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Centre for Labour Studies

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The ideas expressed in this report represent the views of the respective authors and do not necessarily reflect the views of the University of Malta, the Centre for Labour Studies, or the Centre's Board.

1. LOOKING BACK, LOOKING FORWARD

What started off as a small research unit looking at worker participation in Malta Drydocks is hardly recognisable today. Even its name has changed. But one thing that has survived is the governance structure of the Centre for Labour Studies: it has survived so well that it has spawned dozens of similar institutes and centres at the University of Malta.

It is a structure that has served us well for over 30 years now: obliging us to respect the interests of our non-academic partners, nudging us to focus our research on policy relevant areas, yet helping us to remain faithful to the pursuit of critical inquiry and academic integrity that justify our existence as a university centre. We continue to operate in this manner, after due deliberation, and after having been invited (without obligation) by the University Rector to join the recently set up Faculty for Social Well-being.

The Centre for Labour Studies now comprises five core members of the academic and administrative staff - the largest ever core complement in its history - and is supported by a cadre of other university employees, lecturers, researchers and other sub-contractees. Acting in collaboration with other university bodies, the Centre for Labour Studies is responsible for the running of four distinct university course streams, offering a suite of qualifications that range from undergraduate certificates and diplomas to a full evening degree programme, and a post-graduate diploma. It continues to serve as Malta's national clearing house for information and research on most areas connected to work, and including working conditions, work-life balance, occupational health and safety and industrial relations. And we continue to offer one of the few avenues for the pursuit of tertiary education to part-time and occasional students - and including female home workers - who cannot otherwise afford to read for a university qualification, on a full or part-time basis, in Malta.

We offer this 2011-2012 biennial report as a testimony to the interesting and diverse work of: our many adult students; of the scope of the Centre's media impact, research and publications; and of our evidence-informed contributions to public policy in general, and labour policy in particular.

Feedback on any aspect of its contents is welcome via e-mail to: cls@um.edu.mt

My sincere thanks to all CLS Board Members, past and present, for their unfailing support and wise counsel; as well as to commend CLS Director Dr Manwel Debono and his team for enriching the University of Malta with such a top-notch research, outreach and education institution, of which I am so proud to serve as Chair.

Professor Godfrey Baldacchino
Chair, CLS Board
May 2013

2. FOREWORD

Europe is going through difficult times. The economic downturn that started in 2008 has not yet subsided. The solution of reducing economic expenditure prescribed by the European Union (EU) to its ailing member states seems not to have worked as intended. Indeed, several EU states, especially those in the Mediterranean region, are facing further bleak economic prospects and social unrest.

Meanwhile, Malta has until now remained relatively unscathed. Despite the external economic turmoil, the country's recent political changes and its ongoing economic restructuring, Malta's GDP is expected to continue to grow, employment is on the increase while unemployment has been fairly contained. The fears recently raised about Malta's financial sector appear to have been unwarranted. Yet, the country depends to a large extent on Europe for its imports, exports and tourism; and so, its future is inevitably tied to that of its economic partners. Besides, it faces strong challenges relating to government debt, the longer-term sustainability of its social welfare system and the degradation of the natural environment, among others.

This latest biennial report highlights the work that was carried out by the Centre for Labour Studies during 2011 and 2012. It includes articles that discuss a variety of work-related topics. The first contribution consists of suggestions put forward by the Centre's academic members of staff to political parties contesting the General Elections held in March 2013 (see Section 3.1). The report also includes a summary of the main industrial relations events occurring in Malta between 2011 and 2012 (see Section 3.2, compiled by Saviour Rizzo). The overall positive climate among government, trade unions and employers' associations has brought about considerable improvements in working conditions in Malta. However, this report points out the need of not becoming complacent, as improvements in working conditions such as family-friendly measures and wages can be reversed if they are not adequately safeguarded (see Sections 3.4 and 3.7 written by Anna Borg and Saviour Rizzo respectively). The drive to enhance the country's competitiveness should also proceed in step with required improvements

in occupational health and safety, an area that is still under-researched in Malta (see Section 3.6 written by Luke Fiorini).

The European economic crisis has highlighted the difficulties involved in trying to converge the economies of the different member states. The countries' idiosyncrasies, stemming from their different cultural heritage, stage of economic development, and geo-political realities escape 'one size fits all' remedies. This report delves into one aspect of such nuances, namely the unfolding and transformation of social class in Malta (see Section 3.3 written by Godfrey Baldacchino). Besides, this report examines the problematic aspect of long-term unemployment in Malta which, despite being one of the lowest in the EU, requires further attention by the relevant authorities (see Section 3.5 written by Manwel Debono).

Dr Manwel Debono
CLS Director
May 2013

3. ARTICLES

3.1 Memorandum to Political Parties Contesting the General Election being held on 9th March 2013

MANWEL DEBONO, GODFREY BALDACCHINO, ANNA BORG,
LUKE FIORINI, SAVIOUR RIZZO, EDWARD ZAMMIT

Preamble

The Centre for Labour Studies (CLS) is the first and prototype centre set up at the University of Malta in 1981. A clearinghouse for independent and critical thinking and evidence based scholarship, the CLS has a broad mandate to act as a springboard for education, training, research and community outreach in a range of issues that concern workers and the Maltese Labour Market. Given the centrality of work to our lives, and its pivotal role in social and economic development, the CLS has also been unfailingly submitting work-related policy recommendations to all political parties contesting general elections in Malta since 1981. Such recommendations typically gravitate around the areas of expertise that have coalesced at the CLS and that find obvious expression in its course offerings, ongoing reports and monitoring, and the publications of its core academic staff.

At this time, the CLS has identified the following issues, topical in recent years, which would benefit from policy development: decent work, female participation in the labour market, corporate governance and gender equality, financial participation of employees, occupational health and safety, irregular immigration, trade union recognition, trade union rights for members of the police force, employee information and consultation rights, greening jobs and work, and lifelong career guidance.

The CLS is sensitive to the fact that policy makers involved in employment and industrial relations have to reconcile the promotion of economic competitiveness with the maintenance of social cohesion. Nevertheless, the CLS wishes to urge Alternattiva Demokratika (AD), Partit Laburista (PL)

and Partit Nazzjonalista (PN) – the political parties contesting the general election due on 9th March 2013 – to seriously consider policy development in these key issues and to boldly address them in their respective electoral programmes.

a. Decent Work

According to the International Labour Organisation (ILO), decent work “involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men”. A report about ‘Decent Work’ (1999) by the ILO Director General states that the emphasis should be on the creation of jobs of acceptable quality: “The need today is to devise social and economic systems which ensure basic security and employment while remaining capable of adaption to rapidly changing circumstances in a highly competitive global market”.

What this implies is that job creation should not be promoted at the expense of job quality. Economic growth should not be achieved at the expense of human rights protection and social justice for workers. The redistributive role of the state dictates that it should strive to ensure decent conditions of employment irrespective of the type of work contract.

The rationale of labour law is to address market failures by tackling the problems of governance of the contract of employment and establish fair employment relationships. This should not be in conflict with the creation of a well coordinated and flexible division of labour. Intervention by government through its legislative power and its regulatory role of employment relations should be instrumental towards the promotion of best practices between employers and employees in their dealings and to encourage investment in innovation and skills. The promotion of work quality can be seen as an attempt to further social justice and ensure a fair distribution of benefits among workers. Economic pressures must not serve to drive down the quality of jobs.

Economic outcomes can also be achieved by ‘smart’ regulation and positive reinforcement, rewarding positive behaviour and ‘best practice’ in this field.

Another initiative in favour of decent work is the charter announced by the Malta Employers Association (MEA) in May 2012 to encourage more standardised and decent employment practices in the local cleaning, security and care working sectors which are often accused of precarious work practices and which often involve female employees. An independent board would be set up to administer the charter and handle accusations of breaches. Companies in breach of the charter will risk being blacklisted in both the public and private sectors.

While recognising recent positive legislative measures in this field, the current economic crisis is likely to expose more workers to difficult economic conditions. Nominal acceptance at law and the setting up of suitable service charters need to be followed up by strict policy implementation in the spirit of the law.

In this regard, the CLS makes the following recommendations:

- That private companies be offered incentives (such as tax credits) to promote decent work by investing in suitable education and training (including training in occupational health and safety), skills development or retooling, and other opportunities for career development.
- That more initiatives are taken to ensure and promote actual decent working conditions in Malta, in the spirit of the current legislation in force.

b. Female Participation in the Labour Market

Whilst noting a significant increase in the female employment rate since Malta joined the EU, the current female employment rate at 43% is still lower than the EU 27 average of 59% (Eurostat, 2012). Concurrent with the low employment rates, Malta also has one of the lowest fertility rates in Europe (Eurostat, 2011). This combination of low female employment rates and low fertility rates is likely to have a negative impact on the sustainability of the welfare state in the future. This negative trend suggests an amount of incompatibility between paid work and motherhood. Moreover, it is quite plausible that, in a few years' time, the sole male breadwinner model would be replaced by a dual earner model, suggesting that the workplace needs to reconcile itself with this evolving reality.

In this regard, the CLS makes the following recommendations:

- That school opening hours be increased possibly through non-academic activities (e.g. sports, arts, drama, music etc.). This out-of-school service

should cover all holiday periods and be extended to all schools within a specified period of time.

- That a more rapid investment in childcare is made, possibly by opening up such services in all schools through private/public partnership schemes. Low earner families who want to make use of childcare services, but who do not qualify for related tax credits, should be supported in other ways. Additionally, employers in the private sector should be supported and encouraged to introduce childcare services at company level or through the clustering of such services.
- That employers be encouraged to offer more flexibility in the organisation of work in the private sector. Employees in specific sectors report more work-life conflicts and hence, particular sectors like the manufacturing, wholesale and retail trade, and those operating in the hotel and restaurant industry, should be especially targeted.
- That a non-transferable father's quota for paid parental leave be introduced so that the burden of child rearing is divided more equally between parents.

c. Corporate Governance and Gender Equality

Malta still has very low levels of female participation in corporate governance when compared to the EU. We note that there is a proposed EU Directive mandating minimum levels of representation for men and women on corporate boards and we look forward to its full implementation in Malta. However, the CLS also recognizes that its remit remains limited to very few private organisations.

The CLS remains cognisant that such a measure should be a temporary solution and that its implementation would be naturally phased out as it is (hopefully) overtaken and rendered redundant by more equitable gender representation on corporate boards.

In this regard, the CLS makes the following recommendation:

- That a greater and better gender balance is achieved in Maltese corporate boardrooms and that an extension to more private organisations beyond those stipulated in the EU Directive be considered.

d. Financial Participation of Employees

Financial participation of employees has become an important element of the European social model. It is a form of remuneration additional to pay systems that enables employees to participate in an enterprise as shareholders and not just as members of the labour force. In an economy making higher demands for companies to compete, financial participation of employees may gain more currency as it can be the means for stimulating the collective efforts of employees, thereby increasing productivity and/or enhancing efficiency. By being perceived as a gradual emerging reform promoting the values that give prominence to a society of stakeholders, financial participation can appeal to a wide ideological spectrum. It can also promote a form of employment relations that is more consonant with the principle consistently espoused by the employers of linking workers' income to levels of productivity.

In this regard, the CLS makes the following recommendation:

- That measures be taken to encourage private employers to consider setting up a trust fund that pools collective worker shareholding.

e. Occupational Health and Safety

The provision of a healthy and safe occupational environment is a factor which contributes immensely to an individual's quality of life. Additionally, the social and economic benefits of better health and safety at work are well reported.

It is thus positive that a general downward trend has been noted in both fatal and non-fatal accidents over the last few years. Such trend suggests that the Occupational Health and Safety Authority (OHSA) is utilising its limited resources well. However, of primary concern remains the limited resources entrusted to the OHSA for enforcing the available legislation. Several Maltese entities, both state and private, do not have or obtain the services of individuals who are competent in occupational health and safety. In a similar vein, many entities continue to lack health and safety worker representatives, as required by law. This limits workers' participation in providing feedback about their working conditions whilst also preventing workers from contributing to any health and safety measures that may be implemented. This restricts the effectiveness of any health and safety measures taken by an organisation and has been linked with reduced levels of occupational performance.

Occupational health and safety continues to be viewed in a negative light by some employers, who regard it as a cost that must be implemented to the minimal level as required by law. This is unlikely to change unless employers understand the financial advantages of maintaining a healthy working environment. Improving the profile of occupational health would not only be of benefit for the profession and the workers it aims to assist, but may lead to financial rewards for the country as a whole through the maximisation of worker productivity.

In this regard, the CLS makes the following recommendations:

- That more resources be deployed to enable the Occupational Health and Safety Authority to increase the number of proactive measures it takes, including spot checks.
- That a publicity campaign, possibly carried out through the Authority, be carried out to improve general awareness that occupational measures, when correctly implemented, can actually be profitable.

f. Irregular Immigration

In the past decade, Malta has become the first European port of call for thousands of displaced immigrants from sub-Saharan Africa and the Middle East. The irregular immigrants now in our midst have to rationalise and adapt themselves to a depressing and unfortunate situation. Their predicament is that of victims who are unable to extricate themselves because there is no formal means of escape and mobility to another European country, nor are there any clear means of integration into mainstream Maltese society. While Maltese policy makers continue to lobby for amendments to the Dublin II agreement that would permit such immigrants to move on from Malta, we realistically still need to consider and reflect upon the implications of having a proportion of these immigrants who are going to stay. Therefore, from political, economic and humanitarian points of view, some action needs to be taken.

Taking this situation as a given, CLS concurs with the stand taken by the United Nations Refugee Agency in Malta that in 2007 called upon Maltese policy makers to design a national integration strategy which defines what the government wants from integration, what it understands by integration, and how it can facilitate integration in terms of Maltese absorption capacity. Such a mainstreaming strategy can take note of the labour market segments

where such immigrants have already gained a foothold, including waste collection, quarrying and construction work. Irregular immigrants have skills, qualifications and professional backgrounds that remain largely under-utilised.

Steps should be taken to ensure that the integration of migrant workers into the labour market does not come about at the expense of their health and safety. Many of these workers are currently participating in employment sectors known to have high occupational injury frequencies such as construction. An effort should thus be made to ensure that these individuals receive the necessary training, as otherwise they will continue posing a hazard to themselves and others.

In this regard, the CLS makes the following recommendations:

- That the Employment and Training Corporation (ETC) makes more of its services available to all immigrants whose status enables them to access the labour market. Some services for these immigrants should be mainstreamed through ETC. Besides this, a special focus within the ETC should be dedicated to facilitate their integration into the formal Maltese labour market by providing them with appropriate training, including, language tuition, basic job skills, and occupational health and safety. Such a strategy should include individuals who specialise in understanding the needs of irregular immigrants and in the ways they cater for them.
- That a Temporary Work Agency (TWA) be set up specifically aimed at helping irregular immigrants integrate in the Maltese labour market and match employers' demands. We recommend the setting up of such an agency as a cooperative society since this would enhance its legitimacy as a corporate body that upholds high social objectives. The government should discuss these issues with Koperattivi Malta (the main cooperative development agency) and explore with it ways of incentivising and assisting in the setting up of such a TWA. The TWA could also operate as a bridge with ETC and other public and private institutions.
- That the government, through organisations such as the newly set up National Commission for Further and Higher Education, should facilitate access for the assessment of qualifications of African immigrants, for example through outreach exercises.

g. Trade Union Recognition

The Employment and Industrial Relations Act (EIRA), which governs and regulates employment relations in Malta, still lacks a legal provision for trade union recognition at the place of work in those increasingly common episodes where more than one trade union claims majority representation (50%+1) amongst the same group of workers. This lack of statutory procedure through which a union or unions can claim recognition has been the source of trade disputes which have often proved difficult to solve. During its 278th session in Geneva on 17th July 2000, the ILO urged the Maltese government to amend the law with a view to make the issue of trade union recognition less ambiguous. CLS concurs with this recommendation and thus urges the political parties to commit themselves to update the law to include a statutory provision about trade union recognition.

In this regard, the CLS makes the following recommendations:

- That in the case of situations where more than one trade union claims majority representation at a place of work, or amongst a specific group of workers thereat, the EIRA would empower the employer(s) involved to negotiate and develop a joint collective agreement with the two or more unions involved.
- That, should such a jointly crafted collective agreement not be possible or desirable to the employer, formal mechanisms should be developed to grant exclusive recognition to one trade union and such a recognition would remain legal and valid for a minimum period of time (say, 3 years) in support of stability in industrial relations.

h. Trade Union Rights for Members of the Police Force

The Employment and Industrial Relations Act (EIRA 2002) does not extend trade union rights to members of disciplined forces such as the police and persons employed in the army and civil defence. In defining the scope of 'employment' in relation to a trade dispute, this law includes any relationships whereby one person does work or performs services for another, other than a service of a disciplined force. This proviso and deliberate exclusion – which is also inserted in the definition of 'worker' and 'contract of service' at law – effectively cheats members of the police force from the right to join a trade union or to participate in sympathy with the actions of a trade union. During these last three years, there has been a regular campaign by the main trade

unions to give the members of the police force the right to join a trade union. The police officers maintain that their duties entail tasks such as driving, delivering official documents, clerical work and other activities that would qualify them to be defined as workers.

