



UNIVERSITY OF MALTA

**Workers'**  
**Participation**  
**Development**  
**Centre**

REPORT FOR THE YEARS  
1994-96

# UNIVERSITY OF MALTA



## WORKERS' PARTICIPATION DEVELOPMENT CENTRE

**Annual Report for the years  
1994-1996**

MALTA UNIVERSITY PRESS  
1997

# Workers' Participation Development Centre

## UNIVERSITY OF MALTA

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Report for the years 1994-96

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## Foreword

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Periodic stock-taking is as vital an exercise for an academic organisation as it is for a business enterprise. Such an exercise provides the opportunity for a critical, internal and external review of the effective use of human and material resources.

The ensuing report reviews the main activities carried out by the Centre during the three year period 1994-96. It amplifies the sketchy information already published in the University's annual reports for each of these years. It is up to the readers, of course, to evaluate the extent to which these activities effectively promote the goals for which the Centre was originally established. Yet I am the first person to admit that these amount to a mere fraction of the tasks which still loom ahead.

The main thrust of the Centre's activities remains directed towards *education for worker participation*. The newly revamped Diploma in Social Studies - with its specialised options on Industrial Relations, Women and Development, Occupational Health and Safety and Cooperative Management together with the earlier Diploma in Labour Studies - are now an established part of the University's curriculum.

The complementary *research and development* activities during the past three years have centred on the establishment of worker cooperatives. This was in recognition of the fact that worker cooperatives represent one of the most advanced forms of worker participation. Nevertheless, given the current state of worker participation throughout the world, an equally valid case may be made for the Centre to go back to its roots and in future direct more of its research efforts to the study of workplace industrial relations. This remains the main source for grassroots initiatives leading to democratisation at the workplace and beyond.

In carrying out its initiatives, the Centre collaborates closely with other like-minded institutions. These include the national Board of Cooperatives, the Commission for the Advancement of Women, the Foundation for Human Resource Development and the Friedrich Ebert Foundation. The latter in particular ought to be singled out for its generous support which has rendered possible a considerable portion of the activities listed below. Equally vital has

been the unrelenting support of the local trade unions for whose benefit most of the Centre's activities are intended.

In the context of trade union collaboration, I cannot fail to recall a great friend, gentleman, and collaborator, the late Mr SALVINO SPITERI who has sadly passed away during the period covered in this Report. As President of the Confederation of Malta Trade Unions, Mr Spiteri was one of the founder members of the WPDC Board. Not only did Salvino provide constant advice, support and encouragement but, above all, his integrity of character and personal devotion to duty provided an inspiration to those who came in touch with him. May his shining example remain implanted in the minds of all those who work in the field of trade unionism and labour relations.

At the time of publication of this Report, the dust is gradually settling down in the debate surrounding the changes in the self-management system at Malta Drydocks. Throughout the years, the Centre has contributed, as much as it could, towards a solution of the Drydocks' problems - culminating in the publication of the report *Worker Participation at Malta Drydocks: 20 years After* (1996).

It is regretted that much of what was written in the local press about the Drydocks at the end of 1996 and in the early 1997 was often meant to denigrate all forms of worker participation and to show that 'participation simply does not work'. This is an unreal as arguing that 'capitalism does not work', simply because some capitalist firms may go bankrupt.

Nevertheless, it would be wrong not to draw some valid lessons from the Drydocks' experience. The overwhelming evidence, locally and internationally, demonstrates that for any form of worker participation to succeed it must be based on a systematic, widespread and heavy investment in worker education. This applies equally to self-management, cooperatives, works councils and indeed the now popular worker directors. Such an investment is as much a basic ingredient of worker participation as it is a yardstick with which the effectiveness of the Centre may ultimately be measured.

**Prof Edward L. Zammit**  
*Director*

# 1. *Introduction*

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**T**he primary objective of the *Workers' Participation Development Centre* is the empowerment of the person for meaningful participation at work and in society. Participation in all spheres depends on the availability of relevant information and the ability of the individual to use that information to make valid contributions to society. In a truly democratic environment, participation cannot be restricted to the cast of a vote in general elections but implies a continuous process of direct involvement in local and national affairs through the airing of public opinion and the daily choices which each individual makes as citizen, worker and consumer. The WPDC is therefore committed to worker education and critical labour market research as necessary conditions for the strengthening of the democratic system. We can safely state that this widening of the democratic process has already taken root locally through the introduction of, and recent boost to, the worker director system in parastatal bodies, the ongoing review of worker management at Malta Drydocks and the recent setting up of Local Councils. Furthermore, the cooperative sector has recently been going through a phase of unprecedented development. This has included schemes to set up cooperatives within schools as well as within the public sector.

The WPDC has been actively involved in most of these processes. By means of its research, information, consultation and educational activities it aims at ensuring their sustainability by making worker participation not only nominally possible but also viable, meaningful and successful. In this regard, the WPDC sets out the following nine objectives as necessary landmarks and medium-term signposts for the maturation and consolidation of worker and civic participation. It has proposed these same broad goals for the consideration of the political parties contesting the October 1996 General Election.

## ***Bolstering Employee Participation.***

It is now widely accepted that a necessary ingredient for stable success-



ful work organizations is the nurturing of worker commitment and creativity through the provision of opportunities for involvement and participation. The most likely survivors in today's turbulent and challenging economic environment are those organizations which have been the most innovative in these schemes. Nowadays, it is increasingly difficult to come across an organization which does not claim to have its own worker involvement or empowerment programme. Rather than shying away from such developments, large or successful enterprises have themselves taken the initiative to experiment and to develop workable or appropriate participatory schemes. The days are long gone when workers' participation was taboo as it was feared that the mention of the term was enough to scare away prospective foreign entrepreneurs. Works Councils are now in fact the subject of a European Union Directive for large European Enterprises. It may well be high time to consider whether the local worker director scheme within local parastatal bodies could be upgraded or developed into a fully fledged works council. Such a step may be instrumental in fostering a works council culture within local organizations.

However, in order to give such schemes the credibility they deserve and require, it is of utmost importance that the problems within enterprises such as Malta Drydocks are tackled seriously and consistently. Among other things, this means that the organization's legal status needs to be clarified with regards to its ownership and the extent of the Government's and the Council's responsibility in its internal problems. If the worker participation system is developed in a way that would enhance worker empowerment and unleash the available skills and creativity, the enterprise could overcome some of its present problems and face up more squarely to its challenging environment of global competition, economic restructuring and rapidly changing technology.

### *Worker Emancipation*

It is obvious that any society which is to maintain and improve its economic position has to invest heavily in the constant training and re-skilling of its workforce. All efforts at upgrading the skill level of our employees, such as those taken by the Employment and Training Corporation, merit all possible support. However, the developmental aspect of worker education is also equally important. One in fact has to guard against the misguided mentality that scientific and technological

awareness alone are sufficient for economic success. The realm of human interaction which is further complicated by relationships of power and responsibility in the working world, require the same level of training and expertise in their management. This means that worker learning has to be holistic, including personal development and education, apart from training.

In this light, the WPDC suggests the adoption of both ILO Convention No.140 concerning the right to paid education leave, as well as a Charter for Worker's Fundamental Rights.

### *Local Councils*

The local council exercise has been overall a positive one and has had encouraging results. However, the framework of the councils does allow for the setting up of a legitimate opposition which could act as a check on their powers and to audit their activities. To date this function has rested on the OPM although this is not part of its official responsibility. Effective pluralism calls for the setting up of residents' associations at the local level in order to create an atmosphere of free debate and healthy scrutiny of each local council's performance.

### *Cooperatives*

In the last couple of years, there have been a number of developments within the cooperative movement, particularly with the formation of the APEX Organization and the introduction of two novel schemes encouraging the setting up of worker cooperatives within the public sector. As a result, the legislation regulating this sector, which has been in effect since 1978, has now become outdated. The need for a thorough overhaul of this law to make it cater for these recent developments has become urgent.

The next challenge in this sector is that of the continued development of cooperativism in Malta, which includes the strengthening of existing cooperative organisations, the setting up of new viable consumer and social cooperatives and of self-help groups for working mothers.

### *Labour Law and Industrial Relations.*

The need is also being sorely felt for the revision and updating of legis-

lation related to employment and industrial relations. It is now high time that The Conditions for Employment Regulations Act (1952); the Industrial Relations Act (1976); the Social Security Act (1987) and the Employment and Training Services Act (1990) be adjourned and amalgamated into one comprehensive legal package. This is even more true in view of the current trend in favour of 'contracts *for* service' rather than 'contracts *of* service'.

