



UNIVERSITY OF MALTA  
L-Università ta' Malta

Centre for Labour Studies

# Biennial Report

## 2013 - 2014

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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. INTRODUCTION

It is my distinct pleasure to preface this, the latest Biennial Report of the Centre for Labour Studies (CLS) at the University of Malta, covering the years 2013 and 2014.



Unfailingly, the CLS continues to publish this detailed report, in both hard copy and electronic version, to account for its actions and initiatives in line with its basic objectives, which have not changed since the Centre's inception in 1981 – then as the Workers' Participation Development Centre:

- to strengthen the University's link with working persons, employers and the world of work at large; and
- to promote social dialogue, active involvement and the effective participation of workers, and their representatives, in specific workplaces and in labour policy more generally.

In pursuance of this, two-pronged aim of its mission, the Centre for Labour Studies seeks to:

- establish healthy working partnerships and promote synergies between academics, government, trade unions, employers and other actors from civil society involved in the field of labour relations
- organise educational programmes aimed at sensitising people (actively involved or interested in labour issues) to current trends, relevant concepts and analytical tools pertinent in this area
- act as national monitoring agency and clearing house for trends and developments occurring in employment and industrial relations
- carry out research, consultancy and disseminate information on issues related to industrial and employee relations in Malta and abroad.

The 24 months under review were dominated by a root-and-branch strategic review of the educational operations of the CLS. With the unanimous support of our CLS Board, we have carried out a critical overhaul of our programme offering: shifting and focusing on work-related topics in our Gender and

Development Diploma Programme; upgrading our Occupational Health and Safety Diploma course to degree level, and having already secured the prestigious accreditation of the UK-based Institute for Occupational Safety & Health (IOSH) in this task; and repositioning our existing Postgraduate Diploma in Lifelong Career Guidance and Development to Master's level: a first for our Centre. Within all this change, we have been careful to introduce bridging pathways, thus enabling our students, should they want and be able to, to navigate from Diploma up to Master's level by only following CLS programmes of study. Our flagship and anchor offering remains the five-year, evening, part-time programme that leads to a Bachelor's degree in Work and Human Resources, with a record-breaking intake of 73 students secured in October 2014.

With the additional volume of students in different stages of their programmes at the CLS, comes additional work. We have tabled a justification for supplementary support staff which was positively received by the University administration. We have thus welcomed Ms **Jessica Cilia Custò**, a graduate trainee of the CLS. She joins our long-serving executive officer, Ms **Josephine Agius**, providing what is most welcome additional support. The Centre's administrative staff also includes Ms **Stephanie Muscat**, an executive officer, who has also joined the two-year, part-time programme leading to a Diploma in Gender and Development which started in October 2014.

On the academic front, I am pleased to report the successful completion of PhD studies by Ms (now Dr.) **Anna Borg**. Dr Borg, now confirmed as lecturer at the CLS, completed her doctorate at Middlesex University, UK, having successfully defended a thesis entitled: A collaborative interactive action research study in a male dominated ICT company in Malta which looks at work-life issues through the masculine lens. A case of: if it ain't broke, don't fix it?

Mr **Luke Fiorini**, Assistant Lecturer at the Centre, has meanwhile embarked on his own doctoral journey. He is registered with the University of Nottingham, UK, and his doctoral thesis is titled: Predictors and consequences of presenteeism: A multi-method study of nurses in geriatric settings.

Dr **Manwel Debono** has been confirmed as Senior Lecturer at the CLS. He has also stepped down from the position of Director of the Centre in late 2014, having served in that position for the previous five years. Dr Anna Borg has been appointed Director of the CLS with effect from October 2014, becoming the first ever female director of the Centre.

For pioneer and stalwart Mr **Saviour Rizzo**, former Director of the CLS, 2014 was his last lecturing year at the CLS and the University of Malta. He remains involved with the CLS via his research contributions.

At Board Level, we thanked Ms **Angela Callus** and Mr **Michael Parnis** for a long and distinguished service as Board members – the former as representative of the University Council; the latter as the second representative of the General Workers' Union (GWU). We respectively welcomed in their place Mr **Reno Calleja** (a former Minister of Tourism as well as a former student of the CLS) as Council representative; and Mr **Josef Bugeja** (a current, final year student of the CLS) as the second representative of the GWU. Moreover, we also thank Ms **Loranne Avzar Zammit** who was the student representative on the CLS Board.

Apart from the four educational programmes run at University, the CLS continues to be engaged in various **research and documentation** initiatives. Notable amongst these is the Centre's regular work as Malta's national employment observatory for the European Foundation for Living and Working Conditions, based in Dublin, Ireland. The CLS was successful in securing yet another extension of its contract with the Foundation, committing the Centre to provide regular information updates to the European Industrial Relations Observatory (EIRO), the European Working Conditions Observatory (EWCO) and the European Restructuring Monitor (ERM) for some years to come. Our **outreach** efforts took on a decidedly more digital approach with our decision to have our own Facebook page: <https://www.facebook.com/uom.cls?fref=ts>. It has been up and running since June 2013 and is a welcome, less formal addition to our more conventional web-pages at: <http://www.um.edu.mt/cls>

Meanwhile, we have also kept up an annual, more public, activity on the CLS calendar. Social class in Malta was the theme of a stimulating debate held in 2013; while the economic and labour market challenges of environmental change to small island jurisdictions like Malta was the theme chosen for a symposium in 2014 (the latter in partnership with the Institute for Earth Systems). As part of its annual public activity planned for 2015, the CLS will organise a half-day seminar on the subject of Recruitment and Gender Balance in Executive Positions. The plan is to then hold a symposium on island tourism for our 2016 activity (in partnership with the Institute for Tourism, Travel and Culture).

Enough said. Enjoy this celebration of the work of the CLS. Do let us know if you wish additional information. Meanwhile, on behalf of the Rector of the University of Malta, and all the members of the CLS Board, I commend the CLS and its staff for their efforts and wish them well. Thank You.

**Professor Godfrey Baldacchino**

Chairperson (Rector's Delegate), CLS Board

April 2015

## 2. FOREWORD

It is with pleasure that I am writing this foreword for the Biennial Report (2013-2014) for the first time. I owe much to what I am today to the Centre for Labour Studies (CLS) which gave me the opportunity to study as a mature student and to obtain my first tertiary qualification at the University of Malta. From then on, I have not looked back as I progressed from being a student, then a lecturer and now the Director of the CLS.



This biennial report captures the work that was carried out by the CLS during 2013 and 2014. Until September 2014, the CLS was under the directorship of Dr Manwel Debono and a note of thanks is due for his dedication and hard work. Under his guidance, the Centre continued to grow into a dynamic teaching and research centre which is attracting more and more students each year. Today, we have 127 students who are following four courses. This Biennial Report showcases the work that has been done in terms of courses offered, research carried out and the other activities conducted by the Centre.

During this period, the Centre continued to be an essential link between the world of academia and the world of work. One of the most notable events was the establishment of the National Trade Union Forum in July 2014 in collaboration with the Office of the President of Malta, Her Excellency Marie Louise Coleiro Preca. The aim of this forum is to serve as a platform to help unions collaborate amongst themselves for the benefit of workers and the trade union movement. The CLS provides a supporting and coordinating role to this forum.

During these last two years, the Centre has continued to be the main national research agency for the European Foundation for the Improvement of Living and Working Conditions (Eurofound) in Dublin. This is a research arm of the European Union and on our part this entails the continued monitoring of the Maltese labour market and the sending of regular reports on the evolving



working conditions, restructuring and industrial relations in Malta. These reports are then published on the Eurofound website (<http://www.eurofound.europa.eu>) which attracted 1.7 million visits in 2014.

This biennial report is being complemented with five interesting articles written by the academic staff of the Centre. Prof Godfrey Baldacchino gives an overview of the events which led to the establishment of the National Trade Union Forum. Dr Manwel Debono focuses on activating job-seekers through start-up incentives whilst Mr Luke Fiorni provides a snapshot on Occupational Health and Safety in Malta as informed by the Long Essays of the graduates of the Diploma Course in Occupational Health and Safety of 2014. In his article called 'Fault Lines in Bridges to Europe', Mr Saviour Rizzo discusses the evolution of Industrial Relations in Malta, whilst my input is about the prevailing gender wage gap in Malta and the EU.

I hope this publication gives you a better indication of the important work that the Centre for Labour Studies does in spite of its small size. All this was possible due to the hard work put in by the academic and administrative staff of the Centre. It is essential that whilst acknowledging our success, we have to make sure we continue to evolve and adjust with the times to remain relevant in offering interesting courses and academic research in line with the dynamic world of work.

**Dr Anna Borg**

CLS Director

May 2015

## 3. ARTICLES

### 3.1 A National Trade Union Forum



GODFREY BALDACCHINO

*This short contribution is a series of candid, mainly autobiographical reflections on the inspiration, launch and early operations of the national forum for trade unions, set up on the initiative of Her Excellency Marie Louise Coleiro Preca, President of Malta, in association with the Centre for Labour Studies at the University of Malta. This provides an important historical record for this significant task entrusted to the CLS, and puts it in a broader context that speaks to the consistent contribution that the CLS has delivered as a platform for all trade unions in Malta over previous decades.*

#### 3.1.2 Prologue

For so many years, the Centre for Labour Studies (CLS) at the University of Malta, and the Workers' Participation Development Centre (WPDC) before it, have organised many activities that offered a rare opportunity for local trade union officials and members to meet and discuss relevant issues amongst themselves with academics, usually in the company of a guest 'resource person' from abroad. In times when relations between some major trade unions were fraught with tension, often fuelled by partisan political piques, these events were exceptional and stimulating educational encounters, as well as a welcome reprieve from otherwise strained times. Some of these events took the form of a series of tripartite weekend seminars, when the spouses of the delegates were also invited to attend and enjoy a relaxing weekend. In other instances, they were scaled down but more intimate sofa conversations for smaller and more select audiences. The CLS takes pride in having offered such, otherwise rare, opportunities for the various trade union organisations to meet and engage in a healthy and frank debate on current themes in industrial and labour relations.