The work of the members of the police force is considered to be essential in guaranteeing the security that a society and the community need for the maintenance of order. However there are various other workers deemed to be providing an 'essential service' under EIRA – initially restricted to health professionals and now extended to include various workers providing port services, energy and transport – who are allowed to join trade unions and undertake legitimate industrial action subject to the provision of a minimum and basic or emergency service, which is meticulously prescribed in the law. The CLS is of the opinion that the same treatment be extended to members of the police force. The CLS is also aware that another category of workers formerly considered as a disciplined force has made a smooth transition to civilian status and now has its own trade union: the Malta Air Traffic Services.

In this regard, the CLS makes the following recommendations:

- That the Employment and Industrial Relations Act (EIRA) be amended such that its definition of the scope of 'employment' in relation to a trade dispute would no longer exclude those persons in the police force.
- That the Schedule to EIRA be amended to include a specified, minimum number of members of the police force that need to be available for duty at all times and including during episodes of industrial action.

i. Employee Information and Consultation Rights

Various EU directives relating to employee information and consultation rights have been transposed into local legislation over the last years, namely the "Collective Redundancies (Protection of Employment) Regulations" (2002), the "Transfer of Business (Protection of Employment) Regulations" (2002), the "Employee (Information and Consultation) Regulations" (2006), and the "European Works Council Regulations" (2011). However, their implementation in the Maltese workplace remains lacking, particularly in those workplaces where there are no recognised trade unions.

These regulations also refer to the existence of forms of worker representation in workplaces where trade unions do not yet enjoy recognition. The CLS regards these forms of representation to be useful

mechanisms for employee relations and which could eventually encourage greater trade union participation.

In this regard, the CLS makes the following recommendation:

- That information campaigns be developed and carried out by the state (possibly through the Department of Industrial and Employment Relations) in collaboration with social partners to increase the awareness of employers and employees about information and consultation rights.

j. Greening Jobs and Work

A healthy and sustainable environment is considered to be crucial to development and competitiveness, as much as to livability and a decent quality of life. Higher levels of commitment from the political class towards a more sustainable green economy through more creative and effective solutions to environmental issues are especially welcome. The Employment and Training Corporation (ETC) Report "Employment in the environmental goods and services industry in Malta" (2007) was an important initial step to start mapping out developments tied to environment-related employment. The development of green jobs since the publication of this report has unfortunately not been properly monitored.

The National Environmental Policy (2012) pledged that a Green Jobs Strategy would be prepared, together with a Training Strategy for green jobs. The state needs to pursue such objectives in collaboration with the social partners in the coming months and years. While there is an increasing awareness by the state and social partners about the need for environmentally sustainable policies, the notion of green jobs is still not being given sufficient attention in practice.

In this regard, the CLS makes the following recommendation:

- That the state aligns policies in favour of greening the environment with suitable labour market policies aimed at strengthening investment in the green technology industry and incentivising R&D initiatives in this regard. Capacity building and lifelong career guidance practices are required to improve the 'goodness of fit' between labour and environmental policies.

k. Lifelong Career Guidance

The European Union Council Recommendations on Malta's National Reform Programme 2012 include references to the need to increase the

participation of older workers in the labour force, reduce the rate of early school leaving, and pursue policy efforts that would allow the educational system to better match the skills required by the evolving Maltese labour market. In recent years, there have been considerable improvements in these three aspects through the implementation of various measures including legislative changes, active labour market policies, and restructuring exercises in both educational institutions as well as in the Employment and Training Corporation. However, there is still much room for improvement to enhance the quantity and quality of participation of persons in the labour market.

Unfortunately, the provision of career guidance in Malta is fragmented and varies considerably in quality. A comprehensive lifelong career guidance system would be particularly useful to help persons of all ages navigate through a rapidly changing world of work, coupled by the increasing availability of educational and training opportunities. The CLS also acknowledges that the social partners have an important role to play in decreasing the mismatch between labour supply and demand.

In this regard, the CLS makes the following recommendation:

- That the government sets up a National Career Guidance Centre (NCGC) as envisaged in the "Career guidance policy for schools" (2007) report, with the goal of sustaining cohesive and consistent lifelong career guidance services through research, information, training and the setting of quality standards. The NCGC shall cooperate with government entities and social partners in order to connect and professionalise career guidance services.

Conclusion

The points raised and the recommendations made above are meant towards a reconstitution of employment relations. It should also be emphasised that the proposals submitted by the CLS in this document are animated by the doctrine of functional reciprocity of capital and labour which, while acknowledging their divergences, highlights their significant common interests, thereby making their differences amenable to peaceful and 'win-win' synergies and solutions.

We urge AD, PL and PN to consider these suggestions and incorporate them in their electoral platforms.

3.2 Flashpoints in Malta's Industrial Relations in 2011 and 2012

SAVIOUR RIZZO

The following are summaries of the main industrial relations events that happened in Malta in 2011 and 2012 as reported in the European Employment Observatory. The events are listed according to the date in which they were published.

Industrial relations events published in 2011 ...

March - Air Malta restructuring

Losses registered by Air Malta in recent years have brought it to the brink of bankruptcy and the government has come up with a rescue plan that has to be executed within parameters set by the European Commission. The four trade unions representing Air Malta employees, disappointed at the failure of the company to become viable following the implementation of austerity measures, have expressed concern at the possibility of redundancies forming part of the restructuring exercise.

April - Social partners call for help with rising fuel bills

The social partners in Malta asked the government to compensate their members for the significant increases in the price of fuel and gas, which came into force in January 2011. Year-on-year figures show the price of petrol has risen by 18%, diesel by 24% and gas by 52%. The government refused to guarantee help, because of the country's fragile economy. However, a meeting was held at the Malta Council for Economic and Social Development to try to find an amicable solution

July - Football players join General Workers' Union

More than 80 Maltese footballers joined the General Workers Union. This came after players' pay for training sessions with the national team was

stopped. Players also want the union's help to resolve issues over medical insurance and sickness payments. However, this will prove a complex task for the union. It will have to deal not only with a player's club and agent, but also with the Malta Football Association which has sole power, given by FIFA, to decide disputes.

July - Unions discuss FORUM application to join ETUC

The application by Forum Unions Maltin (FORUM), a loose confederation of trade unions set up in 2004, to become an affiliate of the European Trade Union Confederation (ETUC), has once again been brought up. FORUM's application to join ETUC was eventually accepted.

August - EU Commission recommends review of Malta's wage indexation system

A recommendation made by the EU Commission to the Maltese government to change the wage indexation system was welcomed by employer associations and the Central Bank of Malta. However, it was strongly resisted by the Maltese trade unions. The government also stood firm, fearing that a change or abolition of the system might jeopardise stable industrial relations, and managed to persuade the EU Commission to change its text. It has now asked Malta to review the mechanism.

August - Public transport drivers protest about split shift system

A number of drivers recruited by Arriva, the company taking over Malta's public bus service from 3 July 2011, did not report for work on their first day. They claimed the split shift in their rota was not in line with the conditions of work they had originally agreed with the company. Representing them, the General Workers' Union adopted a very placatory tone, trying to reach a temporary agreement with the company while negotiating a settlement that is agreeable to the drivers.

September - Inquiry set up into plight of health sector's precarious workers

Criticism about the plight of precarious workers in Malta's state hospitals led to the government setting up a board of inquiry into their pay and conditions. Similar complaints have been made by unions and some political parties,

but the government decided to act after Opposition health spokesperson Marie-Louise Coleiro Preca said the treatment of subcontracted care workers was in breach of the law. She was backed by the General Workers' Union.

October - Social partners oppose pension reform proposals

A pensions working group set up by Malta's government recommended the immediate creation of an additional mandatory scheme to complement the present 'pay as you go' pension, which is widely agreed to be unsustainable. However, employers say an additional pension system would undermine their competitiveness and suggest instead that the best solution would be to raise employment levels. Unions say workers would struggle to pay additional pension contributions.

November - Trade union membership stable despite current crisis

The annual report from the Registrar of Trade Unions found that membership of Maltese trade unions in 2011 increased by 0.6% compared to the previous year, to a total of 85,722 members. The General Workers' Union and Union Haddiema Maghqudin account for over 80% of trade union members. Overall it appears the trade union movement is coping adequately with the changes in the labour market in Malta. The Malta Union of Teachers reported a significant decrease in members following a review of its records.

Industrial relations events published in 2012 ...

January - Pre-budget discussion among social partners

Before Malta's budget for 2012 was presented the social partners declared their priorities and made proposals to the Minister of Finance at a meeting held at the Malta Council for Economic and Social Development. The main issues that emerged from this dialogue in October 2011 were taxation, the Cost of Living Allowance, incentives and initiatives to boost the Maltese economy and the participation of women in the labour market. Some measures announced in the budget addressed these issues.

February - Union rights granted to police but not other security services

Malta's trade union movement welcomed the government's acceptance of trade union membership for police, after its long campaign for these rights. However, the General Workers' Union was disappointed by the decision

to simply transform the Malta Police Association (MPA) into a trade union because this limits membership to the police, and leaves other branches of the security services without a union. It is also feared that the MPA will still be governed by the Police Act.

April - No consultation on Labour Law Change

In 2011 an amendment was added to the Employment and Industrial Relations Act 2002 (EIRA), empowering the minister responsible for transport to declare specific jobs in land and sea-based transport in Malta as 'essential services', effectively removing the right to strike from transport workers. This change to labour law was made without consulting the social partners and is in contrast to the consensual approach that characterised the evolution of the EIRA a decade ago.¹

May - Unions committed to fair treatment for immigrant workers

A European Union-funded project examining discrimination in the workplace has found that Maltese trade unions respond well to specific issues affecting immigrants. The report highlights union initiatives to ensure equal pay and conditions for immigrant employees and publicise the pressures they face in the labour market. It concludes, however, that unions are not formulating more general anti-discrimination strategies that might address such problems before they arise.

July - Precarious jobs keep living standards low

A study on living standards by Caritas Malta, an arm of the Maltese Catholic Church, revealed that 15% of the population is living below the poverty threshold. Unions claim the main cause is the prevalence of precarious work – including the large number of Maltese workers who do not have permanent employment contracts. Trade unions and Caritas Malta have urged the government to raise the minimum wage. Employers rebutted that such a measure could threaten the competitiveness of the Maltese economy.

1 A subsequent amendment to EIRA in 2012 re-assigned the power to declare specific jobs in transport as 'essential services' to the minister in charge of employment and industrial relations.

August- Unions criticise poor communication during Air Malta restructuring

After being on the brink of bankruptcy, the national airline Air Malta was forced to shed some of its workforce and submitted a restructuring plan to the European Commission that included €130 million of state aid. The plan was approved, but three of the four unions representing the various categories of Air Malta employees have complained about lack of consultation during the restructuring process and raised serious doubts about the viability of the airline.

December - Employers unhappy over civil service wage rise deal

A collective agreement was signed between Malta's Government and six trade unions representing the country's civil service employees. The deal, signed on 15 October 2012, secures an annual 2.5% wage increase over the six-year period covered by the agreement for Malta's 30,000 civil servants. While the increase was welcomed by the unions, employers' associations criticised the deal, saying that it was badly timed, coming at a time when workers across Europe were taking wage cuts.

A full report of each of these events can be downloaded from www.eurofound.europa.eu/eiro Click on: Countries/Malta

3.3 The Social Class in Malta: Still our Daily Bread?

GODFREY BALDACCHINO

This paper resurrects 'the social class' debate, after frequent allusions to the 'middle class' by the (now) Prime Minister of Malta in the 2013 general election campaign. A recent and timely study of social class in the United Kingdom may now also shed some useful light on the unfolding and transformation of social class/es in contemporary Malta. The topic goes beyond bread and circuses.

Preamble

There are two, strikingly different reasons why I am here flogging what some may consider to be a dead horse.

First, Prime Minister Joseph Muscat made the "middle class" a focus of his successful 2013 general election campaign. Tacking to the political centre to woo disgruntled Nationalist voters, but without alienating his hard core sympathisers, he reiterated time and time again that the policies of a new Labour Government would help the middle class – to progress; even to create "a new middle class" that would guide the country to a new prosperity. He would be speaking in Maltese and yet use the phrase "Middle Class" in English, suggesting some degree of symbolic and iconic value. (To be fair, Muscat also spoke about the need to provide opportunities to the increasing number of workers/families in the precariat (see more below) to improve their 'life chances'.)

Second is the publication of a recent journal article, the first of a series, that is analysing the results of what is, thanks to modern information and communication technology, the most extensive study of social class in the United Kingdom, based on 161,400 responses to a 2011 BBC web-based survey dedicated to this topic (Savage, et al., 2013). One of the co-authors of this article, Professor Fiona Devine, at the University of Manchester, is the visiting external examiner to the Department of Sociology at the University of Malta.

Like bread, social class used to be the staple fare: the bread and butter of sociological analysis. No self-respecting social commentator could avoid referring to the term; moreover, 'the working class' was the siren call of many left-of-centre parties and governments up until the late 1970s.

Things then started to change. Like bread, the item has been overtaken by events and developments. Our cuisine has been enriched and rendered more complex by various new ingredients – sweet potatoes, anyone? – and even the nature of bread has changed to reflect new tastes and dietary preferences – would you like yours whole-wheat? Likewise, new social cleavages and markers of distinction – gender, ethnicity, queer studies – have come to dominate social research. Globalisation, deindustrialisation, deregulation, neo-liberalism and subcontracting sent the traditional working class into a tailspin from which it has not yet recovered, and perhaps never will. The research spotlight now is more likely to fall on immigrants, homosexuals, single parents, pensioners, youth, or those with a disability. Class, like the white industrial urban proletariat that spawned the concern in the first place, seems to be on the way out, a decadent and redundant brand, with few tears being shed. It became possible to critique society without referring to class at all, and get away with it. Indeed, man (*sic*) does not live by bread alone.

And yet, the brand has considerable staying power: it still excites, evokes reactions, generates conversation and invites polemic. In this brief article, I will engage with the principles of social class research in Malta, explain their relevance to our changing labour market, and offer some signposts for future local studies. Moreover, as someone who has dabbled in writing about social class, I am especially interested in how the insights emerging from the UK study can shed light on similar socio-economic and occupational transformations in Malta.

Seven Social Classes in Britain

The Great British Class Survey (GBCS) departs from a three-way classification of the components of social class: *economic* (savings, income, value of one's property, if any); *cultural* (leisure, musical, eating and holiday tastes, as well as educational qualifications); and *social* (number of social contacts reported from a range of occupations; and the social status associated with these). In this respect, it opts for a more Weberian approach to social class (though there is not explicit political capital category) and is strongly influenced by

Bourdieu-type concerns with capital, whether economic, cultural or social, as power resources. The GBCS is also inductive: hence, it builds its social classes, and the rationale behind them, as they arise out of the data, using “latent class analysis”. There are no *a priori* assumptions about how many social classes there should be, and how they should be divided.

The result is seven social classes: interestingly, seven is also the magic number at the basis of the ‘Goldthorpe class schema’ that reflects the employment structure in the UK of the mid-1970s.

Some of these classes are carry-overs from the past; others emergent from contemporary labour conditions; and others still finally identifiable, not because they are new, but because they could not be identified effectively in previous studies that had to deal with much fewer respondents. Briefly:

- *An elite*: rich, owning expensive property, commanding significant savings, well connected, graduated, engaged in professional or senior managerial work, enjoying the theatre, the arts, classical music, and overseas holidays;
- *An established middle class*: well paid, decent savings, well connected, graduated, possibly of ethnic extraction, engaged in managerial occupations (including the civil service), liking mainstream ‘highbrow’ culture but also “emerging cultural capital”: say, dining at ethnic restaurants, enjoying rock music, and maintaining a facebook page.
- *A technical middle class*: prosperous, very well connected but with occupational groups of a lower status, suggesting social isolation; mainly engaged in scientific and technical work;
- *New affluent workers*: with moderate income, high property values, high “emerging cultural capital”, mainly coming from non-middle class backgrounds;
- *Traditional working class*: moderately poor, modest savings, but own their own homes; not well connected, and overwhelmingly engaged in traditional working class occupations;
- *Emergent service workers*: relatively young, engaged in sport, music and internet activities; moderately connected; but can only afford to rent and stay in inexpensive houses with their limited savings; and
- *A precariat*: economically poor, hardly any savings, likely to rent, unlikely to have attended university, possibly unemployed or engaged in insecure employment or self-employment.

In the UK context, it is possible to determine the relative geographical concentration of these classes in terms of specific regions: such as the affluent South-East, the rust belt in Northern England, or the peripheries of North Wales and Northern Scotland.