There is also a pressing need for courses in labour studies to be offered at a professional level to a wider audience. Local industrial relations would benefit if trade unionists, managers, mediators and conciliators are better trained in negotiating skills and imaginative or more innovative ways of bargaining. The study of industrial relations should also be a core component of all undergraduate or sandwich management and business courses. Furthermore, independent research and studies regarding local industrial relations and the quality of life could be commissioned or carried out by such bodies as the new Industrial Relations Unit announced in the 1997 Budget speech. Closer contacts with the European Union would create the need for more and better networking with European labour relations organisations; comparative economic and social studies of other European labour practices would also prove beneficial.

### *The Economy*

The micro and small enterprise sector needs to be strengthened and consolidated if it is to survive in an increasingly liberalised scenario. In addition to ETC, the MDC and METCO's initiatives in this field, efforts at further education and training of workers in these sectors need to be pursued. Financial and strategic help is also needed for the further development of local products. Further developments similar to the setting up of the *Koperattiva tal-Bizzilla u Artiggjanat* could be instrumental in the consolidation of these sectors through joint research, innovation and marketing efforts.

Malta Drydocks is still the largest local enterprise in terms of employment and merits all possible efforts towards economic viability, while strengthening the workings of its self-management system. A critical audit of the Drydocks organization and its management operations has been recently commissioned by a Task Force which includes representatives of Government, the Drydocks Council, senior management and the

General Workers' Union. The submitted report contains various recommendations and the WPDC hopes that these will be seriously considered by the parties concerned. While the reduction of the workforce through natural wastage should continue, extensive training programmes which would cover both the technical and the management aspects and aimed especially at the younger members of the Drydocks' workforce should be undertaken on a regular, rolling basis.

### *Education*

The expansion of the post secondary and tertiary sectors has created new expectations in Maltese students which in turn may have lead to changes in the employment sector. The University of Malta is thus encouraged to carry out regular tracer projects to follow up the achievements and the future appointments of its graduates, both male and female. These studies should also look into the relevance of studies for eventual insertion in employment and whether student expectations are being fulfilled both at the University and also during their subsequent years of employment.

### *Environment*

Some of the larger local manufacturing concerns have been awarded the European Certificate for Quality, a clear indicator that efforts are being made to restrict damage to the local environment. However, new efforts need to be made to assist micro and small enterprises to minimize their environmental damage. This could be done firstly though education and also through the introduction of financial aid for investment in more environment friendly technology and stricter control of waste disposal. Such programmes would provide this sector with a more environment friendly profile.

### *Emancipation of Women*

A lot of headway has been made in extending social, economic and legal rights to women. The Commission for the Advancement of Women and the Department for the Equal Status of Women have both been instrumental in this regard. Recent appointees on state-controlled boards have also included a fair proportion of women suitable for those posts; such positive discrimination is supported for going some way to redress the balance of a long history of male dominance in the public sphere. Further

debate is however required in order to encourage women to become aware and take advantage of their rights with the ultimate aim of having more than nominal representation in politics, trade unions and local councils. The newly appointed Parliamentary Secretary for Women's Rights should help to keep up the momentum of change on gender equity and to coordinate initiatives on this front.

## 2. *Aims, organisation & resources*

### *Aims*

The aims of the WPDC, as enshrined in its Statute<sup>1</sup>, are:

- (a) the organisation of educational activities which support the development of participation at the workplace and society at large.
- (b) the execution of research on labour relations and particularly on issues concerning participatory developments, locally and abroad;
- (c) the provision of consultancy and other services in connection with participatory issues; and
- (d) the compilation and dissemination of select information through the issuing of books, journals, articles and other publications as well as through other media of mass communication.

In view of the above, the WPDC relies on a four pronged strategy to fulfil its broad objectives. The respective components of these are:

- ♦ **EDUCATION:** Organising and participating in, educational activities as well as promoting the restructuring and customising of educational methods, contents and technologies at all levels of instruction, both formal and informal; this in order to prepare workers and citizens for the requisite knowledge, skills and duties involved in effective participation.
- ♦ **PROMOTION & CONSULTANCY:** Providing an advisory service based on past experience, self-generated and directed research as well as exposure to comparative developments wherever participative schemes are being introduced, implemented or envisaged. This

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<sup>1</sup> As approved by the Council of the University of Malta on 6th December 1989

includes the tabling of proposals for consideration by policy makers and directed at effective policy formulation, management, organisational reform, human resource development or legislative development.

- ◆ **RESEARCH:** Conceptualising, monitoring, conducting and analysing social-scientific, qualitative and quantitative studies and investigations, most of which are commissioned, on participative experiences both in Malta and abroad. This includes the active cooperation with like-minded research institutes, educational agencies and organisations disposed towards considering the development of participatory management practices.
- ◆ **DOCUMENTATION:** Subscribing to relevant sources of up-to-date information about trends in labour issues and participative management in Malta and abroad. A critical assessment of such information, its storage in an easily retrievable format and its onward transmission to workers and their representatives to serve as the basis for more and better informed policy decisions.

This approach operates as a mutually reinforcing loop whereby education and promotion allow the WPDC to utilize the benefits and results of 'hands-on' action research. Such receptive yet critical audiences then help to test out concepts, share information, launch hypotheses and explore policy recommendations. The exposure and interaction in educational encounters also suggest fruitful directions for future, relevant research initiatives to be considered by the WPDC.

### ***Organisation***

The WPDC forms an integral part of the University of Malta and reports directly to the Rector, the University Senate and Council. Its offices are now located within the Dun Mikiel Xerri New Humanities Block, inaugurated in February 1992. This building also houses the Faculty of Economics, Management & Accountancy (FEMA), with which the WPDC maintains strong links.

The University Rector and the WPDC Director are *ex-officio* Chairperson and Vice-Chairperson respectively of the WPDC Board; while the WPDC Research Officer serves as Secretary *ex-ufficio*.

Following an amendment in its composition endorsed by the University Council, the WPDC Board has, as from October 1996, two representatives each from the GWU, the CMTU, the Ministry responsible for Labour and the Faculty of Economics, Management & Accountancy. The Board maintains the provision to co-opt honorary members. The WPDC Board Composition is now as follows<sup>2</sup>:

Prof Roger Ellul Micallef	Chairperson -as University Rector <sup>3</sup>
Prof Edward L. Zammit	Vice-Chairperson - as WPDC Director
Mr George Agius	Honorary Member
Mr Maurice Agius	Member (CMTU)
Mr Alfred Buhagiar	Member (CMTU) <sup>4</sup>
Mr Anthony Busuttil	Honorary Member
Mr Charles Cassar	Member (GWU)
Mr Anthony Coleiro	Member (GWU)
Dr Gerard Kester	Honorary Member
Dr Godfrey A. Pirotta	Member (FEMA)
Mr Martin Sultana	Member (Ministry for Labour) <sup>5</sup>
Rev. Dr Carmel Tabone	Member (FEMA)
Dr Manfred Turlach	Honorary Member
Dr Godfrey Baldacchino	Secretary

### *Core Executive Staff*

Prof Edward L. Zammit D.Phil. (Oxon.), B.A., Ph.L. (Chicago), M.Litt. (Oxon.), is the Executive Director of the WPDC since its establishment in 1981. He also heads the Department of Public Policy within the Faculty of Economics, Management and Accountancy at the University of Malta.

Dr Godfrey Baldacchino Ph.D. (Warwick), B.A. (Gen.), PGCE, M.A. (The Hague), continues serving as full-time Research Officer. He also serves as part-time visiting lecturer within the University's Departments of Public Policy and Sociology.

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<sup>2</sup> Other members serving on the WPDC Board since 1994 have included Mr Saviour Attard & Mr Michael Debono.

<sup>3</sup> Replacing Rev. Prof. Peter Serracino-Inglott from July 1996.

<sup>4</sup> Replacing the late Mr Salvinu Spiteri from February 1996.

<sup>5</sup> Replacing Mr Edward d'Agostino from November 1996.



Mr Saviour Rizzo B.A. (Gen.), M.Ed., is Coordinator of the WPDC's Educational Programmes. He has served as an Assistant Lecturer teaching Sociology at the Junior College and is a part-time lecturer at the University's Faculty of Education.

Ms Frances Camilleri B.A.(Hons.) Econ., serves as part-time Research Assistant and Coordinator of the WPDC's Women & Development programme. Ms Camilleri, who chairs the University's Gender Issues Committee, is currently pursuing a Master's Degree in Sociology.

Mr Clive Zammit B.A. (Hons) has served as Assistant Lecturer, teaching Philosophy at the Junior College and carrying out duties in relation to cooperative development. Mr Zammit is pursuing studies leading to a Master's Degree in Human Resource Development.

Ms Edith Rizzo is the WPDC full-time executive officer responsible for general office, clerical and executive duties.

