



**University  
of Malta**

**Centre for Labour Studies**

# **Biennial Report**

## **2005 - 2006**

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The ideas expressed in this report represent the views of their respective authors and do not necessarily reflect the views of the Centre and/or of its Board.

*In 2006 the Centre for Labour Studies (CLS) celebrated its 25<sup>th</sup> anniversary. It was established as Workers' Participation Development Centre (WPDC) in 1981 at the University of Malta. At that time Malta was experimenting with worker democracy as a key platform for harmonious industrial relations in a sensitive period immediately after achieving political independence from Britain in 1964.*

## Centre for Labour Studies: 25 years old

The Centre was set up to act as an independent think-tank, commenting critically on developments, while providing a clearing house for training, education research and consultancy in this area. The name was changed to CLS in 2005, also as a reflection of the marginalization of worker self-management and participation in economic policy: it is now restricted to a few worker-directors and to the cooperative movement.

Throughout the years, the staff members of the WPDC/CLS have found themselves very closely involved in critiquing and supporting developments in economic and labour policy. In Malta, maybe because of its small size in terms of area and population, its intellectual elite usually finds itself sharing its time between academic and policy matters. Throughout the years, the WPDC/CLS has pioneered worker education programmes (leading to diplomas recognized and conferred by the University) training programmes, seminars and various initiatives relating to developments in gender studies, occupational health and safety, occupational guidance and career counselling, cooperative promotion and human resource development. At present the Centre acts as Malta's monitoring agency on industrial relations issues for EU institutions.



*Professor Edward Zammit, chairperson and founder of the Centre, during his address on the occasion of the celebration of the 25<sup>th</sup> anniversary of the Centre. On his right is Professor Godfrey Baldacchino, the Director of the Centre.*

The CLS operates as an independent structure within the University of Malta, but is closely associated with the Faculty of Economics, Management and Accountancy. Its staff responds to an Advisory Board, with practically equal representation from academic and non-academic sources. Close ties with the main trade union organizations, the state department of labour and the employer associations are key to having some effective influence in the field of labour policy.

*Following EU accession in 2004, Malta had to harmonise its standards and practices with those of the EU. Developments in the Maltese Industrial Relations scenario of 2005 and 2006, the years under review in this report, have to be viewed within the context of the policy options which Malta decided, or was forced to adopt, in this harmonisation process.*

## **A Changing Social and Economic Landscape: A Review of 2005 and 2006**

### **Tightened Monetary Policy**

Prior to EU accession amendments to labour law were made to bring Maltese legislation in conformity with the *acquis communautaire*. The Lisbon Agenda aiming at enhancing employability and increasing the activity rate of people in the labour market was also at the centre of government's labour market strategy. However, the main policy option adopted by the Maltese Government to move Malta towards a higher level of integration with EU was the entry of Malta into the Exchange Rate Mechanism (ERM), on 2<sup>nd</sup> May 2005, just one year after EU accession. This was later followed by government's decision to join the European Monetary Union (EMU) by targeting to adopt the euro as Malta's legal currency in January 2008. These decisions, albeit being the cause of controversies by economic and social analysts, provided a new impetus to the Maltese economy to be in line with the European model as defined in the Maastricht Treaty. The achievement of the convergence with the Maastricht criteria, listed as prerequisites for EMU membership, became the top priority of government's monetary policy.

The changes induced by this EMU framework could not avoid having an impact on industrial relations. EMU membership entails a strict commitment to maintain a non-inflationary economy. In its vigorous pursuit of this deflationary policy aimed at reaching the EMU Stability Growth Pact by 2007, the government was forced to curtail its former spending policy. Part and parcel of the new policy entailed a reduced recruitment level

in the public sector<sup>1</sup>, conducting a restructuring exercise in state owned and financed enterprises and privatising some of the public utilities such as telecommunications. In its wages policy the state also attempted to introduce some austerity measures by calling for a moderation of wage increases. The Central Bank of Malta reports that in 2005 the rate of wage inflation, compared to that of 2004, registered a reduction of 0.8%.<sup>2</sup>

### New Social Compromise

As this tightened monetary policy reduced drastically the room of manoeuvre for adjustments mechanism by the state, the trade unions felt that wage policy was being determined by forces alien to labour. As workers could no longer be assured of ever increasing their economic gains in collective bargaining, the maintenance of the purchasing power of the workers' pay packet became the main preoccupation of the trade unions. Thus the post-EU membership scenario of industrial relations in Malta gave rise to a new form of social compromise.

What made this compromise new was that in collective bargaining, trade unions were constrained to be more concessionary and flexible so as not to be accused of hindering the promotion of the competitiveness of a micro state in a stage of transition. As representatives of the workers, they had to be part of the solution in fending off the ominous threats to the competitiveness of Maltese industry. These pressures were particularly felt in the manufacturing sector, which has always been one of the strongholds of trade unions.

This does not mean however that the trade unions throughout these two years have been in a totally acquiescent mood. They exhibited resolute firmness in their rejection of claims made by employers for less rigidity in the labour market that might translate into a revision of protective measures in labour legislation. In this debate about the rigidities of the labour market, flexicurity has become a key word. Employers argue that in order to put into practice the principles of flexicurity, some relaxation of the employment contract, as promulgated in labour legislation, may be necessary. This type of discourse may make trade unions wary of this concept as they fear that its implementation may make it easier for employers to sack workers or eliminate benefits. By the same token employers fear that flexicurity may be equated with more rights for workers and increasing burdens on employers. Rather than providing

1 Over a period of one year the number of public sector employees decreased by 2,188 (4.8%) from, 45,221 (July 2005) to 43,033 (July 2006). Central Bank of Malta Quarterly Review 2006:4 page 26)

2 Central Bank of Malta 'Annual Report 2005': p.39

an opportunity for the social partners to find common ground, the issue of flexicurity seems to reinforce the 'us' and 'them' dichotomy between representatives of capital and labour.

Another issue which was a source of bickering among social partners throughout these two years was the curtailment of public holidays. This meant an average of an annual decrease of four days vacation leave for workers. In the budget speech of 2005, the government announced that no vacation leave in lieu would be given for public holidays falling on weekends. Despite trade union resistance to amendments to this effect in the Employment and Industrial Relations Act (EIRA), government amended the National Holidays Act. By this amendment, public holidays falling on a weekend were no longer to be added to the leave entitlement of employees. Government declared that this measure was necessary in order to give a boost to industry by adding an average of four productive working days every year.

On the other hand the General Workers' Union (GWU) claimed that this amendment bypassed the collective agreement process, and presented its case to the ILO. In its ruling, the ILO stated that the Act under which the amendment was made is not in conformity with the spirit of the conventions (Number 87 and 88) that promote and protect the principle of negotiation and collective agreements. The government, backed by the employer associations, is insisting that it will retain the amendment for the sake of higher productivity. On its part, the GWU is contending that clauses in collective agreements could not be overruled by a legal amendment, which according to the ruling of the ILO is an infringement of the right of freedom of association and collective bargaining. The impasse over this issue was still not resolved by the end of 2006.

It might be argued that the social dialogue mechanism, based on the exchange of views, did not contribute either to facilitate successful negotiation processes or to encourage consensual or positive sum interactions among the social partners. In other words, in the so called new social compromise, the fundamental differences have not been dissolved and a spirit of mistrust has continued to prevail over consensus.

### **The Lessons to be Learnt**

The lessons to be learnt from the experiences and events of 2005 and 2006 are twofold: (a) A new perspective of social dialogue is needed to complement the spirit on the new social compromise and (b) Malta needs to adopt a more European outlook in its industrial relations system.

**(a) A New Perspective to Social Dialogue**

The underlying basis of social dialogue is an acknowledgment by trade unions and employers of the existence of a fundamental reciprocity that could lead them to find common ground. Through their labour, workers have to create added value. In return these workers expect that the wealth generated by this added value would provide them with an adequate system of social protection and a level of affluence to enable them to cope with the ever increasing demands of a consumer society. To address these diverse but at the same time complementary needs, social dialogue has to engage in a continuous joint exercise by the trade unions and employers to monitor economic growth and social progress. Such an exercise can be conducive to building trust relations between the Maltese social partners, something which does not seem to be manifest in the contemporary Maltese industrial relations system. High trust relations cannot be generated by appeals shrouded in rhetoric but by building an infrastructure that can serve as a solid base to an effective social dialogue.

Good examples of such an infrastructure are the Dutch and Irish systems of social dialogue. The academic staff of the Centre, together with members representing the social partners, were able to acquaint themselves with these two systems during study visits, organised by the Centre, with the kind support of Friedrich Ebert Stiftung (FES), to these two countries. The institutional framework of social dialogue in each of these two countries embraces a number of advisory and consultative bodies to supplement the work of the tripartite national body of social dialogue. In the Dutch system, government's representatives on the Social and Economic Council (SER), similar in its functions to the Malta Council for Economic and Social Development (MCESD), are not civil servants but persons specialising in the fields of economics, law, finance and sociology. The presence of professional experts on a multi-disciplinary structure enhances its profile and at the same time reinforces its legitimacy.

**(b) A More European Outlook**

Even before EU accession, Malta had transposed most of the EU Labour Directives. The recent transposition in Maltese law of Directive 2002/14 EC (via Legal Notice 10 of 2006) establishes a general framework on Information and Consultation. This legislation gives employees the right to be informed and consulted about developments in a firm's activities, employment and substantial changes in work organisation or in contractual relations. What is really striking about this transposition and other EU labour directives is that, so far, they have failed to generate any national debate.

The reason may be that the Maltese trade unions do not tend to show the same level of concern about the procedural issues of industrial relations as they do about the substantive ones. One such example is the national concern about restriction of working time. Maltese trade unions, being work-based in structure and traditionally more dedicated to collective bargaining, are wary of institutionalised forms of workplace representation. They are still attached to the role of the shop stewards as their workplace representative. In the institutionalisation of workplace representation through EU Directives, they see the possibility of a limitation of their autonomy and interference in the bargaining role.

This perspective, possibly being part of the legacy of the British system of industrial relations upon which Maltese industrial system is based, is more geared to solve conflict than to build consensus. Industrial Relations systems are already under immense pressure as a result of the pace and tempo of globalisation and this is likely to increase with new production technologies and associated patterns of rationalisation. The European model of industrial relations seems to be better geared than the British one when it comes to coping with the exigencies of the new developments. A shift towards this former model would make the Maltese more European in outlook as well as in spirit. The transposition of EU directives into Maltese law has not so far brought about this shift: the harmonisation towards Europe seems to be more a matter of form rather than substance.