Somewhat Similar in Malta ...

The Maltese situation is, in some respects, comparable. In spite of the small country size, certain residential areas have a significantly higher graduate presence than others: a tracer survey had identified 'the Three Towns' (Attard, Balzan, Lija) and 'the Three Cities' (Cospicua, Senglea, Vittoriosa) at the opposite ends of this scale (Baldacchino, 1997). The expansion of tertiary education at the University of Malta and MCAST has led to high levels of young educated workers with high cultural and high social capital - but not necessarily high economic capital: only a few professions and management grades (medical doctors? CEOs of large organisations?) can claim to command high economic resources; in most others, the situation is mixed. Just having a professional degree or licence is no guarantee to an above-average salary; just as it is no guarantee that you will secure a job that is a good fit with your professional training. Size of firm is one key variable here: the smaller the employing firm, the less likely that one can deploy one's specialisation or command above-average salaries. As in other liberal democracies, the price to be paid for expanding access to higher education is a condition of over- and mis-qualification; a growing gap between educational competence and actual job expectations and requirements.

Malta, like Britain, has also witnessed the rise of new affluent workers. These are mainly associated with new occupational segments, especially those reflecting the rise of a new semi-professional and technical class – such as software developers, information technology specialists – who may be employed or self-employed, are typically well paid yet have working class backgrounds. We need to look mainly at MCAST as the main vehicle for the emergence of this occupational cluster.

At the other end of the labour market, and while the conditions of the salariat improve and are protected by (and including European Union) labour law, part-timers and contract employees may experience fairly insecure working conditions. Hire and fire practices, with minimal employee protection, can be rife in the more loosely supervised and regulated segments of the labour

market: youths, women, the underqualified, and family members working in small, family-run businesses are likely to bear the brunt of these practices.

... Yet Somewhat Different

But then the Maltese situation is also somewhat different from the one prevailing in the UK. Indeed, should a study similar to the 2011 GBCS be undertaken in Malta, we can confidently expect a much higher response rate, in proportional terms: 161,400 out of a population of 62 million in the UK is just a 0.25% sample, achievable in Malta with a sample of 1,042 respondents: the typical size of locally run weekend poll.

Most local social scientists who have articulated their views on social class – some of their work is provided in the bibliography – have considered the tough specificity question: to what extent can we validly deploy the social class concept into the Maltese context? Or, put differently, what aspects of the local oblige an idiosyncratic rendering of social class? Although approaching this quandary from different perspectives, there is a fair degree of agreement that social class in Malta begs its own structure, and analysis.

- First of all, we need to remind ourselves of *the historical absence of a local industrial proletariat*; Malta has always been a primarily service economy. Even though, amongst the world's small island states, Malta has been fairly successful in attracting foreign industrial capital, we have never had more than 30% of the workforce engaged in manufacturing. Most of the workers at the Dockyards/Drydocks/Shipyards, hailed as the 'aristocracy of labour' in their heyday, were, technically speaking, service workers (shiprepair is a service industry; shipbuilding is manufacturing). Even so, the manufacturing star has waned: in 2011, it contributed about 18% of GDP, and 15% of all employment in Malta; half the comparable figures from 1980.
- Second, is the *considerable status overlap* that many working Maltese practise habitually: a condition described by Delia (1994, pp. 473-4) as a 'total labour supply function' where, say, a full-time public servant may also be employed in another job (usually, part-time) or even be self-employed. Multiple paid jobs are common, though more so for men than women (both are now breadwinners; but she still bears the brunt of home and family management). This easily places many Maltese in contradictory class locations, at least from an employment perspective.

- Third, is the (again considerable) proportion of Maltese who are *engaged in small and micro enterprises* (with up to 10 employees), typically run by family members or close associates. Informal labour relations prevail here; and word of mouth agreements dominate. Working conditions may be tough; but authority, discipline and supervision may be lax. Around a third of all employees (and various self-employed) in Malta – around 50,000 persons – operate in such circumstances.
- Fourth, and noting the very specific challenge of undocumented migrants who land on our shores, we could now claim to have a *distinct and specific underclass of immigrants* who often operate in the underground economy and with minimal rights and safeguards.
- Fifth, and moving from occupational to socio-political capital, who can afford not to *cultivate connections* that (could) translate into special concessions or privileges? Most Maltese are, and make it a point to be, zero degrees of separation away from those perceived as power holders or power brokers (and including politicians). A dense social field, low social distance, and a relatively large political elite (65 members of parliament; hundreds of local councillors, plus various other hopeful candidates and party apparatchiks) suggests that a friend in the right place is priceless: *ahjar habib fis-suq milli mitt skud fis-senduq*. With a state apparatus that is all pervasive, and still responsible directly or indirectly for almost one third of all employment and so much value added – indeed, does ‘civil society’ exist in Malta, except to lobby or exploit the state and its largesse? – this sounds like a shrewd and rational strategy. (The Maltese know which side their bread is buttered on.) Whereas, in a society like Britain, connections are most likely only or largely with members of one’s own class (and as confirmed by the GBCS study), and thus can be used to define one’s class position, the situation in Malta is probably more fluid and dynamic.

This alluring promise of access to power, conflicting world views, and the weakening of manufacturing, suggests that most Maltese prefer being clever and wily manipulators rather than outright proletarians. Theirs is a lite sympathy with the class label. This may be the rationale behind the lingering high levels of trade union affiliation in Malta – around 50% of all workers are still members of at least one union – in spite of the decline in the traditional recruitment grounds for trade unions.

Mario Vella (2010) has interpreted Joseph Muscat's middle class pitch as an appeal for a shared vision of the future; and not so much about one's location in a class structure. Presumably, and wiser after the 2013 election result, this is a vision of a broad swath of the electorate that feels that it has been pinched from various ends and has decided that it has been pinched enough: by a higher cost of living, by lower purchasing power, by a decadent and self-absorbed political elite. These voters have had their bread taken out of their mouth. In this light, the middle class, Vella tells us, is an "interpellation", a subject produced by social forces and whose members need not share social origins or conditions. Whether, *pace* Daphne Caruana Galizia (2010), we eat pizza (a modern-day rendering of bread) or steak, we can all be members of this disgruntled majority.

Even Dr Muscat's current definition of the middle class is explicitly anchored in the sphere of consumption and conceptualisations of one's livelihood; a far cry from the 'workerism' of 'Old Labour', barely 20 years ago (Briguglio, 2001). The company manager, the educated public servant, the hotel waitress and the call centre operator can break bread together, and hope for better times.

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3.4 Work-Life Options at Yahoo: Turning Back the Clock?

ANNA BORG

This article looks at the controversial decision taken by Yahoo CEO Marissa Mayer to ban telework in early 2013. It analyses the pros and cons of teleworking and searches for the underlying assumption that may have led to this ruling. A brief comparison to the work-life measures offered by Facebook and Microsoft is made, to show that these successful companies are using innovative temporal and spatial work arrangements to allow their workers to integrate their work and non-work life. The article concludes that turning back the clock may not be best solution for Yahoo and its workers.

On 22nd February 2013, workers at Yahoo received a seemingly routine internal memo from Marissa Mayer, their recently appointed CEO. The confidential statement, which was immediately leaked to the media by furious employees, announced that teleworking would no longer be a viable work-life option after June 2013 (Swisher, 2013; Cain Miller & Perlroth, 2013; Bercovici, 2013). The memo, which attracted a lot of negative media attention, instead called on employees to start working 'side-by-side' at the offices for the sake of speed and quality. Some employees, especially those who were originally hired on the implicit understanding that they could work remotely from home, objected to the controversial decision (Swisher, 2013). Coming from a corporation that has built its multi-billion dollar business over the Internet, this decision seems a contradiction of sorts.

The pros and cons of working from home

The right to work from home forms part of a wider package of benefits that typically fall under the umbrella of Flexible Work Arrangements (FWAs). These work-life measures are generally seen in a positive light because

they can bring win-win benefits to the workers, the organisation and the environment (World at Work, 2013; Global Workplace Analytics n/d). Telework allows employees to work from home or a remote location on a regular, or more occasional basis, using information and communication technologies (ICT) such as email, teleconferencing and the telephone. Whilst some organisations still resist telework, overall, the advantages of telework seem to outweigh the disadvantages. For example, telework is perceived to strengthen organisational commitment and staff retention and has a positive effect on productivity and performance within organisations (Harker-Martin & MacDonnel, 2012). Workers who are able to work away from the office typically report less interference by colleagues (Gajendran & Harrison, 2007), gain more flexibility, do fewer trips to-and-from work, and hence save on travelling time and related expenses (Lister & Harnish, 2011). Teleworking can provide employment opportunities for persons with caring responsibilities and people with mobility problems. It can also improve family life and lessen the number of latchkey children (Telework Research Network, 2011). Telework can also have a positive impact on the environment. For example, it is suggested that strong national telecommuting programmes would reduce traffic jams and global warming as the demand for fuel decreases. Accidents are also likely to decrease and the strain on transport infrastructure is lessened because of the reduction of cars on the streets (Green & Abdelrazek, 2008).

In spite of these positive outcomes, when discussing telework, one should not assume that all workers are keen to work from home or that they want to do so on a regular basis. In fact, for some employees, it is the home that is associated with stress; while work at the office can provide a safe haven where one can feel rewarded and accomplished, especially when young children are present in the household (Hochschild, 1997). It is also important to note that not all work can be done from home and telework does not suit everyone.

Those who agree with Mayer's controversial ban to telework bring up a number of reasons for their stand (Meyer in Lee, 2013). For example, virtual work can create monitoring and logistical problems for managers. It is a known fact that in general, employers and managers are normally reluctant to have people work remotely, because they feel that they are not in control and cannot check the workers on site (Bailey & Kurland, 2002). Others claim that the lack of direct interaction means that employees can lose out on getting an instant reaction, and this can lead to more mistakes which have to

be rectified later at a higher cost. Furthermore, people working from home tend to lose out on the human touch and on collaboration which comes through direct communication (Meyer, 2013 in Lee, 2013). The Yahoo memo suggests that “some of the best decisions and insights come from hallway and cafeteria discussions, meeting new people and impromptu team meetings”. It adds that “speed and quality are often sacrificed” when one works from home. Hence, the memo insists that, in order to operate as one team, Yahoo workers should start spending more time being physically together at the office (Swisher, 2013, para. 18). Mayer assessed that this kind of interaction would act as a morale booster (Cain Miller & Perlroth, 2013). However, in the era of Skype, Teleconferencing and Smart phones, how true is it that the best interactions necessarily emanate through direct communication at the office?

Whilst acknowledging that face-to-face communication is the richest communication medium (Daft & Lengel, 1984), one should also emphasise that the degree of communication richness required at work depends on the specific task or objectives that need to be achieved. Thus, whilst at times face-to-face encounters may be necessary, these may not always be fruitful and may actually be a source of distraction that hampers work from getting done. By turning back the clock on the telework option, Mayer must have had motivations to do so. What could have pushed her to take this unpopular decision?

The reasons and underlying assumptions that regulate the organisation of work

Cain Miller and Perlroth (2013) suggest that Mayer, who joined Yahoo after working for some years at Google, took this stand after noticing that “parking lots and entire floors or cubicles were nearly empty because some employees were working as little as possible and leaving early”. This contrasted with the atmosphere at Google (USA) where workers tend to congregate at top-end offices, possibly because they are generally offered carefully chosen perks and services. These typically include first-class dining facilities, gyms, laundry and massage rooms, on-site childcare facilities, commuting buses, and the possibility of having a hair cut or the car washed at the workplace (Mangalindan, 2012, About.com 2009). The idea behind these facilities is to create healthy and happy workers who, in the long run, tend to be more engaged and more productive (Andersen & Mittal, 2000).

One should not assume that this degree of work-life integration on the part of Google is entirely benevolent. In fact, such services can be viewed as a bait to keep workers focused on paid work at the office, whilst keeping the distractions that emanate from personal needs to a minimum. At Google, Mayer was used to this environment. So for example, in order to ensure that she would not be distracted by the imminent birth of her first child, when she moved to Yahoo, she ordered that a nursery be fitted next to her office, but at the same time banned workers at Yahoo to work from home. This “made parents working at Yahoo even angrier” (Cain Miller & Perloth, 2013, para.13). Was this a faux pas?

Decision about flexible work arrangements, such as working from home or working flexibly, “are often subject to management discretion” and are often “based on beliefs about potential disruption, substitutability of employees, notions of fairness and respect, perception of employees, record of work and commitment, perceived long-term impact, or perceived gender appropriateness” (Lewis, 2003, p. 17). This goes to show that such decisions are rarely straightforward and are often worked out within a framework of social structures that are invisible but real (Miles & Huberman, 1994). This means that actions and decisions are generally based on hidden assumptions and on the personal and collective values of the decision makers. Values are socially constructed and, in business organisations, these often manifest themselves through informal rules, processes, practices, behaviours, routines and symbols that are difficult to detect at face value (Trompenaars & Prud’Homme, 2004)

When searching for the core values behind this choice, the Mayer memo seems to be built on an underlying assumption that interactions amongst workers can only happen, or are more likely to happen, within the confined space of the office (Swisher, 2013). This value shows that in spite of the massive technological, economic and demographic changes, ‘face time’ or being seen at the office, is still perceived as an automatic translation of commitment and dependability (Esbach, Cable & Sherman, 2010; Bailyn, 2011). Such an assumption may well be based on outdated values that do not match up to the expectations and ambitions of mainly young and tech-savvy workers. How do ICT workers want to work and what values guide their decisions on matters relating to work and life? A study of 1,500 technology professionals in the USA suggests that more than a third are ready to consider

a pay cut (of 10%) to work from home (Telework Research Network, 2011), whilst 43% would be ready to quit their current job for another where they can telework (Lister & Harnish, 2011b). In another study, Smithson and Lewis (2000) found that young people in Britain are ready to trade job security for favourable working conditions in order to achieve work-life balance through flexibility and sensible working hours.

So: What are other ICT companies, like Facebook and Microsoft, offering to their workers on the work-life front?

Work-life measures in other multinational ICT companies

In contrast to the decision taken at Yahoo, workers at Facebook appear to have more freedom in terms of spatial and temporal work arrangements. In fact, according to Miller and Carlson (2009), one of the most valued benefits of working at Facebook is the possibility of setting your own time, the ability to work from home when you want to and as much as you want with little to no interference from the managers. When employees go to the office they are offered three free meals a day, they can enjoy a game arcade, employee decorated offices and breakaway spaces where workers can work away from their desk, amongst other things.

When it comes to innovative work practices, the giant company Microsoft opts for a similar approach to the one offered by Facebook. It enables staff to choose "where they want to work every day and, wherever they are, whether at home or in the office, they can tap into a full array of online information and tools, 24/7" (Galinsky & Backon, 2011, p. 135). Microsoft offers flexible working conditions in order to be able to attract and retain top performers. Rather than being assessed through the number of hours they work, employees perform against a set of job commitments that are reviewed through regular one-to-one discussions with the manager. The company has figured out that, by doing so, it actually benefits through increased productivity, accountability and employee focus (ibid.).

What comes out clearly from the above cases is that these successful companies have come to terms with the fact that, in order to attract top talent, they need to change the workplace and adapt their work practices to the needs of 21st century employees. US research on the retention of workers shows that earnings and benefits have a 2% impact on job satisfaction (Families and Work Institute, 2011). On the other hand, job quality and

support at the workplace (which includes the possibility to integrate work and life through flexible work arrangements) have a combined 70% impact (ibid.). Whilst noting the positive difference that flexible work can make, it is tempting to ask whether Maltese employers are flexing the work rules to allow more work-life integration.

Work-Life issues in Malta

If we broaden the debate from teleworking to other measures that allow the integration of work and life, it becomes clear that, in Malta, there is a categorical difference between policies offered to workers who operate in the public sector and those who work in the private sector. Government is considered to be a model employer and offers both more generous benefits and more family-friendly conditions of employment to its employees. For example, public sector employees can enjoy a twelve month career break, a one-off five year career break, an option to work on a reduced time-table until their child reaches 12 years of age, and the option to work from home through telework (Family Friendly Measures in the Public Service, 2012). None of these measures are formally available to workers in the private sector. In fact, because of better work life policies in the Maltese public sector, working mothers succeed in keeping their jobs in bigger numbers and overall they have more children (Caruana, Borg and Debono, 2011).

A survey carried out by the Employment and Training Corporation (Fsadni, 2009) on work-life measure in the private sector gave positive indicators and suggested that 92% of employers agree in principle with this concept. Furthermore, more than three quarters (77%) said that they were already implementing them in some form. This result was similar to a study by the Malta Employers' Association (2009) which showed that requests for work-life reconciliation measures were met by the majority of private sector employers. Nevertheless, a closer reality check on the number of workers who, for example, can set their own starting and finishing time - which is one of the most basic forms of flexibility - shows that the vast majority (74%) claim not to be able to do so (European Working Conditions Survey, 2012). Moreover, the proportion of Maltese young workers who report that they are experiencing work-family conflicts (22.7%) is higher than the EU 27 average (17%) (European Working Conditions Survey, 2010).

