

University of Malta

**WPDC**

Workers' Participation Development Centre

# **Biennial Report**

**2001-2002**

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*This Report of the activities of the Workers' Participation Development Centre (WPDC) at the University of Malta for the twenty-four months under review (2001 & 2002) is an opportunity to consider the achievements of the past and the challenges of the future.*

## Our Past, Our Future

The Centre has come a long way. Since its inception in 1981, it has made contributions in a broad number of areas, and for an equally broad number of stakeholders. If the Centre has a weakness, it is certainly this: that there is so much to be done, and so little resources to do it with.

The rise and fall of self-management at Malta Drydocks; the evolution of the role of the so-called 'worker director', the much-needed boost to and diversification of the local cooperative movement; the launch of tracer surveys of university graduates; the development of a gender programme of studies... it is the Centre, its Board and its staff which deservedly take the credit for all these, truly national, initiatives; and more besides. It has been a story of a unit with its priority in adult, worker education for the critical engagement of men and women as active and resourceful players at work, in public policy and in civil society.



'Participation' has been at the heart of our efforts. In the 1980s, that focus singled out the Centre. The birth of the WPDC was closely tied to the then promising evolution of labour relations at Malta Drydocks. The Centre might not have been set up at all, neither then nor after, had it not been for the tall order of educating and training the thousands of workers and the hundreds of worker representatives into the art and science of self-management. That effort is now only a bitter lesson in Maltese industrial history; but the Centre has survived, and moved beyond. In an ironic twist, I was party to the demise of that same self-management system which I had tried to support.

'Participation' as a term has been sabotaged and transformed into a political slogan; with the latter's failure, the term itself has sadly been discredited. It now conjures up the wrong image of industrial relations - one where management is de-professionalised, discipline undermined, productivity unregulated, and profitability inexistent. The Centre was never intended to support such behaviour: rather, its goal is to facilitate the process of worker empowerment and involvement, as partners in competitive enterprise performance and in a context of social justice. Which is why today, reference to 'participation' in the Centre's title is perhaps no longer an asset.





Nevertheless, 'worker development' still beckons as our key and timeless mission. All inroads into sharing information, partaking consultation or extending co-decision rights and duties to workers must have a goal beyond that of mere competitiveness and profitability. They must also add value in a human and political sense, extending the range of control over workplace issues that fall within the remit of labour, individually or collectively. They must lead to a better quality of life for the employees and their families.

A series of strategy seminars was held in September 2002 to help the Centre, its Board and its staff evaluate their situation and chart a path for the years ahead. From two half-days of consultations and discussions, a synthesis document was produced, discussed and approved at Board level in November 2002. The seven points it embraces - each of which is a statement of position and of action - will guide the Centre's progress in the medium-term. They are the following:

1. The Centre is the first institute ever to be set up at the University of Malta: a successful model for an autonomous, critical and respected entity within our tertiary education institution which is obliged to remain in touch with, and relevant to, the world outside and its ever changing demands.

*The Centre must draw more workers to participate in the programmes of the University of Malta generally and in its own educational initiatives specifically; more clients should use its services; while the Centre should make greater efforts to bring itself closer to workers and make its presence felt amongst them outside the University.*

2. The Centre is the only state-supported institution with a preferential bias in favour of labour. Its *raison d'être* is to foster awareness, knowledge, skills about (rather than of) work. It exists because there is an acute need to support the development of people in the wide sense of the word - educationally, culturally, politically - and especially as workers.

*The Centre must engage in stronger and broader links with workers and their organisations - in all their diversity.*

3. The Centre remains best known as the architect of a string of educational programmes from which hundreds of Maltese workers have benefited over the years.

*The validity of the Centre's diploma programmes needs to be more firmly and widely acknowledged. These programmes must also become more flexible to accommodate shorter certificate courses; and to incorporate validation or accreditation arrangements with the educational programmes of other institutions, allowing their students to join the Centre's programmes at the appropriate levels.*

4. The Centre is much less renowned for its track record of social scientific research, its scholarly publications, and its involvement in a host of regional or international projects.

*The Centre's role, involvement and exposure in international research efforts is crucial for the continuous professional development of its academic cadres. These pursuits should, where possible, meld more explicitly with the Centre's own educational programme. This could, for example, include international exchanges of the Centre's students and/or staff.*

5. The Centre has painstakingly built and maintained an excellent relationship with trade unions, other organisations and state units engaged in the sphere of work. These include the Employment & Training Corporation, the Department for Employment & Industrial Relations, the Department for Women in Society, the Foundation for Human Resources Development, the Malta Employers' Association and the Occupational Health & Safety Authority.

*The Centre's educational and research effort should benefit from ongoing participation, collaboration and/or sponsorship from these organisations.*

6. The Centre remains relatively unknown inside the University; and amongst those who know of it, many consider the Centre to be only a relic of the past and too much associated with a couple of persons.

*The Centre must widen its appeal and presence at the University of Malta - such as by involving itself in the professional development and empowerment training of the University's academic and/or administrative staff. The Centre must also facilitate the exposure of a wider team of individuals who serve as its associates, both inside and outside the University.*

7. The Centre remains too closely associated with: one scheme of worker participation which has had to be painfully wound down; two long-standing academic members of staff; a certain type of worker-client; and goes about its work with a dearth of media exposure.

*The Centre must upgrade and overhaul its image: Changing its name, diversifying its staff-base, extending its services to other categories of employees; and ensuring a presence in the media.*

The content of this latest, biennial report of the Centre continues to boost our confidence in the significance of our overall contribution to worker development in Malta.

**Godfrey Baldacchino**  
**WPDC Director**

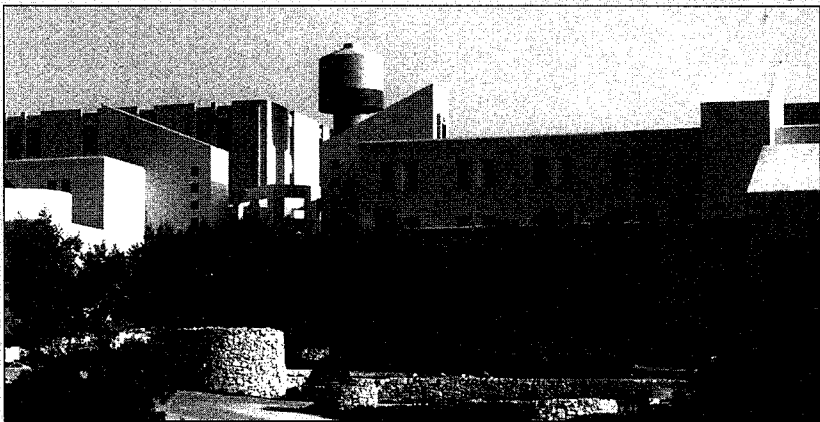


# Who We Are, What We Stand For

## 2.1 Our Principles

The aims of the WPDC are:

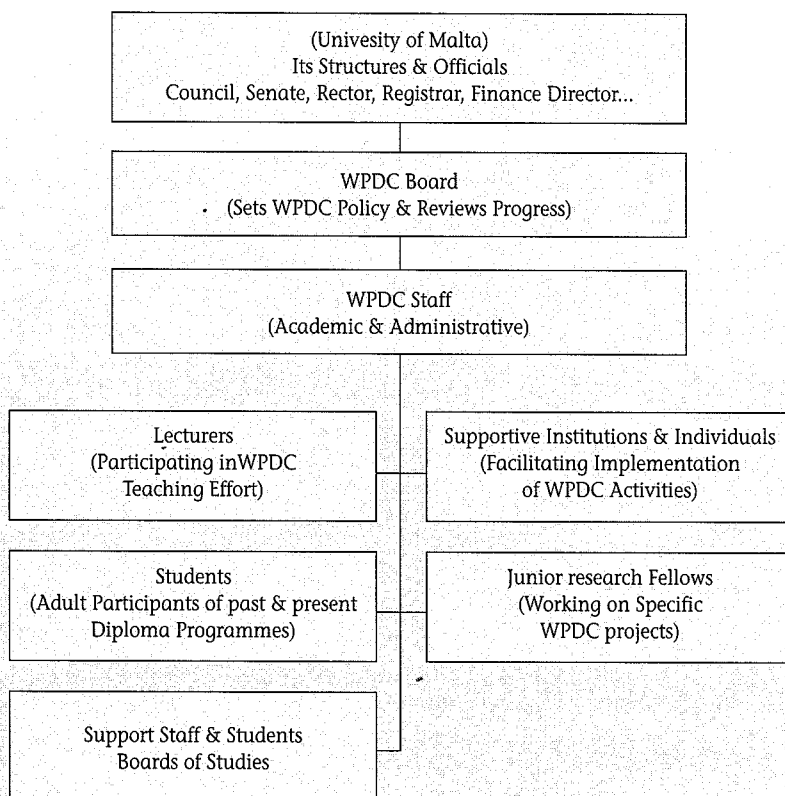
- To organise educational activities which support the development of participation at the workplace and society at large.
- To undertake research on labour relations and particularly on issues concerning participatory developments locally and abroad.
- To provide consultancy and other services in connection with participatory issues.
- To compile and disseminate select information through the issuing of books, journals, articles and other publications as well as through the media of mass communication.