## Conclusion

In response to the demands of competitiveness, which entailed rigorous fiscal and monetary measures, a change occurred in national collective bargaining. Trade unions were asked to make more and more concessions. However this concessionary bargaining took place within the same old structure, which consists of a ceiling in the form of workers social rights and a floor ensuring minimum standards. In between these two top and bottom levels, the social partners had enough room to manoeuvre to find a *modus vivendi*. The compromise suggests pragmatism and realism.

One recent change at the national level of social dialogue is the introduction of the pre-budget discussion meetings among the social partners with the Minister of Finance. These enabled the social dialogue mechanism to exert influence at a prior stage and hence enlarge the range of options available. Nevertheless, overall, the negotiations at this level do not engender the required high trust relations among the social partners. Specific measures need to be taken in order to facilitate such high trust dynamics. Providing an appropriate support structure to social dialogue and changing the composition of the MCESD can go a long way towards achieving this objective. The new social compromise has so far not spurred the actors to change the tools of their trade.

*Saviour Rizzo*

*Up to a few years ago, trade unions in Malta appeared to be immune to the crises which were afflicting many of their colleagues in other countries. Their influence and social standing remained strong and their actions effective whereas other unions were constantly losing ground. Union membership levels in Malta continued to increase whereas elsewhere they underwent a dramatic decrease.*

## The Current State of Malta's Trade Unions

In many countries, following Britain's lead, laws were enacted and policies were adopted which restricted trade union action. The ultimate aim was both to restrain the militant sections within the unions and to reassert the managerial prerogatives within industry and the economy at large. To date, no 'anti-union legislation' has been enacted in Malta, despite the fact that in some political quarters no secret is made of a desire to do so. And although some local union leaders are prone to raise the alarm, both locally and abroad, at any perceived restrictive policy, recent governments have been generally keen to defuse any emerging industrial conflict.

Nevertheless, some cracks in the edifices of Malta's unions are becoming clearly visible. The recent spate of resignations and dismissals from the leadership of the General Workers' Union and the negative media publicity which surrounded the event has shaken the foundations of Malta's largest union. There are also problems within the other main trade union organization in Malta. It seems that, in contrast with their predecessors, the present generation of union leaders affiliated within the Confederation of Malta's Trade Unions are so absorbed with their sectional issues that they have little time left for harmonising their activities and on the pursuit of collective goals. The setting up of independent, sectional and house unions and particularly, the doubts about the published membership figures, all seem to confirm that view.

There are also indications that the social standing of trade unions among the people in general is quite low. Their failure, two years ago, to reach an

agreement with the other social partners on a *national social pact* aimed at economic recovery is still fresh in the people's memories. Not that by itself this would have had any significant impact on Malta's economy. The symbolic value of such a wide-ranging agreement, however, would have been to synergise other efforts and create a general atmosphere of cooperation in the pursuit of common goals. Malta remains one of a small number of European countries where such an agreement is elusive.

The impact of re-structuring, privatization, downsizing and the shift from manufacturing to the services industry is being reflected in a decline of union membership. The emerging areas of economic growth, notably in information technology and the services sectors, are traditionally hostile to unionism. The table below shows that whereas trade union membership had been constantly increasing up to the year 2002, there has been a gradual but steady decrease in the last few years.

**Table 1: Malta's Trade Union Membership 1996-2005**

<b>Year</b>	<b>Labour Force</b>	<b>Employment (%)</b>	<b>Unemployment (%)</b>	<b>Membership</b>	<b>Density (%)</b>
1996	133,195	95.0	5.0	79,136	59.4
1999	134,302	94.2	5.8	84,033	62.6
2002	136,863	94.8	5.2	86,225	63.0
2005	138,041	94.8	5.2	85,679	62.4

(Source: Annual Reports of the Registrar of Trade Unions - December 2005)

It is probably true that the actual membership figures are lower than those officially reported. Furthermore, the above figures include the number of the pensioners' sections which amounts to 3.9% of the GWU and 2% CMTU membership. Consequently if one excludes the pensioners' sections which were established in the larger unions during the last few years, the decline would be even more evident. There is also an unknown rate of dual membership. However, one can easily draw the wrong conclusion about the significance of these figures. The real power of a union does not merely lie in its 'paid-up' membership figure. Nobody doubts, for instance, the strength and influence of the French trade union movement – despite the known fact that the total union membership only amounts to seven or eight percent of the total workforce. Yet, when the French unions occasionally flex their muscles, the whole country may be brought to a standstill. And the same, no doubt, applies to Malta. With a density of more than 62%

of all the gainfully occupied, the membership level of Malta's unions is among the highest in Europe. Realistically, the level of trade union density should exclude the self employed, members of the police and the armed forces, employers and other categories who cannot, for various reasons, become members.

Still there is certainly no room for complacency. There can be no doubt that the Maltese unions, like their colleagues elsewhere, are facing an uncertain future. No matter how vital they might have been in the past, their survival in the emerging post-industrial society cannot be guaranteed. It all depends on their ability to identify the social and economic changes taking place in the world around them, to adapt themselves to the new situations, and to confront the new challenges without betraying their basic mission.

Union leaders are always eager to know what their members expect from them and to meet their demands. Clearly, no union can afford to detach itself from its own grass roots. But the members' expectations may be unrealistic and may even jeopardize their own employment. Union leaders know that the members' interests are best served when their jobs are secure. They are well aware of the realities of today's global economy where the supply of labour far exceeds the demand. And they also know that their members' interests may be better served through social dialogue rather than conflict. What course do they steer amid these seemingly irreconcilable differences?

In this situation trade union leaders often adopt an ambivalent attitude. On the one hand they express strong, aggressive language especially when addressing members in a rally or through their own papers, but appear very reasonable and moderate on television, when confronting a wider, national audience. And despite their militant rhetoric, they only resort to limited industrial actions and usually end up settling for a sensible, compromise solution. In fact, when the total incidence of strikes in Malta, including those in the public sector, are compared with those of other EU states, Malta's figures, over the years, are consistently below the European average. The ambivalent roles displayed by union leaders may be attributed to the fact that, like politicians in a democracy, they have to maintain a difficult balance between their 'leadership' and 'representative' roles.

Among all the various challenges faced by trade unions and workers today, arguably the most urgent one is that of workers' education and vocational training. It is only through a constant development of their competences that workers can become assured of *employability* throughout their careers in a world where lifelong job tenure is becoming an increasingly elusive

goal. Education enables workers to become more actively involved in discussions affecting their workplace. Education enlightens workers about the real state of their country's economy and the competitiveness of their enterprises so that they may avoid pressurizing their union leaders to pursue unrealistic and unattainable goals. Above all, education helps the workers to appreciate the real values of life so they may resist exploitation through the glitter of today's individualistic, consumer society often resulting in personal, social and environmental degradation.

*Edward L. Zammit*

# All in the same boat: *Undocumented Migrants and the Maltese Labour Market*

In January 2007, International Living Magazine pronounced the Maltese Islands as the country with “the best climate in the world”. The article lists Malta’s attractive gems: Fair weather, averaging 5.2 hours of sunshine a day, even in December. Mild winter temperatures. An early spring. Frost and snow are mostly unknown. There is winter rainfall, but it tends to come in heavy bursts for short periods. A few sandy beaches. A round of colourful village festivals complete with fireworks in summer. Excellent diving and sailing. You can play golf, go horseback riding, and attend trotting races. The second-oldest theatre in Europe is the Manoel Theatre, in the capital of Malta, Valletta. In the cooler months, October through May, you can see opera, theatre, music, and ballet there. And all on 316 square kilometres.

Of course, many Maltese would take the above for granted or even grumble about them, as we habitually do. Yet, many Maltese would also understand that the above attractions are crucial assets for our tourism industry, and strong “pull factors” to would be expatriates or returning Maltese who would seek to relocate for retirement purposes. In spite of a permanent derogation granted by the European Union, limiting the purchase of property in Malta by non-permanent foreigners, the cost of housing has simply gone through the roof.

*International Living Magazine* goes on to add: “Don’t be embarrassed if you can’t pinpoint Malta on a map. It’s not on everyone’s radar.” And perhaps reassuringly so. Malta’s minuscule size and its already bloated population density are hard pressed to handle the demands of its 400,000-plus souls, along with an exacting 1.2 million visitors annually who spend an average of 9 days each on the island. Social Geographer David Lowenthal refers to “the miracle of Malta”: every day, what is practically a desert supports this phenomenal morass of humanity, and seems to be doing so to their general satisfaction.

A clear measure of this ‘satisfaction’ is population counts. People vote with their feet. Whereas Malta has traditionally been a country that sent emigrants looking for work, fame and fortune elsewhere, - which Maltese family does not have any relatives who have migrated to the USA, Canada,

Australia or the United Kingdom during the 20th century? - the dynamics have been dramatically reversed as from the mid-1970s. The historical "safety valve" of out-migration, as referred to by Economist Lino Delia, was no longer in place. Malta now receives more immigrants than it sends off. Moreover, a newly stylish trend appears to be one of a strategic, often seasonal or time-specific circulation of brain and brawn from Malta to Europe, for work, adventure or education - where the out-migrants do not rupture links with the home country, but visit it regularly, and where they maintain a base and an ongoing interest.

Add to this, the phenomenon of "undocumented migration". As if the current demographic strain is not enough, Malta finds itself - deliberately or, more likely, just serendipitously - as the land-fall of boatloads of undocumented migrants escaping oppression, poverty and discrimination and/or heading for the bright lights of Europe.

During 2005, a total of 1,800 immigrants reached Malta illegally. In 2006, another 1,780 illegal immigrants arrived in Malta. The situation has very soon reached crisis proportions, and today browsing for news about Malta on the international media or via internet search engines, the in-migration issue come up over and over again: other than "the best place to live", it may have become synonymous with the islands in the eyes of the outside world.

The situation is delicate (and perhaps even exciting) because it has the potential to destabilize the political atmosphere which has dominated Malta over the last few decades. Although originating in clearly identifiable and distinct social classes, our two main political parties have become increasingly shorn of ideological principles or divides with time. As catch-all parties operating in an open economy, they have limited room for manoeuvre: they are obliged to woo the centre ground of politics and promote liberal economic strategies that are attractive to foreign investment, while respecting Malta's ambivalent corporate culture: strongly unionised in the public sector; strongly familial and non-unionised in the construction industry and in all small and medium sized firms. (The political parties will have even *less* room for manoeuvre once the euro is adopted in January 2008, and they know it.) How would undocumented migrants threaten this balance? And with what effects?