By 2013, however, most of these activities had ground to a halt. The bulk of these activities had been held thanks to the generous sponsorship of the Freidrich-Ebert Stiftung (FES). The FES is Germany's oldest political organisation, set up in 1925 to promote democracy, political education, and promote students of outstanding intellectual abilities and personality. FES' focus is decidedly on developing countries: so, with Malta switching from being a net aid recipient to a net aid donor in 1994, the justification for an FES office in Malta, let alone an ongoing programme of financially supported activities, had become increasingly tenuous. Moreover, the country had also acceded to the European Union by 2004, and the tacit understanding was that there would be European funding available to locally promote the EU's social chapter, inclusive of work and industrial relations. Hence a dawning awareness that the FES presence, and sponsorship, in Malta, could be deployed for other uses, and in other countries. Thus, the FES office in Sliema was closed and funding was reduced. Still, thanks to Ms Ebba von Fersen Balzan, the intrepid and long-standing FES representative in Malta, a significant programme of activities by the CLS continued to benefit from FES sponsorship for some years. However, her untimely death in 2008 put paid even to these initiatives.

### **3.1.3 A fresh burst of energy**

Nevertheless, by late 2013, what had appeared to be a successful but closed chapter in the history of the WPDC-CLS received an injection of energy and interest from what can only be described as an unlikely quarter.

Since 1995, the CLS has been responsible for the University of Malta's first programme in gender and development studies, offered at diploma level. Given the recognition that the Maltese state assigns to gender equality, the CLS has consistently invited the Maltese Government to support this programme financially. Government Ministers, of diverse political persuasions, have stepped up to the challenge, thus benefitting the Centre's gender programme. With a fresh intake of students ready to start in February 2014, a similar request had gone out to the newly elected Labour Government. Given the division of responsibilities for gender in the Cabinet, part of the request for sponsorship was tabled to the Ministry for Social Solidarity. Indeed, the Minister responsible had even registered for this diploma programme herself

some time ago, and had attended some sessions before she was obliged to resign and concentrate on other pressing commitments. The decision by this Ministry to (once again) offer its financial support to help run this flagship programme led to a decision by the CLS staff to invite the same minister (and former student) to officially inaugurate the course on 4 February 2014. As CLS Board Chair, I was tasked to meet the Minister a few weeks before the launch and extend the invitation personally.

We are talking here of Marie-Louise Coleiro Preca. To those who did not know her personally, she was a seasoned politician, very popular with the grassroots membership of the Labour Party, and credited with being a humanitarian, with a strong social conscience. To those who got to work more closely with her, she was a bundle of energy that would draw in those around her and turn them into accomplices in her many social projects. With an entrepreneurial family background, she also has considerable business sense.

I, and the CLS, were quickly swept up by the halcyon days of early 2014. The inauguration of the Diploma course proceeded without incident, the Minister leaving a strong impression on the students. I was asked by the same Minister to involve myself, in a personal capacity, in a number of social initiatives that she was enthusiastically pursuing, including a national anti-poverty strategy. There was soon talk, however, of a new role for the Minister. By early April 2014, she had been sworn in as Malta's ninth President of the Republic.

My first feelings - probably shared by many - were ones of loss and resignation. We at the CLS had briefly experienced a strong supporter for our work amongst the government ranks. But, just as we had struck this great working relationship, it appeared that she had been snatched away. To perform a higher and important office, of course; but the Office of the Presidency felt somewhat distant: is that not how it should be?

Not with (now) Her Excellency. A phone call on my mobile phone confirmed that there were other projects afoot. The intention was to set up a Foundation for the Well-being of Society, under the auspices of the Office of the President. As part of this grand initiative, and fully aware of her office as an opportunity to serve as a truly national platform, Her Excellency wanted to

set up a National Forum for Trade Unions (FNTU, in Maltese). Not just that, but to do so in association with the CLS.

A most cordial informal meeting with Her Excellency followed at the Palace in Valletta. The blessing of the University Rector was sought and secured. This led to a meeting by Her Excellency with the CLS Board members, again at the Palace in Valletta: the Board unanimously approved her vision and agreed to cooperate in bringing it to fruition. The first event, where the idea of an FNTU was broached and discussed with all 31 trade union organisations registered in Malta occurred, quite suitably, on May Day 2014. The idea was welcomed and the official launch of the Forum took place in 22 July 2014, where an FNTU charter was signed and a programme for the first year was presented and approved.

### **3.1.4 What has been done so far**

We now appear to have in place a mechanism where Malta's trade union movement, divided into three 'fronts' – the General Workers' Union, the Confederation of Malta Trade Unions and the Forum Unions Maltin – appreciates the space offered by the highest office of the land, and the interest shown by its incumbent, in securing an environment for a free exchange of ideas. The Forum is essentially a meeting place, a national institution whose significance stands out in the relative absence of any other organisation that manages to bring *all* local trade unions together. Veteran trade unionist Anthony Busuttil, in a letter to the editor of a local newspaper, claimed that he had never witnessed such a 'special gathering' in 70 years.

The specific functions of the Forum are spelt out in Article 4 of its founding Charter – see appendix – as follows:

The *National Forum of Trade Unions* serves as a high-profile platform for the promotion, dissemination of current and envisaged work-related themes and topics. The *National Forum of Trade Unions* will champion deserving issues and utilise the clout, good will and respect associated with both the Office of the Head of State, as well as the expertise and knowledge base associated with the Centre for Labour Studies at the country's national university, in order to solicit attention, promote interest, encourage support and/or foster awareness and education in issues related to work and working life, as the need may be.

Within the Forum, the Centre for Labour Studies thus plays to its strengths, providing the required academic and research expertise, and assisting in the running and input of the Forum's activities, advising on suitable expert involvement. Staff and students of the CLS have already been involved in FNTU activities. A timely seminar on the challenges of trade union recognition was held in January 2015; and a second seminar on active ageing followed in April 2015. Meanwhile, the CLS is analysing the results of the first national sample survey on trade union perceptions, undertaken in association with the National Statistics Office. These results will be disseminated and discussed at another FNTU meeting, scheduled for October 2015.

The Office of the President, on the other hand, is deeply involved in the logistics that go into the organisation of such events: confirming venues, printing and sending invitations, offering refreshments. A nudge or a word by Her Excellency also helps in order to secure the participation of key spokespersons at Forum events; just as much as her desire to promote national unity sees her following up on the momentum of Forum events to encourage problem-solving developments. The most auspicious locations of the Office of the President – including the Grandmaster's Palace in Valletta and Verdala Palace in Buskett, limits of Rabat – have been placed at the Forum's disposal. Could we have hoped for anything better?

### **3.1.5 And what is there to do?**

It is still too early to say how, and in which directions, the Forum will evolve; whether it will outlive the Coleiro Preca Presidency (now already one year old); and whether it is generating any deeper, lingering responses amongst its beneficiaries. Could it possibly lead (as some have expressed) to a Trade Union Council? What we can surely say is that, at least for the next few years, the Head of State has made it her commitment to advance solidarity and unity amongst all factions and sections of Maltese society, trade unions featuring prominently among these. Large and small trade unions get to sit and participate together, without squabbling over representation.

Realistically, the launch of the Forum has not brought an end to inter-trade union disputes; that would have been a remarkable achievement in itself. So, for example, a few days after the signing of the FNTU Charter in July

2014, trade unions continued with their threats and claims with respect to union representation and the right to represent some interest groups for the purpose of collective bargaining.

I am confident that the Forum is already creating some fertile ground for trade union officials to mingle, converse and discuss freely and openly, possibly developing a better appreciation of each other and their policy positions. As one trade union commented after a Forum event, it proved to be a “healthy discussion by all participants” and “was intended to stimulate thinking and provide feedback”.

The CLS feels quite privileged to have rediscovered this mandate of being a catalyst for trade unions, and to be practising it responsibly. We see this Forum development as a vote of confidence in the Centre’s work, and we look forward to continuing to provide such a facility to Malta’s trade unions and their members. The initiative also speaks to the University of Malta’s desire to work more closely with the population that it serves.

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*H.E. President of Malta Marie Louise Coleiro Preca speaking at a National Forum for Trade Unions activity*



*Dr Manwel Debono, CLS Director, signing the FNTU Charter*





Photo: DOI - Jeremy Wonnacott

*Trade Union Officials with H.E. the President at the launch of the FNTU*



*CLS students at a FNTU activity*

## 3.2 The Gender Pay Gap and its Causes

ANNA BORG

*This paper reviews some of the complex and varied reasons which contribute towards the gender gap. Demand side and supply side theories seek to explain the causes of the wage gap which currently stands at 16% across the EU, but is much lower (6%) in Malta. Whilst noting these causes, since men take a much lower share of unpaid work in the family, the wage gap is unlikely to close. Hence, part of the solution lies in ensuring equality of rights and equality of burdens between women and men even outside the workplaces to address the pay gap.*

The principle of equal pay for equal work is enshrined in Article 14 of the Constitution of Malta. The Employment and Industrial Relations Act (2002) further clarifies that there should be equal pay for work of equal value. In principle, this means that men and women should be paid the same rates for equal work, or, if their work is of equal value. Yet, in spite of clear legislation at the national and at the European Union level, prohibiting wage differences on the basis of gender, is this really happening?

In 2014, the average gender pay gap in Europe stood at 16%, which means that women on average earned 84 cents for every 100 cents earned by men. This rate varies across the EU with countries like Slovenia, Poland, Italy, Luxembourg and Romania who have a gap of less than 10%, and others like Hungary, Slovakia, Czech Republic, Germany, Austria and Estonia where the gap is higher than 20% (Eurostat, 2015).

Malta scores rather badly in the Global Gender Gap Report in relation to women's economic participation. For example, in 2014 it was ranked in the last quartile, having achieved the 114<sup>th</sup> place out of 142 countries (World Economic Forum, 2014). Yet ironically, in Malta the gender pay gap at 6.1% is much smaller than the EU average of 16% (European Commission, 2014).