## 2.2 Organisation

As the oldest Institute at the University of Malta, the WPDC operates with a fair degree of autonomy, while reporting directly to the University Rector, Registrar, Senate or Council. The University's Finance Director is the Finance Officer of the Centre and must approve all expenditures.

### The Worker's Participation Development Centre at the Univesity of Malta





### 2.3 WPDC Board

The policy making body of the Centre, acting as the equivalent of a Faculty Board, is the WPDC Board. As of January 2003, the WPDC Board was composed as follows:

- Chair: Prof. Edward L. Zammit (as Rector's Delegate)
- Vice-Chair: Prof. Godfrey Baldacchino (as WPDC Director)
- Member: Ms Doreen Borg Zammit (appointed by and from the students of the Centre's Diploma Programmes).
- Member: Mr Alfred Buhagiar (appointed by the Confederation of Malta Trade Unions - CMTU)
- Member: Ms Angela Callus (appointed by the University Council).
- Member: Ms Doris Gauci (appointed by and from the students of the Centre's Diploma Programmes).
- Member: Prof. Peter Mayo (appointed by the University Senate).
- Member: Mr Emanuel Micallef (appointed by the General Workers' Union - GWU).
- Member: Mr Michael Parnis (appointed by the General Workers' Union - GWU).
- Member: Mr Frank Pullicino (appointed by the Ministry responsible for Labour).
- Member: Mr Saviour Rizzo (appointed from amongst the staff of the Centre).
- Member: Rev. Dr. Carmel Tabone O.P. (appointed by the Faculty of Economics, Management & Accountancy).

Member: Mr Joseph Vella (appointed by the Confederation of Malta Trade Unions - CMTU)

Honorary Member: Mr George Agius

Honorary Member: Mr Anthony Busuttil

Honorary Member: Dr Gerard Kester

Secretary: Ms Nerissa Sultana (WPDC Research Assistant)

## 2.4 WPDC Executive (Academic & Administrative) Staff

This consists of a surprisingly small but dynamic team of academic and administrative personnel:



**Josephine Agius** has been employed at the University of Malta since November 1995 and has joined the Centre's staff as a Clerk in January 2000. She supports the administrative, documentation and clerical work of the Centre.



**Prof Godfrey Baldacchino**, Ph.D. (Warwick), B.A.(Gen.), PGCE, M.A. (The Hague) is the Centre's full-time Research Officer since 1983 and was appointed its Director in February 2002. He also lectures with the Department of Sociology of the University of Malta.



**Frances Camilleri Cassar**, B.A.(Hons.) (Econ.), M.A. (Soc. Studies), serves as part-time research assistant and coordinates the Centre's Gender & Development Diploma programme. She has been associated with the Centre since 1991. Currently she is serving as Adviser on Gender Issues at the Ministry for Social Policy and is a doctoral candidate in Social Policy at the University of Nottingham, U.K.



**Dr Martin Fenech**, LL.D. is a practising lawyer and an assistant lecturer on a permanent part-time appointment with the Centre. He is responsible for lecturing on Labour Law in the Centre's educational programmes.



**Saviour Rizzo**, B.A.(Gen.), M.Ed. has been associated with the Centre since its establishment in 1981. He is the Coordinator of the WPDC's educational programmes and a part-time research assistant. He is also an Assistant Lecturer teaching Sociology at the University's Junior College.



**Nerissa Sultana**, B.A. (Hons.), M.A. (Sussex) is full-time research assistant at the Centre since March 2001. She is responsible for the WPDC's research project documenting the extent and forms of worker participation and employee involvement schemes in Malta today. She coordinates WPDC projects and liaises with international research partners, while monitoring relevant European developments.



**Anna Vella** is the Centre's Executive Officer and chief administrator since January 2000. She joined the University of Malta as a clerk with the MATSEC Unit in 1989.



**Prof. Edward L. Zammit**, D.Phil. (Oxon.), B.A. (Chicago), Ph.L., founding Director of the WPDC, relinquished his position upon reaching retirement age in February 2002 and was installed as the Chair of the Centre as Rector's Delegate.

Since April 2002, a number of part-time, junior research fellows have been involved to support the WPDC's expanding research programme:



**Joseph Montebello**, Dip (Labour Studies), MBA (Leicester) is a General Manager at an export-oriented production facility. He is active within a number of local organisations such as the Federation of Industry and Young Enterprise Malta. He is the lead researcher on a WPDC project examining current trends in collective bargaining.



**Mariella Micallef**, B.A.(Hons.) is a social worker with Agenzija Appogg, presently responsible for the running of the Suret il-Bniedem shelter for women and children in Valletta. She is the lead researcher on a WPDC project examining the pattern and variability of working time in Malta and its implications on non-work commitments.



**William Powney**, Dip. (Labour Studies), Dip. (Occupational Health & Safety), is an Administration Coordinator with a private firm. He is supporting the WPDC's research effort since 2003 in connection with the GWU's EU Project on Repetitive Strain Injury of which the WPDC is a partner organisation (more below).



For part of the period under review, **Victor Aquilina**, B.A. (Hons.), M.A., was attached as a junior research fellow with the WPDC, working primarily on research associated with worker participation at Malta Drydocks for his M.A. (Sociology) degree and concurrently on a WPDC Project exploring the perceptions of trade unions held by their own members. Mr Aquilina has successfully completed his postgraduate studies and is now a public officer.

## **2.5 WPDC Occasional Lecturing Staff**

We are grateful to the following members of staff - whether they are full-time, part-time or occasional lecturers - for their support and academic input into our most diverse academic programmes. This includes lecturing; participating in tutorials and seminars; correcting term papers and examination scripts; and supervising and assessing long essays:

Ms Jenny Zammit; Prof. Godfrey A. Pirotta; Mr Paul A. Borg; Mr Alfred Grixti; Ms Suzanne Piscopo; Mr Vince Cassar; Ms Antoinette Caruana; Mr Reno Camilleri; Mr Benny Borg Bonello; Ms Marceline Naudi; Dr Ruth Farrugia; Rev. Dr. Carmel Tabone; Ms Marlene Saliba; Dr JosAnn Cutajar; Ms Sina Bugeja; Ms Brenda Murphy; Ms Allison Bezzina; Dr Jacqueline Azzopardi; Ms Rose Lapira; Ing Henriette Busuttil; Mr Alan Camilleri; Dr Silvio De Bono; Dr Frank La Ferla; Dr Michelle Sammut; Dr Mark Gauci; Dr Joseph Zammit McKeon; Dr Simone Borg; Dr Franco X. Grima; Ms Maria Ellul; Dr Lucianne Licari; Dr Andrew Amato Gauci; Mr Joe Saliba; Mr Louis Vella; Mr David Dandria; Mr Silvio Farrugia; Mr Malcolm Leatherbarrow; Mr Dieter Ebejer; Mr Louis Coleiro; Mr Antoine Vella; Mr Stephen C. Vella

## **2.6 Supportive Individuals and Institutions**

We thank the following institutions and individuals for their readiness to support and associate themselves readily with the educational and research efforts of the Centre:

The supporting staff of the University of Malta's various faculties, institutes, centres, specialist services and administrative offices. The officials and activists of: the Commission for the Advancement of Women; the Confederation of Malta Trade Unions (CMTU); the General Workers' Union (GWU); Unjon Haddiema Maghqudin (UHM); Department of Employment & Industrial Relations; Department for Women in Society; Employment & Training Corporation; Malta Drydocks; the Board of Cooperatives; the Committee of the Central Cooperative Fund (CCF); the Apex Council; the Foundation for Human Resources Development (FHRD); the Malta Employers' Association (MEA); the La Ferla Foundation; the Occupational Health & Safety Authority (OHSA); the Ministry for Social Policy; the Ministry for Education; the Staff Development Organisation of the Office of the Prime Minister.