The Centre for Labour Studies has an obvious interest in monitoring the impact of such in-migration on the labour market and labour relations generally. Part of the impact is predictable, and speaks to Malta's relative

attraction as a “developed” economy. Irrespective of whether the transit to Malta was planned or haphazard, immigrants who land in Malta would quickly find out that the going rates of pay in the Maltese labour market are much more generous than anywhere in North Africa or the Middle East. (The industrial minimum wage in Tunisia, our closest African [and non-EU] neighbour, is less than US\$200 a month; in Malta, it’s about US\$ 200 a week.) Even where wages are not always determined rigorously and scrupulously in terms of legal principles - as is common practice in the quarrying and construction industries (for men) as well as the cleansing and food preparation industries (for women) - take-home pay is typically very acceptable to non-Maltese arriving from North Africa or the Middle East. In turn, these individuals can prove to be attractive to employers who wish to maintain very lax ‘hire and fire’ practices (easily maintained with the real threat of being reported to the police and eventually evicted) while paying lower wages and securing high levels of productivity in jobs that, frankly, many Maltese of working age, able to register for unemployment benefit, no longer find attractive. Regretfully, such clandestine employees often only become visible to the public eye when they become victims of occupational accidents. In the 12-month period ending September 2006 however, we do know that 3,006 work permits were granted to non-Maltese hailing from developing countries<sup>1</sup>.

The impact of undocumented migrant labour on small and medium sized enterprises in Malta is generally hard to discern. These enterprises are typically run by extended families and it is difficult for non-relatives - even for other Maltese - to ‘break in’, except because of a perceived, often desperate, need for specialist skills. A more common resort is to subcontract specific, often menial, tasks to such immigrants, who would then be paid on a piece-rate basis (in Maltese, *bl-imqieta*).

One worrisome effect of this “reserve army” of labour encroaching on the Maltese labour market is its presumed impact on the depression of wages. While this may be the case in those sectors of the economy that have embraced this cheaper “labour supply”, there does not appear to be any major impact on the economy generally. Subcontracting and piece-rates are standard practices in many economic sub-sectors anyway (with or without immigrants). These practices are a common evasive response to a labour code and welfare regime that, for instance, assigns benefits

1 Dr Louis Galea, Minister for Education Youth and Employment, speaking in Parliament during the debate on 2006-7 budget estimates of the Employment and Training Corporation, 14th November 2006.

to 'core' workers which are partly paid for by employers (as is 50% of the social security contributions of employees).

More likely is some tangible shift on the political front. In other countries, notably the Netherlands, Denmark and Australia, anti-immigrant parties or policies have made strong inroads into traditional politics, destabilizing the grand consensus that spanned left-wing and right-wing political parties in Europe which characterised much of the post-war period. In Malta, the Labour Party and the Nationalist Party in particular are so very strongly entrenched at a local level (all the more so since local councils were introduced) that they may be justified in believing that no such wave of immigrant driven politics - whether in favour or against - is likely to affect them and their power bases. But their snug non-response has already been somewhat jaded by a nascent anti-immigrant factionalism. Someone like Norman Lowell and his exclusivist policies may lack the qualities habitually associated with good statesmanship; but there is no doubt that his anti-immigrant message has a certain appeal. It can also stimulate a wave of nationalism that is otherwise so surprisingly absent in Malta. Moreover, a dramatic immigrant-related episode at a *local* level may lead to some interesting repercussions in a particular electoral district. Is this something that is waiting to happen?

The political parties themselves would probably be undergoing their own internal debates as to how to respond to the "immigrant threat". They are caught between the doves (the champions of human rights, Christian hospitality and individual freedoms) and the hawks (advocating clampdown, strong arm tactics and policies otherwise meant to make Malta less attractive to both current and potential undocumented immigrants). These factions exist within both parties. Meanwhile, the European Union presents a welcome "front" to this issue, transforming the matter into one of regional (and not just national) concern. Malta has indeed been flexing and testing its newly found status and diplomatic muscle as a member of the EU with the immigration file top-most, ensuring that the EU takes some collective responsibility for the matter. These are Malta's first ever experiences of federalist politics as a full member, and clandestine immigration is the main substance that is driving the Maltese effort at this time.

*Godfrey Baldacchino*

## Maurice Agius (1932 – 2005)

The Centre for Labour Studies pays tribute to Mr Maurice Agius who passed away on 6th August 2005. Together with the late Salvinu Spiteri, Mr Agius founded the *Union Haddiema Magħqudin* (UHM), acting as its secretary-general till his retirement in 1997. He was a representative of the Confederation of Malta Trade Unions on the Board of the Centre from 1990 to 1996.



# Organisation and Staff

## Centre for Labour Studies Board

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**Vice-Chairman:** Director: Professor Godfrey Baldacchino\*  
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for Labour Relations*  
Dr Noel Vella<sup>4</sup>

<sup>1</sup> During 2005: Mr Gaetano Mercieca replaced Mr Manwel Micallef.

<sup>2</sup> During 2006: Mr William Portelli replaced Mr Anthony Micallef Debono.

<sup>3</sup> During 2006: Dr Martin Fenech replaced Dr Frances Camilleri Cassar.

<sup>4</sup> During 2005: Dr Noel Vella replaced Mr Frank Pullicino.

*Secretary to the Board*  
Mr Manwel Debono

**Honorary Members:** Mr George Agius  
Mr Anthony Busuttil  
Dr Gerard Kester

\* (Professor Godfrey Baldacchino, appointed Director of the CLS in 2002, is currently on leave of absence from the University of Malta).

### **CLS Executive Staff (Academic & Administrative)**

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

#### **Full-time Staff:**



Prof. Edward L. Zammit, D.Phil. (Oxon.), M.Lit., B.A. (Chicago), Ph.L., founding Director of the Centre (1981 – 2002). Installed as the Chairman of the Centre as Rector's Delegate in 2002.



Prof Godfrey Baldacchino, Ph.D. (Warwick), B.A.(Gen.), PGCE, M.A. (The Hague) is the Director of the Centre and Associate Professor in the Department of Sociology at the University of Malta. (Currently on leave of absence as Canada Research Chair in Island Studies at the University of Prince Edward Island, Canada.)



Saviour Rizzo, B.A.(Gen.), M.Ed. has been associated with the Centre since its establishment in 1981. In 2003 he was appointed Assistant Lecturer and Acting Director of the Centre.



Manwel Debono, B.Psy.(Hons) M.Sc.(Hull) C.Psychol. Assistant Lecturer. He is in charge of various projects of the Centre. He also lectures on organisational psychology, human resource management and career guidance.



Christine Farrugia B.Psy.(Hons.) is employed as a full time post graduate trainee with the Centre. Her responsibilities consist of carrying out research and writing reports about the Maltese labour market for the various organisations with which the Centre has contracts.



Josephine Agius has been employed at the University of Malta since November 1995 and has joined the Centre's staff in January 2000. As the Executive Officer of the Centre she supports the administrative, documentation and clerical work of the Centre.

#### **Part-time Staff:**



Dr Frances Camilleri-Cassar, B.A. (Hons.) (Econ.), M.A. (Soc. Studies), Ph.D (Nottingham) serves as a part time research assistant and visiting lecturer.



Dr Martin Fenech, LLD, 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.



Charles Tabone B. Psych. P.G.C.E. (PSD). He serves as a part time research assistant with the Centre.



Charmaine Pace has been employed at the University of Malta since August 2002 and has joined the Centre's staff as a part-time clerk in October 2003.

## Visiting Staff:



Dott.ssa Alexia Frendo B.Psy (Hons.) Malta, M.Sc. (Org. Psy.) Rome HR and Administrator. She carries out research and delivers lectures related to Organizational Psychology.



Louis Grech is one of the Centre's own graduates with a Diploma in Industrial Relations and his main employment is directly linked to this field. He is involved in the co-authorship of reports for the European Commission, the European Industrial Relations Observatory, and other occasional research work.



Dr Francis La Ferla, MOM, FFOM (Lond), MScOccMed (Lond), DIC (Lond), MScEnvScs (Lond), DSM (Lond), FFOM (Dub), FRSA is an internationally recognised expert in the field of Occupational Health and Safety. He is the academic consultant, examiner and lecturer in the Diploma in Social Studies (Occupational Health and Safety).



Joseph Montebello, Dip (Labour Studies), MBA (Leicester) is a General Manager at an export-oriented production firm. He is active within a number of local organisations such as the Federation of Industry and Young Enterprise Malta. He conducts research work for the Centre on an ad hoc basis.



William Powney, one of the Centre's own graduates, with a Diploma in Labour Studies and in Occupational Health and Safety, is an executive at Heritage Malta. He supports the Centre in connection with projects and educational programmes related to occupational health and safety.

# Diploma Programmes

One of the core mandates of CLS has been carving out many spheres for education – work linkage. 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 CLS has been the first to provide adult-oriented courses at the University of Malta leading the participants to awards that have traditionally been targeted at younger students.

The CLS has developed a four-semester course template which allows participants to combine study with other commitments. The diploma courses organised by the Centre in 2005-2006 were the following:

- i Diploma in Social Studies (Industrial Relations) formerly 'Labour Studies' offered since 1983
- ii Diploma in Social Studies (Gender and Development), formerly Women and Development, offered since 1995
- iii Diploma in Social Studies (Occupational Health and Safety) offered since 1997
- iv Diploma in Occupational Guidance and Career Counselling started in February 2003

In February 2006, in conjunction with the Faculty of Education at the University of Malta, it started a **Post-graduate Diploma in Lifelong Career Guidance and Development.**

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 CLS web-pages at the University of Malta website <http://home.um.edu.mt/cls>
- Contacting the specific diploma course co-ordinator (see below):
- Contacting the Centre's Office on:  
Telephone: (356) – 23402731/2727  
Fax: (356) – 21340251  
E-mail: [cls@um.edu.mt](mailto:cls@um.edu.mt)

## 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, human resource managers, middle-level administrators, labour officers. Institutional beneficiaries have included the General Workers' Union (GWU), the Union Haddiema Magħqudin UHM and the Department of Industrial and Employment Relations (DIER).

### **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; Principles of Occupational Health & Safety; Long Essay; Synoptic Examination.

## Diploma in Gender and Development

### **Course Coordinator:**

Dr Frances Camilleri Cassar [frances.camilleri-cassar@um.edu.mt](mailto: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.