However, this small gap may be misleading because the gender pay gap is not an indicator of the overall inequality between women and men in the labour market, since it only concerns salaried personnel. When considering that that female employment rate amounts to just 51.1% (LFS, 2015), this may be indicative of why the gender wage gap is low in Malta. This is because overall there are far more inactive, and hence non-salaried women (103,121), when compared to those who are working (71,763) and for this large inactive cohort of women the wage gap is markedly higher when compared to men's income. This is not always clear cut, but countries like Malta, Italy and Croatia, which have relatively lower female employment rates, seem to enjoy an artificially lower wage gap than the average (Eurostat, 2015). In contrast to this low gap, a study commissioned by the National Commission for the Promotion of Equality (NCPE, 2006) which adopted a different methodology to that used by the National Statistics Office (NSO), indicated that the wage gap was much higher at 23%. Yet its existence was negated by almost all the informants participating in this study regardless of their gender, occupation, social class and level of education (NCPE, 2006). So what exactly is the wage gap and what are its main causes?

The gender pay gap is defined as "the relative difference in the average gross hourly earnings of women and men within the economy as a whole" (Eurostat, 2012). This indicator is 'unadjusted', which means that the noted difference in the hourly pay rate has not been adjusted according to differences in individual characteristics or other observable features which may explain some of the earnings variation. In itself, this definition makes it evident that the issue is not clear cut, nor is it easy to analyse or solve. This makes it clear that we cannot go about trying to close the gender pay gap without first understanding what are its main causes and why it still persists today. Hence, in this paper I will discuss a number of factors that may shed more light on the causes of the gender wage gap in Malta and beyond. Both demand-side and supply-side factors are reviewed in order to try and explain some of the underlying factors that may be leading to the gender pay gap in general.

### **3.2.1 Demand Side Factors and the Gender Pay Gap**

When discussing demand side factors, I am referring to legal, organisational and structural factors that may help us understand the phenomenon of the

gender wage gap. For example, up until 1976 it was perfectly legal to have differentiated wage scales for women and men in Malta, and women then got only 75% of what men earned. Differentiated wage scales were not exclusive to Malta and actually go back a long way back in time. For example in the United States, women working in the manufacturing sector until the middle of the 19<sup>th</sup> century, were only paid half of men's wages (Vallas, 2012). Thus historically we know that governments in many countries provided legal protection to employers who discriminated against women. With time, wage differentials between women and men seem to have become embedded in the social culture and norms, possibly because it was assumed that men need to be paid higher wages in order to maintain their families as the main breadwinners, whilst women would simply supplement the family income.

Direct discrimination against women however, can only explain part of the wage gap since legislation now-a-days makes it more difficult to discriminate in such a blatant way. Yet, this does not mean that the sentiment of wage differentials and a higher evaluation of men over women has been completely wiped out and eradicated out of the social psyche. In fact women's competences and skills still tend to be undervalued. For example, through a longitudinal study of occupations obtained through the U.S. census data ranging from 1950 to 2000, Levanon, England and Allison (2009) found substantial evidence that jobs predominantly occupied by women tend to receive lower pay scales for jobs requiring similar skills, qualifications and experiences when compared to those done by men. They called this the Devaluation Theory. This may also in part be noted in the gender segregated labour market where women working in the science and engineering field which tend to be better paid are still a minority when compared to the health, education and the public sector which is largely dominated by women (Eurostat, 2015).

When considering demand side factors, it is essential to look at organisations and organisational cultures in order to explore how these help sustain the gender wage gap. For example, Acker (1990) makes it clear that organisations are not gender neutral but typically build their organisational values (and hence their reward and punishment systems) around masculine ideal worker traits and norms. Whilst this may be assumed to be harmless, in reality this puts women at a disadvantage since they must struggle harder to fit into the

masculine template of the ideal worker who typically chooses the primacy of paid work over all other aspects of life (Bailyn, Drago, & Kochan, 2001). So by working in gendered organisations and adhering to masculine norms, men tend to have a more linear and consistent work pattern through which they garner more benefits across time, these in turn lead to higher earnings and more perks over time.

After exploring some of the demand side factors that may be contributing to the existence of the gender pay gap, it is also essential to look at supply side or personal factors which may lead to it.

### **3.2.2 Supply Side Factors and the Gender Pay Gap**

The gender pay gap is the lowest amongst young employees in almost all EU countries (except Cyprus, Portugal and the UK) and the gap tends to increase with age as a result of career interruptions women face, amongst other things (Eurostat, 2015). The Human Capital Theory may address part of the wage gap in that, generally speaking, men invest more time in their careers than in the family and hence they incur fewer penalties that typically afflict women, especially mothers who have to combine family with paid work (Young & Wallace, 2009). Theorists like Hakim (2006) suggest that this is as a personal choice or a 'preference'. However, this raises doubts about whether women's choices are free from invisible gendered pressures that restrain us all and which push us to conform to social expectations around gendered norms and gendered expectations. In doing so, it is unlikely that women are conscious of how their choices will affect their earnings across their life time.

A large chunk of the wage gap reflects the hurdles that women typically face when having to combine work with family and care. For example, an Estonian study found that, for each child a woman has, the earning power of the mother is reduced by 3.6% (but the man's earning potential is not affected) (Eurofound, 2010). In Norway, having children explains up to 36% of the gender pay gap (Eurofound, 2010). This suggests that the length of parental leave has a definite impact on the wage gap. In Germany, the gender pay gap rises to 14% for women who return to work from parental leave after three years or more, but it is lower (6%) for mothers who return to work within the first 12 months of having a child (Eurofound, 2010)

### 3.2.3 Conclusion

This paper has argued that the reasons behind the gender pay gap are complex and varied. The concept of differentiated wages between women and men stem from laws that go a long way back. This means that discrimination against women was institutionalised and it enabled employers to pay men more for the simple reason that they were men and not women (Vallas, 2012). Whilst noting that today it is more difficult to discriminate directly because of the legislation in place that prohibits them from doing so, various arguments highlight how structural barriers in gendered organisations help men gain a higher status with better earnings when compared to women. Furthermore, I have shown how women's work is still devalued and categories typically occupied by women tend to receive lower pay scales when compared to those of men, even if these require similar skills, qualifications and experience (Levanon, England, & Allison, 2009).

However, I have argued that a large proportion of the wage gap may be due to gender choices within the family which often lead men to assume lower shares in unpaid work thus allowing them a more consistent and linear career trajectory that affords them higher rewards at work that include higher wages. Until men are 'allowed' or continue to assume lower burdens in the home, closing the wage gap will continue to be elusive.

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## 3.3 Activating Job-Seekers through Start-up Incentives



MANWEL DEBONO

*EU surveys indicate that the Maltese population is not particularly entrepreneurial. The educational system has traditionally not focused much on promoting entrepreneurship among students. Lack of funding and excessive bureaucracy hinder budding entrepreneurs. In recent years, a number of actions have been taken to improve the situation by reducing bureaucracy, increasing the availability of training and financial and technical assistance, promoting awareness campaigns and setting up incubation centres. The INT scheme, one of the main ETC initiatives facilitating entrepreneurship among job seekers, has only achieved a limited success. More thorough information about the results of start-up incentives is required.*

### 3.3.1 Entrepreneurial culture in Malta

The Maltese population is not particularly entrepreneurial. If they could choose between different types of jobs, only 34% of Maltese persons would prefer to be self-employed rather than employed by a company, when compared to the EU average of 37% (European Commission, 2012). Besides, fewer persons in Malta consider self-employment to be feasible for them within the next five years than across the EU as a whole (20% and 30% respectively) (European Commission, 2012). Such attitudes are reflected in the ratio of persons whose main occupational status is self-employment, a ratio which has over the years been consistently lower than the EU average. During the last quarter of 2013, there were 23,226 self-employed persons in Malta, of whom 68% were without employees (NSO, 2014). Around 13.1% of the working population in Malta is self-employed, when compared to the EU-28 average of around 14.5% (Eurostat). The large majority of self-employed



persons are males (with a ratio of nearly 6:1), and the gender difference is wider when considering only self-employed persons with employees. Around 16.1% of all male workers are self-employed when compared to a much lower 6.5% among female workers. The ratio of self-employed when compared to all workers shrunk by around 1.2 percentage points between 2003 and 2013. In line with the situation across Europe, self-employment in Malta appears to have been negatively affected by the recession starting in 2008. However, whereas self-employment figures in the European Union in 2013 are still 2.3% lower than in 2007, the situation is considerably better in Malta, as the number of persons in self-employment in 2013 is about 5.5% higher than that in 2007 (Eurostat).

The educational system has not traditionally focused much on instilling entrepreneurial skills and creativity among students. Persons in Malta are less likely to have taken an entrepreneurship course than the EU average (15% and 23% respectively) (European Commission, 2013). Besides, "far more people in Malta than in the EU in general (25% vs. 8%) feel that they lack the skills to be self-employed" (European Commission, 2013, p.5). However, the situation appears to be improving. Entrepreneurship, creativity and innovation form important pillars in the new national minimum curriculum for compulsory schooling. Related initiatives are being carried out more regularly. Examples of these include the "Entrepreneurship through Education Scheme" (Ministry for Finance, 2013a), and the launch of a handbook for teachers entitled "Fostering Entrepreneurship through Education" (di-ve.com). Specialised courses have been set up both at the Malta College of Arts Science and Technology (MCAST, 2014) and at the University of Malta (2014) The Employment and Training Corporation (ETC) also offers an entrepreneurship course targeted toward registering unemployed persons. Entrepreneurial training is becoming less fragmented, with different education and training institutions collaborating more together and with other important actors.

Among the main challenges that have been cited for self-employment in Malta, one finds lack of funding and excessive bureaucracy. A survey carried out in 2012 indicated that a third of entrepreneurs in Malta recalled that the biggest challenge they faced when setting their business was access to finance (National Commission for the Promotion of Equality, 2012). Having

said that, Malta Enterprise provides an array of different incentives to help entrepreneurs, including tax credits, loan guarantees and consultancy services.