The Centre continues to benefit from a long-standing special relationship with the Friedrich Ebert Foundation (FES) and its office in Malta, under the direction of Ms Ebba von Fersen Balzan. Since opening its offices in Malta in 1990, the FES has been consistently supportive of the WPDC educational initiatives.



## 2.7 WPDC Students

Our students stand out by being mature adults relative to the University norm. We prefer calling them participants. Though all following courses on a part-time basis, they are involved in the running of their own diploma programmes through their representatives who sit on the Board of Studies as well as on the WPDC Board itself. They are also often directly implicated in WPDC research initiatives that feed directly into their diploma study, reading or fieldwork requirements.

Our main, current crop of students commenced their diploma courses in February 2002. They are:

### ***Diploma in Industrial Relations (2002-2004):***



Abela Ruben John, Agius Noelita, Alakkad Massimo, Avellino Simon, Azzopardi Marcelle, Bellia Anthony, Bugeja Joseph, Busietta Marie Denise, Gilford Geraldine, Calleja Joanne, Cardona Doreen, Caruana Vanessa, Cutajar George, Vassallo Caroline, Grech William, Muscat Vincent, Rapinett Natalie, Rotin Saviour, Scerri Jennifer, Spiteri Alvin, Vella Norman



### ***Diploma in Gender & Development (2002-2004):***



Borg Caruana Lucia, Calleja Dolores, Camilleri Lorraine, Cutajar Joelin, Dalli Antoinette, Farrugia Rosanne, Gauci Doris, Hansen Nadya, Hollier Claire, Jackson Alexandra, Mallia Natalino, Mifsud Maria, Muscat Josephine, Sacco Marita, Scerri Romina, Schembri M' Theresa, Scolaro Anne Elizabeth Valletta Bernadette, Vella Anthony, Vella Nadia, Vella Victoria, Zahra Shirley, Zarb Grace

### ***Diploma in Occupational Health & Safety (2002-2004):***



Abela Carmelo, Abela Joseph, Azzopardi Alex, Azzopardi Charles, Bezzina Anthony Frank Bondi Cefai Connie Bondin Gordon, Bonello Raymond, Bonnici Josette, Borg Anthony, Borg Mario, Bugeja Alfred, Bugeja Jeannine, Bugeja Marfred, Busuttil Anton, Cachia Clinton, Calleja Carmel, Callus Joe, Cutajar Leonard, Darmanin Emmanuel, De Bon Jonathan, Debono Maria Dolores Debono Nicholas, Farrugia Joseph, Fenech John, Flores Marmara Jesmond Galea Victor, Gauci Joanna,

Mallia David Joseph, Micallef Carmelo, Micallef Peter, Micallef Raymond  
Mizzi Portia, Mizzi Victor, Rotin Jacqueline, Schembri Omar  
Scicluna Tarcisio, Spiteri Anthony, Spiteri Frankie, Spiteri Natalino Andrew  
Stanicic Etienne, Theuma Joseph Mary, Zarb Jeffrey

### ***Certificate Programme in Industrial Relations (2002-2003):***

Abela Saviour, Grech Antoine

The latest addition to our students are those who embarked on the first intake of the Diploma in Occupational Guidance & Career Counselling in February 2003. This diploma is being kindly supported by the Employment & Training Corporation (ETC).

### ***Diploma in Occupational Guidance & Career Counselling (2003-2005):***



Agius Lawrence, Baldacchino Josephine, Bilocca Olivia, Bonello Angele  
Bonello Lawrence, Borg Louis, Busuttill Maria Carmela  
Buttigieg de Piro Victoria Cachia Barbara, Camilleri Maronia, Caruana Marica  
Caruana Noel, Cassar Nicola, Cerovac Pawney Dorianne, Chetcuti Claire  
Cutajar Jacqueline, Cutajar Raymond, Debono Carmel, Farrugia Bernice  
Farrugia Bronia, Farrugia Corinne, Farrugia Mary Grace, Fenech Ivan  
Gerada Carina, Granata Maria Regina, Gravina Dorianne, Grech Michelle  
Grech Robert, Gusman Louise Anne, Mamo Bridget, , Mifsud Michel,  
Muscat Darren, Polidano Alison, Portelli Susan, , Psaila Marlon  
Saliba Christine, Saliba Natasha, Scerri Christine, Scerri Grace  
Sciberras Marie Lou, Vassallo Maria, Zahra Noelle, Zammit Carmen  
Zammit Michel, Zammit Robert

Our previous intake of diploma students commenced their studies in October 1999. Most of these had concluded their two-year, part-time programme of studies by June 2001 and graduated in November 2001. They are:

***Diploma in Industrial Relations (1999-2001):***

Abela Claire, Azzopardi Carren, Azzopardi Saviour, Barbieri Joseph  
Borda David, Borg Albert, Borg Zammit Doreen, Camilleri Kevin  
Gambin Ismay, Grech Aloysio, Magro David, Mercieca Margaret  
Micallef Antoinette, Mizzi Andrew, Mizzi James Anthony, Pool Charles,  
Rogers Liliana Rose, Rossi Arthur, Sammut Saviour, Spiteri Michael,  
Vassallo Angelo, Vella Janet, Vella Victor, Zammit Anna Maria,  
Zarb Darmanin Sylvana

***Diploma in Gender & Development (1999-2001):***

Abela Joseph, Attard Trevisan Edel\*, Attard Mariella, Aquilina Mariella  
Azzopardi Lorraine, Azzopardi Nadette, Azzopardi Raymond, Bartolo Manuel  
Borg Christine, Camilleri Joseph, Caruana Keith, Coppola Vinnie  
Falzon Stella, Farrugia Marisa, Farrugia Mary Rose, Galea Paul  
Gambin Maria Maxine, Gatt Hector James, Gili Jacqueline, Grima Joan Antida  
Hili Joyce, Mallia Stephen, Micallef Liliana Grace\*, Micallef Marilyn  
Pace Balzan Roberta, Podda Connor Marika, Scerri Frances Schembri Jacqueline  
Schembri Janette, Scicluna Romina

***Diploma in Occupational Health & Safety (1999-2001):***

Bonello Karen, Borg Sylvan, Calleja Christino\*, Darmanin George Steve  
Gauci Kevin, Fabri Anthony, Farrugia Martin, Ebejer George Trevor  
Sacco Rene', Vassallo Henriette, Zarb Christopher

*\* These three students graduated in November 2002 after they had submitted their long essay and fulfilled all course requirements.*

# What We Do, Our Output

The Centre embraces a holistic and healthy portfolio of activities, which are perhaps best categorised under five headings. These are:

- Critical Adult & Worker Education;
- Liaison with Social Partners;
- Institutional Support, Reputable Research and Consultancy;
- International Initiatives; and
- Scholarly Publications.

The activities falling under each of these headings during 2001 and 2002 are being reviewed below:

## **3.1 Critical Adult/Worker Education**

Considerable effort here goes into the running of our diploma programmes. But the Centre's effort goes much beyond this, as the following list attests:



## Activities in 2001

### January

- Address at Labour Law Conference organised by the Malta Employers' Association at St Julians.

### February

- Participation on Health & Safety TV programme L-Elmu.