**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.



*The students of Diploma in Social Studies  
(Gender and Development) after their  
graduation ceremony on 5<sup>th</sup> December 2006.*

## Diploma in Occupational Health & Safety

### **Academic Consultant:**

Dr Frank La Ferla [flaferla@onvol.net](mailto:flaferla@onvol.net)

### **Course Coordinator:**

Ms Portia Mizzi [portia.mizzi@gmail.com](mailto:portia.mizzi@gmail.com)

### **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.

### **Study Units Include:**

Introduction, Familiarisation & Physical Science; People, Work, Industrial Relations & OHS; Business Management & Occupational Psychology; Epidemiology, Statistics & Research Methods; Elements of Toxicology & Management of First Aid; Occupational Safety Principles; Occupational Hygiene & Occupational Health; Health Promotion at Work & Ergonomics; Environmental Health Management & Supervisory Skills; The Legal Framework; Risk Assessment; Long Essay; Synoptic Examinations.



*Students of the Diploma in Occupational Health and Safety during their study visit to Enemalta*

## **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.

## **Post-Graduate Diploma in Lifelong Career Guidance & Development**

### **Course Coordinator:**

Mr Manwel Debono [manwel.debono@um.edu.mt](mailto:manwel.debono@um.edu.mt)

### **Course Objectives:**

Employment is becoming always more flexible and careers are nowadays less predictable. The problem of unemployment is a national priority debated at the highest levels of our society. At the same time, there has been

an expansion of education with a particular focus on lifelong learning. People are thus seeking increasing amounts of career-related assistance throughout their whole lives. The Postgraduate Diploma in Lifelong Career Guidance and Development seeks to enhance professional career guidance services in Malta.

**Client Base:**

The course is designed for applicants in possession of a graduate level of education who wish to work at a professional level in the career guidance field.

**Study Units Include:**

Induction; Sociology of work: Sociology of work and Maltese work ethics, Critical perspectives on the transition to work; Helping skills for career guidance practitioners; Guidance theories, models and strategies; The labour market: Evolving labour markets, Sourcing, using & analyzing labour market data; Research methods: Research methods, Basic statistical notions; Professional development: Professional issues, Sensitivity training; Group skills; Placement in career guidance settings; Career guidance tools; Career guidance management: Management & delivery of career guidance services, Programme evaluation; Dealing with particular groups; Labour law and economics: Principles of labour law, Labour economics; Career information systems: Information management, European career guidance networks; Career management & lifelong learning: Career management and development, Lifelong learning; The workplace: Work design and job classification, Organizational behaviour; Career guidance policy developments across Europe; Issues relating to specific sectors; Long Essay/ Project.

## Graduated in 2005

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

Agius Lawrence; Attard Natasha; Baldacchino Josephine; Bonello Lawrence; Bonnici Corinne; Cachia Barbara; Camilleri Maronia; Caruana Marica; Caruana Noel; Chetcuti Claire; Cutajar Jacqueline; Cutajar Raymond; Debono Carmel; Farrugia Bernice; Farrugia Bronia; Farrugia Mary Grace; Fenech Ivan; Flores Marmara Angele; Granata Maria Regina; Gravina Dorianne; Gusman Louise Anne; Mifsud Michel; Muscat Darren; Polidano Alison; Portelli Susan; Psaila Custo` Marlon; Scerri Grace; Sciberras Marie Lou; Vassallo Bilocca Olivia; Zahra Noelle; Zammit Carmen; Zammit Robert. (32 students)

## Graduated in 2006

Diploma in Occupational Health & Safety (2004-2006):

Aquilina Jesmond; Azzopardi Antoine; Balzan Gatt Philip; Bonanno Joseph; Bonanno Paul; Bugeja Charles; Bugeja Martin; Buhagiar Joseph; Busuttil Aldo; Camilleri Joseph; Camilleri Mario; Casaru Anthony; Ceci Bonello Silvana; Ebejer Emanuel; Galea David; Gatt Leo; Gauci Ronnie; Grech Mark; Grima Annmarie; Mercieca Melhino; Mifsud Elaine; Mizzi James Anthony; Muscat Shylon; Scicluna Elena-Bianca; Spiteri Anna; Theuma Joseph. (26 students)



### Antoine Azzopardi

The Centre pays tribute to Antoine Azzopardi, a student in the Diploma in Occupational Health and Safety (Intake 2004-2006) who suddenly passed away on 18th October 2006.

### Diploma in Gender & Development (2004-2006)

Bartolo Elizabeth; Borg Ronald; Caruana Silvana; Cassar Margaret; Cassar Mark; Cassar Paul; Cini Anthony; Deguara Cynthia; D'Emanuele Connie; Galea Silvana; Gauci Valerie; Mercieca Tonio; Mifsud Erika; Mifsud Degiorgio Alicia; Mulvaney Natushka; Pace Karen; Paris Rosanna; Pisani Fortunata; Ransley Jonathan; Scerri Gayle; Scicluna Maria Mariuccia; Stivala Fenech Carol; Tanti Maria; Vella Josianne; Vella Robert; Vella Baldacchino Rita; Zammit Gloria; Zammit Natasha. (28 students)

## Current Courses:

### **Diploma in Industrial Relations (2005-2007)**

Abela Franklin; Abela Saviour; Abood Stephanie; Bartolo Mary; Bezzina Joellson; Bonnici Joseph; Casaru Marcelle; Cilia Dorianne; Deguara Emanuel; Gafa Amanda; Grech Antoine; Grima Falzon Janet; Mercieca Gaetano; Micallef Therese; Mizzi Alfred; Schembri Josianne; Scicluna Marion; Vella Elaine. (18 students)

### **Post-Graduate Diploma in Lifelong Career Guidance and Development (2006-2008)**

Agius David; Attard George; Bezzina Maria; Bonanno Carmen; Borg Saliba Ritianne; Camilleri Emanuel; Cassar Robert; Chircop Jacqueline; Cuschieri Stephanja; Garzia Christine; Miceli Vanessa; Pule` Marcette; Theuma Claudia; Unah Katya; Vassallo Annabelle; Xerri Stephanie; Xuereb Grech Claire; Zammit Norma. (18 students)

### **Diploma in Occupational Health and Safety (2006-2008)**

Agius Svetlik; Attard Christopher; Attard Darin; Attard Norman; Azzopardi Stanley James; Barbara Elton; Bonello Arthemese; Bonello Owen; Borg Lawrence; Cassar Roderick; Demicoli Malcolm; Farrugia Angelo; Farrugia Mariella; Farrugia Yvette; Gatt Brian; Grima Peter; Magri Joseph; Mangion Sandro; Micallef Konrad; Micallef Valhmor; Mifsud Alan; Pace Frendo Vladimir; Saliba David; Sammut Roderick; Scicluna Leslie; Spiteri Norman; Zammit Jason; Zammit Joseph. (28 students)

# Liaison with Social Partners

Since its inception, the Centre has been working very closely with social partners and other organizations by organising a number of seminars and fora meant to generate a critical reflection on developments in the workplace. All these activities have been supported by Friedrich Ebert Stiftung (FES).

## A. Breakfast Seminars

These two and a half hour seminars were organized with the full support and cooperation of the Foundation for Human Resources Development (FHRD) and the Malta Employers Association (MEA). The seminars consist of a brief exposition of a topical issue, followed by a reaction from a mixed panel and an open discussion. This guarantees a forum of informed debate and with active participation of worker, manager and employer representatives.

In 2005 the following three breakfast seminars were held:

### **Substance Abuse at the Workplace**

During this seminar the implications of substance abuse at the workplace were critically discussed. The keynote speech was delivered by Mr. Jean Claude Cardona, Operations Director, Sedqa. Two case studies were also presented: one by Ms Anna O'Connell, HR Manager, Activis Ltd and the other by Ms Mary Borg, Head of Continued Professional Development, Primary Health Care Department.

### **Activation Policy and Social Inclusion**

The inclusionary impact of the activation programmes of the Employment and Training Corporation (ETC) was analysed from the social and political context. The keynote speech was delivered by Mr Felix Borg, General Manager of ETC.

### **Consultation and Information**

The main speaker during this seminar was Dr. Roslyn Borg, legal adviser at Malta Employers' Association (MEA), who gave an overview of the legislation and procedures related to information and consultation rights of employees.

In 2006 the following two breakfast seminars were held:

### **Social Economy – Potential for Job Creation**

The focus of this seminar was on the institutions that are involved in the social economy and their contribution to the Maltese economy. The main speaker was Mr. John Mallia, secretary of Apex Organisation.

### **The Manufacturing Sector:**

### **Its Sustainability and its Impact on Industrial Relations**

The manufacturing sector has become leaner and vulnerable in terms of employment. Many Maltese analysts still believe that a manufacturing base is vital for the sustainability of the Maltese economy. This seminar provided an opportunity for the social partners to discuss their role in the facing these new challenges. The main speaker was Ing. Ray Muscat, Chief Officer of Enterprise Support and Innovation, Malta Enterprise.

## **B. Tripartite Seminars**

The series of tripartite seminars on '**Current Issues in Labour Relations**' was continued in 2005 and 2006. During these seminars a foreign guest speaker is invited to act as a resource person.

### **Social Partnership in Relation**

### **to Social Welfare and Wages Policy – April 2005**

This seminar provided a critical analysis of the dynamics of social dialogue and the impetus towards reinforcing it by institutionalizing it. It also focused on the factors that can make social partnership an effective instrument of the sustainability of social policy. The guest speaker was Dr. Kees J. Vos, an industrial sociologist. The programme of the seminar included a forum in which a panel of key persons representing the social partners in Malta discussed the Maltese experience of Social Partnership.

### **Building Bridges in Health**

### **and Safety Management – December 2005**

This seminar was held in collaboration with the Malta Employers Association (MEA) which was celebrating its 40<sup>th</sup> anniversary. By identifying the common interests between employers and employees, the discussion focused on ways of designing an active management system that can lead to a cooperative policy and effective strategy of health and safety at the workplace. The guest speaker was Mr Chris Hudson, a senior lecturer in Occupational Safety and Health at the University of Portsmouth, UK.

### **The European Company – Societas Europaea (SE) – April 2006**

As from October 2004 when the regulation on the statute for a European Company (known by the abbreviation of its Latin name 'Societas Europaea' as SE) came into force, a new type of supranational company could be formed. The SE Directive was transposed into Maltese law on 22<sup>nd</sup> October 2004. However the transposition of this Directive did not generate any debate locally. The aim of this seminar was to provide information about the setting up of an SE and its implications for the company and workers' representatives. The main speaker during this seminar was Mr Michael Stollt, a political scientist working on a research network on the implementation of the European company legislation.