### **3.3.2 Start-up incentives as an active labour market measure**

A number of actions have been taken to reduce the impact of bureaucracy on budding entrepreneurs. A Small Business Act (2011) was enacted, though it appears not to have been fully implemented by 2014 (PFK Malta, 2014). The Office of Commissioner for Simplification and Reduction of Bureaucracy was recently established with the task of recommending ways of tackling excessive bureaucracy. Malta Enterprise set up "Business First", a one-stop-shop facility meant to help entrepreneurs deal with Government bureaucracy and focus more on their operations. In 2014, the Malta Environment and Planning Authority (MEPA) set up a Business Development Unit to serve as a one-stop-shop in a bid to simplify the procedure for applying for a development permit and reduce applicants' expenses.

Incubation centres have also been set up in recent years. The Kordin Business Incubation Centre was developed in order to attract and facilitate the growth of innovative business ideas. More specialised incubation centres are also being developed. For example, the University of Malta set up an incubation centre called "Take Off", through which aspiring entrepreneurs interested in the technology of knowledge-based industries can have access to funds and training. A Life Sciences Centre, currently being built, is meant to encourage entrepreneurs "in biotechnology, clean technology, life science products and diagnostic equipment/services, contract research organisations (CROs), medical device manufacturers and specialised service providers" (Ministry for Finance, 2013b, p.120).

The above measures tended to focus more on the general support and development of SMEs, rather than serving as start-up incentives for the unemployed or the inactive. The latter initiatives have mainly stemmed from the ETC. Several schemes that were offered by the ETC over the years promoted both employment and self-employment. For example, the Training Subsidy Scheme, which made use of EU funds, supported training for both self-employed persons and individuals employed in micro enterprises (ETC,

2012). As part of another EU funded programme called “NISTA”, publicity campaigns have been carried out to promote both employment and entrepreneurship among women.

Some ETC initiatives focused more exclusively on facilitating entrepreneurship. Apart from its specialised training programmes mentioned earlier, in 2007, the ETC published an entrepreneurship manual for its clients. In 2007-2008, the ETC carried out an EU funded programme called “Promoting Entrepreneurship among Women” whose main aim was to help women set up their own business through training, mentoring, and an awareness campaign (ETC, 2007b). In 2008, the ETC tapped the European Globalisation Adjustment Fund to help persons who suffered from collective redundancies carried out in the manufacturing sector. The initiative included “entrepreneurial start-up grants for those who were interested in starting their own business... (to cover initial expenses such as permits, licenses, marketing and basic equipment)” (ETC, 2008, p.38). The ETC has also promoted youth entrepreneurship through training, mentoring and grants.

The ETC efforts have also been complemented by Government fiscal incentives that were announced from time to time, such as tax credits for women returning to employment and self-employment after a period of absence from the labour market.

### **3.3.3 Start your own business (Ibda Negozju Tiegħek, INT)**

This section briefly discusses a main start-up scheme for unemployed persons in Malta, entitled “Start your own Business”. This scheme, which has been offered by the ETC for over 10 years, targets persons of all ages who want to start their own business. It consists of “a package of counselling, entrepreneurship training, mentoring and financial assistance” (Ministry of Finance, the Economy and Investment, 2012, p. 155). Participants are encouraged to draw up and present a detailed plan about their proposed business idea. A financial grant of up to €5,000 is awarded to participants who attend at least 80% of the training modules, have their business plans approved and have all official documents and permits in order. Over the years, the scheme was complemented by other services meant to increase its success rate. A childcare subsidy is offered to participants who need to leave

their children at childcare centres while attending the scheme. Besides, ETC offers a transport subsidy to participants who live in the smaller island of Gozo.

Participants include both men and women, registering and non-registering unemployed, young and older persons, and persons with varying levels of education including graduates (Barbara, 2003). By accepting the grant, the scheme's unemployed participants agree to forfeit their unemployment benefits for a number of months if their business fails. 227 persons started the INT scheme between 2005 and 2012 (ETC, 2006, 2007b, 2009a, 2009b, 2010, 2012, 2013). In recent years, the number of participants who were awarded the enterprise grant was rather low. Indeed, only about a fourth of participants between 2010 and 2012 managed to get the financial grant. Throughout the years, the scheme spawned a wide variety of businesses such as "diving schools, artworks and retailing, importation and sale of collectible and antique firearms, electrical handyperson services, and holiday letting" (Ministry of Finance, the Economy and Investment, 2008, p.18).

The INT scheme appears to have become more successful when the ETC integrated the drafting of the business plan within (rather than after the completion of) the training part of the scheme and when professional mentors started to be recruited from Malta Enterprise. This indicates the need to plan a scheme's structure very carefully and focus attention on the more difficult aspects of the planning stage, namely the planning of the financial feasibility of the business. Besides, experience demonstrates the importance of having good mentors with direct hands-on experience of business.

The scheme has surely increased awareness about entrepreneurship among unemployed persons. However, its objective of serving as a one stop entrepreneurship programme for the unemployed has only achieved a limited success. The scheme would perhaps benefit from a stricter selection of participants in favour of the more skilled and motivated unemployed persons.

### **3.3.4 Conclusion**

A number of start-up incentives meant as active labour market measures have been organised over the years by the ETC. The ETC collaborates with relevant social actors such as Malta Enterprise and MCAST in the organisation

of its schemes. Malta Enterprise plays a major role in offering consultancy and mentoring services, while MCAST offers specialised training. Start-up incentives have formed part of the country's labour market policy since the early 2000s, but the amount of resources allocated and the number of participants they involved indicate that they played a minor role in subsequent governments' active labour market policies. For example, an average of just six participants were awarded the enterprise grant as part of the INT scheme every year between 2010 and 2012 (ETC, 2011, 2012, 2013), while fifteen participants completed the full training programme "Promoting Entrepreneurship among Women" in 2007 (ETC, 2007b). Start-up schemes in Malta are used much more prominently as a means of business development rather than as part of active labour market policy.

Scant information about the results of start-up incentives exists. Such evidence mainly consists of the number of course participants and completers, at times divided according to gender and age. Longitudinal research about the success or otherwise of the new business ventures is unavailable. Besides, no evidence about deadweight, displacement or substitution effects of start-up incentives in Malta exists. While complementary measures such as subsidised childcare, free transport, TV campaigns and so on may play a role in attracting participants to such schemes, their real impact and value for money is unknown. More thorough information would assist in the evaluation and development of start-up incentives.

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A longer version of this article was submitted to the European Employment Policy Observatory: <http://ec.europa.eu/social/main.jsp?catId=1086&langId=en>

## 3.4 Health and Safety in Malta

### – A snapshot as informed by the Long Essays of the Diploma in Social Studies (Occupational Health and Safety)



LUKE FIORINI

*The article presents a snapshot of some of the long essay findings which were carried out in part-fulfilment of the Centre for Labour Studies' undergraduate Diploma in Social Studies (Occupational Health and Safety). Despite their academic limitations, the presented findings provide an insight into the present health and safety situation within a number of sectors including: construction; manufacture; aviation; administrative and office work; and health care. In so doing, they provide direction for policy development and further research.*

As part of the undergraduate Diploma in Social Studies (Occupational Health and Safety), students are required to complete a long essay on a topic which is both relevant to occupational health and safety (OHS) and of interest to them. These long essays, whilst primarily an academic exercise, shine a light on the state of occupational health and safety in diverse sectors and industries. The following article highlights the findings of a number of these long essays and thus informs the reader of the state of OHS in a number of sectors including, but not limited to: construction; manufacturing; aviation; administrative and office work; and healthcare. Studies were chosen on the basis of their quality (and thus their grades) as well as their level of relevance.

### 3.4.1 Ergonomics, Manual Handling and Musculoskeletal Disorders

Abdilla and Schiavone (2014) conducted a qualitative study by means of 18 interviews to explore the occupational hazards experienced by **airline cabin crew**, with a particular focus on ergonomics. The researchers found that, whilst cabin crew were provided with induction courses, health and safety issues were not directly addressed. Organisationally, cabin crew also expressed the need for risk assessment to be conducted, updated policy regarding stress and the ability to fly to be made available, and more importance to be given to safety oriented checks of catering equipment. Environmental concerns were also highlighted and included: the cold environment where cabin crew's seats were positioned on the aeroplane; cabin air quality; cosmic radiation exposure; and hygiene practices. Health related factors included a request for vaccinations offered by the company; provision of suitable footwear and oven gloves. Finally concerns also related to manual handling were outlined, including: the weight of bar trolleys; handling of persons with reduced mobility; and the amount and weight of hand luggage allowed on board the aircraft.

Delia and Fiorini (2014) analysed the factors that influenced the health, in particular musculoskeletal health, of 55 computer workers within an **office environment**. With regards to environmental factors, 66% of workers complained about the offices' noise levels, 43% of these complaining that the office was too quiet, whilst 45% of workers felt that the office temperature had a negative effect on them, this despite standards being met. In terms of participant workstations, the office chair was found to have the greatest negative influence on workers (81%): in particular, back pain was found to be more prevalent in those workers utilising chairs that did not provide any lumbar support. The study also found that repetitive clicking of a mouse was linked to finger discomfort, whilst long term usage of a laptop was associated with neck discomfort. Those workers who reported taking short breaks or conducted other activities away from the computer, including exercise, reported suffering from less musculoskeletal symptoms.

One hundred quantitative structured interviews were conducted by Grima and Attard (2014) to study the prevalent postures adopted by **fishermen** during their normal working day that contributed to lower back pain. The study found



that awkward positions, restricted space, a continuously moving platform, the marine environment, fatigue, sleep deprivation, long-duration fishing trips, heavy manual handling, and commercial pressures were all common occurrences for fishermen and had the potential to contribute to the aetiology of musculoskeletal problems. In fact, 96% of fishermen were found to have experienced back pain in the last six months. The authors concluded that control measures should be implemented, including: shortening the length of fishing trips; extending sleeping breaks; the introduction of mechanisation to reduce manual handling; encouraging job rotation; workstations should be improved; fish boxes should not be overloaded; training on manual handling procedures should be introduced; and personal protective equipment should be used where necessary.