All this suggests that we are off to a good start of reconciling work and family life in Malta, with the public sector leading the way. But much more still needs to be done.

Conclusion

Back at Yahoo, Marisa Mayer may have realised, albeit too late, that the impact of her decision triggered more negative than positive reactions. In fact, it is being reported that workers “unhappy with the change are being quietly told that there is no change really” (Bercovici, 2013, para. 3) and that this ban was not aimed directly at them, but at a minority of workers (200 out of over 11,000 workers) who were collecting Yahoo paychecks but were doing little work for the company (Cain Miller & Perlroth, 2013). Mayer may have tried to resolve Yahoo’s financial problems by thinking like an engineer rather than like a savvy leader in tune with the signs of the times. She chose to curb home workers rather than tackle the real problems at Yahoo which have been developing for a number of years due to “a changing competitive landscape that they did not keep up with” (Schwabel, 2012, para. 4). Once a person has experienced flexible working which includes working from home, it is very difficult to convince them to revert to traditional ways of working, and if they are forced to do so, the impact can never be positive. If Mayer insists on turning back the clock, the financial and organisational woes of Yahoo are unlikely to diminish. Hopefully, Maltese employers too can learn a thing or two from this.

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3.5 Long-Term Unemployment in Malta

MANWEL DEBONO

The ratio of long-term unemployed persons in relation to the unemployed population in Malta has grown considerably between 2008 and 2012. This article discusses major factors driving transitions into and out of long-term unemployment, and state policies being implemented to prevent and tackle long-term unemployment.

Introduction - Recent trends

The Labour Force Survey (LFS) indicates that there were about 12,000 unemployed persons in Malta in 2012, resulting in an unemployment rate of 6.4%, which is much lower than the EU 27 mean unemployment rate of 10.5% (Eurostat). Out of the unemployed persons in Malta in 2012, 47.4% (about 5,700 persons) were long-term unemployed, that is, had been unemployed for 12 months or more. This figure grew considerably (from 42.3% in 2008) during the international recession and is marginally higher than the 44.4% of the EU 27 (Eurostat).

An increase in the ratio of long-term unemployed to the active population in Malta was also registered between 2008 and 2010, from 2.7% to 3.2%. The situation was contained and the figure decreased to 3.0% in 2011 and remained constant in 2012. The situation is bleaker in the EU 27, where the ratio of unemployed to the active population has continued increasing every year since 2008 and reached 4.6% in 2012 (Eurostat).

At 2.6%, the proportion of women who are registered as long-term unemployed in relation to the economically active population in Malta in 2012 is considerably lower than the corresponding 3.3% of men. This figure reflects the high female inactivity rate in Malta. Working women tend to be younger and more highly educated than working men; they also more likely to be discouraged from actively registering as unemployed. Older and less educated women, who are at greater risk of long-term unemployment, are also much more likely than their male peers to be economically inactive.

The situation is different from that prevailing among most of the EU 27, where there is a greater balance of inactivity between men and women, reflected in more equal levels of long-term unemployment between the sexes: 4.6% among both men and women (Eurostat). While LFS data tends to be unreliable due to small sample size, most of the long-term unemployed in Malta appear to be older persons aged 40 years and over, with few marketable skills and a low level of education.

The following sections examine the main factors driving persons into and out of long-term unemployment and state policies being implemented to prevent and tackle long-term unemployment.

Factors driving transitions into and out of long-term unemployment

Among the factors that affect long-term unemployment, there are the economic situation and labour market needs, education, skills and work experience, the underground economy and the benefit trap, and other personal characteristics and circumstances. These factors will be examined in turn.

Economic restructuring and economic downturn

Over the past ten years, the Maltese economy has gone through substantial economic restructuring. The manufacturing sector shrunk considerably through the closure or relocation of low-tech and labour intensive industries. Malta also experienced a real-estate bubble which is being deflated. At the same time, the public sector has hired fewer workers, especially those with lower skills and qualifications. Many workers have been eased out of employment through early retirement schemes in the public sector and in recently privatised companies. Employment sectors in difficulty are being replaced by high value-added manufacturing enterprises, such as the pharmaceutical industry and the expansion of particular areas in the services sector such as financial services, the gaming industry and aircraft maintenance. Meanwhile, due to an increased connectivity with other European countries, tourism has continued to increase and is becoming less seasonal. The European economic turmoil is affecting Malta's high-tech manufacturing enterprises (such as those in the microchips field) due to lower consumer demand. The Maltese Government has embarked on substantial infrastructural projects with the help of EU funds, thus providing considerable employment opportunities for persons in the construction industry. However, many persons, especially older low-skilled

men, have lost their jobs during this economic restructuring and have become structurally unemployed.

Overview of labour market supply and demand

The table below indicates the type of occupations sought by the registering unemployed and the type of vacancies reported to the ETC. Most registering unemployed are in search of jobs requiring low qualifications or skills, such as sales, clerical and elementary occupations. Whereas sales and elementary occupations are also the most demanded occupations by employers, clerical work is much less in demand. Indeed, between the first quarter of 2008 and the third quarter of 2011, there were nearly three times as many persons registering for clerical occupations as vacancies, an excess of 665 persons. Besides, the number of persons searching for skilled jobs and plant operators was also much higher than those available in the economy. Due to the aforementioned economic restructuring, technical and professional jobs are also increasingly in demand by employers.

Table 1. Occupations sought after by the registering unemployed and vacancies reported the ETC (Monthly average Q1-2008 to Q3-2011)

	Registered unemployed*		Vacancies reported to ETC**		Disparity	
	Count	%	Count	%	Count	Ratio
Legislators, senior officials managers & supervisors	221	3.3	69	2.6	152	3.2
Professionals	431	6.4	175	6.6	256	2.5
Technicians & associate professionals	729	10.9	393	14.8	335	1.9
Clerks	1034	15.4	369	13.9	665	2.8
Service & shop & market sales workers	1368	20.4	794	29.8	575	1.7
Skilled agricultural & fishery workers	226	3.4	5	0.2	221	45.2
Craft & related trade workers	869	13.0	243	9.1	626	3.6
Plant & machine operators & assemblers	862	12.9	182	6.8	680	4.7
Elementary occupations	956	14.3	431	16.2	525	2.2
Total	6696	100	2661	100	4035	2.5

Source: Employment and Training Corporation, Administrative Data

* These figures do not correspond to LFS data due to different data collection methodologies

**Employers are not obliged to report their vacancies to the ETC

Education, skills and work experience

Economic change caught by surprise many low qualified and skilled persons who were unable to adapt to emerging employment needs. The educational system has often been criticised for its insufficient reactivity to the changing world. Early leavers from the educational system, amounting to about 23.5% of the persons aged 18 to 24 years (according to the recently revised Eurostat figures for 2012), appear to be particularly vulnerable to long-term unemployment. The Maltese Government's efforts to reduce the number of students who fall out of the system need to be stepped up. Lifelong learning in Malta is also relatively low and there is no comprehensive approach towards it. Lack of qualifications and skills are increasingly being felt due to the technical and professional requirements of the new employment sectors. The mismatch between demand and supply is resulting in long-term unemployment. A properly working lifelong career guidance system would prove beneficial in reducing long-term unemployment by assisting students to continue their studies and directing employees and unemployed persons to more suitable training and employment choices.

Underground economy and the benefit trap

Malta has a high level of underground economic activity, recently estimated at about a quarter of the country's GDP (Schneider, 2011). Such a situation can exacerbate long-term unemployment: certain Maltese employers in specific sectors, especially construction and tourism, may opt to employ foreign and local persons without permits rather than legally employing those registered as unemployed, as the former are often paid lower wages, not covered by social security payments and are easier to fire. The recent legislation against the illegal employment of third country nationals (Legal Notice 432 of 2011) seeks to diminish this phenomenon through harsh penalties for employers abusing the system. There are also some employers who would connive with the registered unemployed to have them paid for work unofficially, such that the latter can continue to draw on their unemployment benefits.

The benefit trap occurs when individuals are encouraged to remain dependent on the welfare system rather than become contributors to the economy. It has been reported that welfare benefits are a burden on the economy as a substantial number of unemployed persons are easily caught in the benefit trap (Zerafa, 2007). The problem stems from the fact that the unemployment assistance package is comparable to the minimum wage.

Other personal characteristics and circumstances

Other personal characteristics and circumstances may also act as barriers to escape from long-term unemployment. Old age is one of these barriers. Active aging has to-date not been strongly promoted in Malta, and employers normally prefer younger workers rather than older ones (Formosa, 2009). Indeed, employers act as a main institutional obstacle for the employment of the long-term unemployed (EMCS, 2008). Due to antidiscrimination legislation, ageism has become more subtle but appears to be still widely ingrained in the Maltese mentality. Younger persons are viewed as easier to train and can be given lower salaries, a need that has become more pressing due to the difficult economic times.

Other characteristics that increase the duration of unemployment include physical or mental disabilities, ill health, and personality or social problems. Lack of motivation also appears to play a crucial part in determining long-term unemployment. Unrealistically high aspirations and ambitions may be also blocking the employment of some long-term unemployed, especially the younger ones. Despite the small size of the country, geographic locality and logistic challenges may also play a role in reducing employment (particularly for women), often due to transport difficulties or social conditioning coming from their place of residence. For example, some people living in Gozo may prefer to remain in long-term unemployment rather than getting a job on the island of Malta.

Policies to prevent and tackle long-term unemployment

The following subsections discuss some of the major government policies aiming at reducing long-term unemployment in Malta. These initiatives are divided into three categories, namely active labour market policies, policies relating to the promotion of skills, and the unemployment benefits system.

Active labour market policies

The Employment and Training Corporation (ETC), the national public employment service agency, is the main implementer of active labour market policies in Malta. Employment advisors at the ETC assist the long-term unemployed through tailored personal action plans. Over the past years, the ETC offered several schemes targeting the long-term unemployed (see table below).

Table 2. Long-Term Unemployed Participating in ETC Schemes and Courses

	2006- 2007	2007- 2008	2009	2010	2011
Employment Training Placement Scheme	10				
Active Youth Scheme	34	78			
Work Start Scheme	85	71			
Private Sector Placement Scheme		158	13		
Job Experience Scheme			23		
Employment Aid Programme			11	34	24
Work Trial Scheme			5	74	82
Community Work Scheme			115	102	379
Mainstream courses	1,638	1,593	903	2,532	2,032

Sources: Employment and Training Corporation, 2007, 2009a, 2009b, 2010, 2011

The Community Work Scheme is one of the latest schemes and aims to deinstitutionalise the long-term unemployed who become entrapped into a life of dependency on social benefits (Malta Independent, 2009). Participants are requested to do community work for 30 hours per week for 26 weeks while earning 75% of the minimum wage and continuing to receive social benefits. By being mandatory, the scheme cracks down on registering unemployed persons who perform undeclared work (Malta Independent, 2009). Participants reportedly found the scheme beneficial and appreciated the opportunity to improve their skills and contribute to the community (ETC, 2010).

The Employment Aid Programme (EAP), another recent scheme, provides financial assistance for employers so that they can offer training or work to long-term unemployed persons and other groups at risk. Employers receive a public grant equivalent to 50% of the wage costs for one year. Different conditions apply in the case of unemployed persons with disability (MFEI, 2011). The Government recently declared that the EAP had an 85% success rate, through which a total of 2,025 persons who enrolled in the scheme were subsequently engaged full-time by the same companies (Times of Malta, 2012).

The state has also been encouraging long-term unemployed persons to become self-employed. As from 2008, persons older than 45 years who have been unemployed for at least five years and who become self-employed, are exempt from paying social security contributions for their first

year of activity (Government of Malta, 2007). While the success rate of this measure is unknown, the incentive appears to be either too small or else misdirected to entice long-term unemployed people to start a challenging entrepreneurial career.

Policies aimed at reducing skills shortages, anticipating skills needs, and re-skilling long-term unemployed persons

Acknowledging that new skills are required by the developing labour market, recent Maltese governments have put education and training high on their agendas. The emphasis on reducing early school leavers by improving the educational system through better physical infrastructure, revised curricula (including the insertion of vocational subjects in secondary schools), and a more holistic approach in dealing with students (including the appointment of professionals such as career advisors in schools) may go a long way in preventing students from becoming long-term unemployed when they leave the educational system. Considerable investment is being directed to the Malta College of Arts Science and Technology (MCAST), which has the potential of attracting more students who might otherwise end up and/or remain locked in long-term unemployment.

The ETC offers extensive training facilities to the long-term unemployed. Some of these initiatives involve work experience and on-the-job training (as mentioned earlier), while others focus on off-the-job training. In 2011, the ETC trained 2,032 long-term unemployed clients through job-oriented courses (ETC, 2011). The ETC is collaborating with employers and other stakeholders in order to continue offering courses in line with emerging skill shortages. Besides, in 2012 it has increased its efforts to evaluate courses beyond the usual criterion of number of participants. However, in Malta there is no agency or body in charge of regularly forecasting future skill needs. Admittedly, it is difficult to set up such structure in a small country like Malta. However, this could be set up through EU funds and could include representatives of the National Statistics Office (NSO), the Employment and Training Corporation, higher educational institutions, the social partners and other stakeholders. It could fall under the auspices of an institution such as the National Commission for Higher Education or the NSO. At present, the lack of forecasting of future skill needs complicates matters for institutions such as the ETC which aim to offer forward-looking training services.

Unemployment benefits system

Malta's welfare system has often been criticised for not being conducive to decreasing long-term unemployment, as the gap between social benefit entitlements and potential earnings from employment is at times marginal. This social problem is difficult to eliminate, as increasing the minimum wage would reduce the country's competitiveness and reducing social benefits would increase the families at risk of poverty. In 2011, an interesting measure was implemented to encourage people living in families in receipt of social assistance to find employment while enabling other family members to continue receiving social benefits (MFEI, 2012, p.76). In its first seven months of operation, about 70 families benefited from this measure (MFEI, 2012). Other creative measures (such as the use of lump-sum subsidies for early exit from unemployment) to tackle the benefit trap should be investigated.

Most of the recent efforts by the Maltese state to improve the workings of the unemployment benefit system have concentrated on tackling abuse. If registered unemployed persons do not accept employment or training opportunities offered to them, they are struck off from the register. This system resulted in the removal of 1,486 persons from the unemployment register during 2011 (the figure includes both short-term and long-term unemployed) (MFEI, 2012), making such efforts an effective way of getting people out of official long-term unemployment. Seeing more scope for improvement in this field, the state has intensified its efforts to curb abuse of the welfare system. The system is planned to start using the technology of fingerprint-based registration (MFEI, 2012). The frequency of registration of jobseekers will be increased in line with the length of their unemployment. Greater contact with the employment adviser will be also provided. Besides, the penalty period for registering unemployed persons who fail to participate in activation measures without just cause for three or more times will be doubled, from six months to one year (MFEI, 2012). All these measures are bound to decrease the number of long-term unemployed, further curbing the abusers of the system.

Conclusions

While the Maltese economy has proved to be resilient during the latest international recession and unemployment has been contained, the ratio of long-term unemployed in relation to the unemployed population has grown over the past years.

Whereas a portion of long-term unemployed may be abusing the system by working in the shadow economy or by not being genuinely interested in finding employment, one should keep in mind that individuals sometimes experience difficulties in finding a job “due to older age, lack of qualifications or skills or due to certain circumstances in life such as health reasons” (Malta Independent, 2010). Apart from straining the welfare system, long-term unemployment increases the risk of poverty of the unemployed individuals and may be devastating for them and their families (Malta Independent, 2010).

Subsequent Maltese governments have been tackling structural unemployment in various ways, especially by upgrading the educational institutions, organising active labour market measures and curbing abuse of the welfare system. Unfortunately, despite such measures, “the long-term unemployed stand little chance of being absorbed in gainful employment” (Spiteri, 2010). Indeed, only about 109 long-term unemployed persons were placed in jobs each year between 2007 and 2011 (ETC, 2007, 2009a, 2009b, 2010, 2011).

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3.6 Occupational Health and Safety in Malta: Standards and Research

LUKE FIORINI

Occupational Health and Safety (OHS) is developing in Malta. A decrease in both non-fatal and fatal accidents has been coupled with an added awareness of the prevalence of musculoskeletal disorders and psychosocial risks, particularly stress. In general however, OHS research is lacking despite recent efforts to remedy this situation. Regular research is necessary in order to develop a clearer picture of OHS in Malta. This would benefit both the development of this applied science and the labour market.