*Saviour Rizzo, Acting Director of the Centre introducing Michael Stollt, the guest speaker during the half day tripartite seminar on 'The European Company'*



## **C. Study Visits**

As in previous years, the CLS has organised a week-long study visit to a foreign country each year, with the kind assistance of Friedrich Ebert Stiftung (FES). The aim of these visits is to help the social partners acquaint themselves with work related issues in other countries. In 2005 the visit took place in Germany whereas in 2006 the visit was held in Cyprus.

### **Study Visit to Germany (27 November - 3<sup>rd</sup> December 2005)**

The target group of this visit was young persons who are actively involved in organisations that are related to the world of work. The delegation of this visit consisted of the following persons:

Bezzina Joellson	General Workers Union (GWU)
Bonello Kevin	Confederation of Malta Trade Unions (CMTU)
Debono Manwel	Centre for Labour Studies (CLS)
Micallef Terrence	General Workers' Union (GWU)
Pace Gabriella	Malta Business Bureau (MBB)
Sacco Mario	Union Haddiema Magħqudin (UHM)
Said Josef	Malta Employers Association (MEA)

The places visited were the following:

- German Bundestag
- Berlin-Brandenburg Employment Office
- Ver-di and DGB – the two largest trade union organisations in Germany
- SMEs Association in Germany
- Stiftung Wissenschaft und Politik – a research centre
- Youth Department of the DGB, Saxony
- Dresden Employment Office
- VW Transparent Factory in Dresden

The participants commented in their report that the meetings with the key persons involved in the German world of work provided them with a perceptive and insightful view of the operations of the labour market and the industrial relations system in Germany.

### **Visit to Cyprus (19th -24th November 2006)**

There has always been a wide acknowledgment of the commonalities between the two Mediterranean island states of Malta and Cyprus. Having had to adapt to the EU rules and regulations as new member states since May 2004, these two island jurisdictions have had to redefine or reconstruct their model of self reliance. How did they cope with this new scenario? By and large this question was the focus of this visit. The Maltese delegation consisted of the following persons:

Balzan Edwin	Union Haddiema Magħqudin (UHM)
Bruno-Olivier Victor	Department of Industrial and Employment Relations (DIER)
Cachia Saviour	General Workers Union (GWU)
Camilleri Charlotte	Malta Employers Association (MEA)
Debono Manwel	Centre for Labour Studies (CLS)
Farrugia Christine	Centre for Labour Studies (CLS)
Rizzo Saviour	Centre for Labour Studies (CLS)
Zammit Philip	Malta Federation of Industry (FOI)

During this visit, the Maltese delegation held meetings with the heads of the institutions involved in social partnership, labour issues and the designation of policies related to pre and post EU accession. These included the two main employers associations in Cyprus - Employers Industrial Federation (OEB) and Cyprus Chamber of Commerce and Industry (CCCI) - and the three Confederations of Trade Unions namely: Cyprus Workers Confederation (SEK), Pancyprian Federation of Labour (PEO) and Democratic Labour Federation of Cyprus (DEOK). These were complemented by other visits to the Human Resource Development Authority, the Ministry of Labour and Social Insurance and the Cypriot Representative of the EU Commission.

One conclusion that could be drawn from this visit is that in both countries there is fine balance between optimism and pessimism. The new types of resources being tapped – particularly the intellectual and the technological – are the new routes being pursued to overcome the structural handicaps of peripherality and insularity that tend to accompany small island states.

*The Maltese delegation on a week-study visit  
to Cyprus in November 2006*



# EU Funded Projects

## European Foundation for the Improvement of Working and Living Conditions, Dublin Ireland

The Centre for Labour Studies, following the signing of contracts with the European Foundation for the Improvement of Living and Working Conditions in Dublin has been acting as Malta's national centre for the European Industrial Relations Observatory (EIRO), the European Working Conditions Observatory (EWCO) and the European Restructuring Monitor (ERM). The work involves writing brief and detailed reports on topics related to the labour market and industrial relations. Manwel Debono, is the coordinator of the project for the Centre. Below is a list of reports submitted by the Centre which can be accessed on the website [www.eurofound.eu.int](http://www.eurofound.eu.int). Most of these reports were written and edited by Manwel Debono and Christine Farrugia, with the support of the associate staff.

### European Industrial Relations Observatory (EIRO)

*brief reports on topical issues*

No Agreement on proposed social pact	Jan 05
Negotiations start over public service collective agreement	Jan 05
Air Malta works council holds first meeting	Jan 05
Union collaboration does not result in social pact	Feb 05
GWU sued for damages	Feb 05
Disagreement over public holiday's amendment	Mar 05
Impasse over legitimacy of industrial action resolved	Apr 05
Another worker director loses position due to restructuring	May 05
Maltese social partners oppose abolition of working time directive optout	Jun 05
GWU warns against job losses arising from Sea Malta's privatisation	Jul 05
Sympathy strikes threatened against government's restructuring policy	Aug 05
Deadlock between government & Public Transport Association leads to industrial action	Sep 05
MEA's proposal to increase Malta's competitiveness	Oct 05
GWU leaders re-elected after heated campaign	Oct 05

Mixed reactions to 2006 budget from social partners	Dec 05
Sea Malta liquidated after failed privatisation bid	Dec 05
Denim announced the closure of its operations in Malta	Jan 06
Dispute over forced leave at Maltapost	Feb 06
GWU protest against Ports Services Directive	Feb 06
Teacher's union protests against violence in schools	
Public transport strike over subsidies and bus routes	Apr 06
Union loses dispute with Public Braodcasting Services	May 06
Union takes industrial action against car importers	Jul 06
No agreement on proposal to form trade union council	Jul 06
ILO ruling on annual leave upholds trade union position	Sep 06
Strike at port over new cargo tariffs	Sep 06
New technology & respect for privacy at workplace the case of Malta	Sep 06
Port workers clash with their union's administration	Sep 06
Economically Dependent Workers	Sep 06
Open Market Hawkers Join UHM	Oct 06
Social partners' perception of the 2007 Budget	Nov 06
Doubts cast about the real number of trade union members	Nov 06
Talks about the Working Time Directive fail again	Dec 06

## **European Industrial Relations Observatory (EIRO)**

*long reports on topics requested by the Foundation*

EIRO 2004 Annual Review	Jan 05
Annual update questionnaire 2004	Jan 05
Thematic feature – unskilled workers	Jan 05
Comparative study on statutory minimum wages: Case of Malta	Mar 05
Comparative study on industrial relations in agriculture: Case of Malta	May 05
Temporary agency work in an enlarged Union: Case of Malta	Jun 05

2005 Annual Review for Malta	Jan 06
2005 Annual Update Questionnaire	Jan 06
Representative study – Telecommunications	Jun 06
Representative study – Agriculture	Aug 06
Legal Framework	Aug 06
Privacy in the Workplace	Aug 06
IR in the Public Sector	Sep 06
Gender and Career Development	Oct 06
Employees Financial Participation in the New Member States	Nov 06
Representative study – Gas	Dec 06

**European Working Conditions Observatory (EWCO)**  
*brief reports on topical studies carried out in Malta*

Reconciliation between Work and Family Life	May 06
Adult Education and Lifelong Learning	Jun 06
Latest Findings on Accidents at Work	Sep 06
An Enabling Framework for Teleworking	Nov 06
Working time arrangements	Dec 06

**European Working Conditions Observatory (EWCO)**  
*long reports on topics requested by the Foundation*

Musculo-Skeletal Disorders	Sep 06
Fact Sheets	Oct 06
Place of Work	Nov 06
Migrant workers	Nov 06

**European Restructuring Monitor (ERM)**  
*brief reports highlighting important restructuring cases in Malta*

Tecom Investments, Dubai	Mar 06
HSBC Malta plc	Apr 06
Menrad Company Ltd	Jul 06

Atlas Technology Group	Sep 06
Lufthansa Technik	Nov 06

**European Restructuring Monitor (ERM)**  
*long reports on topics requested by the Foundation*

Comparative Analytical Report on Legal Framework	Aug 06
Comparative Analytical Report on Individual Measures	Oct 06
Comparative Analytical Report on Job Creation Measures	Oct 06
Comparative Analytical Report on Actors	Dec 06

**'Systems of Social dialogue in EU Member States'**  
coordinated by the Catholic University of Louvain, Belgium. Sectoral Monographs submitted during 2005 and 2006 are the following:

- The Football Sector by Saviour Rizzo
- The Fishing Sector by Saviour Rizzo and Joseph Montebello
- The Chemical Sector by Saviour Rizzo and Manwel Debono
- The Wood and Wood Products Manufacturing Sector by Christine Farrugia and Sueann Scott
- The Mining and Quarrying Sector by Manwel Debono and Charles Tabone
- The Ship Building Sector by Joe Montebello and Saviour Rizzo

**GHK Consulting Limited. (UK)**

Manwel Debono is the Centre's coordinator for a project called European Employment Observatory – SYSDEM Network. The aim of the project is to facilitate the exchange of information of employment policies and transferability of good practices.

The following reports were written under contract to **GHK Consulting Ltd (UK)**:

- Quarterly Report on Labour Market Developments in Malta  
*1st Quarter 2005*
- Quarterly Report on Labour Market Developments in Malta  
*2nd Quarter 2005*

- Quarterly Report on Labour Market Developments in Malta  
*3rd Quarter 2005*
- Quarterly Report on Labour Market Developments in Malta  
*4th Quarter 2005*
- Quarterly Report on Labour Market Developments in Malta  
*1st Quarter 2006*
- Quarterly Report on Labour Market Developments in Malta  
*2nd Quarter 2006*
- Quarterly Report on Labour Market Developments in Malta  
*3rd Quarter 2006*
- Quarterly Report on Labour Market Developments in Malta  
*4th Quarter 2006*
- European Employment Observatory Spring Review 2005  
*Youth Employment Policies*
- European Employment Observatory Autumn Review 2005  
*Innovative Policies and Practices Review*
- European Employment Observatory Spring Review 2006  
*Increased female participation through childcare services  
in the workplace*
- European Employment Observatory Autumn Review 2006  
*Flexicurity*
- Assessment Prior to Malta's Lisbon Reform Programme 2005
- Post Lisbon Reform Programme (2005) Assessment
- Assessment Prior to Malta's National Reform Programme 2006
- Post Lisbon Reform Programme (2006) Assessment

**Studies on the Implementation  
of Labour Law Directives in the Enlarged European Union  
coordinated by Labour Asociados in Madrid, Spain**

National Reports by Saviour Rizzo and Matthew Brincat on the transposition into Maltese Law of the following 10 EU Directives:

- Directive 94/45/EC on “European Works Councils”
- Directive 94/33/EC on “The Protection of Young People at Work”.