### March

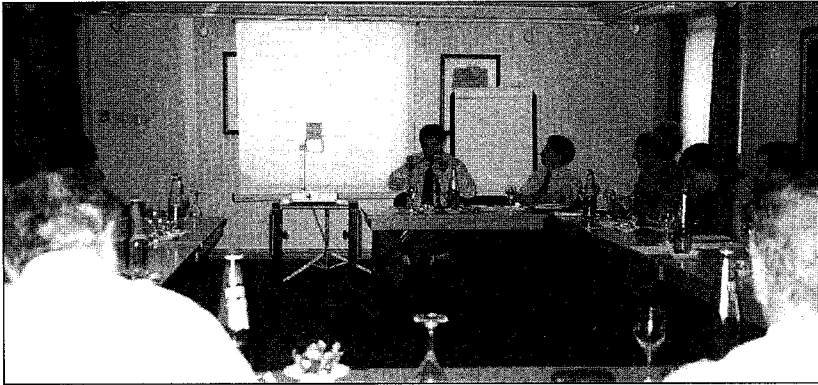
- Participation at Synthesizing Exercise by Students of the Department of Public Policy of the University at Tal-Virtu', Rabat on the theme of Business Ethics.
- Participation at Press Conference at the Ministry for Social Policy announcing the launch of publication: A Day in Her Life, by the Commission for the Advancement for Women, based on a WPDC research project.
- WPDC day-seminar in St Andrew's on Risk Assessment run by Dr David Wenham, OHS specialist, University of Loughborough, U.K., for current and former OHS diploma students.
- Lecture on Foundations of Industrial Relations, delivered at start of course for UHM activists on Industrial Relations at UHM HQ, Floriana.

### April

- 'Training The Trainers' residential programme of the WPDC-FES at Paradise Bay on the theme of Trade Union Education with the participation of Prof. Peter Mayo and Mr Joseph Vancell.
- WPDC Synthesizing exercise and revision day seminar for current Gender & Development diploma students at St Andrew's.
- 50-minute interview on TV programme Virtwali, discussing research findings of A Day in Her Life.

### May

- Tripartite Day Seminar at St Julian's organised by the WPDC-FES on the theme of An Insider View of the European Commission with the participation of Mr Ivor Roberts (formerly with DG X) as guest foreign speaker.
- Contribution on Occupational Accident Statistics in the Construction Industry at National Conference on The Construction Industry organised at Qawra by the Building Industry Consultative Council (BICC).



- WPDC revision day seminar for OHS diploma students at St Andrew's.
- Organisation of Public Lecture on Globalization and its Effects on Textile, Garment & Leather Workers by the WPDC in collaboration with the GWU. Lecture delivered by Neil Kearney, Secretary general of the International textiles, Garments & Leather Workers Federation (ITGLWF)
- Running session on Negotiation Strategies as part of an in-service training programme at Lija for senior public officers, organised by the Institute for Public Administration & Management (IPAM).
- Guest Lecture to public officers following a University diploma course in public administration on Features of a Small Island Society.



## June

- Presentation on the theme of The Social and Financial Implications of a Changing Economy, organised for senior bank employees at Qawra by Bank of Valletta Ltd.
- Presentation on the Link between Trade Unions and Pensioners to members of the Pensioners' Section of the Unjon Haddiema Maghqudin at a UHM day seminar in Qawra.
- Public Lecture on the findings published in A Day in Her Life at the University of Malta.
- Address during Press Conference launching the new Health and Safety Manual for Maltacom external employees.
- Musico-Literary Evening at the University of Malta on the occasion of the WPDC's 20th Anniversary. Interventions by senior representatives of Maltese social partners. Key Note address by Dr Gerard Kester, former Lecturer at the University of Malta and Founder of the African Participation and Development Educational Programme (APADEP).
- Lectures at the University Gozo Centre as part of the programme leading to the Degree of Bachelor of Commerce.

## July

- Presentation at GWU-FHRD-IPSE day seminar for managers and shop stewards on the theme of Employee Involvement at M'Scala.

## October

- Chair of full-day Conference on Strategic Fit of Human Resources in Business Practice organised by the Foundation for Human Resource Development (FHRD) at St Julian's.
- Chair of public debate on European Social Policy at the University of Malta with the European Commissioner for Employment & Social Affairs, Ms Anna Diamantopoulou.
- Participation in Radio Discussion on RTK on the theme of Industrial Relations.
- Participation at Business Breakfast organised by the Malta Business Weekly on the Graduate Potential of the University of Malta in Floriana.

## November

- Residential tripartite weekend seminar at Selmun organised by the WPDC-FES on the theme: Industrial Development: A Case Study of the Cottonera. With the participation of guest speakers from the National



Statistics Office, the Ministry of Economic Services, the Mayors of Cospicua, Vittoriosa & Senglea, Mario Gixti, Alfred Gixti and Carmelo Mifsud Bonnici MP.

- Successful participants from the WPDC diplomas graduate with the rest of the University students.
- Chair of Committee set up by FHRD for the Malta Human Resource Management Awards, 2001.
- Presentation on Career Opportunities open to Humanities Graduates - organised by the Kunsill Studenti Universitarji (KSU) to young students visiting the University on the occasion of Careers Week.
- Presentation on Mapping Malta's Socio-Economic Community to participants involved in the national Mapping of Excellence Project, as part of Malta's involvement in the European Research Area, at METCO offices in San Gwann, organised by the Malta Council for Science & Technology (MCST).

#### December

- Another 'Training the Trainers' WPDC-FES residential weekend training seminar held at Paradise Bay on the theme of Sensitization: Active Listening Skills run by Patrick Psaila, a counselling psychologist.
- Participation in day-conference organised by the EU's Technical Information & Exchange Office (TAIEX) Seminar on social policy at Sliema.
- Presentation on Women's Participation in the Labour Market in the Context of Human Development at Gender Focal Point day seminar at Msida.



- Address at Book Launch EU-Malta Relations: Microstate Security in the Global System written by Roderick Pace organized by Midsea Books at Floriana.
- Address on the Role of Multinational Companies in Malta and Industrial Relations Practices at two-day seminar organised by the GWU and held in Valletta.

## **Activities in 2002**

### **January**

- Presentation on Research Methods and Design in Health Care at day-seminar organised by the University's Institute of Health Care, Msida.
- Talk to Malta's Jesuit Community on Change and Development in Malta's Social Structure.
- Chair of day-conference and workshop organised by the Foundation for Human Resources Development on the White Paper for the proposed labour legislation at Sliema.
- Presentation of Results of a Survey of Fgura Residents organised by the Fgura Local Council at press conference, Fgura.
- Presentation on the fundamental changes being proposed to Malta's labour code to a select audience at Discern, Floriana.

### **February**

- Participation at Graduate Potential Seminar, organised by the University of Malta.
- Participation in survey on the Religious Attitudes of University Students.
- Address to MBA students of the University of Malta on Tourism, Employment & the Labour Market.
- Chair of Session exploring Social Partners' Views during The Future of Europe Conference organised by the Malta-EU Information Centre (MIC) at Qawra.
- Address on Malta's Economic Context to European vocational education specialists on an EU CEDEFOP study visit at MCAST, Corradino.
- Lecture on Industrial Relations to 4th Year Engineering Students at the University.

### March

- Presentation on Quality and the Requirements of the Workplace at day seminar organised by the Kunsill Studenti Universitarji (KSU) at Paceville.
- Address on the European Dimension to Gender Issues at Conference organised by the National Council of Women with the participation of European delegates at Sliema.
- Address on the World of Work to De La Salle College 5th Form Students at the College, Cottonera.

### April

- Address on Social Dialogue: the Malta Experience at National Conference held at Valletta.
- Lecture on Worker Rights in an Integrating Europe to M.A. (European Studies) Students at the University.
- Participation in sub-group set up by ETC to discuss a Certificate Programme in Labour Market Studies.
- Meeting with Gunter Gloser, member of the German Bundestag and spokesperson for the SPD Parliamentary Group on European Affairs.

### May

- Pubic Seminar organised on the theme of Sociology of Gender for students of the Department of Sociology, Faculty of Arts.
- Address during National Conference on Labour Law Proposals organised by Malta Employers Association at St Julian's.



## June

- WPDC Public Lecture (co-supported by Koperattiva Kulturali Universitarja) and Half-Day Seminar on Gender Issues for Gender & Development diploma students. Guest participation of Dr Gillian Pascall, Reader at the University of Nottingham, U.K.
- Address on the theme of Social Inclusion at a European Commission Conference hosted by the Ministry for Social Policy.

## September

- Address on the Political Implications of Recognition of Maltese as an Official Language in the EU at National Conference held in Qawra.
- Interview on WPDC activities by Patricia Camilleri on Campus FM.

