within this ideological environment are conducted the administrative and economic affairs of the Soviet Union. There are first of all no 'firms' in the Western sense of the word. Ownership is of a public (or government) nature and control is vested

in government ministries responsible for the administration and organisation of industry. Ministers appoint directors who are in charge of factories and plants, or production units. The task of the enterprise director is to fulfil the plan and production quotas set for him by the Ministry. If the plan is fulfilled the director and workers receive bonus calculated on the basis of excess production. The Soviet enterprise, therefore, is more akin to a subsidiary or branch. A soviet director has control over the process of production but little power to set its targets or determine its products. In the West, trade unions view themselves as having separate and conflicting interests from those of management: While the role of the former is concerned with improving wages and workers' conditions, that of the latter is primarily concerned with production and related problems, such as product design and quality, trade, training, hiring and firing. Systems of workers' participation have managed to temper these divisions but only marginally, as the frequent recourse to strike action, the ultimate sanction a union can employ against an employer, demonstrates.

In contrast, many of the tasks assigned to unions in the Soviet Union would, in the West, be seen as not properly belonging to unions but to government and personnel management. Soviet trade unions do attend to grievance and dispute settlements, for which exist institutionalised channels of resolution. But unions are also involved in the administration of sickness, maternity, industrial injury and disability insurances, family allowances, and old age pensions. Health and safety regulations are supervised by the unions and local union officials are responsible for ensuring that labour legislation is enforced. In the industrial sphere union responsibilities include several aspects connected with production problems. Unions have a duty to increase output, encourage more effective use of labour, root out practices which restrict production, discourage labour turnover, devise more efficient production methods, and encourage workers to improve their qualifications. Trade unions are thus as responsible as management for the fulfilment of economic targets. In this sense unions and management are to be seen as collaborators not competitors. Indeed, it is interesting to note that when strikes occur (they do occur and they are not specifically prohibited by law) they tend to reflect worker dissatisfaction with both management and union.

Up to now the tasks performed by Soviet unions have gone beyond those performed by unions in the West generally. It may be said that Soviet leaders have perceived unions as instruments of economic and social development and this may explain their distinctive role. This view receives support from the fact that Soviet trade unions have served as the models for several developing states following their independence. The question to be asked today is whether the Soviet model will remain unaffected by the process of Perestroika: will trade unions experience radical changes? And will these changes be instigated from within or imposed by the political leadership?

The Present Impact of Perestroika

The current wave of reform in the Soviet Union was launched some years ago with the introduction of "glasnost" or openness or simply putting the cards on the table. Mr Gorbachev hoped to put before the whole Soviet people the realities of soviet social, economic and political life. Glasnost is intended to bring greater awareness of economic and political issues opening up the traditionally closed Soviet leadership and bureaucracy to popular scrutiny and eventually to greater accountability. Open, and sometimes heated, discussions have become commonplace in many soviet institutions, which in the past presented to the public a complete picture of unanimity and harmony.

For Mr Gorbachev glasnost and perestroika are two sides of the same coin. He believes passionately that perestroika, that is economic restructuring, cannot succeed without the development of socialist democracy and greater freedom of expression. This means that the bureaucracy with its entrenched interests now finds it more difficult to smother changes which the new leadership wants to implement. It is therefore because glasnost is seen as a necessary pre-condition for perestroika that its process was launched first.

The new economic restructuring envisaged by Gorbachev and his allies in the Government has at least three main planks: The gradual dismantling of the present command economy, higher productivity, and greatly improved quality. The basis for the first was laid down in early 1988 with the introduction of Enterprise Law and Labour Code. Under this law Soviet enterprises are expected to become self-financing, funding wages and social facilities from their own profits rather than state subsidies. Individual enterprises have been given the freedom to make their own contracts operating within general 'guidelines' rather than state directives. This gradual undoing of the command economy hopes to result in a more meaningful participation for workers in the affairs of their enterprise. The new law lays down, in fact, that the plan of an enterprise must be approved by a general meeting of all employees whose decision is binding for superior government bodies as well as for management and workers. Furthermore, workers can also choose their enterprise director in open competitive elections. In brief, the new law aims to make Soviet enterprises more efficient while granting workers greater responsibilities.