The awareness of 100 **computer workers** from various organisations regarding work related upper extremity (WRUE) disorders were evaluated by Montebello and Fiorini (2014). Findings suggested that a substantial number of respondents (81%) had experienced WRUE symptoms, whilst their awareness of both this topic and ergonomics was low. Training on OHS and ergonomics was found to be lacking, whilst most respondents were unhappy with some ergonomic elements of their computer set-up, including: the suitability of their chair; their overall sitting posture; the position of their forearm; the position of their keyboard; and glare on their computer screen.

Muscat and Goggi (2014) conducted a cross-sectional study employing quantitative research methods to explore the prevalence of musculoskeletal disorders and the moving and handling techniques employed by **nurses** working within a geriatric setting. Seventy six questionnaires were collected and the researchers found that, whilst manual handling equipment was available, few respondents made use of it. Rather antiquated manual handling techniques were employed. The prevalence of musculoskeletal pain and disorders was found to be high: 87% of female participants and 64% of male participants reporting lower back pain, followed by neck, shoulder, lower limbs, upper back and upper limb disorders.

### 3.4.2 Noise Pollution

Making use of an online survey, Armani and Fiorini (2014) aimed to identify where individuals are exposed to hazardous noise, and thus identify the prevalence and causes of Noise Induced Hearing Loss (NIHL). Two hundred and fifty responses were gathered from **university students**, with results suggesting that hazardous noise levels are not limited to the workplace but are also present during leisure activities. Twenty five percent of the studied sample reported being exposed to excessive noise levels at work, whilst 80% of the sample reported experiencing some hearing related problems at some point during their lives – the most common symptom was tinnitus (ringing in ears – 58%). The most common location where symptoms were experienced was whilst attending a discothèque, club or concert. Results also indicated that, whilst individuals may be aware of the hazards involved, they still do not take precautionary steps to protect their hearing. Younger individuals were also found to be more prone to hazardous exposure than older generations.

Borg and Callus (2014) conducted an occupational noise study of Malta's primary **power station** with the intent of determining the level of exposure of the organisation's employees. Noise monitoring was conducted at 28 different locations over a 24 hour period of time; 13 of these monitored stations were outdoor areas, whereas 15 were indoors. Noise temporal graphs for the monitored areas were analysed to identify the different sources of noise for each case. Additionally, the minimum, maximum and average values of each station were determined. Finally, a noise map was drawn allowing for the visualisation of the distribution of noise across the entire area. The authors reported that employees who worked in the plant for an entire shift were most exposed to noise pollution; these were followed by those that worked both in an office environment and the plant. Unsurprisingly, plant machinery including turbines and boilers, diesel engines and compressors were identified by workers as the most frequent source of noise pollution. Temporal data revealed that the area between the boilers and the fuel oil treatment area had the highest outdoor mean noise value. Noise levels were found to be higher indoors with mean temporal scores highest inside the diesel engine enclosure, within the new centrifuge room, and within the area of the condensers.

Pulis and Vella (2014) studied the perception of noise pollution by **aviation workers** whilst also exploring their health and safety awareness. Via a cross-sectional quantitative study, the researchers found that of the 134 participating labourers, 27% reported a hearing impairment. Of these, 72% had been working in the industry for more than 10 years. The authors also established that these workers needed to be more aware of health and safety matters. It was thus concluded that management needed to do more to: enforce supervision; review risk assessments and procedures; provide more information and training to employees; and ensure that employees undertake health surveillance.

### 3.4.3 Pulmonary Health

**Fuel station attendants** are exposed to volatile fuel compounds and roadway motor vehicle exhaust. In view of this and by means of spirometry, Borg and Rosso (2014) conducted a comparative study to explore whether 30 fuel station attendants manifested a deterioration in lung function when compared to a control group of 30 full-time workers also working outdoors. All participants were males and half of each group were smokers. Results demonstrated a significant decrease in lung function in the fuel station attendant group when compared to the control group. A further significant drop in lung function was discovered between attendants who smoked and those who did not.

Quantitative questionnaires, spirometry and dust monitoring testing was conducted within two powder producing **food manufacturing** sites to investigate if any health effects due to dust exposure were present (Borg & Apap, 2014). Findings demonstrated that, while respiratory health effects and eye symptoms were not considered an issue amongst the population under study, nasal symptoms and skin symptoms were both attributed to dust exposure. Dust monitor results varied between the tested areas as did reported symptoms; the majority of spirometry results however were found to be normal.

### 3.4.4 General Health and Safety

Having conducted interviews with 70 **fuel station** owners, Borg Pisha and Farrugia (2014) found that there is a low level of awareness among certain

employers in the fuel service sector on a number of OHS matters. The authors found that such employers could be divided into three categories, depending on their commitment to OHS matters. These included: (1) those employers who already have a risk assessment, OHS policy and other basic OHS measures in place; (2) employers who give the impression that they are in conformity with OHS legislation but in actual fact are far off from achieving compliance; and (3) employers who were doing little to comply. The findings highlighted that only 11% confirmed that they had conducted a risk assessment, whilst 65% did not have a first aider, a designated person for fire-fighting, or a designated person competent in OHS matters. All respondents however had first aid materials and 96% had relevant health and safety signs.

Galea and La Ferla (2014) studied hazards as perceived by 22 motorcyclists of the **Malta Police Force**. The study found that the majority had been involved in accidents at some point during their riding duties. Officers preferred to ride as a team rather than individually, 38% reported insufficient rest at the start of their morning shifts, whilst verbal insults, physical assaults and animal attacks were also issues. Concerns were raised regarding equipment including: inadequate protection from road pollution; police riding helmets were perceived to require improving; whilst all respondents highlighted the need for a waterproof jacket with shoulder, back and elbow protectors, protective gloves and motorcycle boots with shin, ankle, heel and toe protectors. Many respondents also lacked waterproof trousers made of special protective materials. The authors also noted that many of the respondents also lacked training on topics such as fire fighting and first aid.

By means of face-to-face interviews and questionnaires, Micallef and Sammut (2014) set out to evaluate the health and safety compliance by third party contractors in **petroleum installations** in Malta. Unexpectedly, it was established that the engagement of third party contractors was not common in Malta. Additionally, the authors found that the complexity of organisational control measures varied between organisations, with the relationship being linked to the frequency of engagement of the third party contractor services. It was concluded that incident statistics as being kept by the Maltese petroleum organisations concerning third party contractors were

incomplete, leaving room for improvement. The researchers also noted that attempts were made to establish a general level of legal compliance by the contracting clients and the third party contractors themselves. The results however were not entirely positive.

Pace and Micallef (2014) focused on the use of personal protective equipment (PPE) within the Maltese **construction industry**. Ninety questionnaires were distributed to labourers, stonemasons, tile layers, plasterers, heavy machine operators and electricians, finding that PPE usage was high, as was worker awareness about the utility of PPE in preventing injury and ill health. The researchers however also found that the respondents possessed poor knowledge of the legal regulations regulating PPE, whilst the major reasons attributed with non-compliance were that PPE limited workers' movement, had a poor fit, and caused heat stress.

Knowledge of evacuation and emergency response in a **residential home for the elderly** was studied by Spiteri and Azzopardi Lane (2014). The study concluded that, from the 98 questionnaires collected, employees both lacked training and knowledge on how to respond in such an eventuality. The negative finding was attributed to the high turnover of employees and the impact of the cost of training on the employer.

Treeby and Ebejer (2014) analysed the link between **construction workers'** attitude towards health and safety versus (a) their age; and (b) their fears. Eighty workers were interviewed with authors finding a clear relationship between age and attitude, with workers aged over 55 years exhibiting a far more careless attitude compared with other age groups. No link however was discovered between fear and attitude. The authors also noted that not all construction workers were receiving health and safety training equally and uniformly.

The dangers faced by 33 **National Statistics Office (NSO) survey interviewers** when conducting fieldwork, as well as how they coped with such perilous situations, was analysed by Vella Haber and Baldacchino (2014). Via this cross-sectional study, which utilised both quantitative and qualitative research methods, it was reported that the hazards interviewers encountered most commonly were: emotional distress in response to participants' disclosures;

accidents due to travel by personal transport; and personal injury or attack by pets. It was however noted that the level of exposure to these situations was relatively low. The majority of participants felt that little could be done to prevent such situations from occurring; however, a few suggested that preparatory training would be of benefit.

### 3.4.5 Biologic and Chemical Safety

Camilleri and Fiorini (2014) assessed the incidence of reported needle stick injury (NSI) in the Gozo General Hospital. From a sample of 100 **hospital workers**, it was found that 18% had experienced such an injury. Unsurprisingly, nurses were found to experience NSI most frequently (60%) followed by nursing aids (20%) and physicians (16.7%). This finding however was secondary to the greater number of nurses in the sample: in fact, half of the participating doctors and half of the participating nurses had each experienced NSI. Most NSI's were found to occur midway through one's shift. Findings suggested that some NSI's may be going unreported, in particular when respondents viewed the patient as not falling within a high risk group. The researchers discovered NSI training was not being held regularly enough, in particular for workers other than nurses, whilst NSI policy was not easily obtainable. Most of the devices used were also found to be lacking safety features which help prevent NSI; it was thus recommended that these are introduced.

Utilising the World Health Organisation (WHO) Alcohol Use Disorders Identification Test (AUDIT-C), Ciappara and Massa (2014) evaluated the consumption of alcohol in 183 members of the **police force**. Ninety two percent of officers reported that they consume at least one alcoholic drink within a range of: "once a month or less", or up to "four or more times a week". In fact, 37% reported that they drink once a month or less, whilst 34% stated that they consume alcohol twice to four times a month. 15% reported drinking alcohol twice to three times a week, whilst 6.1% reported that they consume alcohol four or more times a week. The authors concluded that, when compared to the NSO lifestyle survey (2007), police officers were consuming alcohol at a rate of 36% above the general population. It was thus concluded that alcohol consumption within the police force must be targeted via a number of interventions including: education; health promotion; stress management; and an inter-department alcohol use policy.