Introduction

The establishment of the Occupational Health and Safety Authority (OHSA) through Act XXVII of 2000, enhanced the awareness and importance given to occupational health and safety (OHS) in Malta. The Centre for Labour Studies (CLS) at the University of Malta also plays an important role in OHS through the well established and popular Diploma in Social Studies (Occupational Health and Safety) which is offered on a biennial basis. This diploma ensures that the two institutions are intertwined: several graduates of the course now work with the OHSA, whilst officers from the Authority regularly guest lecture within the diploma.

In view of the rising profile of OHS in Malta, the following article explores the current available research on OHS in order to determine what analysis has been undertaken of the prevailing standards. Such analysis is essential to continue protecting and improving workers' health. By identifying what laws and guidelines are being implemented and where, one can identify sectors of concern whilst exploring what more should be done. Research is the driving force of this evolving applied science of OHS.

Occupational Health and Safety in Malta

The year 2013 has started brightly for Maltese workers: the OHSA presented a framework for tackling occupational stress (OHSA, 2013); a welcome measure for a country which continues to equate OHS with physical conditions and solutions, often disregarding their important psychological counterparts. The framework was not the only positive step forward: accident statistics, which have been on a downward spiral for numerous years, decreased once again in 2012; the frequency of non-fatal accidents is now 25% less than it was in 2005 (Table 1).

Table 1: Total occupational accidents and fatalities in Malta 2005-2013

Year	2005	2006	2007	2008	2009	2010	2011	2012
Total accidents	4002	4366	4328	4023	3366	3314	3024	3000
Total fatalities	6	8	7	3	6	3	1	6

Sources: NSO/OHSA

The majority of these accidents continue to occur in specific sectors: manufacturing, construction, transportation and storage. This ongoing trend, whilst unsurprising due to the manual nature of these occupations, indicates that further attention is warranted. Occupational fatalities have also decreased, with 38% less deaths occurring in the last three years when compared to the previous three.

Notwithstanding the positive results which indicate that occupational safety is improving, the statistics provide an incomplete picture. It is well known that a substantial amount of physical occupational ill-health goes unreported, whilst psychological issues are reported even less frequently (OHSA, 2011). Despite being highly prevalent and the cause of much suffering and morbidity, solutions for tackling these “emerging risks” are also often not embarked upon. A recent indication of this issue came via the “European Survey of Enterprises on New and Emerging Risks” (ESENER) (EU-OSHA, 2010) which found that the percentage of Maltese establishments where employees were informed about psychosocial risks and their effects on OHS was equal to the EU average (just over 50%). However, Maltese undertakings were found to be below the EU average in all studied measures dealing with psychosocial risks. These included: provision of training; changes in the way work is organised; a redesign of the work area; confidential counseling for

employees; changes to working time arrangements; and set-up of a conflict resolution procedure. A lack of resources was reported as the primary reason why Maltese establishments had difficulty addressing these measures (EU-OSHA, 2010). The same survey found that, whilst 90% of Maltese firms reported performing risk assessments and 70% of line managers were quite or very involved in the management of OHS, less than a third of such firms reported that OHS issues were regularly raised in high-level management meetings. The use of safety expert services, occupational doctors, general OSH consultants, ergonomists and psychologists by Maltese enterprises were also all found to be below the EU average (EU-OSHA, 2010). This valuable piece of research therefore provides a strong indication that in order to tackle “emerging risks” such as psychosocial problems, whilst also improving general OHS standards, a cultural shift is necessary within undertakings’ upper management levels. More resources also need to be made available for OHS measures.

A general study commissioned by the OSHA in 2011 was the first large research project to provide a snapshot of the prevailing OHS standards in Malta. Amongst the findings, it was concluded that: larger companies were better equipped to maintain and develop safe working practices; workers of larger companies felt better informed about their OHS rights; the majority of companies do not have a designated individual competent in OHS; the appointment of a workers’ health and safety representative is particularly lacking; 40% of Maltese workers have never been provided with OHS training; and musculoskeletal disorders are the most common type of ill-health as well as the second most frequent injury after wounds and superficial injuries (OSHA, 2011). As this cross-sectional survey was the first of its type to be carried out in Malta, one cannot postulate whether these standards are actually an improvement on previous years. However, one clear conclusion that can be made is that whilst injury statistics indicate that standards are improving, a lot more still needs to be done. In particular, one should give more attention to micro and small enterprises which, despite forming the vast majority of Maltese undertakings, generally demonstrated the poorest OHS standards.

A focus on research

Beyond the two informative studies highlighted above, little further OHS research has been carried out in Malta. In particular, there is an evident lack of available OHS data at a national level (OHSA, 2011). While this is unsurprising given that OHS has only gained traction over the last thirteen years, it is cause for concern as practice should always be informed by research. OHS policy is not bereft of research; legislation, policy and practice have all been shaped by foreign studies. The need for local research could therefore be called into question due to the availability of high quality foreign studies; however, many OHS topics have been found to be country specific. For example, different populations have different anthropometrics, including average height, girth and weight, which form the basis of many health and safety designs, guidelines and standards. Thus, it cannot be assumed that a finding in one population can necessarily be transposed to another without due verification. Additionally, without local research, it is not possible to verify if standards are being followed, or if guidelines are amounting to positive quantifiable outcomes.

The long essays carried out in part fulfilment of the two year diploma in OHS are probably one of the largest growing repertoires of Maltese OHS research on the island. As they are often small scale studies and are essentially an academic exercise, their wider application can often be limited. Constructive findings are however produced and whilst these studies are available via the University library, the CLS organised a conference at the end of 2012 where a selection of long essays were presented to those currently studying or working within the field of OHS. A number of pertinent findings were presented, including the following:

- “Sun awareness and sun protective behaviour of Physical Education teachers in Malta” – The examined Maltese PE teachers understood the need to avoid excessive exposure to solar radiation. However, they were neither clear on how to go about this effectively nor did they practise enough solar protective behaviour (Cannataci, 2012).
- “Sleep deprivation, work schedules and stress among bus drivers in Malta” – Findings indicated that the majority of bus drivers were subject to occupational stress, suffered from MSDs and needed to dedicate more of their hours outside work to sleep (Aquilina, 2012).

- “The management of occupational health and safety in the Civil Protection Department” – It was concluded that the department implemented safe systems of work, OHS training was provided, whilst teamwork and trust in equipment played a major role in OHS within the CPD. It was also found that it is impossible to carry out risk assessments for all the hazards that the CPD personnel invariably encounter (Galea, 2012).
- “An assessment of Health and Safety in a secondary school’s science section with a special focus on biological activities” – identified a number of H&S good practices in a private school, whilst recommending that a more detailed chemical inventory system and improved facilities for chemical storage be introduced (Bonnici Spiteri, 2012).

Whilst it is evident that Malta’s OHS research should not be limited to biennial undergraduate long essays, the conference with these presentations was a positive and well received step in the right direction. Continued research, particularly like the ESNER (EU-OSHA, 2010) and the “Snapshot of prevailing studies” (OHSA, 2011) are essential for the continued health, safety and productivity of the labour market.

Conclusion

Dropping fatal and non-fatal injury rates suggest that Occupational Health and Safety measures are being implemented and bearing fruit. More attention however needs to be given to “emerging risks,” specifically musculoskeletal disorders and psychosocial risks, particularly stress. It is also apparent that new interventions should be coupled with a greater turnover of high quality, preferably longitudinal, studies that gauge their effects. Whilst there is still a fledgling OHS research culture in Malta, substantive progress has been made in the last few years. This now needs to be sustained and preferably accelerated.

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3.7 Resisting Downward Wage Flexibility

SAVIOUR RIZZO

By serving as a floor wage, the national minimum wage is often used as a reference point for national wage policy. The increase of the minimum wage in Malta has not kept pace relative to the increase in the average wage. A Caritas report in 2012 argued that, to ensure a decent living to every citizen, the minimum wage has to be raised. Evidence however seems to point out that wage adjustments which can ensure the maintenance of the pay packet can be better achieved via collective bargaining than through national wage policy fixes. Trade unions have shown that they can resist downward wage flexibility.

Countries increasingly face a common set of problems in labour markets and seek institutional arrangements that best address these problems. One of these arrangements is wage setting which is often the source of bickering between the social partners.

Generally, governments are concerned about the potential macroeconomic consequences of wage setting which may cause a wage increase spiral that jeopardizes the competitiveness of the economy. In spite of these concerns, governments, through the enforcement of certain pay levels and/or supplementation of pay from public funds, intervene in wage setting in order to ensure that workers are able to meet their subsistence needs.

The setting up of a minimum wage which establishes a wage floor is one of these interventions. The legal minimum wage in Malta, introduced in 1974, must have helped in protecting the most vulnerable workers. How far this protection goes in ensuring a decent living to these workers was addressed by Caritas, which in 2012 conducted a study on this issue. On the basis of the findings of this study, Caritas in its report 'A Minimum Budget for a Decent Living', advocated raising the minimum wage by 13.8% (from €158.11 to €180 per week in 2012) in order to ensure a minimum level of well being to every citizen (Caritas, 2012, p. 45)

Thanks to the indexation system to which it is tied, the minimum wage in Malta has increased from €23.33 a week in 1974 to €162.19 in 2013. These increases have not, however, kept pace with the average wage. Indeed, between 1995 and 2006, the minimum wage in Malta in relation to the average wage registered a decrease of 1.4 per cent (Eurostat complemented by national statistics in Vaughan-Whitehead, 2010, p. 21). Although this is lower than the decrease registered in countries such as Greece (8.4%), Romania (6.4%), and Belgium (12.4%), it is to be noted that in most European states, between 1996 and 2008, a rise in the minimum wage relative to the average wage was registered (*ibid.*).

What this implies is that the mandatory annual wage increase - often defined as a Cost of Living Allowance (COLA) based on the Retail Price Index - has not caused a surge in wages in Malta. This condition sets Malta apart from other European countries. Indeed, Malta is one of the few European countries which has maintained the COLA system, even though the Maltese government has been advised by the EU Commission 'to review' (at first it was urged 'to change') this wage policy. The latest Eurostat figures about the hourly labour do not indicate a wage spiral in Malta compared with other European countries. Over the last four years the mean hourly labour cost in Malta has risen by 9.3% to €12.30. This rate is far below the mean hourly rate of €23 in the 27 EU member states and of €28 per hour in the Eurozone (Eurostat, 2013). Comparisons are of course odious as wages have to be assessed on the basis of their purchasing power.

The purchasing power of the pay packet is often taken as the indicator of the well being of a country's citizens. A decrease in the purchasing power of wages may not be simply due to the high rate of inflation which every vibrant economy has to cope with but also due to a downward push in wages in certain sectors of the labour market. The higher demand for skills and automated intermediate skilled jobs has created a congestion at the lower end of the labour market which has pushed down wages in those low skilled jobs that cannot be automated. In other words, the shift to a service economy has brought about a segmentation in the labour market which has generated outsize rewards to those workers able to take advantages of the new labour market values of work; while, at the other end, one finds low paid jobs where workers have to adjust to a downward wage spiral.

In the heyday of the manufacturing industry, a large number of early school leavers without any paper qualifications used to find work in various sectors of this industry, notably in the garment and textile sector. Most of these jobs were humdrum, repetitive and machine driven, requiring low skill levels. But, through their high unionisation, these workers' pay was above the minimum wage and their conditions of work were highly standardised. Though often defined as school drop-outs, most of these workshop-level workers adopted a very diligent approach to their work ethic. Their wage packet, often supplemented by bonuses or overtime pay, though by no means making them highly affluent, enabled them to advance beyond the basic and achieve a relative satisfactory level of gratification. These jobs are harder to come by now because the service industry, while tending to create highly lucrative jobs at one end, also creates very low paid jobs with poor conditions of work. A sizeable number of the early school leavers and the workers who lost their jobs as a result of factory closures and/or outward relocation of the manufacturing industry have thus had to content themselves with these precarious types of jobs.

The policy of outsourcing of public utilities which has become part of the privatisation policy, targeted at services which include low paid jobs such as cleaners, caretakers, care workers and security service providers, has exacerbated the plight of these workers. Outsourcing/ subcontracting is often associated with precarious jobs. Indeed the defining feature of this post-industrial society is the emergence of a market based system of employment relations characterised by outsourcing which has led to a growth of contingent labour. This type of labour is associated with jobs in which an individual does not have an explicit or implicit contract for long term employment or one in which the minimum hours of work are regulated and set in a systematic way. A report published by the European Foundation for the Improvement of Living and Working Conditions, based on the findings of a survey conducted in the EU member and candidate states, reveals that 27% of Maltese workers have no employment contract (European Foundation, 2012, p. 18). This can serve as an indication of the prevalence of contingent labour in Malta. Within the EU27, only in Cyprus (28%) and Greece (28%) does one find a higher percentage of this type of contingent work (ibid.).

Trade unions can resist this downward wage flexibility, as they have amply shown in the negotiations with firms in the manufacturing sector

hit by the recession, through a meaningful dialogue with management and government. Organised workers may need less state intervention to maintain the purchasing power of their pay packet as they are in a better position, at least in the short term, to resist the downward wage pressure that is often found in non-unionised firms. Thus unionisation can act as a very effective tool of equity in the labour market.

If the wage setting role of collective bargaining were to become more encompassing, the self administration of the labour market may give rise to a better redistribution of wealth. It has been already noted that the minimum wage in Malta is indexed to inflation rather than economic growth. This means that those workers who have had to content themselves with the minimum wage have not felt the trickle down effect of the increase in the Gross Domestic Product generated by the high value economic activities. Not all the workers on minimum wage may be in poverty, because some of them may be residing in multi-earner households.

What the foregoing implies is that wage share (which measures how economic growth is distributed between capital and labour by an evaluation of the growth of the average wage in relation to the growth of GDP per capita) can be more sensitive to collective bargaining than to minimum wage development. The ideal scenario would therefore be an all unionised workforce with a state overseeing the macro-economic consequences of collective bargaining in order to restrain the potential spiral trend of negotiated wage increases through the implementation of an income policy. In such a scenario, union negotiators acting in a socially responsible way would internalise the external (third party) effects of negotiated wage pressure by trying to mitigate the impact of the increase in the prices of goods produced and services provided by the company resulting from the wage increases negotiated by the union.

This may sound very much like a utopian dream or mere glib talk. There is no country which has managed to achieve this ideal, and probably there will never be one. Still, this ideal can provide us with a road map to see where we are heading.

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4. ORGANISATION AND STAFF

4.1 Centre for Labour Studies Board

(as at December 2012)

Chairman	Professor Godfrey Baldacchino
(as Rector's delegate)	
Vice-Chairman	(Director of CLS): Dr Manwel Debono
Members	<i>Appointed by Council</i> Ms Angela Callus <i>Appointed by Senate</i> Professor Peter Mayo <i>Representatives of the Academic Staff</i> Ms Anna Borg Mr Luke Fiorini <i>Representative of the Students</i> Ms Lorraine Avsar Ms Joan Bonnici <i>Appointed by the Faculty of Economics, Management and Accountancy</i> Mr Peter J. Baldacchino <i>Appointed by the Confederation of Malta Trade Unions (of whom one by the Union Haddiema Magħqudin)</i> Mr William Portelli Mr Josef Vella <i>Appointed by the Forum Unions Maltin</i> Mr Kevin Bonello

Appointed by the General Workers' Union

Mr Victor Carachi

Mr Michael Parnis

Appointed by the Malta Employers' Association

Mr Joe Farrugia

*Appointed by the Ministry responsible
for Labour Relations*

Dr Noel Vella

Secretary to the Board

Ms Anna Borg

Honorary Members

Mr Anthony Busuttil

Professor Gerard Kester

Dr Francis La Ferla

Mr Saviour Rizzo

Professor Edward L. Zammit

4.2 Centre for Labour Studies Staff

4.2.1 Lecturing and Research Staff



Ms Anna Borg M.Sc (Manchester Metropolitan), Dip. Soc. Studies (Gender and Dev.), joined the Centre's academic staff in 2008. She coordinates the Diploma in Social Studies (Gender and Development) and the Bachelor in Work and Human Resources (Honours) 2012-2017. She lectures in the area of equality and diversity in the labour market, gender and tourism, qualitative research methods and HR topics. Ms Borg is the national correspondent of the European Working Conditions Observatory and the European Restructuring Monitor of the European Foundation for the Improvement of Living and Working Conditions (Dublin). Ms Borg is currently reading for a PhD with Middlesex University, UK.



Prof. Godfrey Baldacchino, Ph.D. (Warwick), B.A.(Gen.), PGCE (Malta), M.A. (The Hague) is Professor of Sociology at the University of Malta and the Chair of the Board of Centre (as Rector's Delegate) since 2010. He spent ten years (2003-2013) as Canada Research Chair (Island Studies) at the University of Prince Edward Island, Canada. He lectures in globalisation, work and development; the workplace; people, work and industrial relations.