A second outcome of perestroika hoped for by the Soviet authorities is a substantial rise in productivity levels. In several enterprises bonuses for meeting and exceeding production targets accounted for almost 50% of the take home wage packet of workers. In the distribution of bonuses, however, the diligent and the lazy had enjoyed equal reward. Under the new system the wages of individual workers are linked to performance with the result that the earnings of millions of workers have fallen substantially.

But improved production without a corresponding improvement in quality would be of limited benefit as the Soviet authorities now realise. Over the years, especially in the Seventies, the quality of Soviet products had deteriorated badly. And this not only in the consumer commodities sector, but also in the industrial sphere. Thus, for example, buses have frequently been known to leave production lines with between 40 to 60 parts missing. In response to this situation the Government has set up a state run quality control organisation (Gospriomka) with responsibility to inspect products and to reject those of inferior quality.

These reforms have received a mixed reaction from both workers and trade unions. Enterprising workers, now that the concept of profit-making firms has been acknowledged, have abandoned state enterprises and set up cooperatives. Between July 1987 and August 1988 the number of coops in the Soviet Union grew tenfold. A singular reason for this has been Mr Gorbachev's support for the coop movement, extolling them as an example of efficiency, producers of good quality products and reliable service. The same is not true with regard to trade unions and many party officials. Local trade union branches see the defection of capable and diligent workers to the cooperative movement as a blow to their efforts to raise productivity and quality within their enterprise. They, with party officials who are opposed to reform, have as a consequence denounced coops as contrary to socialist principles. As evidence for their position they point to the employment by co-ops of contract-labour something which is considered as alienating workers from the produce of their labour

and therefore, by nature, capitalistic. Party officials and bureaucrats have also sought to undermine coops by attempting to impose a tax amounting to 90% of their profits.

Workers in state enterprises have been faced with a set of different challenges. They complain that they are expected to raise productivity and improve quality with machinery and plants that have seen little or no innovation some since the 1950s. They argue that without a massive injection of capital investment to improve plant and machinery their set task cannot be achieved. In the meantime workers have had to contend with loss of earnings and discontent has at times led to wild cat strikes. To add to their troubles last March new legislation was enacted which introduced for the first time in the Soviet Union the practice of bankruptcy. Today, loss making enterprises which are deemed incapable of emerging from their situation can and have been dissolved. Workers are, therefore, experiencing loss of employment not always with other job opportunities in prospect.

The question which the Soviet unions are seeking to answer in the circumstances concerns their role in the new economic order now emerging. It was the view of AUCCTU (All-Union Central Council of Trade Unions) Chairman Stepan Shalayer that Soviet unions must shed the belief that "in our society there are no grounds for such social conflicts", as those between workers and management. He stressed that with the growing independence of enterprises unions must strengthen their role in pay matters; for workers "must receive what they are due". The AUCCTU special conference in August 1988 resolved that unions should take up workers' legitimate grievances devolving as much as possible union functions with a view to strengthening grass roots union organisation.

Conclusion

Mr Gorbachev no doubt sees no harm but advantages in unions acting in defence of workers' legitimate grievances for as he presses on with his reforms channels that allow for the letting-off of steam become essential. Conflict, generated by perestroika and boosted by glasnost, must be somehow managed in order that it may not defeat the objectives of reform. Trade unions may provide the necessary mechanism, acting as a counter balance to management in individual enterprises. Where directors exceed their powers in pursuit of large profits, unions may help to bring them to heel without intervention of party or state. However, Gorbachev does not expect unions to abandon their traditional tasks - such as administering social benefits and welfare funds - as they adopt new ones. Neither is he envisaging a militant Western type role for the unions. Despite recent changes the Soviet ideological framework within which unions and other organisations can act remains basically intact. Indeed Mr Gorbachev has insisted that what he is proposing is not a departure from Marxism - Leninism, but its proper application. Stalinism had usurped political control from the workers: glasnost and perestroika aim to return it to them, purified and revitalised.