Zerafa, Conti, and La Ferla (2014) analysed the level of awareness of 52 **nail technicians** with respect to their exposure to chemicals and airborne particles. The authors found that only 7% knew what a risk assessment was, and none had completed one. Low awareness was reported of dangerous chemicals found in nail products, whilst a substantial number of technicians reported suffering from nasal symptoms (52%). Limited use of effective personal protective equipment was highlighted, whilst mixed results were obtained for the availability of first aid kits and fire extinguishers. The authors found that older generation nail technicians were more apprehensive about occupational health issues. Whilst the work of nail technicians can be done safely if safe systems of work are adopted, it was found that the ventilation system adopted by most salons was insufficient to reduce contaminants.

#### **3.4.6 Psychosocial Factors**

Vella Haber, Borg and Debono (2014) conducted a quantitative cross-sectional study with 118 participants in order to investigate psychological harassment among **public sector workers** in Malta. The author concluded that 25% of respondents considered themselves to have regularly been victims of psychological harassment in the six months that preceded the survey. Few respondents however viewed this as regular bullying, with only 2% of workers viewing this as such. The authors thus concluded that, despite being exposed to negative acts, many were hesitant to label themselves as being bullied. Bullies were found to be predominantly male, older than the victim, and occupying a higher social position than the victim.

#### **3.4.7 The Role of Trade Unions in Health and Safety**

A mixed method study was conducted by Micallef and Rizzo (2014) to investigate the perception of workers regarding the role of Maltese trade unions in health and safety. One hundred and twelve quantitative questionnaires were collected from **unionised workers** and supplemented by two qualitative interviews conducted with trade union representatives, and one interview with employer representatives. The authors found that workers are more likely to seek their employer's assistance and involvement when health and safety matters arise: unions were not seen as an entity to turn to regarding OHS matters. Trade unions cited a lack of resources to involve themselves fully in OHS matters whilst also noting a lack of interest

from workers themselves. The employers' representative on the other hand noted that trade unions were more likely to demonstrate their militancy to enhance their image, rather than tackle OHS matters. The authors thus concluded that OHS matters are peripheral to both union officials and to the workers themselves.

### 3.4.8 Conclusion

Whilst the rates of recorded occupational injuries as compiled by the NSO are generally dropping, the highlighted long essays demonstrate that further progress still needs to be made in most sectors and industries in Malta. The article only presents a snap shot of each long essay, with each containing further findings and interpretations. Findings however must be interpreted with a degree of caution as they originate from unpublished long essays which due to their academic level may have a number of shortcomings and limitations. Despite this, many of their results are both interesting and relevant, particularly in a country which produces limited relevant scientific research in this field.

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## 3.5 Fault Lines in Bridges to Europe



SAVIOUR RIZZO

*The shift to a European model of industrial and employment relations during the first ten years of EU membership continued to gather momentum. Through the updating of the Maltese labour law in order to conform to the EU Directives, the Maltese industrial and employment scenario moved closer to the ideals of the European social model. Nevertheless, in the transposition of the EU Directives into Maltese law, little heed was given to the substantive features. Moreover the policy of abolishing all existent practices of workers' participation tends to diverge from the European social model. These are some of the visible fault lines in the bridges which have been built towards a more Europeanised system of employment and industrial relations.*

One of the legacies of the 164 years of British rule in Malta has been an Anglo-Saxon system of industrial and employment relations based on voluntary bipartisan collective bargaining at enterprise level. Like their counterparts in Britain, the main point of reference for Maltese trade unions at the workplace is the shop steward, who acts as the representative of the trade union at the enterprise. Statutory institutions at workplace level representing the interest of the workers, which are visible features in the European model on industrial relations, have been notably absent. Thus the consensual ethic, which tends to be well ingrained in the European model as a result of the existence of this institutional framework of workers' participation, has been lacking in Maltese industrial relations. Another notable feature of Maltese industrial relations is the lack of collective bargaining at sectoral level. Collective negotiations generally take place at enterprise level on a single employer basis.

This attachment to the British model can be traced to the origins of Maltese trade unions back in the 19<sup>th</sup> century. The birth of the General Workers' Union (GWU), still Malta's largest trade union which has been one of the dominant actors in local industrial relations since its registration in 1943, owes its origin to expatriates and other workers at the naval dockyard who were imbued with the militancy of their counterparts in Britain. In May 1946, its members, numbering 29,660 out of a national trade union membership figure of 33,309, were organised in three sections namely: Army, Air Force, Admiralty (Baldacchino, 2009). The GWU, set up on the model of its British counterpart, developed an affinity with the British unions, especially with the affiliates of the Trade Union Council (TUC). The larger trade unions in Malta, have been set up, inspired and run along similar lines.

### **3.5.1 A Shift to the European Model**

Yet, in spite of the legacy of this British model and its persistent features, attempts have been made to shift the Maltese industrial relations system to the European model. Tripartite social dialogue at national level was institutionalised in 1990 through the setting up of the Malta Council for Economic Development (MCED). In 2001, this institution was given a legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The institutionalisation of this social partnership mechanism and its subsequent codification at law contributed to relatively more harmonious industrial relations (Zammit, 2003). Although the integrative and collaborative spirit upon which this social partnership was designed may not have always prevailed, there has never been any subversive plot to abort this partnership. Successive Maltese Governments have sought to incorporate trade unions into the formulation of national labour, economic and social policy, rather than trying to marginalise them (Rizzo, 2003).

This tripartite social dialogue was conducive to the enactment of the Employment and Industrial Relations Act (EIRA) which came into force in December 2002. The enactment of this Act, which became possible following protracted discussions among the social partners at national level, brought in its wake a modicum of consensual ethic rarely seen in the field of Maltese

industrial relations. Whether this development, becoming so visible 16 months prior to Malta's EU accession in May 2004, was by default or design is a moot point. This Act, which came into force following prolonged discussions among the social partners, overhauled the practices of local industrial and employment relations. Indeed a review of developments in Maltese industrial and employment relations during the ten years of Malta's EU membership (2004-2014) has to be viewed within the context of the provisions of EIRA and the amendments which followed suit.

This Act amalgamated the two previous legislative pillars of labour law namely: the Conditions of Employment Regulations Act (CERA 1952) and the Industrial Relations Act (IRA 1976). The innovations introduced in this Act were made to overhaul the features which had become defunct in the two previous laws (cited above), to recognise new ways of organising work and at the same time bring Maltese labour law in alignment with the EU Labour Directives (Baldacchino, 2003).

In 2002, in preparation for EU Accession, prior to the enactment of EIRA, Legal Notices were drafted and approved by Parliament. These Legal Notices sought to harmonise national legislation with the policy of the European Union's *acquis communautaire* as well as to adopt the basic features of the EU's revised Social Chapter. They included regulations related to Parental Leave Entitlement, Guarantee Fund, Part-Time Employees, Posting of Workers in Malta, Contracts of Service for a Fixed Term, Information to Employees, Collective Redundancies and Transfer of Business (Protection of Employment). After the coming into force of EIRA, additional regulations were drafted to transpose EU Labour Directives. Practically all the EU Labour Directives were transposed within the time frame set by the EU Commission.

And yet, while these Directives were often transposed verbatim into regulations, little notice may have been paid to their substantive features. In the Maltese regulations transposing the directive establishing a general framework on Information and Consultation, the method of calculation for the 50 employee requirement (Article 3 (1) of the Directive) is not specified. These regulations also fail to specify the timing of consultation, except what is mentioned in Article 4.3 and 4.4 of the Directive. Even in the transposition

of the Directive of European Work Councils (EWCs) there are no additional information and consultation requirements other than those found in the Directive.

Due to this apparent lack of effort by the Maltese legislators to go beyond the minimum requirements of most of these Directives, there are a number of shortcomings in the Maltese regulations. A case in point concerns the Maltese regulations transposing the directive relating to collective redundancies. The exclusion of workers on a fixed term contract is not clear. There are no provisions for those circumstances when negotiations and consultations lead to a stalemate. The participation of experts in the negotiations is not defined. As regards collective redundancies, Maltese legislators opted to transpose Article 4.4 of the directive which states that, in those cases where collective redundancy is the result of a judicial decision, the regulations shall not apply. The regulations stop there, without any detailed provisions for due process accompanying the liquidation of firms.

There has not been any case law relating to the implementation of the regulations that transposed EU labour directives such as would provide evidence about their proper implementation or lack thereof. Anecdotal evidence, gleaned from trade union officials, suggests that the impact of these directives on Maltese labour and employment relations was neither substantial nor negligible. The introduction of information and consultation rights in Maltese law via the directives may not have had a strong appeal to the trade unions, which, having secured a bargaining power base at enterprise level, had already established such practices. It is on the issues of relocation and closures that they seem to be very sensitive to the timing of information and manner of consultation.

The implementation of the regulations relating to information and consultation would be more effective among the non-unionised work force (comprising around half the labour force) and even more so the workforce not covered by any collective agreement (comprising around one third of the workforce). Union officials maintain that enforcement agencies should focus their attention on those undertakings with a non-unionised workforce since in those undertakings where trade unions are recognised these can

deal adequately with the issues addressed in the directive. There seems to be no evidence of a monitoring exercise on the implementation of these regulations in such more vulnerable sectors.

The directive most exposed to the test of implementation during these ten years has been the one relating to collective redundancies. There was one instance where the trade union representing the workers protested about the non-compliance of the transposed regulations with the relevant directive. This case was the closure of *Interprint*; a state-owned enterprise whose core operations consisted of printing and binding books for both the international and local market. The Secretary of the GWU section representing the employees in this firm complained that he was not informed in writing about this closure as stipulated in the law, claiming that the announcement was instead made in the media through a press release by the Department of Information (The Malta Independent, 2005, p.3 and L-Orizzont, 2005, p.2). The government immediately retorted that it was going to abide by the law. Eventually discussions were held between the union and government officials.