## October

- Participation at FHRD National Conference on the HR profession and its Contribution to Competitiveness at Sliema.
- Address to GWU shop stewards on the theme of International Trade Union Solidarity at day seminar organised by GWU in M'Scala.

## November

- Participation in TV programme Bondi Plus discussing inter-union relations and the European Union.
- Review at Book Launch of The Unequal Half written by Mario Vassallo, Lydia Scriha & Maja Miljanic-Brinkworth and published by the Commission for the Advancement of Women at the University of Malta.
- WPDC-FES tripartite residential weekend seminar at Sliema discussing Contemporary Forms and Trends of Worker Participation and Employee Involvement. Prof. Manfred Weiss (University of Frankfurt) served as the expert guest speaker.



- Participation in Worker of the Year Award Ceremony at Mater Dei Hospital, organized by the Ministry for Social Policy.

#### December

- Participation in TV programme Reporter discussing summer time for public officers.
- Address to Jesuits at Msida & Mosta on the socio-economic challenges facing Maltese Society, as part of preparation for Jesuit Province Pastoral Plan.
- Keynote address delivered at the Gozo Youth Congress on the theme of 'Youth and Work'.
- Socio-Educational Evening held at Erin Serracino Inglott Hall, University of Malta. The overall best three students from each diploma stream (2000-2002 intake) were rewarded. These were Sylvana Zarb Darmanin (IR); Roberta Pace Balzan (G&D) & Henriette Busuttill (OHS).

### 3.2 Liaison with Social Partners

The Centre has been working closely with a number of social partners and other organisations engaged in critical reflection on developments in the workplace.

#### (I) - Breakfast Seminars

Some of this collaboration has now become formalised thanks to a new series of FES-supported, 21/2 hour, breakfast seminars being held in a Sliema





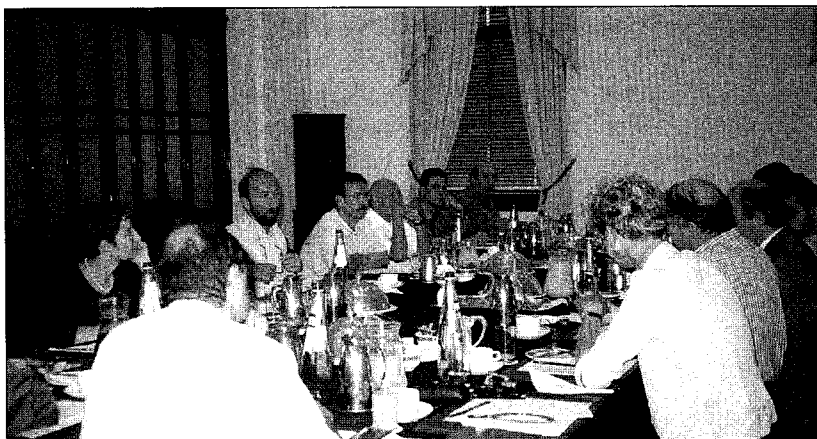
Hotel that the WPDC is organising on Mondays with the full support and cooperation of the Foundation for Human Resources Development and the Malta Employers' Association. All events include a brief exposition on a topical issue, followed by reactions from a mixed 5-person panel and an open discussion. This guarantees a forum of informed debate and with the active participation of worker, manager and employer representatives.

Breakfast Seminar No. 1 was held on 12th November 2001 and chaired by Ms Antoinette Caruana (FHRD). Prof. Godfrey Baldacchino made a brief presentation on the proposed EU Directive on Information & Consultation Rights for Workers.

Breakfast Seminar No. 2 was held on 28th January 2002 and chaired by Mr Mario Grixti (FHRD). Ms Renee Laiviera, Director of the Department for Women in Society, made a brief presentation on Equal Pay for Work of Equal Value.

Breakfast Seminar No. 3 was held on 15th April 2002 and chaired by Prof. Godfrey Baldacchino (WPDC). Prof. Edward J. Scicluna, the Chair of the Malta Council for Economic & Social Development, (MCESD) made a brief presentation on The Role and Function of MCESD.

Breakfast Seminar No. 4 was held on 18th November 2002 and chaired by Mr Joseph Farrugia (MEA). Mr George Mangion, a Human Resource Manager in the Construction Industry, delivered a brief presentation on Foreign Workers in Malta.



## **(II) - Round Table Discussions**

Another new initiative is Hsibijiet Madwar Mejda, a series of 2-hour, Round Table Discussions being held for selected guests and not involving more than 20 persons at any one time. This new series of events is also being supported by the FES and is held on Wednesday afternoons in a Floriana hotel. The invitees represent individuals who are active in the formulation or critique of public policy, along with WPDC staff.

Round Table No. 1 was held on 20th February 2002. It discussed the Character and Role of Civil Society in Malta with an opening contribution by academic Rev. Dr Rene Camilleri.

Round Table No. 2 was held on 15th May 2002. It discussed the Ethics of the Maltese Worker with an opening contribution by industrialist and FHRD President Ms Helga Ellul.

Round Table No. 3 was held on 30th October 2002. It discussed the Issue of Work (and not necessarily Job) Creation with an opening contribution by the President of the Malta Employers' Association, Mr Joe Delia.

## **3.3 Support, Research & Consultancy**

### **(I) - Research Projects**

During 2001 and 2002, the Centre has been engaged on the following research projects:

***Trends in Contemporary Collective Bargaining:*** A one-year research project being supported by the Department for Employment & Industrial Relations. The research compares the contents of a wide range of collective agreements in Malta's private sector, and analyses wage drifts as well as any consequences of the harmonisation of the local social policy legislation with that of the European Union. Mr Joe Montebello is the junior research fellow responsible for the work. The project was launched with a press conference chaired by the Director of Employment & Industrial Relations in September 2002.

***The Organisation of Working Time and the 24-Hour Society.*** A one-year research project being supported by the Malta Employers' Association. This research initiative seeks first to document the variability and patterning in working time amongst the Maltese workforce and then to qualitatively appraise the effects of such variability on non-work activities, particularly family life. Ms Mariella Micallef is the junior research fellow responsible for the work.

***Worker Participation & Employee Involvement in Malta.*** This one-year research project is being supported by the Employment & Training Corporation as well as by the University of Malta. It will come up with the first national map of the diverse forms and types of employee participation schemes which are in place in Malta today, and then going on to assess the training needs of those workers and worker representatives who operate within such programmes. Ms Nerissa Sultana is the Centre's Research Assistant responsible for this study. The project was launched by a press conference chaired by Mr Felix Borg (Deputy Chief Executive, ETC) at the ETC Training Centre in Valletta.



**Measures affecting the low Participation of Maltese Women in the Formal Labour Market.** This is a six-month research project being supported by the National Statistics Office and the Employment & Training Corporation. It is being undertaken by the students following the current diploma programme in Gender & Development as part of their Sociology of Gender study unit, directed by Prof. Godfrey Baldacchino.

## **(II) - Institutional Support**

WPDC Staff have been engaged in providing institutional support and supporting other initiatives at/on behalf of the University of Malta and beyond by means of a number of formal appointments:

### **Godfrey Baldacchino:**

at, or on behalf of, the University of Malta:

Member, Department of Sociology.

Member, Extra-Curricular Credits Committee.

Member, Quality Assurance Committee.

Member, Academic Staff Representative elected on University Council.

Member, Council sub-committee for Reviewing Academic

Promotions Criteria.

Member, Interviewing Boards to various Administrative Posts (as Council representative).

Member, Leonardo da Vinci Programme Coordinating Committee.

Vice-President, University of Malta Academic Staff

Association (UMASA).

Board Member, Islands & Small States Institute.

Board Member, European Documentation & Research Centre (EDRC).

beyond the University:

Chair, Board of Cooperatives.

Chair, Committee of the Central Cooperative Fund (up to Dec 2001).

Chair, Child Care Task Force.

Member, Core Group, Malta-EU Steering & Action Committee (MEUSAC).

Board Member, Foundation for Human Resources Development (FHRD).



**Frances Camilleri Cassar:**

at, or on behalf of, the University of Malta:

Member, WPDC Board

Visiting Lecturer, Department of Sociology

Member, Gender Issues Committee (Chair 1996-1999)

Member/Participant, ERASMUS Network

Member/co-ordinator, Board of Studies (Gender & Development Diploma)

beyond the University:

Adviser on Gender Issues (Ministry for Social Policy)

Chair, Co-ordinated Response Team on Violence against Women (Ministry for Social Policy).