Past attempts at brutally suppressing any form of dissent or criticism - organised and unorganised - of government performance, has made it inevitable that if change was to occur in the Soviet Union the process had to emanate from the top. Gorbachev's revolution is revolution from above and as a consequence its success depends to a large degree on how ready and how adequate tools the established institutions (i.e. party, unions, etc.), prove to be.

Godfrey A. Pirotta

Unabridged and duly referenced copies of this article are available on request.



DEVELOPMENTS ELSEWHERE

A general sample of contemporary trends and issues emerging abroad in the field of industrial democracy and labour relations. The information should serve as food for initial thought and evaluation, particularly on the relevance of the events to the Maltese labour sphere.

E.E.C. - THE SOCIAL DIMENSION TO 1992

By the end of 1992, the single European internal market is planned to take place. This move by the European Community's 12 member states will involve a free circulation of trade, capital, labour and services.

The fear haunting many social democrats is that the 'single market business' will make Capital stronger and more competitive and to this end all obstacles to deregulation and economic liberalisation will be swept away. Among these "obstacles" will be the remnants of any state commitment to control the movement of capital or the balance of trade and also most of the limited powers of national and local governments to use subsidies in order to achieve specific goals - whether they be job creation, the protection of key industries or stated equal opportunities objectives.



Mr Jacques Delors, President of the European Commission, has launched an offensive to ensure that the unexpected fast drive towards 1992-style business deregulation will not push Community policy too much to the right. It is time for a corrective "re-balancing" to the left. How?

Mr Delors has proposed a social package intended to give workers across the 12 member states minimum health and safety standards at work, the chance to participate in running their companies, the possibility of life-long training, greater job mobility and certain guaranteed rights.

The Commission has asked EC Governments to react by the end of the year to its new suggestions for a European company statute, allowing companies to merge without adopting the corporate laws of any particular country and offering them a choice of various forms of worker participation. Mr Delors regards the requirement for some form of worker participation as the least the Commission could do to retain "credibility" with trade unions, which otherwise fear managements would form themselves into Euro-Companies to escape existing national requirements for worker involvement.

While the acceptance by E.C. Governments of Mr Delors' 'corrective' policy remains to be seen, trade union circles are coming round to understand that the Europeanising strategy of Capital may perhaps only be squarely met by a Europeanising strategy by Labour...

Source: *Financial Times* (UK) 'Now for the Workers' 8 September 1988

Interlink (London, Socialist Society) No. 9, Oct/Nov 1988

AUSTRALIA - PARTICIPATION ONCE AGAIN ON THE AGENDA



- Industrial democracy, achieved through greater participation by employees and their representatives, is a desirable objective;
- Widespread participation will not occur spontaneously;
- No simple or single blueprint or model should be imposed.

These three are the fundamental principles of a discussion document prepared by the Australian Minister responsible for Employment and Industrial Relations, Mr Ralph Willis (a former senior trade union official), issued in December 1986. Following some patchy and largely unsuccessful trails undertaken in the early 1970s, Australia has launched once again an initiative to revive the issue of employee participation and industrial democracy.

This development comes in the face of a particular socio-economic condition: The current domestic economic situation and intense international competition demand that Australian industry becomes more efficient, more flexible and more competitive. Wide-ranging change and reform are essential to ensure more effective decision-making to facilitate the smooth introduction of the most modern technology, to create a more skilled and adaptable workforce, to overcome the traditional adversarial approach to industrial relations and to promote greater equity at the workplace.

Source: *Social and Labour Bulletin* (ILO) No. 3, September 1987, pp.422-4

UNITED STATES - POSTAL SERVICE TESTS SELF-MANAGEMENT



With US\$32 billion in annual revenue, 800,000 employees - 90 per cent of whom are organised in four trade unions - and 28,000 post offices across the country, the United States Postal Service (USPS) has faced extraordinary challenges in becoming a decentralized organisation with participative decision-making.

The USPS in 1986 removed a layer of management and downsized regional offices by 80 per cent, causing workers low in the organisational structure to embrace decision-making authority. There are currently 6,000 USPS workteams operating nationwide at sites where the customer is involved.