### *Students*

The WPDC has been utilising the services of a number of University students who are attached to the Centre during their summer holidays. These assist the WPDC in the daily monitoring of labour relations issues from local newspapers, and participate in ongoing labour market research. Such projects have included the Graduate Tracer Project; interviews on industrial relations in large scale manufacturing firms; and archival research on the enactment of the current legislation regulating local cooperative societies.

The 11 participants following the Diploma in Social Studies (Women & Development) are proceeding with their dissertations on the following topics:

Azzopardi Antoinette  
Barr Eileen Frances

Borg Vassallo Lina

Women's Role in Peace Building  
The Changing Role of Women in the  
Workplace focusing on British  
Expatriate Women Working in Malta  
Women at the Helm: Issues relating to  
Women's Advancement in the  
Policy Sphere

Camilleri Podesta Marie T.	An Analytical study of differences in the brain between men and women
Cassar Caryl	Maltese Women and the E.U.
Floridia Monica	The Role of Women in the Planning Authority in Malta
Lanzon Marietta	Women Runners: The Malta Marathon Effect
Portelli Jennifer	Women and Menopause
Ransley Patricia	The Issue of Transexuality: A Case Study
Scardino Lina	Women, Sports and how it effects their Health
Wadge Giovanna	Maltese Woman's Identity and increasing involvement in the Catholic Church

Meanwhile, 11 students following the Diploma in Labour Studies (1994 entry) coordinated by the WPDC have graduated in November 1996, having submitted the following dissertation titles:

Borg Anthony	Cooperativism within Capitalism
Bonnici Victor	Industrial Conflict in an Airline Company
Catania Deo	Management & Motivation: A Case Study of a Local Bank
Cassar Charles	Managerial Practice of Lean Production
Falzon Mario	Labour Mobility Trends in Malta
Fava Raymond	A Critical Analysis of Promotion Exercises in a Parastatal Corporation
Galea Romain	The Viability of Agricultural Cooperatives: A Case Study
Kenely Godwin	Health Risks associated with office work
Powney William	Work and Repetitive Strain Injury
Ruffini Dorraine	Effects of Computerisation on work: A Case Study
Spiteri Lucas Ivan	Health & Safety at the Port during Cargo Operations
Vella Joseph	Work Flexibility in the Tourism Sector

### *Supporting Institutions*

A wider circle of institutional and individual support has contributed on an '*ad hoc*' basis to specific WPDC seminars, lectures and other initiatives. Such a network of assistance and expert service provision has enabled the WPDC to continue exercising a quality function. These include the following:

- ◆ the tutors involved in the Diploma Courses in Labour Studies and in Women & Development Studies. These participate in the deliberations of the respective Board of Studies, deliver lectures and supervise dissertations. They include Ms Mary Ann Agius, Mr Peter J. Baldacchino, Mr Benny Borg Bonello, Mr Mario Brincat, Ms Sina Bugeja, Mr Reno Camilleri, Ms Angela Callus, Ms Carmen Delia, Ms Jackie Fenech, Dr Mark Gauci, Mr Alfred Grixti, Rev. Dr Joseph Inguanez, Dr Peter Mayo, Dr Sybil O'Reilly Mizzi, Ms Brenda Murphy, Ms Marceline Naudi, Ms Suzanne Piscopo, Ms Marlene Saliba, Dr Sandra Scicluna Calleja, Dr Ronald G. Sultana, Ms Christianne Sullivan, Dr Carmel Tabone O.P., Mr Franco Valletta, Mr Edward Warrington, Ms Jennifer Zammit.
- ◆ the supporting staff of the University of Malta's various faculties, specialist services and administrative offices;
- ◆ the officials and activists of various local organisations. These included the Confederation of Malta Trade Unions (CMTU), the General Workers' Union (GWU), Unjon Haddiema Maghqudin (UHM); Malta Drydocks, the Employment & Training Corporation (ETC), the Board of Cooperatives, the Foundation for Human Resources Development (FHRD), the Commission for the Advancement of Women, the Department for the Equal Status of Women, the former Ministry and Parliamentary Secretariat for Education and Human Resources, the Department of Labour and the Adult Education Unit of the Education Division.
- ◆ the support and liaison with Mr Joe Saliba, Precincts Officer at the University of Malta, in connection with the development of new worker cooperatives.
- ◆ the special relationship established by the WPDC with the Friedrich

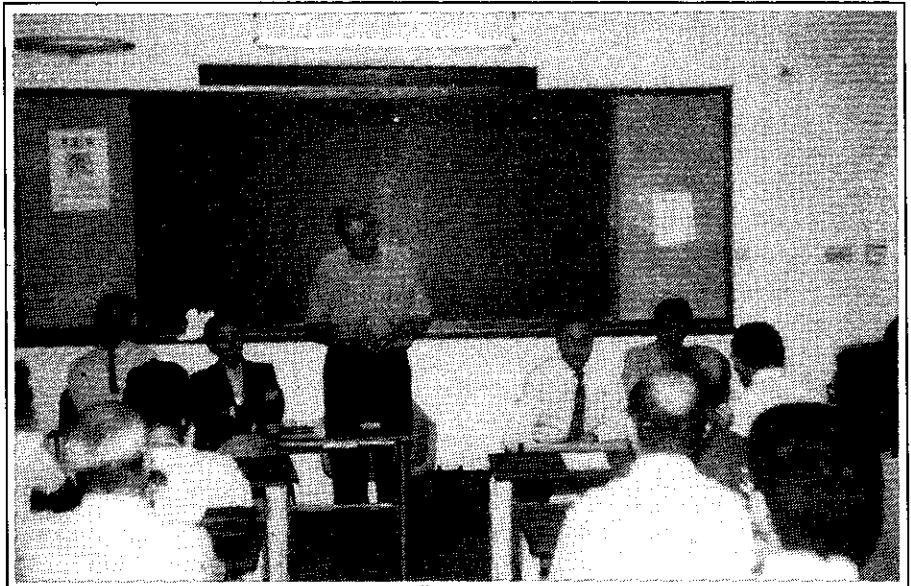
Ebert Foundation. The FES Mediterranean Office in Malta has, since its setting up in 1990, been collaborating very closely with the WPDC, sponsoring various research and educational programmes. This supportive role is continuing through the current FES appointee in Malta, Dr Manfred Turlach.

Other organisations, both local and foreign, continued to utilise the WPDC's wide ranging services in the spheres of labour relations and worker participation, as well as its specialist library and documentation unit. Such linkages are being reviewed in this report.

### 3. *Workers' education programme*

#### *Foundation & Certificate Course in Social Studies*

Since its inception, the WPDC has been honouring its commitment to worker education by organising a wide range of educational programmes which vary in content, rigour and duration. Some of the most popular of these have been the series of short three-month foundation courses for adult workers. These are also organised for specific target groups, as was the case for public servants who are members of the Unjon Haddiema Maghqudin (UHM), who attended such a course in November 1994. Such courses have been well received and have at times been oversubscribed. Another service has been a longer, two-year, evening certificate programme in labour studies. The primary aim of these courses was to introduce participants to the basic principles of applied social science, with an emphasis on principles, theories and practice of participation at work.



UHM Secretary, Mr Maurice Agius, opening a short course organised by the Centre for public servants who are members of UHM.

## *The Diploma Course in Labour Studies*

The fourth Diploma Course in Labour Studies started in February 1994. The intake included active trade unionists and worker representatives, along with managers, supervisors, teachers, officials from the Employment and Training Corporation, Local Council Members and a Member of Parliament. The course of study consists of an introductory programme in which the students are introduced to the main disciplines in social science. This is followed by a core programme, dealing with Occupational Psychology, Industrial and Labour Law, Public Speaking Skills, Industrial Relations, International Labour Perspectives, Human Resource Development, Principles of Accounts, Current Issues in Labour Relations, Research Process and Design. A day seminar is held at the end of each semester to round up and evaluate completed study units.

As an overall evaluation exercise of this Diploma course, the Centre conducted a survey consisting of a postal questionnaire to the 68 students who had completed the three diploma courses held previously: 1983-86; 1987-1990; 1990-1993. The number of respondents was 57. The respondents were not unanimous about the extrinsic value of the diploma because in a number of cases it was not instrumental in helping them improve their position at work. Employers do not seem to be giving the same weighting and recognition to the diploma. However the data from the responses indicate that, overall, the diploma was highly successful in satisfying the intrinsic needs of participants for it helped them in enriching their capabilities, skills, perceptions and self confidence. Two thirds of the respondents are active in political, trade unions, voluntary and other organisations.