Chair & Drafter of Interim National Development Plan on Gender Issues (2002).

Member, Commission for the Advancement of Women.

Member, Technical Committee on Child Day Care (Ministry for Social Policy).

Member, Social Policy Research Network (Ministry for Social Policy).

Member, Employment Services Steering Committee (ETC).

Member, Equality National Action Plan (ETC).

Co-ordinator, Empowerment Skills Programme for Women Returners (Ministry for Social Policy, ETC, Board of Co-ops).

Co-ordinator, Discussion Programme for Cottonera Women (Ministry for Social Policy).

Member, Child Care Task Force (2001).

**Saviour Rizzo:**

at, or on behalf of, the University of Malta:

Lecturer, diplomas in political studies, adult education, adult training and development.

Member, MATSEC Syllabus Board for Social Studies.

Member, Committee for Policy and Practice of Assessment at the Junior College.

beyond the University:

Resource Person for the 'In-Service Training' Course for teachers of Social Studies.

Member of Focus Group 'School and the World of Work', set up by the National Curriculum Council, Ministry of Education & Culture.

Service Provider, Board of Co-operatives.

### **Nerissa Sultana:**

at, or on behalf of, the University of Malta:

Visiting Lecturer, Department of International Relations.

Member, COST A13 Working Group on Employment

Assistant Coordinator, Boards of Studies of all four WPDC Diplomas

### **Edward L. Zammit:**

at, or on behalf of, the University of Malta:

Deputy Dean, Faculty of Economics, Management & Accountancy (FEMA).

Head, Tourism Studies Programme.

Member of the Faculty Board, FEMA.

Member, University M.Phil./Ph.D. Committee.

Member, Department of Public Policy (Head of Department until February 2002).

beyond the University:

Chair, Employment Relations Board

Deputy Chair, Employment & Training Corporation

Board Member, Malta Statistics Authority

Expert Member, programme Committee for Priority 7:

Citizens and Governance in a Knowledge-based Society (FP6).

Member, Management Committee of COST A13: Changing Labour Markets, Social Policy and Citizenship.

Member, Editorial Board, South East Europe Review.

### 3.4 International Initiatives

The Centre and its staff have continued to participate in a number of international initiatives abroad, while serving as a host or partner to a number of other international events taking place in Malta:

#### **Involvement in International Activities in 2001**

February

- The Centre and the University of Malta are the hosts of a one-week ERASMUS intensive programme involving ten European universities, their academic staff and students studying the Future of Work.

May

- G. Baldacchino is invited to deliver a keynote address at international conference being held at the Eastern Mediterranean University, Gazimagusa/Famagusta, North Cyprus.

June

- G. Baldacchino attends a briefing of vocational training and worker education practitioners organised by the EU Swedish Presidency in Stockholm, Sweden.
- N. Sultana participates in workshop on unemployment and social policy organised by the COST A 13 network in Ljubljana, Slovenia.
- S. Rizzo presents paper 'The Perception of Trade Unions by their Members' at the 6th European Congress of the International Industrial Relations Association (IIRA), meeting in Oslo, Norway.

July

- E. L. Zammit delivers paper on 'Worker Participation and Development' at the World Congress of the International Institute of Sociology in Krakow, Poland.

August

- G. Baldacchino undertakes research and delivers public lecture on Islands and Globalisation at the Gaelic College, Isle of Skye, Scotland, U.K.
- E. L. Zammit delivers paper on 'Lifelong Learning, Flexibility and the University: Adult Workers and Trade Unions' at a Conference on the Study of European Ideas, University of Bergen, Norway.

#### September

- G. Baldacchino serves as visiting lecturer for 3 weeks at the Department of Sociology, University of Iceland, Reykjavik, Iceland.
- N. Sultana participates in National Contact Point Briefing session, Socio-Economic Knowledge Base as part of the EU's fifth framework research programme in Brussels.

#### October

- F. Camilleri Cassar participates in International Seminar on Networking and Implementing the UN Convention for the Elimination of all Forms of Discrimination against Women, hosted by the British Council at Strathclyde Business School, Glasgow, Scotland, U.K.

#### November

- E. L. Zammit delivers paper on 'Models of Financial Participation' at a conference hosted by the University of Nijmegen, The Netherlands.

### **Involvement in International Activities in 2002**

#### March

- F Camilleri Cassar addresses staff and post-grad students on the theme of Family Policies at School of Sociology & Social Policy, University of Nottingham, U.K.

#### May

- S. Rizzo lectures at the Erasmus University of Rotterdam, The Netherlands, as part of an ERASMUS Exchange Agreement between that University and the University of Malta.
- E. L. Zammit delivers paper on 'Economic & Monetary Union and Social Partnership' at a workshop organised by the European Foundation for the Improvement of Living and Working Conditions, Austria.

#### June

- E. L. Zammit delivers paper on 'Ageing and Work' at the COST A 13 Project meeting held in Paris, France.

## July

- G. Baldacchino delivers keynote address at Islands of the World VII conference organised by the International Small Islands Studies Association (ISISA), Prince Edward Island, Canada.

## August

- G. Baldacchino serves as visiting lecturer at the Department of Sociology, University of Prince Edward Island, Canada.

## September

- E. L. Zammit presents paper on 'Workers' Attitudes to Financial Viability in Participatory Enterprises' at the 15th World Congress of the International Sociological Association (ISA), Brisbane, Australia.

## October

- G. Baldacchino, S. Rizzo and N. Sultana lead a 13-person strong delegation on an FES-supported, week-long study visit on social dialogue to Ireland, ably coordinated by John McAdam on the Irish side. The CMTU, the Department for Employment & Industrial Relations, FHRD, GWU and the MEA are members of the Malta Delegation. Those visited in Dublin include: the Irish Congress of Trade Unions (ICTU), the Department of Enterprise & Employment, the Irish Business & Employers



Confederation (IBEC), the European Foundation for the Improvement of Living & Working Conditions, and three tertiary education institutions.

- G. Baldacchino delivers keynote address at North Atlantic Forum 2002, hosted by the University College of Cape Breton, Nova Scotia, Canada.
- F Camilleri Cassar attends TAIEX seminar on Equality Policy and Gender Mainstreaming hosted by the Austrian Federal Ministry for Social Security and Future Generations in Vienna, Austria.

#### November

- F Camilleri Cassar attends Conference on Enlarging EQUAL organized by the European Commission (DG Employment & Social Affairs) with the support of the Danish Labour Market Authority, Copenhagen, Denmark.

#### December

- G. Baldacchino & N. Sultana participate in workshop held in Sliema debating the organisation of a 3-year, EU GRUNDTVIG adult education research project called EuroSafe, focusing on repetitive strain injury amongst textile and garment workers, with the GWU as the coordinating organisation and the WPDC as one of the partners. The other partners are from Austria, the Netherlands, Italy and the United Kingdom.



### 3.5 Scholarly Publications

#### Godfrey Baldacchino:

- 'A Nationless State? Malta, National Identity and the EU', West European Politics, Vol.25, No.4, October 2002, pp. 191-206.
- The Impact of Malta's eventual accession to the European Union on its Hotels and Restaurants Sector: Focus on Employment and Social Policy, Malta, Malta Hotels & Restaurants Association, (2001).
- (with Charles J. Farrugia) Educational Management and Planning in Small States: Concepts and Experiences, London, Commonwealth Secretariat, 2002. ISBN: 0-85092-729-3
- (with Mark Bray) 'Human Resource Strategies for Small States', special issue of International Journal of Educational Development, Vol. 21, No.3, 2001.
- 'Jurisdictional Self-reliance for Small Island Territories: Considering the Partition of Cyprus', The Round Table, No. 365, 2002, pp. 349-360.
- 'A Taste of Small Island Success: A Case from Prince Edward Island', Journal of Small Business Management, Vol. 40. No. 3, 2002, pp. 254-259.
- 'Human Resource Management Strategies for Small Territories: An Alternative Proposition' in International Journal of Educational Development, Vol. 21, No.3, 2001, pp. 205-215.
- "But what exactly does the Directive say?": The role of EU *acquis* experts in Industrial Relations, European Journal of Industrial Relations, Vol. 7, No. 2, 2001, pp. 137-152.
- 'European Labour Law: Some Reflections on a Cultural Collision', The Employer (Journal of the Malta Employers' Association), January 2001, pp.27-32.
- Il-Qasam tal-Kura u z-Zamma tat-Tfal f'Pajjizna, Child Care Task Force Report, 2001.
- Worker Representation in the EU Candidate Countries: Malta Country Report, prepared for the European Trade Union Confederation, Brussels, 2002.
- Malta's Labour Law Profile, a report prepared for the International Labour Organisation, Geneva, 2002.
- A series of regular scholarly articles contributed to local newspapers.