The next development is towards fully fledged self-managed work groups: For example, letter carriers are evaluating their own routes and setting their own compensation - with more success and less cost than had been ever achieved.

Source: *Workplace Democracy*, No. 62, Fall 1988, pp.16-7

IRELAND - LEGISLATION EXTENDS WORKER PARTICIPATION IN STATE ENTERPRISES



The Worker Participation (State Enterprises) Act, passed in 1988, extends the practice of worker participation in the Irish public sector, hitherto governed by 1977 legislation. The 1977 legal instrument had enabled the employees of seven specified State-owned companies to elect by secret ballot fellow workers on their company boards for 3-year periods, such as to occupy one third of all available board seats. The 1988 modification extends this provision to still more public companies. Over and above this, employees may now request the coming into force of statutory consultative arrangements. These provide for the exchange of views and of clear and reliable information on a regular basis. To be adopted, such arrangements must be endorsed by a majority of the employees of a particular enterprise, expressing their support via a secret ballot.

The exact details of the arrangements are, interestingly, left at the discretion of further negotiation between company management and worker representatives, including trade unions recognised for the purpose of collective bargaining. This allows individual enterprises to devise tailor-made participatory channels.

Source: Worker Participation (State Enterprises) Acts No.6(1977) & No.13 (1988)

BRITAIN - WORKER OWNERSHIP AND CONTROL?



The National Freight Consortium (NFC) is one of the most successful and least criticized of the companies that the British Conservative Government is privatising.

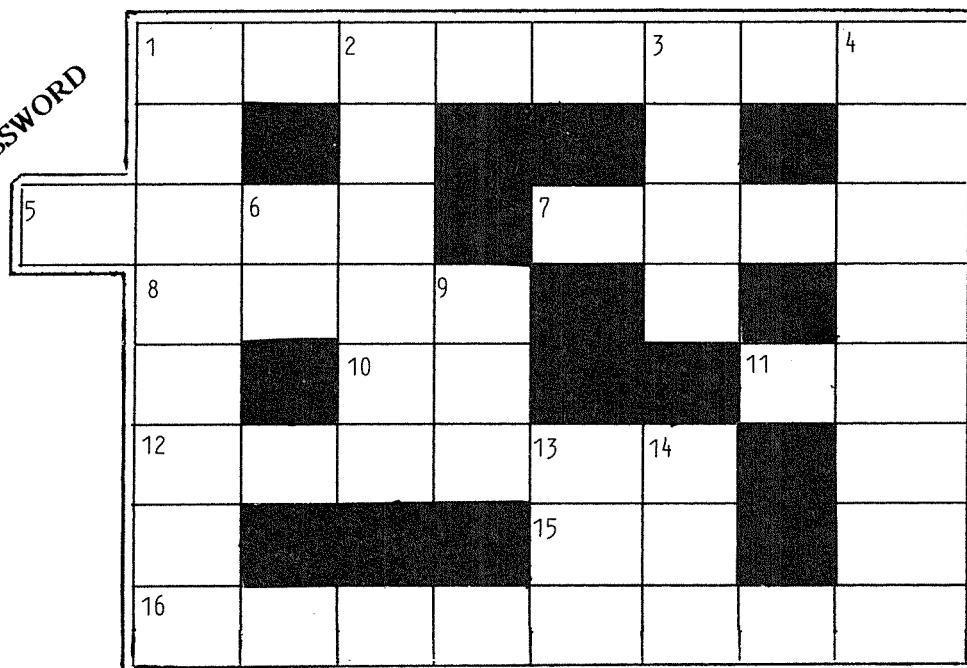
The NFC Chairman, Sir Peter Thompson, reports to 27,000 employee shareholders. Between them, they own 83% of a worldwide business with pre-tax profits that have expanded tenfold since 1982 to almost 50 million pounds sterling per year.

Such a performance is not being emulated by other privatized companies such as beleaguered British Telecom. Why? Thompson has a whole series of answers, but there is no doubt in his mind about the most important. It is not enough, he is convinced, for people to have a financial interest in the outfit they work for: Virtually every privatisation issue has achieved that. The key is to give them a genuine voice in the way the business is run.