### *Tripartite Seminars on 'Current Issues in Labour Relations'*

In November 1990, a series of tripartite, residential, weekend seminars was launched in collaboration with the Friedrich Ebert Foundation (FES). The aim of the seminars is to provide an opportunity for representatives of the main social partners - labour, employers and government - to discuss current issues in labour relations in a relaxed, informal yet informed atmosphere with the assistance of suitable resource persons. A specialist in a field of study related to the theme selected is invited to deliver keynote addresses during each seminar. Each seminar would also include a forum focusing on local matters pertaining to the topic of the

seminar, workshops and a number of plenary sessions.

During the period 1994 - 1996, the following tripartite seminars have been held:

(i) An Evaluation Exercise held on 26/27<sup>th</sup> March 1994, on the role and function of the WPDC with the participation of Dr Jacques Monat, ILO Consultant, as expert resource person. The functions and achievements of the Centre in the fields of research, education and consultation were reviewed and favourably appraised. The Centre was however urged to be more proactive in supporting the drive for more and better worker participation in Malta, as well as to strive harder in the field of popular adult education to enrich the cultural background of workers. This seminar was followed up by a day seminar for the staff of the WPDC at the Concorde Hotel, Bugibba on 22<sup>nd</sup> April as well as another follow up session on 28<sup>th</sup> April.

(ii) 'Labour Relations in the Public Sector' held on 3/4<sup>th</sup> December 1994. The foreign resource person was Professor Berndt Keller from the Department of Public Policy, Konstanz University, Germany.



The participants of the seminar "Labour Relations in the Public Sector".

(iii) 'The Drydocks - 20 Years After' on 21/22<sup>nd</sup> January 1995. This was an in-house seminar for council members, managers, worker committee officials and GWU representatives from Malta Drydocks. It was the first major initiative by the WPDC on this lonely beacon of self-management after a lapse of some years. The expert resource person was Dr Gerard Kester, Lecturer at the Institute of Social Studies, The Hague, the Netherlands. The seminar evaluated the Drydocks participation record, its functions as well as its economic performance. The proceedings have since been edited and published in book form.

(iv) 'The Social Policy of the European Union' was the theme of a seminar held on 8/9<sup>th</sup> July 1995 with the participation of Mr Kevin O'Kelly from the European Centre for the Improvement of Living and Working Conditions, Dublin, Ireland.

(v) 'Trade Unions, Worker Education and the Environment' was the theme of a residential seminar held on 28/29<sup>th</sup> October 1995. The foreign expert resource person was Professor John Field from the University of Ulster, Northern Ireland, U.K. who specialises in the field of lifelong education. The discussion centred upon the range of issues at work and in society about which there is an increasing awareness and how these impact on the workers' quality of life.



One of the Workshop Groups during the seminar "Trade Unions, Worker Education and the Environment."



(vi) 'Occupational Health and Safety in the Shiprepair Industry' was the subject of a seminar held on 17/18<sup>th</sup> May 1996. Resource person this time was Mr Chris Ambrose from the GMB Trade Union Education Centre, U.K. The seminar was specifically devised for Malta Drydocks employees in the wake of the investigation on the explosion of the docked vessel *Ulm El Faroud*, which highlighted the urgency of a safety consciousness at work.

(vii) 'Labour Information & Worker Participation in the European Union' was the theme of a seminar held on 16/17<sup>th</sup> November 1996. Dr Ivor L. Roberts, Senior Administrator at the European Commission, responsible for the dissemination of trade union information, was the expert speaker. The seminar discussed the relevance of providing an inexpensive cheap and efficient information service to Maltese trade unions and their members with the involvement of the WPDC as a national labour information centre.

### *Trade Union Education*

The notion of examining trade union activities from a cross cultural perspective has always been part of the rationale of the WPDC's activities. So, after the formal applications of Malta and Cyprus to join the European Union had been submitted in 1990, it was felt that educational exchange visits between the two small countries would be of mutual benefit to their trade union officials. The implications of a closer relationship with the EU as this impacts on trade union issues was an obvious common denominator to these two Mediterranean island states. With the aid of a sponsorship from the Friedrich Ebert Stiftung (FES), the WPDC was able to invite ten Cypriot worker leaders to Malta in November 1995. These represented the major Greek Cypriot trade union federations (DEOK, ETYK, OEDE, OELMEK, PASYDY, PEO, SEK). The Cypriot delegation was led by Mr Klitos Symeonides, Director of the Cyprus Adult Education Association.

The main aim of this programme was to explore the impact of accession to the European Union on the micro economies and the labour markets of Cyprus and Malta. The themes selected for this programme were the following: The Impact of Accession to the EU on the social and economic welfare of Cyprus and Malta; The Impact of Company Legislation on Working Conditions in Cyprus and Malta; The EU views on the Question



The President of Malta welcoming the Cypriot and Maltese delegation at San Anton Palace.

of Membership of Malta and Cyprus; Malta's Relationship with the EU; Trade Union Education for Effective EU participation and negotiation; Local Perspectives on Pros and Cons of EU membership; Accession Strategy for Small States into the EU. These themes were discussed during fora held at the University of Malta and complemented by meetings with representatives from the two Maltese trade union movements, the GWU and the CMTU; the Malta Labour Party (MLP); the Federation of Industry; the EU Directorate, the EU Ambassador to Malta and his Excellency the President of the Republic.

The second leg of the programme was held in Cyprus in February 1996. Twelve Maltese trade unionists - six from GWU and six from CMTU - together with their Cypriot counterparts took part in an intensive educational programme similar to that held in Malta. This included visits to the Hon. Minister of Education & Culture, the respective PASYDY, PEO & SEK Head Quarters in Nicosia, the New University of Cyprus, and exchanges with members of the Cyprus Adult Education Association in Nicosia, Paphos and Larnaca. This visit was co-sponsored by the Friedrich Ebert Foundation, the European Commission and the Cyprus Industrial Training Authority.

The two initiatives have helped to restore collaborative links between the trade union movements and labour research establishments of the two island states.

### *Trade Union Information Services*

The WPDC is also planning to develop its information services to trade union officials and members by establishing itself as a national centre of labour and trade union information. For this purpose, it is planned to set up an electronic link with the European Trade Union Information Network, allowing the WPDC to receive relevant information on trade union issues and social policy forthcoming from Europe. The WPDC would then combine this information with other material forthcoming from other sources and forward this on to concerned institutions and individuals either electronically or in the form of a Newsletter.

The WPDC staff were guests of the European Commission in March 1996 to discuss the set-up of such a national information centre and to analyse how other, already established centres are operating. The visit has been kindly coordinated by Dr Ivor Roberts, Senior Administrator for Trade Union Information & Social Policy at the European Commission (D.G.X)

### *Environmental Education*

During 1995, the WPDC participated in a Medcampus Project on Mediterranean Environment Systems which was coordinated by the Centre for European Social Research (CESR) of University College, Cork, Ireland. The other participating countries were Sweden, United Kingdom, Israel and Turkey. During a meeting held in Malta in July 1995, the partners of the project designed and approved an extensive educational course programme on Environmental Management Systems. It was decided that, as a pilot test, the core foundation module of this programme was to be delivered in all three participating Mediterranean countries. To this effect, the WPDC organised a 2-day seminar, held at the University of Malta on 11/12<sup>th</sup> September, 1995.

Themes discussed included Global Environmental Problems; the Theory of Sustainable Development; the Rationale for Environment Management Systems; Evolution of Environmental System Standards.

The participants included Local Council members, officers from the Planning Authority; Economic Planning Division, Environment Management Unit, and the National Tourism Organisation. Prof Maurice Mullard from the University of Hull, served as seminar guest resource person. An evaluation exercise of the pre-pilot courses in the three Mediterranean countries was held in Cork Ireland in October 1995. This brought the first phase of the project to an end. The project's continuation has been approved by the European Union in early 1996 and is awaiting the setting up of a new MEDCAMPUS Technical Assistance Office.

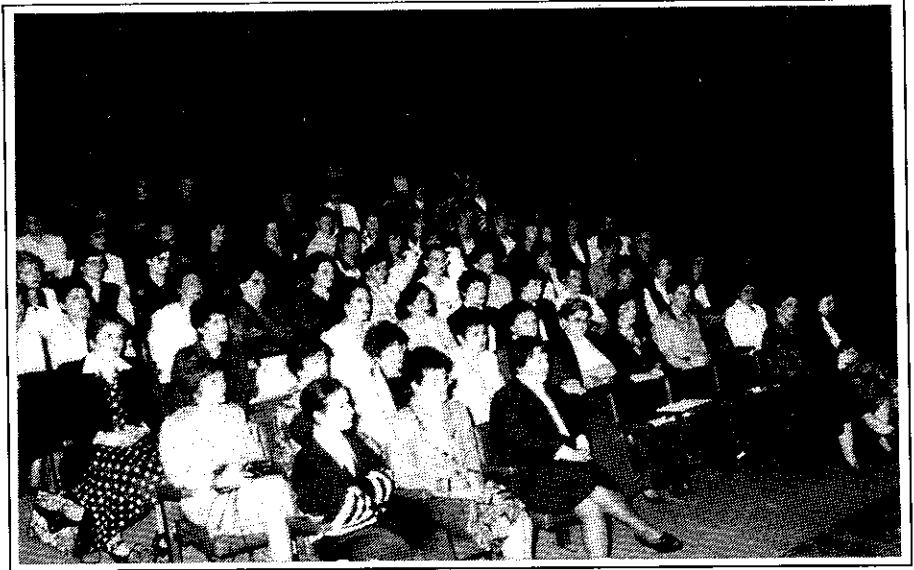
## 4. *Women and development*

### *Certificate Course in Women's Studies*

As part of the Women and Development Studies programme, the WPDC launched a certificate course in Women's Studies in January 1994.