- Directive 2003/88/EC on “Certain Aspects of Working Time”.
- Directive 2002/14/EC on “General Framework on Information & Consultation.”
- Directive 91/533/EEC on “Information on Individual Employment Conditions”.
- Directive 91/533/EEC on “Collective Redundancies”.
- Directive 1999/63/EC on “Working Time of Seafarers”
- Directive 2000/79/EC on “Working Time of Mobile Workers in Civil Aviation”
- Directive 2001/86/EC supplementing “The European Company with regard to Involvement of Employees”
- Directive 2003/72/EC “Supplementing the European Cooperative Society with regards to the Involvement of Employees”.

**Benchmarking Project coordinated by the University of Modena  
'ADAPT SERVIZI' srl (Italy). Two reports submitted :**

‘Welfare to Work Policies: Malta’  
by Manwel Debono and Charles Tabone

‘Instruments for Meeting Supply and Demand for Labour in Malta’ Saviour Rizzo and Charles Tabone

**Eurosafe Project: to raise awareness about Repetitive Strain Injuries (RSI) coordinated by the General Workers Union.**  
Contribution by Saviour Rizzo and William Powney to ‘RSI Repetitive Strain Injury: a training manual’

**Civil Society Project coordinated by the European Documentary Research Centre (EDRC) at the University of Malta.**

Paper submitted for publication ‘Workers Participation and Corporate Governance’ by Saviour Rizzo.

# Research Work and Publications

## A. Synopses of some of the key publications

***The Dual Worker Family in Malta*** by Saviour Rizzo (Centre for Labour Studies and Friedrich Ebert Stiftung) ISBN: 99932-0-429-3.

The lifestyle of the dual worker family is a complex system of work, family and personal roles. This complexity is compounded by the cultural ambivalences bred by traditional stereotypes of masculinity and femininity together with work practices and policies that have not changed much to accommodate the needs of the dual worker family.

This study attempts to tease out the subjective views of married couples in dual worker households about their work-life balance and their perceptions and attitudes that may shape and influence these views about the two-earner family of which they form part.

The findings point out that working mothers seem to be making more sacrifices than men to cope with the seemingly contradictory requirements of market demands and living up to the cultural requirements of parenthood. Although about one third of married women work part time, time for leisure is more at a premium for women than for men. Even the percentage of the married female workers who feel the time squeeze is slightly more than that of working married men. Working time as a dimension of the work-life balance of the dual worker family can be crucial factor. Other mediating factors include the amount of residual time left for social and personal needs, after fulfilling work and family obligations and how this can be utilised.

***Financial Participation of Employees in Malta*** by Saviour Rizzo and David Borg Carbott in *Bank of Valletta Review*, No. 34, Autumn 2006, pp. 60-83.

Financial participation of employees in Malta has never been part of the ideology or mindset of the social partners. Its practice, in some Maltese enterprises, does not owe its origin to any specific piece of legislation while its evolutionary path is the result of a series of events in the Maltese political scenario lacking a definite strategy by Government, trade union and employers. This paper provides a critical analysis of financial

participation of employees in Malta within the context of the economic-political scenario as well as the legal framework governing practices of workers' participation.

The ramifications of the nationalisation programme of 1970s and the privatisation drive of the 1990s, although diametrically opposed to each other, had the unintended consequences of introducing financial participation schemes in two parastatal enterprises. These two enterprises may have set the ball rolling but schemes of financial participation of employees among Maltese firms are neither well diffused nor broad based. Lack of a legal framework and an absence of a supportive ideological base make it difficult to implant this type of worker participation.

***Career Outcomes of Graduates 2004 - A Career Guidance Tool*** by Manwel Debono, Albert Debono & Noel Caruana (Euroguidance Malta)  
ISBN: 99932-666-1-2

The study's main objective was to examine the career outcomes of the persons who graduated from the University of Malta at the November 2004 graduation ceremony. A self-report instrument consisting of 35 items was sent by post to all 2,602 Maltese graduates. A total of 1,170 persons (45%) replied. Significant results include:

- Most graduates are in full-time employment in professional/technical posts and earn the equivalent of the mean national wage within a year of graduating.
- About 40% of new graduates declare that they are in jobs not requiring their University qualification nine months after finishing their studies. However, one should note that, while the qualification might not be mentioned in the job description, the training and experiences that go along with it might still be fruitfully used on the job.
- About 35% of all graduates further their studies, and most of these enrol in a post-graduate programme. The ratio of graduates pursuing further studies immediately after getting their University qualification decreased by 10% in two years.
- Around 8% of graduates who were conferred with their academic awards in November 2004 were neither in full-time studies nor in full-time employment and were searching for a job in March 2005. The graduate unemployment rate increased by 4% over the past four years. Most

unemployed graduates were females (64%), 20-22 year olds (46%), and had a BA (Hons.) degree (20%).

- University graduates tend to experience positive attitudes towards their working life. For instance most are satisfied with their jobs and their work relationships.
- Males and females are not equally represented in all University courses. While a higher percentage of females graduated from *Education, Arts and IHC*, a higher percentage of males graduated from *Engineering, IT, Science and FEMA*.
- Male graduates tend to earn higher wages, occupy higher-level jobs and have better career prospects with their present employer than female graduates. Gender differences in wages tend to persist when comparing males and females within the same occupational level (such as professional/ technical).
- Female graduates tend to experience healthier work-related attitudes than their male peers. They are more satisfied with their job and with their relationships at work. They also experience less undue stress and can more easily balance their work and private life. Gender differences in these work-related attitudes tend to persist when examining respondents within the same occupational level.
- Parents' educational level is related to choice of University course. The Faculty of Medicine and Surgery tends to be the least accessible to students having parents with a low educational background. On the other hand, the dynasticism that used to be strong in the Faculty of Laws appears on the decline.
- In general, graduates from science-based courses face fewer risks of unemployment or underemployment, and tend to earn more than their peers in arts-based courses. For example, 57% of full-time B.Sc (Hons.) graduates earn more than Lm500 per month when compared to 10% of their BA (Hons.) peers.

***Real Stories of Small Business Success: Insights from Five European Island Regions - A Self-Help Guide based on the NISSOS Project*** by Godfrey Baldacchino & Joe Vella Bonnici, Malta Enterprise with the support of the Leonardo da Vinci program of the European Commission, 71pp, 2006. ISBN: 99909-87-13-0.

The University of Malta, through the CLS, was one of 11 partners from 5 European island regions which participated in this vocational training pilot project coordinated for Malta Enterprise by Prof. Godfrey Baldacchino. Some Lm400,000 were available over 3 years to explore, analyze and develop transferable lessons from the most successful small manufacturing firms in 5 European island regions - Malta, Iceland, Saaremaa (Estonia), Scottish Isles and Åland (Finland). The project included various meetings and a concluding international conference in Malta.

The study shows that there exist a few but notable examples of successful, locally owned and export-led, small manufacturing operations in Malta. These SMEs may not operate as parts of large knowledge clusters, but they have deployed their 'entrepreneurial innovation' skills by identifying what they can do best: promote quality (often branded) products for selective overseas markets, and lure innovators or clients from overseas in the process. This is a message of hope, demonstrating how the tyranny of geography can be overcome.

A unique training manual, based on 10 detailed case studies, plus an accompanying CD-ROM, is available for use by Maltese students in higher education institutions.

***The Brain Rotation and Brain Diffusion Strategies of Small Islanders: Considering 'Movement' in lieu of 'Place'*** by Godfrey Baldacchino in *Globalisation, Societies and Education*, Vol. 4, No. 1, 2006, pp. 143-154.

The ease and growing accessibility to both air travel and communication technologies is making it increasingly possible for individuals to develop on-going links with more than one 'home' or 'country'. Thus, the travel of individuals does not necessarily constitute one-off movements (and therefore brain drain from the periphery, brain gain for the core) as was more typical in the past. This paper explores how the citizens of many small islands from around the world develop a strategy for exploiting the benefits of large markets, specialized jobs and unique educational or training opportunities abroad while they maintain and regularly refresh their links with home, family and native land.

***Labour Law and Industrial Relations in Malta*** by Edward Zammit and Matthew Brincat (2006 - 244pp) published by Kluwer Law International as part of the *International Encyclopaedia of Laws* (General Editor: Prof. R. Blanpain).

This is the first publication of its kind combining both the institutional context and the legal framework of industrial relations in Malta. It is well known that, since Malta's EU accession, the current laws and regulations governing the subject have been significantly elaborated. This publication presents an updated summary of the current situation. Another unique feature of this publication, which is likely to be particularly appreciated by practitioners, is that the laws are illustrated with references to some of the important cases in the field and to the relevant decisions of the Industrial Tribunal. In addition, there are chapters giving the historical, social and economic environments which are essential for any serious analysis of industrial relations.

The book has been described by Dr Noel Vella, the Director of the Department of Industrial and Employment Relations as "*an extremely valid contribution to this field and fills a void for a review of local labour law. It provides a comprehensive overview of the general situation in Malta in the wake of the huge reform in labour law occurring over the past four years.*" It is also interesting to note that the publishers are committed to update the publication regularly in due course, as new additions and amendments are made to the legal and institutional framework of this vital field to economic and social development of Malta in a European context.

***Social Dialogue in Malta: An ideologically divided, bipolar system*** by Edward Zammit and Celine Lafoucriere in *The Enlargement of Social Europe – The Role of the Social Partners in the European Employment Strategy*, (Part II, p101 – 148.). Edited by Celine Lafoucriere and Lars Magnusson, published by ETUI – REHS, Brussels, 2005.

This publication presents the results of a collaborative research project between the SALTS programme and CREER which seeks to gather empirical and analytical data regarding the development of social partner institutions and the situation of social dialogue in the ten new EU member states. In this study, as well as in a recent ILO definition, 'social dialogue' is broadly defined as representing "all types of negotiation, consultation and information sharing among the representatives of governments, social partners or between social partners on issues of common interest relating to economic and social policy." In this sense, the study is directly relevant and contributes to some of the issues being currently discussed in Malta and elsewhere.