Thus, the awareness of the provisions of the Legal Notice relating to collective redundancies must have brought about an improvement to the workers' plight with regard to their rights in the process of the termination of their employment. In a number of cases, consultations resulted in a reduction of dismissed workers and in mitigating the consequences of such dismissals. Also for cases of take-over bids, it was the EU Directive (2004/25/EC) that introduced a statutory framework in Malta dealing with this eventuality. Take-over legislation in Malta had been practically non-existent before the transposition of this directive which binds the board of directors of the offeree company to communicate with the representatives of its employees or, where there are no such representatives, the employees themselves (MFSA Listing Rules Chapter 18 Clause 30).

Subsidiary Legislation 452.85 on Transfer of Business (Protection of Employment) Regulations gives more or less the same rights of consultation to the workers' representative in case of transfer of business. The employees are provided with a higher level of security in the sense that these regulations state that the transfer of undertaking shall not in itself constitute sufficient ground for dismissal of employees who have been affected by this transfer.

This provision was tested by a court case dealing with the decision of a company engaged in the importation and servicing of vehicles. This company sub-contracted its cleaning operations to a company which, upon taking over these operations, dismissed a cleaner by declaring her to be redundant. The Court of Appeal (Appeal 32/2007 Maria Norma Abela vs Peter Holding Company) ruled that this dismissal was illegal since sub-contracting could be defined as a transfer of undertaking. The Court ordered the cleaning company to reinstate the said employee subject to the same conditions she enjoyed when employed with the former company before the transfer ([www.gvthlaw.com](http://www.gvthlaw.com)).

What however is striking about the transposition of these EU Directives is the fact that they failed to generate any national debate. In the context of the protracted discussions among the social partners that preceded the enactment of EIRA, this lack of debate sounds rather paradoxical. The only directive that generated a national debate was the Working Time Directive. Malta - along with the United Kingdom - is one of the few member states that have taken the option of not applying Article 6 of the Working Time Directive concerning aspects of working time which specify a maximum average working week (including overtime) of 48 hours. The Maltese social partners vehemently expressed their disagreement with the initiative taken by the European Parliament in May 2005 to repeal the "opt-out" clause. On this issue the social partners presented a common front.

The discussion that the transposition of this directive generated may be due to the fact that it deals with a substantive rather than a procedural issue. Maltese trade unions do not tend to show the same level of concern about the procedural issues of industrial relations as they do about the substantive ones. Being work-based in structure and traditionally more dedicated to collective bargaining, they are wary of the procedural practices invoked by the EU directives especially those prescribing institutional forms of workplace representation, fearing that these may be used to bypass the trade union. They are still attached to the practice of appointing a shop steward to act as their representative at the workplace. This is a typical case of the persistence of the British model of industrial relations where the unions tend to exert their power at enterprise rather than at sectoral level. They tend to be suspicious of any move that may tinker with this practice.

### 3.5.2 Form and Substance

In the institutionalisation of workplace representation through EU directives, the larger Maltese trade unions see the threat that they may pose to their cherished autonomy and interference in their bargaining role. Indeed, during these years of EU membership, we have witnessed the abolition of the post of worker director in all the state-owned or run enterprises. All the vestiges of workers' participation have been eliminated in Malta during the past decade. In these issues with one exception, the voice of the unions was notable by its absence. The exception was the abolition of the post of worker director at the Bank of Valletta in December 2008. In this case, the General Workers' Union (GWU) made a token resistance to government. Through articles in its newspapers and the protest of the Secretary of its Professional, Finance and Services Section, it expressed its disapproval and urged government to revise its decision. The other trade union involved in the industrial relations of the bank, the Malta Union of Bank Employees (MUBE), gave its tacit approval as the GWU had also done in January 2007 to the directors of Maltacom (now GO) to abolish the post of the worker director. The post of worker director has hardly ever enthused the Maltese trade unions. EU membership does not seem to have caused any change in attitude. As affiliates of the European Trade Union Confederation (ETUC) which unequivocally espouses and promotes the principles and practices of workers' participation, one would have expected the Maltese trade unions to be vocal in their protests rather than tacitly accepting these measures.

Another employment policy being activated at present at EU level and to which there has been no response from Malta is financial participation of employees through profit sharing and/or share ownership schemes. Apart from being an element of the European social model, financial participation of employees fits with principles of corporate governance based on the notion of creating a balance between the disparate interests of shareholders and stakeholders rather than simply on benevolent work towards the community. Being seen as part of the emerging reform of post-industrial society and untrammelled by socialist ideology, financial participation of employees appeals to the political spectrum at the centre where most of the European parties, including the Maltese political parties, now converge. Yet, so far, it has escaped the radar of the Maltese trade union movement as well as that of the Maltese political parties.



### 3.5.3 Conclusion

In conclusion, it might be said that during these ten years of EU membership, Maltese employment and industrial relations did not remain untouched. EU membership contributed to improved statutory provisions for workers' rights and employee representation in non-unionised workplaces. What however emerges from the debate in this essay is that the bridges that have been built to approximate the European model still include some notable fault lines.

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#### Web Sites:

- Malta Financial Service Authority (MFSA):  
Take Over Bid. Chapter 18 of Listing Rules.  
[www.mfsa.com.mt](http://www.mfsa.com.mt)
- [www.justice.gov.mt](http://www.justice.gov.mt) Legislation & Legal Notices. Chapter 452
- [www.gvthlaw.com/article/transfer-of-undertakings](http://www.gvthlaw.com/article/transfer-of-undertakings)

## 4. ORGANISATION AND STAFF

### 4.1 Centre for Labour Studies Board

(as at December 2014)

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## 4.2 Centre for Labour Studies Staff

### 4.2.1 Full-time Lecturing Staff with the Centre for Labour Studies



**Dr Anna Borg** Ph.D.(MDX), M.Sc.(Manchester Met.), Dip. Soc.St.(Melit.) joined the Centre's academic staff in 2008 and became the Director of the Centre in October 2014. She coordinates the Diploma in Social Studies (Gender and Development) and the Bachelor in Work and Human Resources (Cohort 2012-2017). She lectures in the area of equality and diversity in the labour market, gender and tourism, qualitative research methods and other HR-related topics.



**Dr Manwel Debono** Ph.D., M.Sc.(Hull.), B.Psy.(Hons.), C.Psychol joined the Centre in 2003 and served as Director of the Centre between 2009 and 2014. An organisational psychologist by profession, Dr Debono coordinates the Postgraduate Diploma in Lifelong Career Guidance and Development. He currently coordinates the Bachelor in Work and Human Resources Cohort 2010-2015. Dr Debono lectures in organisational psychology, human resource management and career guidance, and oversees the Centre's research projects.



**Mr Luke Fiorini** M.Sc. (Derby), P.G.Dip., B.Sc (Hons), S.R.P. joined the Centre's academic staff in 2012. He coordinates the Diploma in Social Studies (Occupational Health and Safety) and currently coordinates the Bachelor in Work and Human Resources Cohort 2014-2019. Mr Fiorini 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.

### Part-time Lecturing Staff with the Centre for Labour Studies



**Prof Godfrey Baldacchino** Ph.D. (Warwick), B.A.(Gen.), P.G.C.E (Malta), M.A. (The Hague) is a Professor of Sociology at the University of Malta and the Chair of the Board of the 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; Employee Involvement and Participation; Organisational Design; Work Design and Job Classification.

### Part-time Research Staff with the Centre for Labour Studies



**Mr Saviour Rizzo** M.Ed. (Melit.), B.A.(Gen.) 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 Sociology of Work, Education and the Labour Market; and Gender and Sociology. He is also a part-time research support officer with the Centre.



**Ms Christine Scerri** MSc (Leicester), B.Psy (Hons), 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 Charles Tabone** P.G.C.E., B. Psy (Hons) works as a PSD teacher in the public sector. He has contributed to the Centre's research projects since 2005 and is currently a part-time research associate with the Centre.

The following persons serve/ served as visiting lecturers for the following academic programmes:

- **Bachelor in Work and Human Resources (Honours)**

Dr Leonie Baldacchino, Dr Karen Cacciattolo, Dr Charlotte Camilleri, Mr Clyde Caruana, Ms Jacqueline Fenech, Ms Christine Garzia, Ms Rebecca Gatt, Ms Maria Victoria Gauci, Dr Cory Greenland, Ms Paulanne Mamo, Mr David Parnis, Mr Joe Vella Bonnici, Dr Valerie Visanich, Prof Edward Zammit.

- **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, Mr Lawrence Cachia, Mr Reno Camilleri, Mr Louis Coleiro, Mr Joseph Cremona, Mr Gaston DeGiovanni, Mr Silvio Farrugia, Ms Michelle Galea, Dr Julian Mamo, Ms Maryanne Massa, Mr Charles Micallef, Mr David Saliba, Mr Joseph Saliba, Mr John Schembri, Mr Joe Schiavone, Dr Louise Spiteri, Ing Ray Spiteri, Dr Antoine Vella, Mr Louis Vella, Ing John Zammit.

- **Diploma in Social Studies (Gender and Development)**

Dr Rose Marie Azzopardi, Ms Alison Bezzina, Dr Brenda Murphy, Dr Marceline Naudi, Prof Godfrey Pirota, Dr Maria Pisani, Dr Suzanne Piscopo.

## Research Contributors

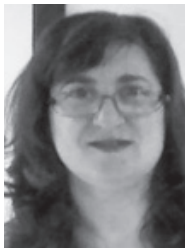
Apart from the full-time and part-time staff of the Centre, the following persons contributed to the Centre's research projects between 2013 and 2014:

Ms Antonella Agius, Dr Charlotte Camilleri, Mr Clyde Caruana, Ms Christine Garzia, Mr Louis Grech, Mr Vincent Marmara, Ms Jeanine Vassallo.