The main aim of the course, organised in collaboration with the Secretariat for the Equal Status of Women, was to provide women an opportunity to enhance their educational and cultural levels through a study of issues closely related to their experiences.

There were over 90 registered participants discussing such areas of study as Geography and Gender, Women's Studies and Consciousness, Women in Archaeology, Women in Medieval History, Women in Christianity, Gender Issues in Education, Family Law, Women in the Media, Women and Health, Women and Literature, the Psychology of Women.



The participants of the Certificate Course in Women's Studies during the ceremony of the presentation of certificates.

Certificates of successful participation were presented at the end of the course by the Hon. Minister of Education.

The strong interest and enthusiasm shown by these participants suggested a follow-up to the course in the form of a longer programme leading to a diploma or degree.

### *Diploma in Social Studies (Women and Development)*

In answer to the request of the majority of participants attending the Certificate Course in Women's Studies, the WPDC started a new 2-year, part-time, diploma programme in applied social studies with special emphasis on women and development.

The primary objective of the diploma programme, which was inaugurated in October 1995, is to create a deeper and more critical awareness of the issues directly related to women and the in/equality of opportunities in the different spheres of life - such as at home, at work and in society.



The students of the Diploma in Social Studies (Women & Development)

The 12 registered participants are pursuing core study units in Economics, Sociology/Anthropology, Psychology and Political Science. Subsequent units to be pursued include: An Introduction to Women's Studies; Gender and Geography; Women, Law and Social Policy; Women and Literature; Women and Health; Female Personality Development; Education and Training for Women; Women and Decision Making in Public Life; Women and the Family; Women, Work and the Economy; Women in the Media; Research and Methodology.

Ever since its establishment as a university institution, the WPDC has maintained a regular commitment to research and educational efforts concerning women's position in society. The taught diploma programme is the Centre's most recent endeavour in this field of study.

### *Mediterranean Women's Network*

In June 1994, the WPDC confirmed its participation as partner of the Med Campus ISIS Network on the theme: 'Women in the Mediterranean: From Tradition to the Present Day'.



Ms Frances Camilleri (right) and Ms Valerie Galdes during paper presentation Med Campus ISIS Network at the University, Toulouse – Le Mirail, France.

The objective of the Network was to conduct further research and study on the presence of women within the universities in the Mediterranean and in society at large.

The WPDC's involvement in this Network included regular participation in the joint meetings leading to the preparation of three bi-weekly training courses, as well as participation and addresses at international conferences organised by the Network.

The training courses included 'Women and Work' coordinated by the University of Tunis, Tunisia in April 1995; a course on 'Women and Self-Assertion' coordinated by the University of Granada, Spain, in May 1995; and an international conference entitled 'Women in Mediterranean Universities' coordinated by the University of Toulouse-Le Mirail, France, in September 1995.

#### *Foundation Studies Programme*

Every year up to the second semester of academic years 1994-95, two one-credit courses in Women and Development Studies have also been offered regularly to students registered with the University Foundation Studies Centre.



## 5. *Research and consultancy*

### *Malta Drydocks*

Malta Drydocks remains Malta's largest enterprise and possibly the world's largest self-managed firm. It continued to remain an important focus of the WPDC's research, educational and consultancy efforts. The WPDC Research Officer was commissioned by a Government appointed Task Force to undertake, in his personal capacity, a critical management audit of the enterprise in December 1996. Two weekend seminars were organised by the WPDC for an exclusively Malta Drydocks audience in 1995 and 1996. Furthermore:

- ◆ A policy statement was issued by the WPDC, affirming the viability of worker participation in management and of the need to strengthen this form of democratic control by assuring that it remains in a state of permanent improvement and development. This was circulated to the local press and media in May 1994.
- ◆ The role and contribution of Malta Drydocks to the economic, social and political situation of the country was the subject of a day seminar organised for the participants following a Diploma Course in Labour Studies at the University of Malta. This seminar, in which different groups of participants made presentations on pre-determined themes, was held in June 1994.
- ◆ The WPDC Research Officer was interviewed on the state of self-management at Malta Drydocks during a TV programme of the popular series *Bir-Rispett Kollu*, in February 1995.
- ◆ The WPDC Research Officer was involved in the delivery of a series of lectures on worker participation to Drydocks workers following an in-service programme organised by the Drydocks Youth Workers Committee. These were held in Autumn 1995.

### *Graduate Tracer Study*

The WPDC long-standing expertise in social science and labour market research was put to good use in a pioneering project on the linkage and relationship between the University of Malta and the country's graduate labour market.

The research consisted in two sets of semi-structured interviews, carried out by trained undergraduate interviewers in summer 1993. The first set was held with a sample of graduates - stratified by gender and year of graduation - from the Faculties of Arts, Engineering, Law, Science, FEMA (Faculty of Economics, Management and Accountancy) and the Department of Pharmacy within the Faculty of Medicine. The second set of interviews was held with the respective employers, personnel managers and/or heads of department of the sampled graduates.

The objective of the study was to probe the contribution of the University of Malta to actual job requirements and challenges, as perceived by graduate employees and their superiors. In this way, the relevance of the University, its courses, curricula and pedagogy to industry and its workforce could be better evaluated. The study has served as the first-ever 'barometer' of the current state of the 'goodness of fit' between tertiary education and economy in Malta, and therefore an indication of the potential for future strategies of local human resource development generally. The study has been commissioned by the Foundation for Human Resources Development (FHRD), the Employment & Training Corporation (ETC) and the University of Malta.

As a direct outcome of this research project, the following work was presented:

- (i) The Qualitative and Quantitative Expansion of the University of Malta to Match Changing Labour Market Needs - paper prepared for the University Secretary and presented at a National Colloquium organised by the ETC - March 1994.
- (ii) Graduate Tracer Project - An Interim Report. The initial findings and options for further analysis presented at seminar organised by FHRD in June 1994, with the participation of University Faculty Deans, Officials from Constituted Bodies and Managers from Private Industry.

(iii) Graduates on the Labour Market. The final 110-page report, including a breakdown of results by faculty sub-grouping and executive summary of policy recommendations.

(iv) Half-Day Seminar and Press Conference announcing the results of the Graduate Tracer Project held on 17th November 1995 to coincide with Graduation Day. With the participation of Professor George Psacharopoulos, Senior Advisor with the World Bank and an international authority on the linkage between tertiary education and the economy.

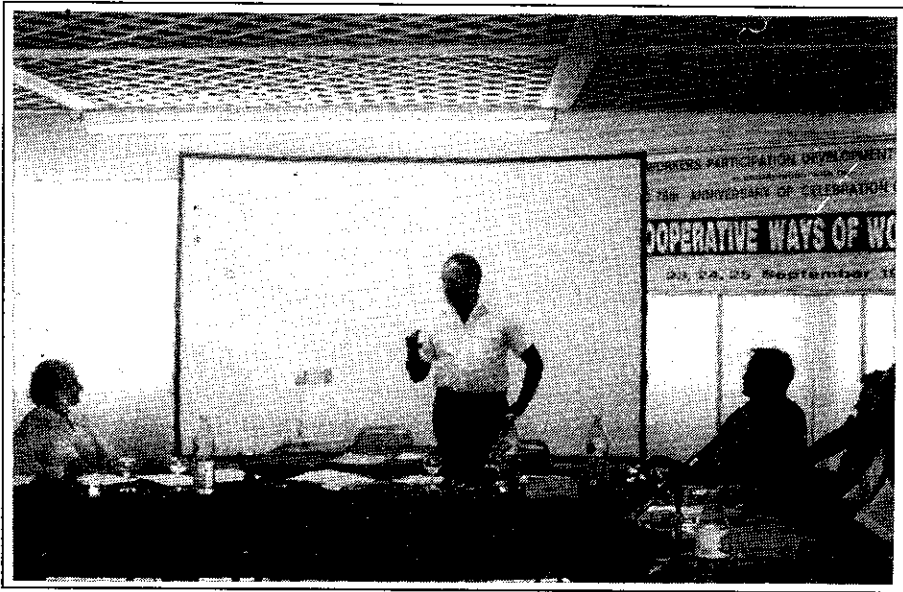
(v) Graduates on the Malta Labour Market - Presented at Workshop within International Seminar on Vocational Education and Human Resource Development, organised by Guidance & Counselling Department of the Education Division - January 1996. Paper is earmarked for publication in an edited book in Spring 1997.