Dr Manwel Debono, B.Psy.(Hons), M.Sc.(Hull), Ph.D. (Malta), CPsychol, AFBPsS joined the Centre in 2003 and became the Director of the Centre in 2009. Dr Debono coordinates the Postgraduate Diploma in Lifelong Career Guidance and Development and the Bachelor in Work and Human Resources (Honours) 2010-2015. He lectures in organisational psychology, human resource management and career guidance, and oversees the Centre's research projects.



Ms Christine Farrugia B.Psy (Hons), MSc (Leicester), CeFA, joined the Centre for Labour Studies in 2006 as a graduate trainee. In 2011, she started working as a part-time research support officer. She coordinates and is the national correspondent of the European Industrial Relations Observatory.



Mr Luke Fiorini B.Sc (Hons), P.G.Dip., M.Sc. (Derby), S.R.P., joined the Centre's academic staff in 2012. He coordinates the Diploma in Social Studies (Occupational Health and Safety) and lectures in areas related to Occupational Health and Safety, work performance and ergonomics. He has been involved in a number of the Centre's projects and is currently reading for a PhD with the University of Nottingham, UK.



Dr Francis La Ferla, MOM, FFOM (Lond), MSc Occ Med (Lond), MB. BCh., DIC (Lond), MSc Env Scs (Lond), DSM (Lond), FFOM (Dub), FIOSH, FRSA, FRIPH, is an internationally recognised expert in the field of Occupational Medicine, Health and Safety. He is the academic consultant and an examiner and lecturer in the Diploma in Social Studies (Occupational Health and Safety).



Mr Saviour Rizzo, B.A. (Gen.), M.Ed. (Malta), has been associated with the Centre since its establishment in 1981. He served as the Director of the Centre between 2003 and 2009. He lectures in Industrial Sociology and Sociology of Education and is a part-time research support officer with the Centre.



Mr Charles Tabone B.Psy. PGCE (PSD) (Malta) works as a PSD teacher in the public sector. He has contributed to the Centre's research projects since 2005 and is currently appointed as a part-time research support officer with the Centre.



Prof. Edward L. Zammit, D.Phil. (Oxon.), M.Litt., B.A. (Chicago), Ph.L., is the founding Director of the Centre for Labour Studies (1981-2002). He served as the Chairman of the Centre (as Rector's Delegate) between 2002 and 2009. He lectures in industrial sociology, organisational participation and industrial relations.

The following persons served as visiting lecturers for our academic programmes between 2011 and 2012:

- **Bachelor in Work and Human Resources (Honours)**
Mr Peter J. Baldacchino, Dr Romina Bartolo, Mr Clyde Caruana, Mr Robert Delia, Ms Jana Farrugia, Ms Rebecca Gatt, Dr Cory Greenland, Mr David Parnis.
- **Diploma in Social Studies (Gender and Development)**
Dr Jacqueline Azzopardi, Dr Rose Marie Azzopardi, Dr JosAnn Cutajar, Dr Ruth Farrugia, Dr Brenda Murphy, Dr Marceline Naudi, Prof. Godfrey A. Pirota, Dr Suzanne Piscopo.
- **Diploma in Social Studies (Occupational Health and Safety)**
Mr John Agius, Mr Joseph C. Agius, Dr David Attard, Mr John Attard Kingswell, Mr Raymond Barbara, Dr Simone Borg, Ing. Henriette Busuttil,

Mr Lawrence Cachia, Mr Reno Camilleri, Mr Joseph Cremona, Mr Silvio Farrugia, Ms Michelle Galea, Dr Julian Mamo, Ms Marianne Massa, Mr Charles Micallef, Mr David Parnis, Mr David Saliba, Mr Joseph Saliba, Mr John Schembri, Mr Joe Schiavone, Dr Louise Spiteri, Ing. Ray Spiteri, Dr Antoine Vella, Mr Louis Vella.

- **Postgraduate Diploma in Lifelong Career Guidance and Development**
Mr John Bartolo, Ms Pauline Bartolo, Mr Reno Camilleri, Mr Stephen Camilleri, Ms Nicola Cini, Mr Joseph Cutajar, Dr Suzanne Gatt, Ms Dorianne Gravina, Mr Pekka Harkonen, Mr Mauri Kantola, Dr Dione Mifsud, Prof. Ronald G. Sultana, Ms Jeanine Vassallo.

Apart from the full-time and part-time staff of the Centre, the following persons contributed to the Centre's research projects during 2011 and 2012:

Mr Clyde Caruana, Ms Christine Garzia, Ms Rebecca Gatt, Mr Louis Grech, Ms Jeannine Vassallo.

4.2.2 Administrative Staff



Ms Josephine Agius has been employed at the University of Malta since 1995 and joined the Centre's staff in January 2000. She works as an Executive Officer and supports the administrative work of the Centre. Ms Agius is in charge of the administrative work relating to the Diploma in Social Studies (Gender and Development) and the Diploma in Social Studies (Occupational Health and Safety).



Ms Stephanie Muscat has been employed at the University of Malta since 1995. She worked for almost nine years at the Mediterranean Academy of Diplomatic Studies. As an Executive Officer, she used to co-ordinate all activities regarding conferences, summer schools and educational visits. After stopping from work for six years on parental leave, Ms Muscat joined the Centre for Labour Studies in March 2011. She is in charge of the administrative work related to the Bachelor in Work and Human Resources (Honours) and the Postgraduate Diploma in Lifelong Career Guidance and Development.

5. ACADEMIC PROGRAMMES

5.1 Bachelor in Work and Human Resources Honours

Course Coordinators

Dr Manwel Debono and Ms Anna Borg

Course Objectives

As organisations strive to adapt to the ever increasing challenges of globalisation, the need for skilled and qualified human resources professionals increases. This Course, offered in collaboration with the Faculty of Economics, Management and Accountancy, aims to fill a gap in this much needed area of specialisation. The curriculum provides students with sound underpinning knowledge and the necessary skills that will enable them to work professionally in settings related to human resources.

Course Programme

Year1

- CLS1101 Introduction to Social Sciences
- CLS1107 Sociology of Work
- ECN1200 Introductory Economics for Work and HR
- CLS1102 Equality at the Place of Work
- CLS1103 Employment Law in the Maltese and European Contexts
- CLS1108 Occupational Psychology

Year 2

- CLS1109 Industrial Relations
- CLS1110 Labour Economics
- CLS1206 Research Methods and Design
- CLS1104 Organisational Communication
- CLS1105 Introduction to Occupational Health and Safety
- CLS1106 The Evolving Labour Market
- MGT1944 Human Resource Management

Year 3

- ACC2941 Elements of Financial Management
- CLS2100 Globalisation, Work and Development
- CLS2101 The Recruitment Process
- CLS2102 Group Behaviour
- CLS2103 Performance Management
- ECN2213 Economic Growth and Development
- CLS2104 Social Policy and the Labour Market
- CLS2105 Education and the Labour Market
- CLS2106 Motivation and Compensation
- CLS2107 Collective Bargaining

Year 4

- CLS2108 Training and Development
- CLS2109 Work-Life Issues
- CLS2111 Career Choice and Development
- IOT2301 Ideas and Entrepreneurship
- PPL3091 Public Enterprise Management
- CLS3101 Applied Quantitative Research Techniques (elective)
- CLS3102 Applied Qualitative Research Techniques (elective)
- CLS3103 Topics in Occupational Health and Safety
- CLS3104 Employee Involvement and Participation
- CLS3105 Organisational Design

Year 5

- CLS3106 Personality at Work
- CLS3107 Corporate Culture and Change
- CLS3108 Work Design and Job Classification
- MGT4105 Sustainable Enterprise
- CLS3109 Managing Abuse at the Workplace
- CLS3110 Workplace Design and Ergonomics
- CLS3111 Dissertation

Cohort 2010-2015

Agius Donna, Alakkad Massimo, Aquilina Joanne, Attard Tania, Avsar Lorraine, Azzopardi Joseph, Borg Angela- Jo, Borg Zammit Doreen, Briffa Manuel, Brincat Herbert, Brincat Peplow Dulcie, Bugeja Josef, Buttigieg Michael, Cachia Enzo, Camilleri Franky, Camilleri Shirley, Cardona Doreen, Cauchi Charlot, Ciantar Dorianne, Dingli Scicluna Madion, Falzon Karl, Fenech Eveline, Galea Marlies, Grech Antoine, Grech Elizabeth, Muscat David, Muscat Ryan, Scerri Gayle, Scerri Godfrey, Schembri Alexia Sue, Scicluna Francelle, Sciriha Ivan, Sultana Kennaugh Victoria, Vella Stella, Zahra Emanuel.

Cohort 2012-2017

Apap Lisa, Attard Tara, Camilleri Sarah Anna, Camilleri Tessabelle, Chetcuti Gianella, Farrugia Gabriella, Fenech Rowena, Mamo Josette, Meli Titziana, Micallef Mandy, Mifsud Caroline, Muscat Michelle, Rizzo Raisa, Vella Maria Francesca, Zammit Maruska

Graduated with a Diploma in Work and Human Resources (Cohort 2010-2012)

Brincat Franklyn, Falzon Laura, Gauci Lizianne, Pace Frendo Vladimir, Rizzo Marisa, Schembri Lisa Marie, Spiteri Mark.



Diploma in Work and Human Resources students (2010-2012) on their graduation day

5.2 Diploma in Social Studies – Gender and Development

Course Coordinator

Ms Anna Borg

Course Objectives

The course is intended as an introductory overview on gender issues and how these impact on the individual within the social, cultural, economic and political behaviour. Its objectives are:

- to sensitise participants into the importance of gender as 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 women and men to request, develop and maintain gender friendly and gender sensitive policies in the home, at work and in society.

Course Programme

Year1

- CLS1202 Gender and Sociology
- CLS1203 Gender and Economics
- CLS1208 Introduction to Gender Studies and Public Speaking
- CLS1204 Gender and Psychology
- CLS1205 Gender and Political Science
- CLS1206 Research Methods and Design

Year2

- CLS1211 Gender and Social Policy
- CLS1215 Gender and Development
- CLS1223 Gender Law and Crime
- CLS1225 Gender and the World of Work
- CLS1224 Gender and Culture
- CLS1226 Gender and Health: Local and Global Perspectives
- CLS1222 Long Essay

Cohort 2011-2013

Cachia Delia Caroline, Camilleri Imelda, Camilleri Inez, Catania Moira, Chircop Claire, Farrugia Alexandra, Farrugia Rita, Formosa Danica, Galea Nikita, Gatt Antoniella, Gatt Maria Theresa, Grima Analise, Mallia Beatrix, Portelli Anthony, Sammut Theresa, Schembri Pauline, Spiteri Brigitte, Spiteri Carmel, Weaver Rosaline, Zammit Antida.

Graduated (Cohort 2009-2011)

Agius Joan, Dingli Rita, Farrugia Dijana, Galea Jennifer, Gatt Mary, Gatt May, Grech Mary, Grech Rita Patricia, Lewis Kathleen, Mallia Mary, Mercieca Anna, Micallef Rita, Mifsud Lilian, Spiteri Paul, Tabone Vania, Terribile Mary, Tonna Connie, Zammit Anna Maria.

Long essays (Cohort 2009-2011)

Title	Student
The Price for a Desired Feminine Image	Cachia Delia Caroline
Exploring the Work-Life Challenge through the Eyes of Fathers	Camilleri Imelda
The Importance of Paid Work for Female Survivors of Domestic Violence	Camilleri Inez
Tattoos and Body Piercing in Men and Women	Catania Moira
The Link between Crime and Masculinity	Chircop Claire
The Experiences of Mothers whose Partners work Abroad.	Farrugia Alexandra
Some mothers do, other mothers don't. The issue of choice and breastfeeding	Farrugia Rita
The Impact of Childcare Centres on Mothers in Paid Employment	Formosa Danica
Female Architects: Coping in a Masculine Environment.	Galea Nikita
Stay-at-home Dads: The New Moms?	Gatt Antoniella
Transcending Gender: Living Outside the Box. A Quantitative Study	Gatt Maria Theresa
Gender Roles: How do University Students perceive their Future Work-Life Issues	Grima Analise
Female Genital Mutilation	Mallia Beatrix
Feminist Jurisprudence	Portelli Anthony
The Effect of Caring Work with Children in Care on Female Care Workers' Life	Sammut Theresa
Glass Ceiling in the Culinary Profession	Schembri Pauline
A Career's Women's Role as a Parent	Spiteri Brigitte
Football Enthusiasm versus Gender Stereotyping: Potential Resistance to Female Footballers in Malta	Spiteri Carmel
Women in Leadership Positions within the Media Industry	Weaver Rosaline
Desperate Housewives or Happy Mums?	Zammit Antida



*Diploma in Social Studies (Gender and Development) students (2009-2011)
on their graduation day*



*Diploma in Social Studies (Occupational Health and Safety) students (2010-2012)
during a training activity outside the University of Malta*

5.3 Diploma in Social Studies – Occupational Health and Safety

Course Coordinator

Mr Luke Fiorini

Course Objectives

The course objectives are:

- 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 minimized
- 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.

Course Programme

Year1

- CLS1301 Introduction and Physical Sciences
- CLS1302 People, Work and Industrial Relations
- CLS1303 Business Management and Occupational Psychology
- CLS1304 Epidemiology, Statistics and Research Methods
- CLS1306 Occupational Safety Principles
- CLS1310 The Legal Framework

Year2

- CLS1305 Elements of Toxicology and Management of First Aid
- CLS1307 Occupational Hygiene and Occupational Health
- CLS1309 Environmental Health Management: Policy, Legislation and Supervisory Skills

- CLS1308 Health Promotion at Work and Ergonomics
- CLS1311 Risk Management and Fire Safety
- CLS1313 Synoptic Study-Unit
- CLS1312 Long Essay

Cohort 2012-2014

Abdilla Ivan, Alamango Jeremy, Armani Oswald, Borg Joseph, Borg Manwel, Borg Moana, Borg Pisa Mira, Cachia Philip, Camilleri Joseph, Ciappara Norbert, Cristiano Roberto, Darmanin Lawrence, Delia James, Dimech Adrian, Galea Matthew, Godano Roberto, Grima Paul, Guillaumier Antoine, Hili Gordon, Magro Lorna, Micallef Jeffrey, Micallef Jesmond, Micallef Mario, Montebello Donald, Muscat Terence, Pace Charles, Portelli Anthony Sam, Pulis Ivan, Scerri Diacono Anatole, Scerri Kenneth Paul, Spiteri Norbert, Spiteri Paul, Tonna Edmund, Treeby Steven, Vella Haber Miguel, Vella Haber Nicola, Zerafa Claire.

Graduated (Cohort 2010-2012)

Abdilla Reuben, Aquilina Kenneth, Attard Christopher, Baldacchino Andrew, Bonnici Spiteri Shirley, Camilleri Jason, Camilleri Joseph, Cannataci Maria Stella, Degabriele Joseph, Demicoli Malcolm, Ebejer Peter, Galea Michel, Gambin Ismay, Hili Marvin, Long Michael, Markham Alan Robert, Micallef Justin, Micallef Nicolette, Muscat Andre, Saliba Elizabeth Sharon, Sammut Joseph, Satariano Roger, Scicluna Mark Anthony, Spiteri Gianluca, Zammit Spadaro Josette.

Graduated with a Certificate in Social Studies (Occupational Health & Safety) (Cohort 2010-2011)

Gatt Darren, Xuereb Stephen

Long essays (Cohort 2010-2012)

Title	Student
Occupational Stress in Qualified Nurses of any Grade or Professional Qualification working with the Mentally Ill – A Comparative Study in a Facility for the Mental Health Care on the Maltese Islands.	Abdilla Reuben
Sleep Deprivation, Work Schedules and Stress among Bus Drivers in Malta	Aquilina Kenneth
The Level of Compliance of State Primary Schools in Malta with the Minimum Health and Safety Regulations with Display Screen Equipment Regulations 2002.	Attard Christopher

Title	Student
Occupational Stressors in the Teaching Profession: Coping with the Teacher and Mother Dual Roles	Baldacchino Andrew
An Assessment of Health and Safety in a Secondary School's Science Section with a Special Focus on Biological Activities	Bonnici Spiteri Shirley
Evaluating Health and Safety Procedures and Practices of Ladder Work and Stretcher Work within V.E.R.S.O. during Emergency Response Rescue Training and Operations.	Camilleri Jason
The Perception of Cabin Crew to Potential Hazardous Conditions on Commercial Passenger Aircraft.	Camilleri Joseph
Sun Awareness and Sun Protective Behaviour of PE Teachers in Malta	Cannataci Maria Stella
An Assessment of the Occupational Risks to Qualified Electrical Technicians in a Manufacturing Company.	Degabriele Joseph
An Evaluation of Health and Safety Practices and Procedures during Primary School Outings	Demicoli Malcolm
A Survey of the Materials and their Health and Safety Hazards currently in use by Traditional Bakeries in Firing Bakery Ovens in Malta.	Ebejer Peter
The Management of Occupational Health and Safety by the Civil Protection Department	Galea Michel
A Study of Workers' Perception of Potential Chemical Hazards in a Printing Department of a Manufacturing Industry	Gambin Ismay
Safety in Access and Egress of Students using School Transport in Secondary Schools	Hili Marvin
Hand Eczema, Hair Dyes and Hand Protection in the Hairdressing Industry in Malta	Long Michael
The Extent of Awareness of Occupational Health and Safety among Employees in a Financial Institution	Markham Alan Robert
A Study of the Current State of Awareness at Construction Sites in Malta	Micallef Justin
The Application of Published Risk Assessment Tools for a Manual Handling Carrying Activity at the Screening Level.	Micallef Nicolette
Hazards in the Transport of Dangerous Goods: Emergency Preparations by the Workers involved and the Civil Protection Department in Malta	Muscat Andre
A Preliminary Evaluation of the Air Filtering System in use at a Hospital in Malta	Saliba Elizabeth Sharon
An Evaluation of a Model designed to improve the Ergonomic Aspects of Teller Counters of a Bank in Malta	Sammut Joseph
Worker Perception of Health and Safety at Three Construction Sites.	Satariano Roger
Awareness of Occupational Health and Safety amongst Members of the Armed Forces of Malta	Scicluna Mark Anthony
Employers' Management of the Health and Safety at Work of Older Workers in the Manufacturing Sector.	Spiteri Gianluca
The Perception of Fishers of the Safety and Health Risks at the Fishing Village of Marsaxlokk	Zammit Spadaro Josette

5.4 Post-Graduate Diploma in Lifelong Career Guidance and Development

Course Coordinator

Dr Manwel Debono

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, offered jointly by the Centre for Labour Studies and the Faculty of Education, seeks to enhance professional career guidance services in Malta. 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.