From the start, NFC's annual shareholder meetings have been staged, not as automatic endorsements for the board's decisions, but as fundamental policy debates. More than 2,000 members regularly attend to decide such crucial matters as the way directors are elected, the voting structure, the best way to motivate the next generation of managers, and the main strategic planning lines.

Source: The Sunday Times (UK) 20th September 1987

CROSSWORD



(A = ABBREVIATIONS OR INITIALS)

ACROSS

1. Popular name for an armed attack on a union demonstration in St Peter's field, Manchester, on 16th August 1819. Reminiscent of the Battle of Waterloo, four years earlier (8)
5. Extra subscription (4)
7. Return to Labour (4)
8. Transfer of ownership rights, in exchange for payment (4)
10. All right, popularly said (2)
11. Lovable alien who may point a finger at certain social issues (2)
12. Collective expression of dissatisfaction (6)
15. That is (2, A)

16. What to do, if there are no job prospects at home (8)

DOWN

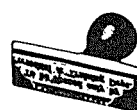
1. Interest groups bring this to bear on decision-making bodies (8)
2. American Quaker who promoted Scientific Management (6)
3. Not to follow (4)
4. Working over and above normal hours (8)
6. Value Added (2, A)
9. Enlarge, expand (3)
13. Title denoting rank or status (3)
14. Primary cash crop exported by Sri Lanka (3)

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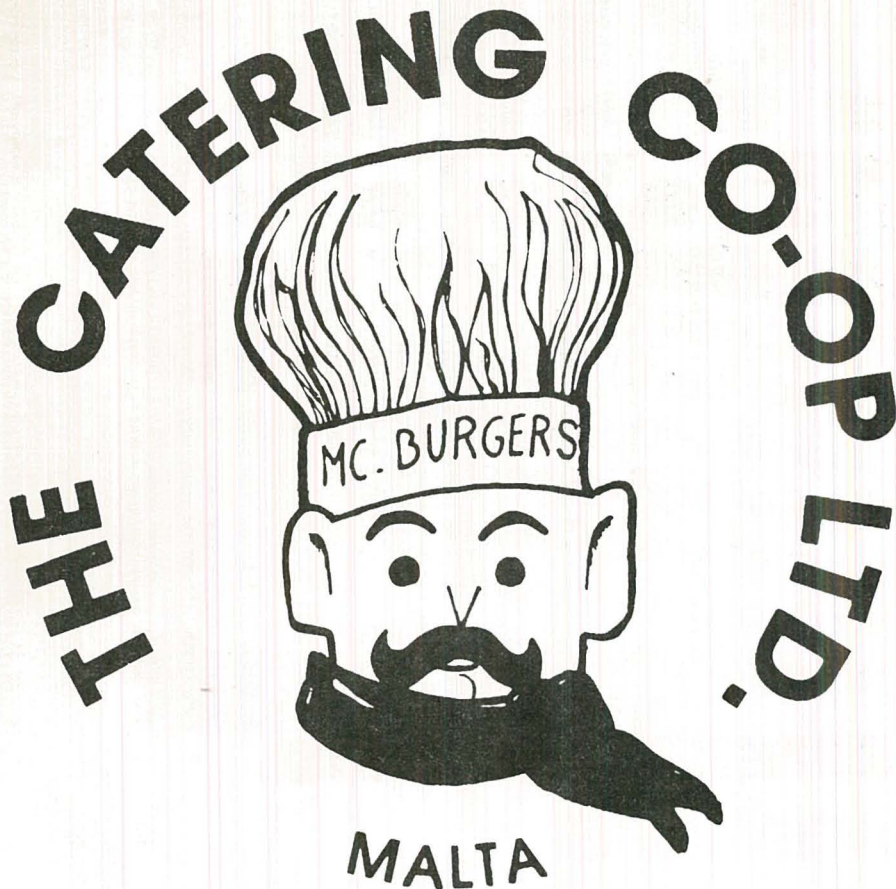
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