### **Frances Camilleri Cassar:**

- Malta Report on the United Nations Convention for the Elimination of all Forms of Discrimination against Women (CEDAW), Malta, Ministry for Social Policy, 2001.
- A Day in her Life: Insights into the Social and Economic Contribution of Maltese Women, Malta, Workers' Participation Development Centre, University of Malta, for the Commission for the Advancement of Women, 2001.
- 'Assessing Malta's Equal Opportunities', The Sunday Times, 21st January 2001.
- 'The Child Care Task Force Report in a Nutshell', The Sunday Times, 10th February 2002.
- 'Segregation and Inclusion just Don't Mix', The Sunday Times, 17th June 2002.

### **Saviour Rizzo:**

- (with E.L. Zammit) 'The Perception of Trade Unions by their Members: A Survey of Trade Unions in Malta', Employee Relations, Vol. 24, No. 1, 2002, pp. 53-69.
- 'Globalisation and the State', The Malta Independent, 17th August 2001.
- 'Continuous Vocational Training', The Times, 10th November 2001.
- Individualism: A Threat or Challenge to Trade Unions?', The Times, 1st May 2002.
- 'Role of Civil Society in Malta', The Sunday Times, 31st March 2002.
- 'Social Dialogue and the Development of Economic Consensus', The Times, 20th November 2002.

### **Edward L. Zammit:**

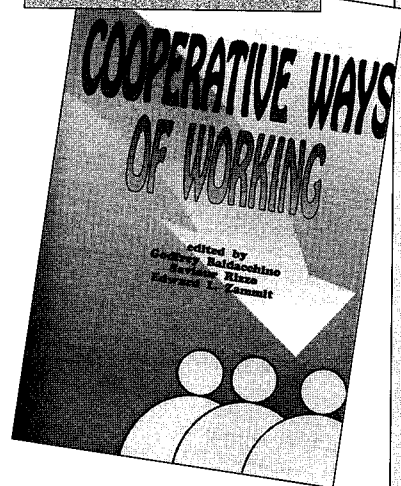
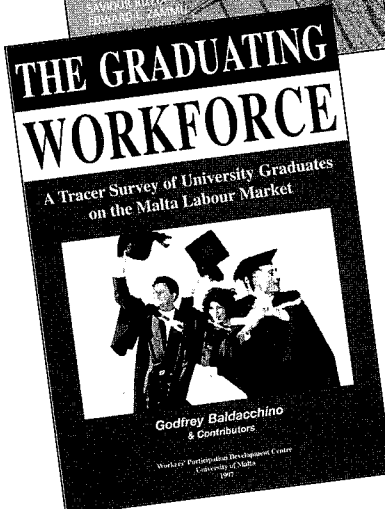
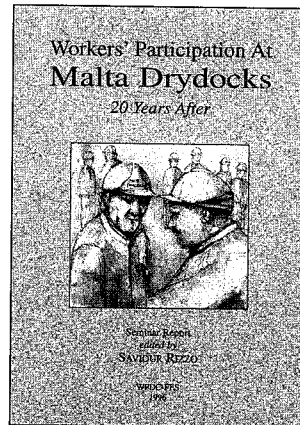
- 'Vocational Guidance and the Labour Market in Malta' in Trends in Counselling and Vocational Guidance on the Eve of the 21st Century, Athens, EKEP, 2001, pp. 95-102.
- Industrial Relations in Malta, a report presented to the European Trade Union Institute (ETUI), Brussels, 2001.
- 'Malta's EU Membership: Its Effects on Working People', in Einbahnstrasse EU-Erweiterung? Unsere Nachbarn melden sich zu Wort, Dusseldorf, Schuren/Hans Böckler Foundation, 2001.
- 'Efficiency versus Democracy in the Workplace: A Postscript on Self-Management at Malta Drydocks' in R. Markey et al., eds., Models of



Employee Participation in a Changing Global Environment, Aldershot UK, Ashgate, 2001, pp. 161-175.

- (with S. Rizzo) 'The Perception of Trade Unions by their Members: A Survey of Trade Unions in Malta', *Employee Relations*, Vol. 24, No. 1, 2002, pp. 53-69.
- 'The E.M.U. and Social Dialogue in Malta' in T. Kaupinnen & C. Welz, eds., *Social Dialogue and EMU in Candidate Countries*, Dublin, European Foundation for the Improvement of Living & Working Conditions, 2002, pp. 1-11.

## WPDC Publications



*The Centre is probably best known for the series of attractive, two-year, part-time educational programmes that lead to a diploma in applied social studies. The WPDC has been the first to provide adult-oriented courses at the University of Malta leading their participants to awards that have traditionally been targeted at younger students.*

## Our Diploma Programmes

Modelled on the successful Ruskin College diploma programmes which have been running at the University of Oxford, U.K., for many decades, the WPDC has developed a four-semester course template which allows participants to combine study with other commitments. Currently, the WPDC has four courses operating under the broad structure of this template. These are diplomas leading to awards in Industrial Relations (formerly Labour Studies) - since 1983; Gender and Development (formerly Women & Development) since 1995; and Occupational Health and Safety since 1997. The latest, fourth diploma, in Occupational Guidance & Career Counselling, started in February 2003. These diplomas benefit from the support of Government and other institutions which act as co-sponsors or support the release of their staff for these educational programmes.

Each successful participant is expected to complete a minimum number of credit courses, submit a long essay and pass final examinations in order to qualify for the diploma award. These targets must be achieved within a maximum of eight (8) semesters - or four (4) years - from the commencement of the programme.

Given the limited resource base at the WPDC, there is usually only one of each diploma intake running at any particular time. Fresh intakes to Diploma Courses thus tend to occur at 2-year intervals.

An outline of the Objectives of these Diploma Streams; the Regulations governing their administration; Course Structure; and details concerning the specific credits offered in part fulfilment of each course are available in the course prospectus. Further details or clarifications may be obtained by:

- Visiting the WPDC web-pages at the University of Malta website - <http://home.um.edu.mt/wpdc>
- Contacting the specific diploma course co-ordinator (see below):
- Contacting the Centre's Office on:
 

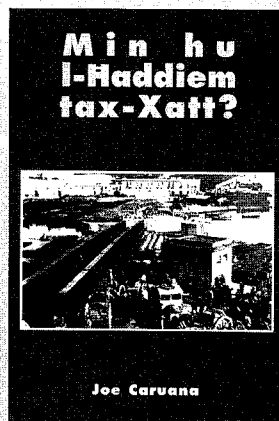
Telephone	(356) - 23402727
Fax:	(356) - 21340251
E-mail:	wpdc@um.edu.mt

## 4.1: Diploma in Industrial Relations

**Course Coordinator: Mr Saviour Rizzo** [saviour.rizzo@um.edu.mt](mailto:saviour.rizzo@um.edu.mt)

### **Course Objectives:**

- To impart knowledge, skills and awareness about those factors which influence employment relations and conditions of work;
- To facilitate the effective participation of workers in decisions which invariably affect their lives;
- To facilitate co-operative labour-management relations based on mutual recognition and understanding.



### **Client Base:**

Actual and prospective worker leaders and trade union activists, personnel managers, middle-level administrators, labour officers. Institutional beneficiaries have included the General Workers' Union, the Unjon Haddiema Maghqudin and the Department of Industrial & Employment Relations.

### **Past Students:**

These include Joseph Caruana, port worker, union activist and author of a published study of the history and management of the port workers' scheme in Malta.

**Study-Units Include:**

Sociology of Work; Psychology of Communication; Political Science; Labour Economics; Industrial Relations; Public Speaking & Communication; Occupational Psychology; Industrial & Labour Law; Current Issues in Labour Relations; Gender Issues at Work; Research Methods & Design; Human Resource Development; Official Statistics & the Labour Market; Workplace Representation & Negotiation; The Practice of Worker Participation.