Course Programme

Year1

- CLS5101 Sociology of Work
- PSY5701 Helping Skills for Career Guidance Practitioners
- EDS5602 Guidance Theories, Models and Strategies
- CLS5102The Labour Market
- EDS5601 Research Methods
- CLS5104 Career Guidance Tools
- CLS5105 Dealing with Particular Groups (elective)
- CLS5108 Issues relating to specific sectors (elective)
- CLS5103 Placement in Career Guidance Settings *

Year2

- CLS5103 Placement in Career Guidance Settings *
- EDS5603 Professional Development
- EDS5604 Career Guidance Management (elective)
- EDS5606 Career Management and Lifelong Learning (elective)
- CLS5106 Labour Law and Economics (elective)
- PSY4701 Group Skills (elective)
- EDS5605 Career Information Systems (elective)
- CLS5107 The Workplace (elective)
- CLS5109 Long Essay / Project

** This unit starts in Year 1 and continues in Year 2*

Cohort 2011–2013

Agius Antonella, Aquilina Antoinette, Borg Graziella, Borg Rebecca, Camilleri Alan, Fenech Emasyll, Fenech Michaela Soler, Gatt Tracey Marie, Guillaumier Rachel

Graduated (Cohort 2009-2011)

Farrugia Maria Antonia, Galea Marija, Mamo Maria, Mercieca Jamie Matthew, Piscopo Sylvana, Psaila Danica, Tanti Alison, Sammut Moira, Zammit Marlene.

Long essays (Cohort 2009-2011)

Title	Student
Students' Attrition from the University of Malta	Farrugia Maria Antonia
Changing career direction of young professionals	Galea Marija
Children's Career Development Learning: A Literature Review	Mamo Maria
Providing Career Guidance to Aspiring Maltese Entrepreneurs	Mercieca Jamie Matthew
What Career After Prison? – The Provision of Career Management Programmes in Prison	Piscopo Sylvana
Career Management in a Manufacturing Company	Psaila Danica
Career Guidance and the Hearing-Impaired	Sammut Moira
Employability Skills for Young Adults with Disabilities	Tanti Alison
The Work Trial Scheme as a Tool to Help the Unemployed Integrate/ Re-integrate into the World of Work	Zammit Marlene



*Postgraduate Diploma in Lifelong Career Guidance and Development students
(2009-2011) on their graduation day*

6. MONITORING AND RESEARCH ABOUT INDUSTRIAL AND EMPLOYMENT RELATIONS

The following is the list of reports submitted in 2011 and 2012 to the European Foundation for the Improvement of Living and Working Conditions in Dublin (<http://www.eurofound.europa.eu/>). Manwel Debono has overall responsibility of the project. Anna Borg coordinates the Centre's contributions to the European Working Conditions Observatory and the European Restructuring Monitor. Christine Farrugia coordinates the contributions to the European Industrial Relations Observatory.

6.1 European Industrial Relations Observatory (EIRO)

Brief reports on topical issues by author and submission date

Title	Author	Date
Social partner support for 2013 budget proposals	Saviour Rizzo	Dec 12
Employers unhappy over civil service wage rise deal	Saviour Rizzo	Oct 12
Unions criticise poor communication during Air Malta restructuring	Saviour Rizzo	Jul 12
Precarious jobs keep living standards low	Saviour Rizzo	May 12
Unions committed to fair treatment for immigrant workers	Saviour Rizzo	Feb 12
No consultation on labour law change	Saviour Rizzo	Feb 12
Union rights granted to police but not other security services	Saviour Rizzo	Dec 11
Pre-budget discussion among social partners	Saviour Rizzo	Nov 11
Trade union membership stable despite current crisis	Saviour Rizzo	Oct 11
Social partners oppose pension reform proposals	Saviour Rizzo	Sep 11
Public transport drivers protest about split shift system	Saviour Rizzo	Aug 11
EU Commission recommends review of Malta's wage indexation system	Saviour Rizzo	Jul 11
Inquiry set up into plight of health sector's precarious workers	Saviour Rizzo	Jun 11
Unions discuss FORUM application to join ETUC	Saviour Rizzo	Jun 11
Football players join General Workers' Union	Saviour Rizzo	May 11
Social partners call for help with rising fuel bills	Saviour Rizzo	Feb 11

National contributions on topics selected by the Foundation by author and submission date

Title	Author	Date
The representativeness of trade unions and employer associations in the European cross-sector social dialogue	Louis Grech	Dec 12
The representativeness of trade unions and employer associations in the textiles and clothing sector	Louis Grech	Dec 12
Impact of the crisis on industrial relations	Saviour Rizzo	Nov 12
Third European Company Survey - Translation of terms	Saviour Rizzo	Sep 12
Role of governments and social partners in keeping older workers in labour market	Christine Garzia	Aug 12
The representativeness of trade unions and employer associations in the food and drink sector	Jeannine Vassallo	May 12
Malta: Industrial relations profile	Louis Grech	May 12
Third European Company Survey – Questionnaire	Saviour Rizzo	Apr 12
Social partners involvement in unemployment benefit regimes	Louis Grech	Apr 12
Malta: Annual Review – 2011	Saviour Rizzo	Feb 12
Annual Update on pay 2011	Louis Grech	Feb 12
Annual Update on sectoral collective agreements 2011	Christine Farrugia	Feb 12
Annual Update 2011 on working time	Christine Farrugia	Feb 12
The representativeness of trade unions and employer associations in the audiovisual sector	Jeannine Vassallo & Saviour Rizzo	Jan 12
The representativeness of trade unions and employer associations in the live performance sector	Jeannine Vassallo	Dec 11
The changing business landscape in the electricity sector and industrial relations in Europe	Louis Grech	Oct 11
The representativeness of trade unions and employer associations in the hotel, restaurant and catering sector	Jeannine Vassallo	Jul 11
The representativeness of trade unions and employer associations in the cleaning activities sector	Saviour Rizzo	Jun 11
Employment and industrial relations in hotels and restaurants	Louis Grech	May 11
Malta: Annual Review – 2010	Saviour Rizzo	May 11
The representativeness of trade unions and employer associations in the sea fisheries sector	Jeannine Vassallo	Mar 11
The representativeness of trade unions and employer associations in the sport and active leisure sector	Jeannine Vassallo	Mar 11
Industrial relations profile update	Louis Grech	Feb 11

6.2 European Working Conditions Observatory (EWCO)

Brief reports on topical issues by author and submission date

Title	Author	Date
Challenges facing women entrepreneurs	Anna Borg	Nov 12
Tackling the issue of vulnerable workers	Anna Borg	Oct 12
Unions' role in combating workplace discrimination	Anna Borg	Nov 11
Impact assessment of mental health on employment	Anna Borg	Jul 11
Domestic violence against women and its impact on employment prospects	Anna Borg	Mar 11
Needs of first-time parents during their transition to parenthood	Anna Borg	Mar 11

National contributions on topics selected by the Foundation by author and submission date

Title	Author	Date
Working Conditions in central public administration	Louis Grech	Dec 12
Impact of the crisis on working conditions	Clyde Caruana	Oct 12
Evolution of wages during the crisis	Louis Grech & Anna Borg	Jan 12
Use of alcohol/drugs at the workplace	Christine Garzia	Sep 11
Working conditions in the retail sector	Christine Farrugia	Jul 11

6.3 European Restructuring Monitor (ERM)

Brief reports highlighting important restructuring cases in Malta
by author and submission date

Title	Author	Date
Costa Coffee (Whitbread Plc)	Charles Tabone	Oct 12
Tipico Co Ltd	Charles Tabone	Aug 12
Betsson (BML Group)	Charles Tabone	Jun 12
Hotel RUI Seabank	Charles Tabone	Apr 12
Go (Malta) plc	Charles Tabone	Jun 11
Airmalta Plc	Charles Tabone	Jun 11
Trelleborg Sealing Solutions Malta	Charles Tabone	May 11
Shopwise Development Group	Charles Tabone	Feb 11

National contributions on topics selected by the Foundation
by author and submission date

Title	Author	Date
Company cases of greening	Christine Farrugia	Oct 11
Measures for tackling undeclared work	Christine Garzia	Sep 12
Restructuring in the SMEs	Clyde Caruana	May 12
Recent policy developments related to those not in employment, education and training (NEET)	Christine Garzia	Jul 11
Public support instruments to support self-employment and job creation in one-person and micro enterprises	Christine Farrugia	May 11
Availability and effectiveness of public restructuring instruments	Clyde Caruana	Feb 11

7. OTHER RESEARCH WORK AND PUBLICATIONS

Godfrey Baldacchino

Authored/Edited Books, Monographs and Special Journal Issues

- *Extreme Heritage Management: Lessons from Densely Populated Islands*, New York & Oxford, Berghahn Books, 2012, 274pp. ISBN-13: 978-085745259-7.
- (co-editor, with Anna Baldacchino) *A Taste of Islands: 60 Recipes and Stories from Our World of Islands*. Charlottetown, Canada: Island Studies Press, 2012, 264pp. ISBN: 978-0-919013-74-2.
- (guest co-editor, with Eve Hepburn) *Commonwealth & Comparative Politics*, issue on independence movements from subnational island jurisdictions, Vol. 50, No 4, 2012, pp. 395-568.
- *Island Songs: A Global Repertoire*, Lanham MD, Scarecrow Press, 2011, 297pp, ISBN-13: 978-0-8108-8177-8.
- (co-editor, with Daniel Niles) *Island Futures: Conservation and Development across the Asia-Pacific Region*. Tokyo, Japan: Springer, 2011, 182pp. ISBN: 978-4-431-53988-9.
- Jurisdictional Resourcefulness for Small States. *Social Policy and Development Papers No. 45*, Geneva, United Nations Research Institute for Social Development (UNRISD), January 2011. <http://www.unrisd.org/publications/pp-baldacchino>.

Journal Articles and Book Chapters

- 'Meeting the tests of time: small states in the 21st century', *Current Issues in Comparative Education*, Vol. 15, No. 1, 2012.
- 'The lure of the island: a spatial analysis of power relations', *Journal of Marine and Island Cultures*, Vol. 1, No. 2, 2012, pp. 55-62.
- (with Eve Hepburn) 'Independence, nationalism and subnational island jurisdictions', *Commonwealth & Comparative Politics*, Vol. 50, No. 4, 2012, pp. 395-401.
- (with Eve Hepburn) 'A different appetite for sovereignty? Independence movements in subnational island jurisdictions', *Commonwealth & Comparative Politics*, Vol. 50, No. 4, 2012, pp. 589-602.
- 'Foreign workers' in C. Borg and R. Vella (eds.) *Shooting Society: Documenting Contemporary Life in Malta*, Malta, Midsea Books, 2012, pp. 280-283.
- 'Development strategies for smaller island states and territories: an ecological approach' in E. Conrad and L. F. Cassar (eds.) *Landscape Approaches for Ecosystem Management in Mediterranean Islands*. Msida, Malta: Institute of Earth Systems, University of Malta, 2012, pp. 31-44.

- 'Governmentality is all the rage: the strategy games of small jurisdictions', *The Round Table: Commonwealth Journal of International Affairs*, Vol. 101, No. 3, 2012, pp. 235-251.
- 'Immigrants, tourists and others from away: 'come visit, but don't overstay': the welcoming society of Prince Edward Island', *International Journal of Culture, Tourism and Hospitality Research*, Vol. 6, No. 2, 2012, pp. 145-153.
- 'Islands and despots', *Commonwealth and Comparative Politics*, Vol. 50, No. 1, 2012, pp. 50-67.
- 'Breaking into a clannish society: the settlement and integration experience of immigrants on Prince Edward Island' in J. Biles, M. Burstein, J. Frideres, E. Tolley & R. Vineberg (eds.) *Integration and Inclusion of Newcomers and Minorities across Canada*, Ottawa, McGill-Queen's University Press, for Citizenship and Immigration Canada, 2011, pp. 355-372.
- 'Surfers of the ocean waves: change management, inter-sectoral migration and the economic development of small island states', *Asia Pacific Viewpoint*, Vol. 52, No. 3, 2011, pp. 236-246.
- 'Introduction: singing, islands and island songs' in G. Baldacchino (ed.) *Island Songs: A Global Repertoire*, Lanham MD, Scarecrow Press, 2011, pp. xvii-xxxix.
- (with Y. Oryu) 'Adieu Foulard, Adieu Madras: a sonic study in (post)colonialism' in G. Baldacchino (ed.) *Island Songs: A Global Repertoire*, Lanham MD, Scarecrow Press, 2011, pp. 37-47.
- 'Geography, land use conflict and heritage management: the instructive role of densely populated islands' in G. Baldacchino (ed.) *Extreme Heritage Management*, New York, Berghahn, 2011, pp. xxiv-xli.
- (with E. Stratford, E. McMahon, C. Farbotko & A. Harwood) 'Envisioning the Archipelago', *Island Studies Journal*, Vol. 6, No. 2, 2011, pp. 113-130.
- 'A fresh consideration of development strategies for small island states and territories', in D. Niles and G. Baldacchino (eds.) *Island Futures: Conservation and Development across the Asia-Pacific Region*, Tokyo, Japan, Springer and Research Institute for Humanity and Nature, 2011, pp. 53-72.
- 'The small state in higher education: a conceptual assessment', *Teaching in Higher Education*, Vol. 16, No. 4, 2011, pp. 457-467.

Other Academic Contributions

- 'Island landscapes and european culture: an 'island studies' perspective', keynote address at conference on European Culture in Island Landscapes, University of Sassari, Italy, October 2012.
- 'Partiti e movimenti di indipendenza: prospettiva isolare', keynote at seminar organized by the Indipendenza Repubblica Sarda in Cagliari, Sardinia, Italy, October 2012.

- 'Islands: ideologies of wish fulfilment', in Jean-Yves Vigneau, *Merehen. In the Sea. Sur La Mer*. Alma QC, Sagamie, for the author, 2012, pp. 9-11.
- Getting wet: a response to Hayward. *Shima: International Journal for Research in Island Cultures*, Vol. 6, No. 2, 2012, pp. 22-27.

Published Book Reviews

- N. Bernardie-Tahir (2011) *L'Usage de l'Île* [Using the Island]. Paris: Pétra. Review in *Island Studies Journal*, Vol. 7, No. 1, 2012, pp. 155-157.
- M. Redon (2010) *Des Îles en Partage: Haïti et la République Dominicaine, Saint-Martin, Timor*. Haiti and France : Editions de l'Université d'Etat d'Haiti and Presses Universitaires du Mirail. Review in *Island Studies Journal*, Vol. 6, No. 2, 2011, pp. 265-267.
- M. Calí, M. Razzaque & D. W. Te Velde (2011) *Effectiveness of Aid for Trade in Small and Vulnerable Economies*. London: Commonwealth Secretariat, and A. F. Cooper (2011) *Internet Gambling Offshore: Caribbean Struggles over Casino Capitalism*. New York: Palgrave Macmillan. Double Book Review in *The Round Table: Commonwealth Journal of International Affairs*, Vol. 100, No. 416, 2011, pp. 555-557.
- S. Nath, J.L. Roberts & Y.N. Madhoo (eds.) (2011) *Saving Small Island Developing States: Environmental and Natural Resource Challenges*. London: Commonwealth Secretariat. Book Review in *The Round Table: Commonwealth Journal of International Affairs*, Vol. 100, No. 414, 2011, pp. 330-332.
- F.P. Gale (ed.) (2011) *Pulp Friction in Tasmania: A Review of the Environmental Assessment of Gunn's Proposed Pulp Mill*. Launceston, Australia: Pencil Pine Press. Book Review in *Island Studies Journal*, Vol. 6, No. 1, 2011, pp. 93-95.