## B. Other Publication /Papers / Newspaper articles

### Godfrey Baldacchino

#### Editor:

**Extreme Tourism: Lessons from the World's Cold Water Islands** Oxford, Elsevier Science, 2006, 291pp. ISBN: 0080446566.

#### Author or Co-Author

#### of Peer-reviewed Papers or Book Chapters:

'Warm versus Cold Water Island Tourism: A Review of Policy Implications', *Island Studies Journal*, Vol. 1, No. 2, 2006, pp. 183-200.

(with David Milne) 'Exploring Sub-National Island Jurisdictions', *The Round Table*, Vol. 95, No. 386, 2006, pp. 487-502.

(with Te'o Fairbairn) 'Entrepreneurship and Small Business Development in Small Islands', *Journal of Small Business & Entrepreneurship*, Vol. 19, No. 4, 2006, pp. 331-340.

(with Leo Dana) 'Impact of Public Policy on Entrepreneurship: Investigating the Protestant Ethic on a Divided Island Jurisdiction', *Journal of Small Business & Entrepreneurship*, Vol. 19, No. 4, 2006, pp. 419-430.

'Islands, Island Studies, Island Studies Journal', *Island Studies Journal*, Vol. 1, No. 1, 2006, pp. 3-18.

'Small States as Holons: The Transnational Survival Kit of Small Jurisdictions', in L. Briguglio, G. Cordina & E.J. Kisanga, (eds.) *Building the Economic Resilience of Small States*, Malta & London, University of Malta & Commonwealth Secretariat, 2006, pp. 212-224.

'Innovative Development Strategies from Non-Sovereign Island Jurisdictions: A Global Review of Economic Policy and Governance Practices', *World Development*, Vol. 34, No. 5, 2006, pp. 852-867.

'Managing the Hinterland beyond: Two, Ideal-type Strategies of Economic Development for Small Island Territories', *Asia-Pacific Viewpoint*, Vol. 47, No. 1, 2006, pp.45-60.

'Small Islands versus Big Cities: Lessons in the political economy of regional development from the world's small islands', *Journal of Technology Transfer*, Vol. 31, No. 1, 2006, pp. 91-100.

'Island Entrepreneurs: Insights from Exceptionally Successful Knowledge-Driven SMEs from 5 European Island Territories', *Journal of Enterprising Culture*, Vol. 13, No. 2, 2005, pp. 145-170.

‘The Representation of Islands’, Editorial Introduction, *Geografiska Annaler*, Vol. 87 B, No. 4, 2005, pp. 247-251.

‘Successful small scale Manufacturing: A Comparative Assessment across five European Island Regions, *Bank of Valletta Review (Malta)*, No. 31, 2005, pp. 17-31.

‘Successful Small Scale Manufacturing from Small Islands: Comparing Firms benefiting from Local Raw Material Input’, *Journal of Small Business & Entrepreneurship*, Vol. 18, No. 1, 2005, pp. 21-38.

#### **Authored Report:**

*Coming to, and Settling on, Prince Edward Island: Stories and Voices - A Report on a Study of Recent Immigrants to PEI Charlottetown, Canada*, University of Prince Edward Island for the Population Secretariat, PEI Provincial Government, 2006. ISBN: 091901349X.

#### **Manwel Debono**

“Subject Choices and Career Aspirations of Gozitan Students” for the Gozo Education and Vocational Training Council (June 2006)

Contributed to three brief reports to *Career Guidance Issues: A Practical Approach* (2006). EuroGuidance Malta.

Contributed to a study entitled “The Social Economy in the European Union” managed by CIRIEC Spain (for CIRIEC-International). The final document was delivered to the European Council and Social Committee.

Presented a paper in a Peer Review Meeting about ‘Good Governance of ESF Funds’ organised by the European Commission (Portugal, May 2006)

#### **Saviour Rizzo**

‘EMU: Implication for Social Partners’ *Bank of Valletta Review*, No 31, Spring 2005 pp. 49-65.

European Company (SE) in Malta. A Report based on the findings of a survey about the perceptions of Maltese industrialists on the EU European Company Directive. Survey Report on [www.seeurope-network.org](http://www.seeurope-network.org) and also published in the Times Business (Malta) 8<sup>th</sup> December 2005.

Take Over Bid Directive: Its Implementation in Malta on  
[www.seeurope-network.org](http://www.seeurope-network.org)

Transposition of the Regulation on European Cooperative Society (SCE) and the Directive on Worker Involvement in SCEs on [www.seeurope-network.org](http://www.seeurope-network.org).

### **Newspaper Articles:**

- ‘Towards a More Effective Social Dialogue’ *The Times* (Malta) 7<sup>th</sup> January 2005
- ‘The Relocation Process and the Maltese Manufacturing Sector’ *The Sunday Times* (Malta) 28<sup>th</sup> August 2005
- ‘Is Social Europe under Threat?’ *The Sunday Times* (Malta) 22nd January 2006.
- ‘Deviant Behaviour at School: Treating the Symptoms’ *The Times* (Malta) 1<sup>st</sup> May 2006
- ‘A Higher Level of Empathy’ *The Times* (Malta) 18<sup>th</sup> August 2006.
- ‘Employee Board Level Representatives: On the Way Out?’ *The Times* (Malta) 17th November 2006.

### **Edward L. Zammit**

*Under Pressure from a Reduced Competitive Edge in Working and Employment Conditions in New EU Member States* (pp. 213 – 272), Edited by Daniel Vaughan Whitehead, published by the International Labour Office and the European Commission, Brussels, 2005. This publication forms part of a collaborative project aimed at identifying changing patterns in conditions of work and employment in the new EU member states. It focuses on employment contracts, working time, conditions of work, occupational health and safety, work and family balance, and remuneration. These issues are studied both at the broad, national level and also by means of case studies at enterprise levels. Additionally, the study presents an international, comparative perspective.

*Social Dialogue Capacity Building in Malta at the Sectoral and Local Enterprise Levels.* (2006 - 30pp). This paper forms part of a comparative European project coordinated by the European Foundation for the Improvement of Living and Working Conditions, Dublin, Ireland. (Project Manager: Timo Kaupinnen). The project focused on a critical, comparative analysis of the capacities of the European social partners for social dialogue at the sectoral and enterprise levels. The reasons for the almost total absence of sectoral dialogue in Malta are explored.

*Employee Involvement in Malta.* (32pp – 2004/5). This paper forms part of the *Handbook on Employee Involvement in Europe*, (Editors: Manfred Weiss and M Sewerynski; Published by Kluwer). This paper presents a critical overview of the various current forms of employee involvement in Malta, including their historical development over the past three decades. These

include the main forms of direct and indirect participation, financial participation as well as the more recent forms of worker cooperatives within the public sector.

*Trade Union Approaches to Competence Development.* (Project Coordinator: Jonathan Winterton). This paper forms part of an ongoing, comparative research project organized under the auspices of the European Trade Union Institute (ETUI – REHS) Brussels, the National Institute for Working Life (SALTS) Stockholm, and the Centre de Recherche pour l'Emploi et les Resources Humaines (CREER), Toulouse. The project is conceived in the context of the European Employment Strategy, and focuses primarily on the active role played by trade unions in the promotion of lifelong learning.



# Conferences/Seminars/Meetings attended by Academic Staff

## **Godfrey Baldacchino**

Canada - European Union cooperation agreement in higher education University of Malta (along with the University of Bologna and Athens) exchanging 9 students each interested in migration, nationalism and identity issues with Canadian universities of York, Trent and Prince Edward Island, and vice-versa, in an ERASMUS type program.

### **2006:**

*November:* Guest Lecturer at Annual Symposium of Mediterranean Studies Program at Wilfrid Laurier University, Waterloo, Ontario.

*October:* Guest Lecturer at: University of Sheffield (Geography Program), University of Derby, Buxton Campus (Tourism & Hospitality Program), and University of Bristol (Graduate School of Education, Small States Program), U.K.

*October:* Keynote speaker at launch of Centre for Research in Tourism and Coastal Areas (CENTICA) University of Kent, Chatham Campus, U.K.

*August:* organizer of Panel Session and paper presentation at 9<sup>th</sup> International Small Island Studies Association Conference in Maui, Hawaii.

*July:* Keynote address at 10<sup>th</sup> International Conference on the Literature of the River Plate Region, UPEI, Charlottetown, Canada.

*May:* Organizer of Panel Session and Address at Conference on Sustainable Tourism in Small Islands, Foundation for International Studies, University of Malta, Malta.

*March:* Paper presenter at First International Management Conference organized by the Dept. of Management Studies, University of the West Indies, Barbados Campus.

### **2005:**

*November:* Organization of 2-day workshop on sub-national island jurisdictions within Commonwealth People's Forum, Commonwealth Heads of Government Meeting (CHOGM), Malta.

*October:* Keynote Address at annual conference of the Canadian Rural Revitalization Foundation and the North Atlantic Islands Programme – meeting in Twillingate, Newfoundland, Canada.

*September:* Academic Coordinator of EU - Leonardo da Vinci Pilot Project on Successful Small Scale Manufacturing from Small Islands – meeting in Kuressaare, Saaremaa, Estonia.

*September:* Guest Lecturer to the University of Gotland, Visby, Sweden.

*August:* Keynote concluding address at conference on 'The Sea, the Bridge, The Land', Department of Modern Languages, University of Prince Edward Island, Canada.

*June:* Session chair at Rethinking Development Conference, St Francis Xavier University, Antigonish, Nova Scotia, Canada.

*April:* Expert resource person to seminar discussing the impact of research on the policy process in small islands, organized by the Centre for Regional and Tourism Research, Bornholm, Denmark.

*April:* Co-organizer (with Tim Shaw) of 2-day workshop at the Institute of Commonwealth Studies, University of London, London, UK, on: *Sub-national Island Jurisdictions as conceptual category*.

*April:* Academic Coordinator of EU - Leonardo da Vinci Pilot Project on Successful Small Scale Manufacturing from Small Islands – meeting in Lerwick, Shetland Islands, Scotland.

*February:* Expert Presenter on *Transportation Challenges in Small Economies*, Conference organized by the Overseas Countries & Territories Association of the European Union (OCTA), Providenciales, Turks & Caicos Islands.

*February:* Guest Lecture on *Malta as a Nationless Island State*, delivered to the History Department, York University, Toronto, Canada.