**4.2: Diploma in Gender & Development**

**Course Coordinator: Ms Frances Camilleri Cassar:**

**frances.camilleri-cassar@um.edu.mt**

**Course Objectives:**

- To sensitise participants into the importance of gender as a transversal theme in appreciating social, cultural, economic and political behaviour;
- To facilitate the effective participation of men and women in decisions which invariably affect their lives;
- To empower men and women to request, develop and maintain gender friendly and gender-sensitive policies in the home, at work and in society.

**Client Base:**

Civil servants, women in non-paid work and voluntary sector; men and women wishing to develop sensitivity to the influence of gender at work and in society. Beneficiaries have included most of the Gender Focal Points in the Public Service.

**Past Students:**

Past Students include Elizabeth Ebejer, home worker, who published her study of the biography of former President of the Republic of Malta, Ms Agatha Barbara.

**Study Units Include:**

Political Science & Gender; Sociology of Gender; Economics & Gender; Psychology of Gender; Gender, Law & Social Policy; Gender & Literature; Gender & Health Issues; Gender, Public Speaking & Assertiveness; Sociology of the Family; Gender in the Media; Gender, Education & Training; Research Methods & Design; Gender, Work & Economy; Gender & Crime; Gender Issues in Psychology; Gender Perspectives on Art History.

**4.3: Diploma in Occupational Health & Safety**

**Course Coordinator: Mr Silvio A. Farrugia: [silfar@maltanet.net](mailto:silfar@maltanet.net)**

**Course Objectives:**

- To introduce the concepts and skills involved in the promotion and effective pursuit of health and safety at work;
- To develop the basic investigative and analytic competences necessary so that workplace hazards can be recognised, evaluated and minimised;
- To inculcate the principle of risk reduction of workplace hazards and practices;
- To identify and appreciate the psycho-social features of workers and working environments which have a bearing on the nature and incidence of occupational hazards and diseases.

**Client Base:**

Occupational health and safety (OHS) officers, safety managers, human resource personnel, supervisors, health and safety representatives, worker representatives and other H&S practitioners.

**Past Students:**

Past students include Joseph C. Agius, Health, Safety & Welfare Officer at Maltacom, who authored a customised occupational health and safety manual in the Maltese language for external staff at Maltacom.

**Study Units Include:**

Research Methods in OHS; Legal Framework to OHS; People, Work,

Industrial Relations & OHS; Occupational Psychology, Worker Behaviour & OHS; Problem Solving & Decision Making for OHS; Elements of Toxicology; Occupational Health; Elements of Effective Health Promotion; Environmental Health Management; Principles of Occupational Hygiene; Occupational Safety Principles; Management of First Aid at Work; Ergonomics; Techniques of Fire Prevention; Current Issues in OHS; Monitoring, Review & Audit Systems; Developing Safety Supervisory Skills; Implementing Risk Control Measures; Hazard Recognition & Evaluation; Worksite Inspection & Gathering Evidence.

#### **4.4: Diploma in Occupational Guidance & Career Counselling**

**Course Coordinator: Mr Vince Cassar: [vincent.cassar@um.edu.mt](mailto:vincent.cassar@um.edu.mt)**

***Course Objectives:***

- To enhance knowledge and awareness of the theoretical field of occupational guidance and career guidance;
- To strengthen the ability to source and analyse relevant and specific trends in labour market demand and supply;
- To generate a sensitivity to the phenomenon and dynamics of under-employment in the context of marginalization and social exclusion;
- To enable the acquisition of vital skills and competences required for working with clients (e.g. registered unemployed, those on Part III of the Register, young or mature students, human resources managers and potential employers).

***Client Base:***

Placement officers; guidance teachers; employment agency staff; occupational counsellors; training providers.

***Study Units Include:***

Labour Market Trends; Sociology of Work & Work Ethics; Principles of Labour Law; Theories & Principles of Career Counselling; Sourcing, using & analysing Labour Market Data; Counselling Skills; Placement Skills; Work, Unemployment & Social Inclusion; Work Design & Job Classification; Professional Profiling, Personality Audit & Vocational Guidance Practice; Principles of Management & Employer Needs; Gender Issues at Work; Career Information & IT Applications; Sensitivity Training; Evaluation of Employment Schemes; Research Methods / Survey Techniques.

# Financial Statements

## Financial Statement (1)

### WPDC Income & Expenditure Account for the Calendar Year 2001<sup>1</sup>

#### A Income

(i) University allocation	Lm28,890 <sup>2</sup>
(ii) Internal Sources	Lm10,447 <sup>3</sup>
(iii) External Sponsorships	Lm5,240 <sup>4</sup>
<b>Total</b>	<b>Lm44,577</b>

#### B. Expenditure

(iv) Salaries of Staff	Lm27,340 <sup>5</sup>
(v) General Expenses	Lm9,479 <sup>6</sup>
(vi) External Sponsorships	Lm5,240 <sup>7</sup>
<b>Total</b>	<b>Lm42,059</b>

<sup>1</sup> Statement excludes income and expenditure financed out of the University's Academic Work Resource Fund (AWRF).

<sup>2</sup> Actual Salaries paid by University and Actual General Expenses (Vote 52.000.01).

<sup>3</sup> Includes income from the organisation of research and educational activities, plus interest on reserve funds.

<sup>4</sup> Amount paid mainly directly by the Friedrich Ebert Foundation (FES) as the external sponsor of various educational activities.

<sup>5</sup> Actual Salaries paid by University (Vote 52.000.01) and Salaries paid from Reserve Fund (including research fellow sponsored by FES and also part salary of part-time Research Assistant).

<sup>6</sup> Office Equipment (1,034); Computing Services (25); Memberships (25); Books (214); Subscriptions and Periodicals (971); Hospitality (74); Transport (19); Repairs and Maintenance (23); Communications (392); Office Supplies (869); Postage (175); Extramural Activities (429); Conferences & Exhibitions (15); Printing (262); Local Activities (2,746); International Travel (2,180).

<sup>7</sup> Corresponds to item A(iii) above.

**Financial Statement (2)****WPDC Income & Expenditure Account for the Calendar Year 2002<sup>1</sup>****A. Income**

(i) University Allocation	Lm39,230 <sup>2</sup>
(ii) Internal Sources	Lm8,306 <sup>3</sup>
(iii) External Sponsorships	Lm9,523 <sup>4</sup>
<b>Total</b>	<b>Lm57,059</b>

**B Expenditure**

(iv) Salaries of Staff	Lm37,509 <sup>5</sup>
(v) General Expenses	Lm6,120 <sup>6</sup>
(vi) External Sponsorships	Lm9,523 <sup>7</sup>
<b>Total</b>	<b>Lm53,152</b>

- <sup>1</sup> Statement excludes income and expenditure financed out of the University's Academic Work Resource Fund (AWRF).
- <sup>2</sup> Actual Salaries paid by University and Actual General Expenses (Vote 52.000.01).
- <sup>3</sup> Includes income from the organisation of research and educational activities, plus interest on reserve funds.
- <sup>4</sup> Amount paid mainly by the Friedrich Ebert Foundation (FES) as the external sponsor of various educational activities.
- <sup>5</sup> Actual Salaries paid by University (Vote 52.000.01) and Salaries paid from Reserve Fund (including part salary of part-time Research Assistant and salaries of part-time junior research fellows).
- <sup>6</sup> Office Equipment (775); Memberships (124); Books (94); Subscriptions and Periodicals (334); Hospitality (13); Transport (6); Repairs and Maintenance (46); Communications (400); Office Supplies (380); Postage (260); Advertising (627); Extramural Activities (325); Conferences & Exhibitions (30); Local Activities (2,637); International Travel (69).
- <sup>7</sup> Corresponds to item A(iii) above.





# Mission Statement

The aims of the WPDC are:

*To organise educational activities which support the development of participation at the workplace and society at large.*

*To undertake research on labour relations and particularly on issues concerning participatory developments locally and abroad.*

*To provide consultancy and other services in connection with participatory issues.*

*To compile and disseminate select information through the issuing of books, journals, articles and other publications as well as through the media of mass communication.*