(vi) Graduates on the Malta Labour Market: Trends and Implications. - Article published in BASE, Journal of the Foundation for Human Resources Development, Issue No. 14, Spring 1996.

### ***Cooperative Support & Development***

"Much of the drive in the present resurgence of interest in cooperative initiatives has come from the Workers' Participation Centre of the University of Malta. Their years' long efforts seem to be bearing fruit ..." Editorial, *The Times*, 11th April 1996.

One important aspect of worker participation and democratisation is that afforded by the cooperative organisation. The WPDC has over the years paid special attention to the cooperative formula. It has taken advantage of the circumstances prevailing over these last years to involve itself more deeply than ever with the challenge of the support and promotion of cooperative ways of working. This has obliged the WPDC and its personnel to depart from a strictly academic, research-based interest and take upon themselves the responsibility of tasks and projects which required policy formulation, execution and evaluation. The WPDC has also, in the context of the recent policy spent in favour of cooperative organisations, provided critical professional, educational and consultative support to this process. This support has led to the provision of the following services:



Mike Jones delivering a presentation on the Scott Bader Commonwealth during the customised seminar organised by the Centre.

- ◆ The nomination of Prof Edward L. Zammit WPDC Director, as member of the Board of Cooperatives (1992-1994) and subsequently as Chairperson of the Board, as well as of the Central Cooperative Fund (1994-1996).
- ◆ The nomination of Dr Godfrey Baldacchino, WPDC Research Officer, as Member of the Cooperatives Board (1994-1996; 1996- ) as well as Chairman's Nominee in the Central Office of Cooperatives (1995) reviewing the role and resources of the office in the context of the current and future challenges being faced in this sector.
- ◆ The nomination of Mr Clive Zammit, WPDC Research Officer as Secretary to the Board of Cooperatives (1996) and Member of the Central Cooperative Fund (1994-1996).
- ◆ Organisation of 2nd International Seminar on Worker Cooperatives and their Viability, in both economic and democratic directions, in the Mediterranean Region. This was held in September 1994 with the kind sponsorship of the Central Cooperative Fund, the 75th Anniversary of

the International Labour Organisation (ILO) Committee, Ministry of Education & Human Resources and the University of Malta. With the participation of the Director of the Cooperative Branch of the ILO, Prof Jürgen von Muralt; Dr Chris Cornforth, Lecturer Cooperative Research Unit, Open University, U.K.; Mike Jones, Director, Industrial Common Ownership Fund (ICOF) and Secretary, Scott Bader Commonwealth, U.K.; Prof Mino Vianello, Università La Sapienza, Rome, Italy; Dr Andreas Theophanous, InterCollege, Nicosia, Cyprus and Prof Antonio Lucas, Universidad Complutense, Madrid, Spain.

- ◆ Delivery of First Credit Course at the University of Malta on Cooperative Learning, delivered to participants following an evening Diploma course in Adult Education (October 1994 - February 1995).
- ◆ Customised seminar for worker-members of Spotless Cleaning and Maintenance Coop, held over 2 days at the Promenade Hotel, Sliema, in December 1994. The seminar highlighted committee procedures and marketing skills for the cooperative members.
- ◆ Publication of Cooperative Ways of Working (Baldacchino, G.,



Worker-members of the Spotless Cleaning and Maintenance Cooperative during the customised seminar organised by the Centre.

Rizzo, S. & Zammit, E.L., editors). A 205 page publication with the proceedings of a 2-year project run by the WPDC bringing together academics and practitioners on the theme of effective cooperative viability in the Mediterranean region. The text includes 19 contributors ranging from keynote articles, country settings from Spain, Italy, Cyprus, Greece, Malta and the United Kingdom, as well as case studies from Scott Bader (U.K.), Spotless Coop (Malta) and Mondragon (Spain). The text was launched at a press conference in February 1995 and was kindly sponsored by the Friedrich Ebert Foundation (FES).

- ◆ Two keynote papers on cooperatives and their potential as a viable expression of worker solidarity were presented at a two day conference organised by the Nationalist Party in the context of the 1995 May Day celebrations. The proceedings of this well-attended seminar, held at the New Dolmen Hotel, Qawra, on 28-29<sup>th</sup> April, have been published.
- ◆ A keynote address was delivered at a one-day seminar on Cooperatives and Worker Participation in the Public Sector organised by the Public Services Section of the General Workers' Union at the Malta Hilton on 1st June 1995.
- ◆ An Introductory Course on Worker Cooperatives was organised by the WPDC over a nine-week period starting on 24th May 1995. The course consisted of evening, two-hourly sessions which explored the organisational dynamics, financial and other support structures, advantages and disadvantages of worker cooperative bodies. Over 40 participants, including substantial contingents from Local Councils, Telemalta employees and members of the Port Workers' Scheme took part. The course, which was sponsored by the Central Cooperative Fund, was concluded with a one-day seminar at the University Residence, Lija, on 1st July 1995. Certificates of successful participation were presented after a panel of distinguished speakers reacted to the potential of the worker cooperative formula in the Maltese workplace.
- ◆ Academic input to an international workshop on Worker Cooperatives in the Mediterranean region, organised by the Malta Board of Cooperatives as the conclusion to the MEDCOOP project, run



The participants of the short course on Worker Cooperatives during their concluding seminar at the University Residence in Lija.



Professor E.L. Zammit, WPDC director, addressing the participants of the international workshop on Worker Cooperatives in the Mediterranean Region.

by the European Committee for Workers' Cooperatives (CECOP) and the Worker Cooperative Branch of the International Cooperative Alliance (CICOPA), and part-sponsored by the European Commission. This event was held at the Verdala Hotel, Rabat on 13/14<sup>th</sup> December 1996. The research dwelt on the training and formation of directors of worker cooperative societies and on the potential of cooperativism within the public sector.

- ◆ Supervision to dissertation by Ian Rizzo (B.A. Hons. Accountancy Student) on the Financial Management of the Mini-Buses Cooperative Society; supervision to dissertation by Jesmond Cutjar (Diploma in Management Studies) on social cooperatives; and specialist advice to a group of B.A. Hons. Accountancy Year V Students preparing a presentation on the sources of finance for cooperative societies.
- ◆ Discussion with the Hon. Parliamentary Secretary for Women's Rights on the feasibility of child care cooperatives in Maltese towns, villages and industrial estates - November 1996.
- ◆ Lecture on Cooperative Organisation to Youth Travel Circle members - November 1996.



## 6. Other staff activities: Locally & abroad

### **Edward L. Zammit**

- ◇ Member of University Senate, representative of University Institutes (1993-96)
- ◇ Chairman of the MATSEC Board in Social Studies (1993-96)
- ◇ Member of DISCERN Research Institute Board
- ◇ Chairperson, Consultative Committee to advise on setting up of cooperative schemes for public sector employees, 1996.
- ◇ Chairman, Appeals Board, (Discipline), EneMalta Corporation
- ◇ Lecturer in industrial relations to Managers of Water Services Corporation at Institute of Water Technology, Luqa
- ◇ Visiting Lecturer to Institute of Development and Public Administration (University of Manchester, U.K.)
- ◇ Participation in European Network of Cooperative Support Organisations (meetings held in London, Frankfurt and Goteborg)
- ◇ Member of International Scientific Network - Scenario 21 a project of trade union -university cooperation under the auspices of the European Trade Union Institute (Brussels)
- ◇ Chair, National Conferences on SCOOPS (Cooperatives in Schools) Project - October 1995 & October 1996
- ◇ Lecturer on 'Working in a Cooperative' and on 'Participative Management' at Careers Convention (1996)
- ◇ Contributions to various TV and radio programmes and to other

extra-mural groups about Occupational Health & Safety, Cooperative Development, worker-directors, industrial relations & WPDC activities

- ◇ Lecturer on industrial relations to Group Heads of Air Malta.
- ◇ Visiting Professor at the University of Augsburg, Germany in July-August 1994.
- ◇ Member of an ILO delegation to Albania and lecturer at trade union seminars in Tirana and Durres in April 1995.