Manwel Debono

- (in collaboration with Ronald G. Sultana) 'Proposals on defining the employment advisory role of the Employment and Training Corporation'. A study commissioned by Malta's Employment and Training Corporation (ongoing).
- 'Faculty of Arts Graduates 2003-2012 – Tracer Study'. A report commissioned by the Faculty of Arts of the University of Malta (on-going).
- 'EEO Review: Long-term unemployment (Malta)', European Employment Observatory, 2012. Retrieved from: <http://www.eu-employment-observatory.net/resources/reviews/Malta-LTU-July2012.pdf>
- 'Undeclared work: Malta Update 2012', European Employment Observatory, 2012, Retrieved from: <http://www.eu-employment-observatory.net/resources/reports/UndeclaredWorkUpdate-Malta.pdf>
- 'EEO Review: Employment policies to promote active aging", European Employment Observatory, 2012. Retrieved from: <http://www.eu-employment-observatory.net/resources/reviews/Malta-EPPAA-Feb2012-final.pdf>

- 'Policy Example: Start Your Own Business, Malta', 2012. A contribution to the annual report of an OECD-EU Project on Self-Employment and Entrepreneurship in Europe.
- 'Training and Employment Exposure Scheme', 2002, a report forming part of an EU funded project called: WEESP – Webtools for Evaluated Employment Services Practices, coordinated by Fondazione Giacomo Brodolini (Italy).
- 'Sfidi għal Malta u Għawdex fl-2012'. Malta: *Illum*, 1 January 2012. Retrieved from: <https://newspaper.maltatoday.com.mt/booklet/259>
- 'EEO Review: Adapting unemployment benefit systems to the economic cycle', European Employment Observatory, 2011. Retrieved from: <http://www.eu-employment-observatory.net/resources/reviews/Malta-UBRvw2011.pdf>
- 'Evaluation of the operation and effects of information and consultation directives in the EU/EEA countries - Malta National Report', 2011. The report formed part of a European Commission project managed by Deloitte (Belgium) entitled 'Evaluation of the operation and effects of information and consultation directives in the EU/EEA countries'.
- (with A. Borg). 'The use of family friendly measures within the public sector', 2011. Office of the Prime Minister, Government of Malta (Unpublished Document).
- (with A. Borg & C. Caruana). 'The Price of Motherhood', an unpublished report about maternity and employment trends of female employees in Malta. The study was presented in a seminar organised by the Centre for Labour Studies and the National Statistics Office, November 2011.
- 'The Restructuring of STMicroelectronics Malta Plant', 2011. The report forms part of the EU-funded project about anticipating restructuring processes (APENCH) and involving several trade unions and universities across Europe.
- 'A study on attitudes about remarriage', 2011, commissioned by the Centre for Family Studies (University of Malta) (unpublished).
- 'Centre for Labour Studies Biennial Report 2009-2010' (Editor), 2011. Malta: University of Malta, Centre for Labour Studies.
- 'The Centre for Labour Studies: Its Roots and Evolving Role' (Interview with Prof. Edward L. Zammit), in M. Debono (Ed.) (2011), *Centre for Labour Studies Biennial Report 2009-2010*, pp.7-14. Malta: University of Malta, Centre for Labour Studies.
- 'Working conditions and attitudes of recent Maltese university graduates', in M. Debono (Ed) (2011), *Centre for Labour Studies Biennial Report 2009-2010*, pp. 32-39. Malta: University of Malta, Centre for Labour Studies.
- Contributed to the *European Vacancy Monitor*, dealing with the monitoring of labour market developments in the EU (2010-2012). ICON/ECORYS (a German/Netherlands consortium) for the European Commission. Retrieved from <http://ec.europa.eu/social/main.jsp?catId=955&langId=en>

Luke Fiorini

- 'A healthy worker is a productive worker', *The Sunday Times*, 16th December, 2012. Retrieved from <http://www.timesofmalta.com/articles/view/20121216/business-news/A-healthy-worker-is-a-productive-worker.449804>

Saviour Rizzo

- 'Dahla' for Galea, F. 'L-Istorja tal-Koperattivi f'Malta'. Malta: Cooperatives Board, 2012 pp. v – ix.
- 'The capacities of the Maltese labour market to absorb irregular immigration' in Xuereb, P. G. (ed.) *Migration and Asylum in Malta and the European Union*. Msida, Malta: Malta University Press, 2012, pp. 141-162.
- 'CSR on the backburner', *Times of Malta*, 4th January 2012. Retrieved from <http://www.timesofmalta.com/articles/view/20120104/opinion/CSR-on-the-back-burner.400957>
- 'The question of relativity in wages', *Times of Malta*, 29th March 2012. Retrieved from <http://www.timesofmalta.com/articles/view/20120329/opinion/The-question-of-relativity-in-wages.413193>
- 'Workers must look at Europe', *Times of Malta*, 25th June 2012. Retrieved from <http://www.timesofmalta.com/articles/view/20120625/opinion/Workers-must-look-at-Europe.425835>
- 'Jobs in a changing economy', *Times of Malta*, 10th December 2012. Retrieved from <http://www.timesofmalta.com/articles/view/20121210/opinion/Jobs-in-a-changing-economy.448963>
- Editor of *Green Jobs from a Small State Perspective. Case Studies from Malta*, 2011, Brussels: Green European Foundation.
- 'It's also about social class and race', *Times of Malta*, 8th March 2011. Retrieved from <http://www.timesofmalta.com/articles/view/20110308/opinion/it-s-also-about-social-class-and-race.353665>
- 'Wage adjustment balancing act', *Times of Malta*, 6th April 2011. Retrieved from <http://www.timesofmalta.com/articles/view/20110406/opinion/wage-adjustment-balancing-act.358481>
- 'Resilient unions prove successful', *Times of Malta*, 11th November 2011. Retrieved from <http://www.timesofmalta.com/articles/view/20111111/opinion/Resilient-unions-prove-successful.393261>

8. CONFERENCES AND OTHER ACTIVITIES

Godfrey Baldacchino

- 'The new island studies: a critical appraisal', guest lecture at the University of the Ryukyus, Okinawa, Japan, November 2012.
- 'Island brands and island branding', guest lecture at the University of the Aegean, Mytilene, Lesvos, Greece, October 2012.
- 爱德华王子岛的新进华人移民 (Chinese Immigrants to Prince Edward Island), presentation at immigration symposium, Memorial University of Newfoundland, St John's NL, Canada, September 2012.
- With E. Stratford, E. McMahon, S. Royle & C. Farbotko: 'Islands, archipelagos and the geohumanities: agenda for geographical research', Rethinking Geopolitical Representations, RGS-IBG Annual International Conference, University of Edinburgh, Scotland, UK, July 2012.
- 'Island tourism: hosts and guests', presentation at graduate student summer school, University of Corsica, Corte, France, July 2012.
- 'Culture and history on islands: a Caribbean perspective', keynote address, International Small Islands Studies Association Conference, Tortola, British Virgin Islands, June 2012.
- 'Identity re-engineering: a critical review of the political economy of rebounding peripheries', Unst, Shetland Islands, Scotland, UK, April 2012.
- 'Islands and the Offshoring Possibilities and Strategies of Contemporary States: Insights on/for the Migration Phenomenon on Europe's Southern Flank', paper presented at workshop on islands and migration, University of Malta, Valletta, Malta, December 2011.
- 'Migration in the Context of Islands': Double Workshop organised as part of the 16th International Metropolis Conference, Ponta Delgada, Azores, Portugal, September 2011.
- 'Surfers of the Ocean Waves: Strategic Flexibility in Small Island Economies', invited lecture delivered at Victoria University of Wellington, New Zealand, April 2011.

Anna Borg

- Attended conference called 'I'm Not a Racist, But...' organised by National Commission for the Promotion of Equality (NCPE), December, 2012.
- Delivered training on the principles of equality to workers in the public sector, organised by the Centre for Development Research and Training in Malta (CDRT), December, 2012.



Ms Maria Stella Cannataci receiving a prize for the best long essay of the Diploma in Social Studies (Occupational Health and Safety) (2010-2012), from Mr Victor Carachi, President of the General Workers' Union, during the conference 'Enhancing occupational health and safety through research' (November 2012)



Ms Anna Borg delivering a training session on the principles of equality to workers in the public sector during an activity organised by the Centre for Development Research and Training in Malta (December 2012)

- Participated in television programme (TVAM) on the issue of women and work, November 2012.
- Attended seminar on Female Employment and Economic Growth organised by the Swedish Embassy in Malta, November 2012.
- Guest speaker during seminar called "Reconciling Work and Family Responsibilities" organised by Islands and Small States Institute of the University of Malta, October 2012.
- Participated in radio programme on the issue of women and work at Radju tal-Universita', May 2012.
- Attended conference on domestic violence organised by Malta Confederation of Women's Organisations (MCWO) and the European Women's Lobby, March 2012.
- Attended Eurofound Meeting in Dublin, March 2012.
- Interviewed on national radio station on research related to gender and work, February 2012.
- Attended seminar on Gender Equality organised by the Gender Equality Committee at the University of Malta, February 2012.
- Presentation on recent developments in work organisation in Malta during Eurofound Meeting held at the Department of Employment and Industrial Relations, Malta, February 2012.
- Presented research results on inactive women during seminar organised by National Commission for the Promotion of Equality, Mediterranean Conference Centre, Malta, January 2012.
- Participated in RTK programme on women and work, January 2012.
- Participated in television breakfast show (TVAM) discussing 'Price of Motherhood' study, December 2011.
- Participated in radio programme (RTK) on the EU and gender equality, November 2011.
- Interviewed during radio programme (PBS) about 'Price of Motherhood study', November 2011.
- Presented study on 'The Price of Motherhood' during seminar organised by the Centre for Labour Studies and the National Statistics Office in Malta, November 2011.
- Attended conference organised by National Commission for the Promotion of Equality, November 2011.
- Delivered presentation on 'Benefits of Financial Independence' organised by Domestic Violence Commission in Malta, August 2011.
- Participated in radio programme on issues related to gender and work, August 2011.
- Attended MEUSAC core group meeting, June 2011.

- Attended European Women's Lobby Annual General Meeting in Brussels, June 2011.
- Delivered training session on work-life issues to the staff at Kummissjoni Nazzjonali Persuni b'Dizabilità (KNPD), June 2011.
- Presented paper called 'The Ideal Worker and flexible Working Arrangements - A case study from the ICT Sector in Malta' at the Community, Work and Family Conference in Tampere - Finland, May 2011.
- Participated in radio programme discussing issues related to women and work, May 2011.
- Attended seminar organised by Gender Equality Committee of the University of Malta and the American Embassy on gender issues, Malta, March 2011.
- Attended a Eurofound meeting, Dublin, March 2011.
- Attended meeting on behalf of the Malta Confederation of Women's Organisations organized by Mr David Spiteri Gingell to discuss the pension reforms and its impact on women, Malta, February 2011.
- Attended MEUSAC core group meeting as the representative of civil society, January 2011.
- Attended conference on Mental Health and Work organised by the Richmond Foundation, Malta, January 2011.

Manwel Debono

- 'Enhancing occupational health and safety through research', participated in conference organised by the Centre for Labour Studies, Malta, November 2012.
- 'Adapting PES training policy to better service demand', participated in panel discussion in workshop organised by the Employment Services & EURES Unit of the European Commission, Malta, June 2012.
- 'Eurofound meeting of the Maltese governing board members and NEO correspondents', participated in meeting organised by the European Foundation and the Department of Industrial and Employment Relations, Malta, February 2012.
- 'Current Challenges Facing Career Guidance', participated in panel discussion in Euroguidance Conference, Malta, November 2011.
- 'The Restructuring of STMicroelectronics Malta Plant', presented in a conference held in Pescara (Italy) in April 2011 and in another conference held in Malta in October 2011), as part of EU-funded project about anticipating restructuring processes (APENCH) and involving several trade unions and universities across Europe.
- Participated as guest speaker in the launch of book by Cory Greenland entitled: 'The Collective Agreement in Maltese Industrial Relations - A Legal perspective', activity organised by the General Workers' Union, Malta, April 2012.

- Participated in meetings organised by GHK Consulting Limited about the European Employment Observatory (Belgium), March 2011, March 2012 and October 2012.
- Represented the CLS on Board of Studies of the Master degree in Counselling offered by the Faculty of Education, University of Malta.
- Consultancy services to the DG Employment and Social Affairs and Equal Opportunities on Malta's National Reform Programme and other employment issues.

Luke Fiorini

- 'Enhancing occupational health and safety through research', participated and chaired a conference organised by the Centre for Labour Studies, Malta, November 2012.

Saviour Rizzo

- Presentation 'Irregular Migration and Labour Market Absorption' during the Annual Conference of the European Migration Network, December 2012.
- Chair Conference on 'Reconciliation of Work and Social Life' organised by the Institute of Small Island States and Centre for Labour Studies, University of Malta, October 2012.
- SEEurope Network Meeting 'Involvement of Employees', Prague, September 2012.
- Forum on 'Socially Responsible Restructuring Worldwide' organised by the European Commission in cooperation with ILO, Brussels, December 2011.
- SEEurope Network Meeting organised by European Trade Union Institute, Ljubljana, Slovenia, September 2011.
- A keynote speech on 'Employability of FSWS Clients' during a seminar organised by the Foundation for Social Welfare and Services (FSWS) on 'Overcoming the Challenges in Helping Clients Enter and Stay in Employment', October 2011.
- Seminar on 'Green Jobs from a Small State perspective' organised by Ceratonia the Green European Foundation at St Julian's, Malta, October 2011.
- Independent Expert to the Planning Co-Ordination Department (PCD) at the Office of the Prime Minister of Malta to report on the 'Assistance Measures implemented under the European Globalisation Adjustment Fund vs Active Labour Market Policies in Malta'. PCD is the Managing Authority for EU Structural Funds and the Cohesion Fund. July 2011.
- Meeting for NAO: Organised by European Foundation for the Improvement of Living and Working Conditions, Dublin, March 2011.
- Delivered keynote speech: 'Sehem il-Unions fis-Socjeta' in seminar organised by Kummissjoni Pastorali dwar id-Dinja tax-Xogħol, February 2011.



Participants during the seminar 'The Price of Motherhood' (November 2011)

9. FINANCIAL STATEMENTS

9.1 General Expenses

General Expenses CLSSUPP-01

	Year 2011	Year 2012
Academic Staff	€84,527.44	€84,641.53
Support Staff	€31,478.38	€27,819.26
Operational	€3,778.73	€4,519.45
Total	€119,784.55	€116,980.24

Breakdown of operational expenses	Year 2011	Year 2012
Memberships	€17.51	€55.00
Books	€249.32	/
Subscriptions	€451.78	€1,425.39
Meetings/Seminars	€60.35	€470.28
Office supplies	€1,667.07	€890.98
Postage and courier services	€109.34	€101.15
Petty cash	€467.66	€460.67
Advertising	€206.38	€206.38
Computer software	€290.00	/
Visiting lecturers	/	€500.00
Hospitality	/	€158.60
Repair and maintenance of equipment	€259.32	/
Furniture	/	€251.00
Total	€3,778.73	€4,519.45

9.2 Reserve Fund

Reserve Fund CLSIN01-01

	Year 2011	Year 2012
Income	€7,500.00 ²	€8,500.00 ³
Expenditure		
Repairs and maintenance of equipment	€157.46	€63.72
Printing	€1,260.00	/
Advertising	€486.09	€206.38
Meetings/Seminars	€766.48	€802.00
Computer software	/	€96.00
Books	/	€81.20
Stationery	/	€978.61
Hospitality	/	€302.00
Petty cash	/	€110.67
Other	€670.00	€595.00
Total	€3,340.03	€3,235.58

9.3 New Eurofound Contract

Fund (88-207) E10LE12-01

	Year 2011	Year 2012
Income	€ 42,000.00	€ 49,500.00
Expenditure		
Support Basic Salary	€ 7,701.64	€ 15,298.44
Support Others (Extra/Occasional Salaries)	€ 9,371.22	€ 5,568.00
Equipment	€ 3,445.13	/
Travel	€ 2,373.00	€ 1,326.08
Remaining Total	€ 19,109.01	€ 27,307.48

- 2 Income derives from the co-sponsorship of the Diploma in Social Studies (Gender and Development) by the Ministry of Education.
- 3 Income derives from the co-sponsorship of the Diploma in Social Studies (Gender and Development) by the Ministry of Education (€7,500) and a report submitted to the Office of the Prime Minister (€1,000).