## **Manwel Debono**

Cooperative Project for the Development of Skills in Occupational Guidance sponsored by the Leonardo da Vinci Programme (Ireland, May 2006).

Conferences organised by the Foundation for the Improvement of Living and Working Conditions (November 2005, March 2006, December 2006).

Study visits about industrial relations organised by the Centre for Labour Studies in collaboration with Friedrich Ebert Stiftung to Germany (November 2005) and Cyprus (November 2006).

Conference organised by the University of Louvain in Belgium. (March 2005).

Conferences organised by GHK Consulting Ltd in Belgium (April 2005 and September 2006).

## **Saviour Rizzo**

April 2005 Dusseldorf, Germany

'The European Company' organised by the Hans Bockler Foundation

September 2005, Brussels

An Adaptable Plan for Trans-national Financial Participation organised by the International Association for Financial Participation (IAFP).

November 2005 Barcelona, Spain

EU Climate 1<sup>st</sup> European Industrial Relations Forum

Sponsored by Employment, Social Affairs and Equal Opportunities

January 2006 Budapest, Hungary

'European Trends of Company Level Workers' Representatives'- a two day seminar as part of the EU funded project on Employee Board level Representatives, coordinated by the Irish Confederation of Trade Unions (ICFTU), including a presentation about 'Trends of Workers Participation in Malta'.

March 2006 Doorn, The Netherlands.

Board Level Employee Representation: The Dutch Practice in comparison with Neighbouring Countries. A two day seminar as part of the EU funded project on Employee Board Level Representation.

March 2006 Brussels

'Developments on SE in EU Member States' organised by ETUI -REHS in Brussels

May 2006 Brussels

Meeting on 'The 4<sup>th</sup> European Working Conditions Survey 2005'

Organised by the European Foundation for the Improvement of Working and Living Conditions, Dublin, Ireland.

June 2006 Kiljava, Finland

'Skills of Employee Board Level Representation'. A 2-day seminar as part of the EU funded project on Employee Board Level Representation.

## **Edward L. Zammit**

Participated in the Researchers' meeting organized by the European Foundation in Riga, Latvia.

Lectured to MBA students at the University's Link Campus in Rome on Research Methodology.

Lectured to postgraduate students at the University of Catania on the European Employment Strategy.

## Activities of Academic Staff and Support Services

### **Godfrey Baldacchino**

To the Minister of Education, Youth and Employment – a content analysis of the syllabi and examination papers set for the Junior Lyceum Entrance Examinations and the Common Entrance Examinations for Social Studies – Report submitted, December 2006.

Continued serving as Canada Research Chair (Island Studies) at the University of Prince Edward Island, Canada.

Appointed member of International Editorial Board of *INSULA: The International Journal of Island Affairs*.

Appointed member of the International Advisory Board of *The Round Table: The Commonwealth Journal of International Affairs*.

Elected member of the Council of the International Small Island Studies Association (ISISA).

Appointed member of the editorial board of the *Journal of Small Business and Entrepreneurship*.

Founder and Executive Editor of *Island Studies Journal* (ISSN: 1715- 2593).

Feb 2-3, 2006 – Coordinated the final concluding conference of NISSOS Project, held at Malta Enterprise and MCAST. Thirty delegates from 5 European island regions attended. 17 papers presented. Best submissions have been peer reviewed, edited and subsequently published.

Nov 25, 2005 - Public Lecture on the International Relations of Small Island Territories, organized by Department of International Relations, University of Malta.

Dec 2005 & Jan 2006: Teaching courses on the *International Relations of Small Island Jurisdictions and Sociology of Work* at the University of Malta.

Jan 6, 2006 – Address national seminar organized by National Commission for Gender Equality.

Jan 20, 2006 – Lecture to HND students at the Business & Commerce Institute, MCAST, on successful small scale manufacturing from small islands.

Feb 1, 2006 – Address Gozo Seminar organized by Malta Enterprise on economic development opportunities for small islands.

May 24-25, 2006 - Presented paper in International Conference on Sustainable Tourism for Small Islands. Organized panel discussion on cold water island tourism.

November 3, 2006 – Guest speaker at international conference organized in Gozo by Heritage Malta on environmental and cultural stewardship of small island communities.

### **Manwel Debono**

Chair of a group that submitted a policy report “A Career Guidance Policy and Strategy for Compulsory Schooling in Malta” to the Ministry of Education, Youth and Employment (Jun 2006).

### **Saviour Rizzo**

National Commission for Sustainable Development. A report about the views expressed by the trade unions about Sustainable Development submitted to this commission.

Acting as guest speaker on ‘Transition from School to Work’ during career week organised by secondary schools: Paola Boys Secondary and Maria Tereza Nuzzo School at Hamrun.

Member on the Adjudicating Board for St Luke’s Hospital Worker of the Year Award.

‘The Unions and the University’ Presentation to CGIL official during a seminar organised by GWU.

Taking part in a Discussion Programme on Campus FM Radio on Work-Life Balance.

Member of SEC Boards (i) Examination Social Studies (ii) Syllabus Social Studies 2008 and 2009.

### **Edward L. Zammit**

#### **At the University:**

- Deputy Dean; Chairman, Tourism Studies Programme; and member of Faculty Board, Faculty of Economics, Management & Accountancy.
- Professor in the Department of Public Policy, FEMA.
- FEMA Representative on the University’s M.Phil / Ph.D. Committee.

#### **Extra mural activities:**

- Chair, Employment Relations Board.
- Deputy Chair, Employment and Training Corporation.
- Board Member, Malta Statistics Authority.

- Member, Editorial Board, *South East Europe Review*.
- Panel Member, Malta Arbitration Tribunal.
- Board Member, Foundation for Human Resources Development.

## Other Activities

- Lectured on *industrial sociology* in the University Gozo Centre and on *industrial relations* as part of the MBA (Executive) and (e-Business) courses.
- Interviewed on the current state of trade unions in Malta in the newspaper *l-Orizzont*
- Moderator of collective negotiations among Malta's trade unions aimed at concluding a *national social pact* in conjunction with the other social partners.
- Interviewed by Michael Kurtyka of Bernard Brunhes Polska (Poland) as part of the Malta Dossier for the EU Commission on the state of industrial relations in Malta.
- Deputy co-ordinator of the *Med Voices Euromed* (Malta) team.
- Organised a visit to Malta by John Monks, General Secretary of the European Trade Union Confederation during which he held meetings with Maltese trade union leaders.
- Member of a Selection Board for a European Social Fund project on behalf of the Commission for Equality.
- Participated in a discussion programme on the policies of Colonialism on Super One television.
- Lectured to MBA visiting students from the Neu Ulm University (Germany) on Malta's social development.

# Financial Statements

## Financial Statement (1) for 2005

	<b>University Budget Vote 52</b>
Academic Staff	Lm 21,891
Support Staff	Lm 13,338
Operational	Lm 3,888
<b>Total</b>	<b>Lm 39,117</b>

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### Income

Sponsorship <sup>1</sup>	Lm 11,226
Friedrich Ebert Stiftung (FES)	Lm 7,500
Internal Sources <sup>2</sup>	Lm 13,970
<b>Total</b>	<b>Lm 32,696</b>

### Expenditure

Salaries of Staff	Lm 35,140
General Expenses <sup>3</sup>	Lm 15,843
Educational Programmes <sup>4</sup>	Lm 7,500
<b>Total</b>	<b>Lm 58,483</b>

1 *Lm2,925 by Ministry of Social Policy for sponsorship of diploma course in Gender & Development. Lm 6,000 by Ministry of Education, Youth and Employment for sponsorship of Diploma course in Occupational Health and Safety. Lm 2,301 by ETC for sponsorship of diploma course in Occupational Guidance & Career Counselling.*

2 *Income generated by the Centre through its participation in EU funded projects*

3 **Out of Vote 52-Lm 3,888:** Office Equipment(128.92) Computing service (86.00); Membership (333.14); Books (381.93) Subscriptions (449.52); Repairs & Maintenance (30.00) Communications (256.44); Office Supplies (1131.42); Postage (224.39); Petty Cash (307.20); Travel & Accommodation (218.75); Printing (41.30); CCT-Hiring of Lecture Rooms for Evening Courses (260.75); Computing Service Course (8.00); VAT (30.22).

**Out of Reserve Fund of the Centre (Vote 73.221) Lm 11, 955** Additional Staff (8691.30); Reimbursements (263.30); CCT – Hiring of Lecture Rooms for Evening Courses (147.00); Training Courses for OHS Students (103.84); Printing (643.70); Advertisements (527.46); Catering (351.02); Communications (517.37) Purchase of Computer (710.00).

4 *Two half day tripartite seminars with guest foreign speaker, three breakfast seminars, one half day seminar for students in diploma in Industrial Relations, and a week study visit in Germany (seven participants). Sponsored by FES.*

## Financial Statement (2) for 2006

### University Budget Vote 52

Academic Staff	Lm 22,946
Support Staff <sup>5</sup>	Lm 7,495
Operational	Lm 2,804
<b>Total</b>	<b>Lm 32,245</b>

### Income:

Internal Sources <sup>6</sup>	Lm 26,749
Friedrich Ebert Stiftung (FES)	Lm 5,200
<b>Total</b>	<b>Lm 31,949</b>

### Expenditure

Salaries of Staff	Lm 30,441
General Expenses <sup>7</sup>	Lm 24,477
Educational Programmes & Publications <sup>8</sup>	Lm 5,200
<b>Total</b>	<b>Lm 60,118</b>

5 Centre's Administrative Assistant was transferred in March 2006 and has not yet been replaced.

6 Income generated by the Centre through its participation in EU funded projects

7 **Out of Vote 52.** Lm 2,804: Office Equipment ( 37.00); Computing Service (122.00); Membership (60.55); Books (349.27); Subscriptions (277.57); Hospitality (112.00); Repairs & Maintenance (30.00); Communications (110.59); Office Supplies (439.01); Postage (246.86); Petty cash (312.6); Printing (185.00); CCT – Hiring of Lecture Rooms for Evening Course (518.00); VAT (3.63).

**Out of Reserve Fund of the Centre (Vote 73.221) Lm21,673**

Salaries & Additional Staff (16,459); Reimbursements (2,078); Printing (31); Catering (900); Payment for Data from NSO (35); Electronic Equipment (1,470); Postage (499); Furniture (201).

8 Publication of book 'Dual Worker Family in Malta'; one tripartite seminar with foreign guest speaker; two breakfast seminars and a week study visit to Cyprus (eight participants). All sponsored by FES.