***Dr Godfrey Baldacchino***

- ◇ 'The Developing Strategies of Small Island States', lecture delivered at the Institute of Social Studies, The Hague, The Netherlands, September 1996.
- ◇ Member of Advisory Committee set up in February 1995 by Parliamentary Secretary for Human Resources to review the Conditions of Employment (Regulations) Act of 1952 and to table a revised draft bill. The Advisory Committee organised a National Conference on 5th March 1995 to discuss position papers from representatives of trade unions, employees and other pressure groups as well as suggestions tabled by individuals following an invitation to this effect in the local press. The position papers and conference proceedings have been published.
- ◇ *The Challenge of Privatisation: A Critical Agenda for Trade Unions.* Keynote address delivered at Biennial Congress of the Confederation of Malta Trade Unions (CMTU), April 1995. Subsequently published in congress documentation and reproduced with permission in the Magazine 'Politika'.
- ◇ Keynote addresses on SCOOPS (Cooperative Experiences in Schools Project), Annual Conference hosted by the Malta Board of Cooperatives - October 1995 & October 1996.
- ◇ Organisation and Participation in one-day seminar held at the White

Rocks Seminar Complex for Michaelangelo Sapiano Trade School students on the occasion of Career's Day, March 1994.

- ◇ 'What Unites us at the Place of Work' - Keynote address to trade union and employee representatives at a May Day Seminar organised by the Pastoral Secretariat of the World of Work of the Archbishop's Curia - B'Kara, April 1995.
- ◇ Address on 'Youths and Work' to GWU Youth Section Seminar, Halland Hotel, St Andrews - April, 1996
- ◇ Organisation and Participation in One-Day Seminar for participants following Diploma in Management Studies of the Institute for Water Technology Luqa, on the theme of Conflict Resolution, May 1995.
- ◇ '*Ethics and Trade Union Activity*'. Keynote address and workshop delivered to trade union activists at one-day seminar organised by the General Service Section of the Unjon Haddiema Maghqudin (UHM) Targa Gap, May 1995.
- ◇ Rapporteur, International Summer Institute on Island Studies, Institute for Island Studies, University of Prince Edward Island, Canada, August 1996.
- ◇ Expert Resource Person in Intercollege Seminar on the Harmonisation of Cypriot Labour Policy with EU standards, Larnaca Cyprus - October 1996
- ◇ Discussion with Director and Staff at Roads Dept., Ministry of Transport & Technology, on organisational reform - April/May 1996
- ◇ Member, Consultative Committee set up to advise on setting up of Cooperative Schemes for Public Sector Employees, 1996.
- ◇ Visiting Lecturer in Human Resource Studies, Seychelles Institute of Management, Mahe', Seychelles, May 1996.
- ◇ Member, University of Malta Committee on Gender Issues (1996 - ).

- ◊ Lecture to Staff at the former Management Systems Unit on the role of function of the Worker Director - 29<sup>th</sup> November 1996.
- ◊ Keynote Address on 'Modern Trends in Trade Unionism' to GWU Public Services Section, Preluna Hotel, - 12<sup>th</sup> December 1996.

*Frances Camilleri*

- ◊ Participation at a Med-campus meeting in connection with the ISIS Network (Mediterranean Women's Network), Granada, Spain, Feb.1995
- ◊ Participation and Paper presentation & The Maltese Women Academic: Does Gender Make a Difference at a Med-Campus International Conference at the Universite Toulouse Le Mirail, France, September 1995 (in process for foreign journal)
- ◊ Lecture on 'A Statistical Profile of Gender Trends in Malta' at an Equal Opportunities Training Workshop, organised by the Department for the Equal Status of Women for a 1 Focus Points on Gender Equality, March 1995.
- ◊ Lecture on 'Il-Mara fuq il-Post tax-Xoghol u fit-Trejd Unjonizmu' at an Adult Education Course on 'Sehem Shih min-Nisa fis-Socjeta Maltija' coordinated by the Guze` Ellul Mercer Foundation, May 1995.
- ◊ Keynote speech at a series of discussions and Workshops coordinated by the University Students' Union (KSU) on the theme 'The Changing Role of Women in Malta', May 1995. Abridged version has been published in the Malta Independent.
- ◊ Participation at a med-Campus ISIS Network meeting, Rome, Italy, October 1995
- ◊ Co-ordinator of a Certificate Course in Women's Studies (1994)
- ◊ Coordinator of a Diploma programme in Social Studies (Women and Development (1994- )

- ◊ Member, and subsequently Chairperson, University of Malta Committee on Gender Issues (1994- ).

Apart from these initiatives, the WPDC Staff have been called upon to participate in various radio and TV programmes - including *Meridjan*, *Zoom*, *Xhieda* (PBS) as well as on Super 1 TV and The Education Channel (Channel 12)

WPDC Staff have also been servicing the course programme of other University Departments and Institutes, delivering unit-courses on Labour and Development, Research Methodology, Current Issues in Labour Relations, Human Resource Management in Small & Island States, Sociology of the Family, and Sociological Traditions.

## 7. *Publications*

*Prof Edward L. Zammit*

- ◇ 'The Dual Role of the Malta Union of Teachers' Malta, Teachers' Institute 1994
- ◇ 'Maltese Orientations to Work' in Maltese Society: A Sociological Enquiry Mireva Publication, 1994, pp.483-504.
- ◇ Cooperatives Ways of Working (co-editor) Malta WPDC/FES 1994
- ◇ 'La Cooperation entre Syndicats et Universite dans le domaine de la Participation des Travailleurs' in Syndicats et Participation Democratique, Paris, L'Harmattan (1995) pp.144-151; 235-246; 259-261.
- ◇ Economic and Social Studies Journal (Co-editor), Malta. University Press, FEMA, Vols.7 (1995) and Vol. 8 (1996).
- ◇ 'Worker Participation and Employee Empowerment - A Comparative Study of Two Enterprises in Malta' paper presented at the International Industrial Relations Association meeting in Washington USA in June 1994. Also published in Economic and Social Studies Journal Vol.8 (1996) pp.1-17.
- ◇ 'Trade Union -University Cooperation on Democratic Participation' in Trade Unions and Democratic Participation in Europe. U.K., Avebury Publication (1996) pp.119-126; 199-208; 221-224.
- ◇ 'Work and Employment Relations in Malta' in Maltese Business: The Challenges Ahead. Malta: Gutenberg Press (1996) pp.99-113.
- ◇ 'The Role of Agricultural Cooperatives' in Agriculture: A Pillar of Sustainable Development in Gozo. Malta, Bank of Valletta Publication (1995) pp.3-39.

- ◇ 'The Labour Market' in Malta Human Development Report, U.N.D.P. (1996) pp.35-41.
- ◇ 'Worker Participation and Employee Involvement: Two experiences in Maltese enterprises'. Paper presented at the International Association of the Economics of Participation meeting in Prague (August, 1996).
- ◇ 'Research and Education for Workers' Empowerment', paper presented at the World Congress of the International Sociological Association (Bielefeld, Germany - 1994) Also to be published in Labour Studies Journal. U.S.A. Rutgers University - Transaction Periodicals.

*Dr Godfrey Baldacchino*

- ◇ Co-Editor (with R.G. Sultana) of book Maltese Society: A Sociological Inquiry, Malta, Mireva. Author of articles therein on 'Workers' Participation and the Control of Labour' and 'Worker Cooperatives: Between Self-Help and Subsidy'.
- ◇ Author of book Ninvestigaw is-Socjeta, Malta, PEG.
- ◇ 'Labour Formation in Small Developing States: A Conceptual Review', Compare, Vol.25, No.3, 1995, pp.263-278.
- ◇ 'Labour Policy in Microstates', Bulletin of Eastern Caribbean Affairs, Vol.19, No.3, 1994, pp.44-52.
- ◇ 'Labour Recruitment in the Hospitality Industry: A Different Lesson in the Sustainability of Small and Island States', in B.Archer, J.Jafari & G.Wall, eds., Sustainable Tourism in Islands & Small States, London, Mansell, 1996, pp.160-9.
- ◇ 'The Status of a Doctoral Defence', Journal of Graduate Education, Vol.1, No.2, 1995, pp.71-76.
- ◇ (With Peter Mayo): 'Adult Education in the Maltese Context' in J.H. Knoll, ed. International Yearbook of Adult Education, Vol.23, Germany, Bohlau-Verlag, 1995, pp.229-244.

- ◇ 'Peculiar Human Resource Management Practices? A Case Study of a Microstate Hotel', Tourism Management, Vol.15, No.1, 1994, pp.46-52.
- ◇ 'Total Quality Management in a Luxury Hotel', International Journal of Hospitality Management', Vol. 14, No.1, pp.67-78.
- ◇ 'Conceptualising Labour in Development', Economic & Social Studies, (New Series), Vol. 7., 1995 pp.26-43.
- ◇ 'Trade Unions in the Maltese Private Sector', Bank of Valletta Review, No. 13 pp. 17-30.
- ◇ 'Humane Privatisation: Worker Cooperative Initiatives in the Public Sector', paper presented at MEDCOOP workshop organised by Malta Board of Cooperatives, Grand Hotel Verdala, December 1996.
- ◇ 'The Management of Intimacy: Further Insights into the Labour Process', paper presented at 12<sup>th</sup> Labour Process Conference, University of Aston, Birmingham, U.K., March 1994.
- ◇ 'Hitting the Limelight: A Critique of Expertise', paper presented to Study Group V of the International Association of Schools & Institutes of Administration (IASIA), Hong Kong, July 1994.
- ◇ 'The Financing of Cooperative Societies', paper presented at MEDCOOP round table on Worker Cooperative Societies in the Mediterranean region, held at Rabat, Morocco, May 1996. Subsequently published in The Sunday Times Financial Supplement, July, 1996.
- ◇ Regular articles on current issues in labour relations and worker participation in *The Malta Independent*, Standard Publications.
- ◇ *The Case for Social Capital: Non-Wage Benefits in Collective Agreements*, paper presented at annual conference of the Malta Employers Association, Corinthia San Gorg Hotel, November 1996, subsequently published in The Employer, November 1996.
- ◇ 'Role of Women in Maltese Trade Unions' paper presented at



Seminar on the Role of Women in Decision Making in Malta organised by Guze Ellul Mercer Foundation, Phoenicia Grand, 8<sup>th</sup> November 1996.

**Mr Saviour Rizzo**

- ◇ Workers Education at the University, *Sunday Times*, May 1, 1994
- ◇ 'Beyond the Credentials' *Sunday Times*, August 1994 Careers & Training Supplement.
- ◇ Book Review of Sultana R.G. & Baldacchino, G., eds. (1994) *Maltese Society: A Sociological Inquiry*, Malta, Mireva, in *The Times*, February 1995.
- ◇ Book Review of Rahman, A. (1993) *People Self-Development: Perspectives on Participatory Action Research*, London, Zed, in *Convergence*, Vol. XXIX, No.3.
- ◇ 'Adult Political Education: For Socialisation or Mobilisation?' in G. Baldacchino & P. Mayo, eds. Beyond Schooling: Adult Education in Malta, Malta, Mireva, forthcoming.
- ◇ Editor (1996) of Worker Self-Management at Malta Drydocks: Twenty Years After, Proceedings of a Seminar, Workers' Participation Development Centre, in collaboration with the Friedrich Ebert Foundation.
- ◇ Workers Participation - Back on the Agenda, *The Times*, May, 1996

**Ms Frances Camilleri**

- ◇ 'Women's Studies: A Certificate Course at University', *The Sunday Times*, March 1994.
- ◇ 'Il-Mara fuq il-Post tax-Xoghol u fit-Trejd Unjons' in Angela Callus (ed.), Ir-Rwol tal-Mara fis-Socjeta li qed Tinbidel, Malta, PIN Publications, in press.
- ◇ 'Gender Trends in Malta: A Statistical Profile' Malta, Commission for the Advancement of Women, 1996.

# Financial Statement (I)

## *Income & Expenditure Account for the Calendar Year 1994*

<b>A. Income</b>	<b>Lm</b>
(i) University allocation	15,232
(ii) Internal Sources	2,961 <sup>(1)</sup>
(iii) External Sources	5,176 <sup>(2)</sup>
	<u>23,369</u>
<b>B. Expenditure</b>	
(i) Salaries of Academic Staff	7,677 <sup>(3)</sup>
(ii) Salaries of Non-Academic Staff	3,457 <sup>(4)</sup>
(iii) General Expenses	4,099 <sup>(5)</sup>
(iv) Reserve Fund	404 <sup>(6)</sup>
(v) External sponsorship	5,176 <sup>(7)</sup>
	<u>20,813 <sup>(8)</sup></u>

### *Notes*

- (1) Includes income generated through the organisation of educational activities (Lm2,410), sale of publications and interest on reserve funds (Lm500).
- (2) Amount paid directly by the Friedrich Ebert Foundation as external sponsor of the following activities: Tripartite seminars: Lm3,966; other seminars : Lm236; publication of book - 'Cooperative Ways of Working': Lm974.
- (3) Salaries paid to Director (p.t.), Research Officer/lecturer (f.t. on Scale 6) and Research Assistants (x 2 p.t.), and N.I. Contributions.
- (4) Salaries of Executive Officer (f.t.), students for summer work and N.I. contributions.
- (5) Includes: Research projects (Lm448); Workers' education (Lm435); office equipment and furniture, repairs and maintenance, transport, adverts, communication and supplies (Lm1,506); international activities (Lm1,213) and printing (Lm497).
- (6) Includes purchases of publications for use in Documentation Room.
- (7) Refer to note (2) above.
- (8) Resulting balance of Lm2,557 from Item A (ii) is reserved for use in successive years

# Financial Statement (II)

## Income & Expenditure Account for the Calendar Year 1995

A.	<i>Income</i>	Lm
(i)	University allocation	19,900
(ii)	Internal Sources	1,432 <sup>(1)</sup>
(iii)	External Sources	7,297 <sup>(2)</sup>
		<u>28,629</u>
B.	<i>Expenditure</i>	
(i)	Salaries of Academic Staff	8,957 <sup>(3)</sup>
(ii)	Salaries of Non-Academic Staff	4,981 <sup>(4)</sup>
(iii)	General Expenses	5,962 <sup>(5)</sup>
(iv)	Reserve Fund	407 <sup>(6)</sup>
(v)	External sponsorship	7,297 <sup>(7)</sup>
		<u>27,604 <sup>(8)</sup></u>

### Notes

- (1) Includes income from the organisation of educational activities (Lm863) and interest on reserve funds (Lm570).
- (2) Amount paid directly by the Friedrich Ebert Foundation as external sponsor of the following activities: Malta-Cyprus and the E.U. (Lm1,923); Tripartite seminars (Lm5,216), and other seminars (Lm158).
- (3) Salaries of Director (p.t.) Research Officer (f.t. on Scale 6) and assistants (x 2 p.t.) and N.I. contributions.
- (4) Salary of Executive Officer (f.t), students for summer work and N.I. contributions.
- (5) Includes Workers' education (Lm1,004); office equipment (Lm515); Documentation Room (Lm926); repairs and maintenance (Lm396); office supplies (Lm870); transport (Lm50); adverts (Lm125); Research projects (Lm832); international activities (Lm571); postage & telephones (Lm552); sundries (Lm102).
- (6) Includes purchase of telefax machine (Lm252) and audio-visual aids.
- (7) Refer to Note (2) above.
- (8) The resulting balance of Lm1,025 from item A (ii) is reserved for use in successive years.

# Financial Statement (III)

## Income & Expenditure Account for the Calendar Year 1996

A.	<i>Income</i>	Lm
(i)	University allocation	18,473 <sup>(1)</sup>
(ii)	Internal Sources	2,178 <sup>(2)</sup>
(iii)	External Sources	5,369 <sup>(3)</sup>
		<u>26,020</u>
B.	<i>Expenditure</i>	
(i)	Salaries of Academic Staff	9,571 <sup>(4)</sup>
(ii)	Salaries of Non-Academic Staff	4,046 <sup>(5)</sup>
(iii)	General Expenses	4,857 <sup>(6)</sup>
(iv)	Reserve Fund	200 <sup>(7)</sup>
(v)	External sponsorship	5,369 <sup>(8)</sup>
		<u>24,030 <sup>(9)</sup></u>

### Notes

- (1) This is a provisional statement, pending the University auditor's report
- (2) Includes income from the organisation of educational activities (Lm1,191; research activities (Lm350) and interest on reserve fund (Lm637).
- (3) Direct payments made by the Friedrich Ebert Foundation as external sponsor of the following activities: Malta-Cyprus and the E.U. project (Lm1,051); Tripartite seminars (Lm3,477); and publication of Report on 'Workers' Participation - 20 years After' (Lm842).
- (4) Salaries of Director (p.t.), Research Officer (f.t./Scale 6) and Research Assistants (x 2 p.t.) and N.I. contributions.
- (5) Salary of Executive Officer/Secretary (f.t.) and N.I. contribution.
- (6) Includes: Documentation Room (Lm1,214); Equipment, repairs and maintenance (Lm1,068); International activities & hospitality (Lm522); Communications (Lm299); office supplies (Lm445); adverts (Lm258); printing (Lm683); Research projects (Lm261); sundries (Lm107).
- (7) Contribution towards upgrade of personal computer.
- (8) Refer to Note (3) above.
- (9) The resulting balance of Lm1,978 is reserved for use in successive years.