### 4.2.2 Administrative Staff



**Ms Jessica Cilia Custò** P.G.C.E. (Melit.), B.Psy (Hons) (Melit.), MBPsS has been employed at the University of Malta since 2014. She works as a Graduate Trainee and is the Officer in Charge of the Centre. Ms Cilia Custò handles the Administrative work related to the Bachelor in Work and Human Resources Cohorts 2014-2019 and 2010-2015.



**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 is in charge of the Diploma in Social Studies (Gender and Development), Diploma in Social Studies (Occupational Health and Safety) Cohort 2012-2014 and the Bachelor in Work and Human Resources Cohort 2010-2015.



**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. She stopped from work for six years on parental leave and then joined the Centre for Labour Studies in March 2011. Ms Muscat works as an Executive Officer and is in charge of the administrative work related to the Bachelor in Work and Human Resources Cohort 2012-2017. She is currently reading for a Diploma in Social Studies (Gender and Development) at the University of Malta.

# 5. ACADEMIC PROGRAMMES

## 5.1 Bachelor in Work and Human Resources (Honours)

**Course Coordinator:** Dr Manwel Debono (Cohort 2010 – 2015)  
Dr Anna Borg (Cohort 2012 – 2017)  
Mr Luke Fiorini (Cohort 2014 – 2019)

### Course Objectives

As organisations strive to adapt to the ever increasing challenges of globalisation, the need for skilled and qualified human resource 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 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  
MGT3207 Applied Topics in Work and HR  
CLS3109 Managing Abuse at the Workplace  
CLS3110 Workplace Design and Ergonomics  
CLS3111 Dissertation

### **Intake Bachelor in Work & HR (Cohort 2010-2015)**

Agius Donna, Alakkad Massimo, Aquilina Joanne, Attard Tania, Avsar Loranne, 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.

### **Intake Bachelor in Work & HR (Cohort 2012-2017)**

Apap Lisa, Attard Tara, Camilleri Marie Jacqueline, Camilleri Tessabelle, Farrugia Gabriella, Fenech Rowena, Mamo Josette, Micallef Mandy, Mifsud Caroline, Muscat Michelle, Rizzo Raisa, Vella Maria Francesca, Zammit Maruska.

### **Joined Third Year in October 2014<sup>1</sup>**

Abela Franklin, Brincat Franklyn, Pace Frendo Lizianne, Spiteri Natalino Andrew.

### **Intake Bachelor in Work & HR (Cohort 2014 – 2019)**

Ameen Zara, Attard Joanna, Attard Montalto Luke, Azzopardi Krista, Azzopardi Maria, Azzopardi Maria Gaetana, Baldacchino Kirsten Fae, Baldacchino Mary, Bezzina Yanika, Bonnici Clinton Edwin, Borg Deborah Ann, Borg Kirsten, Briffa Romina, Calamatta Gabriella, Calleja Bettina, Calleja Shirley Angie, Camilleri Ruth, Camilleri Steven Terence, Cardona Marie Therese, Catania Silvio, Cutajar Alfred, Cutajar Rebecca, Darmanin Sara, De Giorgio Michelle, Debattista Gilbert Anthony, Debono Angie, Gatt Claire, Gatt Jason Joseph, Genovese Nadine, Grech Rita, Lia Marco, Mamo Janice Kay, Micallef Trigona Stephanie, Mifsud Carmelina, Mifsud Kirsten, Mizzi Antoinette, Pisani Frankie, Pisani Scalpello Daniela, Piscopo Rutzen Dorothy, Powney Arthur, Prato Carlo, Sansone Alessia, Schembri Odette, Scicluna Leslie, Spiteri Roselyn, Tabone Alan, Tabone Clayton, Tirchett Antonella, Vassallo Alexia, Vella Azzopardi Elena, Vella Danica Ann, Vella Philip and Walker Nadia.

1 According to the Bachelor in Work and HR byelaws, applicants in possession of a Diploma in Work and HR or a Diploma in Social Studies (Industrial Relations) can enter the Bachelor in Work and Human Resources (Hons) during its third year.

**Graduated in 2014 with a Diploma in Work and Human Resources**  
Chetcuti Gianella (Cohort 2012-2014) and Vella Christian (Cohort 2010-2012).



Bachelor in Work and Human Resources Students Cohort 2015-2019

## 5.2 Diploma in Social Studies – Gender and Development

### Course Coordinator

Dr Anna Borg

### Course Objectives

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

- to sensitise participants to the importance of gender as a transversal theme in appreciating social, cultural, economic and political behaviour
- to facilitate the effective participation of men and women in decisions which invariably affect their lives
- to empower 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

**Intake Diploma in Social Studies – Gender and Development  
(Cohort 2014-2016)**

Baldacchino Mary N, Bezzina Maria Theresa, Borg Julienne, Calleja Portelli Sandy, Cassar Julie, Catania Claudia, Cilia Michelle, Compagno Elaine, Debono Judith, Del Bene Agius Sharon, Galea Helenio, Mifsud Carmelina, Muscat Stephanie, Pace Simone, Scicluna Charmaine, Valentino Angela, Xiberras Fleur Marie, Xuereb Ingrid, Zammit Carmen, Zammit Margaret.

**Graduated Diploma in Social Studies – Gender and Development  
(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 Annalise, Grixti Theresa, Mallia Beatrix, Portelli Anthony, Schembri Pauline, Spiteri Brigette, Spiteri Carmel, Weaver Rosaline, Zammit Antida.

## List of Long Essays for the Diploma in Social Studies – Gender and Development (Cohort 2011-2013)

Student	Title of Long Essay
Cachia Delia Caroline	The Price for a Desired Feminine Image
Camilleri Imelda	Exploring the Work-Life Challenge through the Eyes of Fathers
Camilleri Inez	The Importance of Work for Female Survivors of Domestic Violence
Catania Moira	Tattoos in Men and Women: A Qualitative Study
Chircop Claire	Understanding the Link between Masculinity and Crime
Farrugia Alexandra	The Experiences of Mothers whose Partners Work Abroad
Farrugia Rita	Some Mothers Do, Other Mothers Don't. The Issue of Choice and Breastfeeding
Formosa Danica	Working Mothers in Malta and How Childcare Centres may Impact on their Decisions about their Work
Galea Nikita	Female Architects: Coping in a Masculine Environment
Gatt Antoniella	Stay-at-home Dads: The New Moms?
Gatt Maria Theresa	Gender Role Identity of Maltese Students in Gender Stereotyped University Courses
Grima Annalise	Gender Roles: How do University Students Perceive their Future Work-life Issues?
Grixti Theresa	The Effect of Caring Work with Children in Care on Female Care Workers' Life
Mallia Beatrix	Attitudes and Perceptions of Health Care Workers Towards Female Genital Cutting
Portelli Anthony	From Bye-laws to a Constitution: Gender Equality in Law
Schembri Pauline	Glass Ceiling in the Culinary Profession
Spiteri Brigette	A Career Woman's Role as a Parent
Spiteri Carmel	Football Enthusiasm versus Gender Stereotyping: Potential Resistance to Female Footballers in Malta
Weaver Rosaline	Women in Leadership Positions within the Media Industry
Zammit Antida	Desperate Housewives or Happy Mums?



Diploma in Social Studies (Gender and Development) Students Cohort 2014-2016



Opening Ceremony for the Diploma in Social Studies (Gender and Development) Students

## 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 minimised
- To inculcate the principle of risk reduction of workplace hazards and practices
- To identify and appreciate the psycho-social features of workers and working environments which have a bearing on the nature and incidence of occupational hazards and diseases.

### 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

**Graduated (Cohort 2012-2014)**

Abdilla Ivan, Armani Oswald, Borg Joseph, Borg Manwel, Borg Moana, Borg Pisa Mira, Cachia Philip, Camilleri Joseph, Ciappara Norbert, Delia James, Dimech Adrian, Galea Matthew, Godano Roberto, Grima Paul, Hili Gordon, Micallef Jeffrey, Micallef Jesmond, Micallef Mario, Montebello Donald, Muscat Terence, Pace Charles, Pulis Ivan, Scerri Diacono Anatole, Scerri Kenneth Paul, Spiteri Paul, Treeby Steven, Vella Haber Miguel, Vella Haber Nicola, Zerafa Claire.

**Certificate in Social Studies (Occupational Health and Safety)****Awarded in 2013**

Cristiano Roberto

**List of Long Essays for the Diploma in Social Studies –  
Occupational Health and Safety (Cohort 2012-2014)**

Student	Title of Long Essay
Abdilla Ivan	Airline Crew's Perspective of Occupational Health and Safety: A Qualitative Study
Armani Osward	Hazardous Noise Exposure: Is it an Occupational or Social Risk?
Borg Joseph	Noise Mapping at the Delimara Power Station: Employees and Mitigation Measures
Borg Manwel	Lung Function in Fuel Station Attendants: A Comparative Study
Borg Moana	The Health Effects of Dust Exposure in a Powder Producing Food Manufacturing Industry
Borg Pisha Mira	Evaluation of the Health and Safety Hazards associated with Local Fuel Pump Attendants
Cachia Philip	Psychosocial Factors in Travel Agencies
Camilleri Joseph	Contributing Factors in Precutaneous Injuries amongst the Healthcare Workers of the Gozo General Hospital
Ciappara Norbert	The Prevalence of Alcohol Use and Misuse by Members of the Malta Police Force
Delia James	Ergonomics at Work: An Analysis of the Office Environment in Drafting and Design
Dimech Adrian	Risk and Hazards in the Stone Crushing Plant
Galea Matthew	Perceived Hazards among Motorcyclists of the Malta Police Force
Godano Robert	The Relationship between Shift Work and Well-being
Grima Paul	A Review of the Prevalent Postures Adopted by Fishermen and their Relationship to Musculoskeletal Pain
Hili Gordon	A Study on Visual Discomfort among Workers Performing Tedious Visual Tasks
Micallef Jeffrey	An Evaluation of Health and Safety Compliance by Third Party Contractors in Petroleum Installations in Malta
Micallef Jesmond	An Analysis of the Implementation of Occupational Health and Safety Measures in the Maltese Police Force
Micallef Mario	The Perception of Workers of the Role of Maltese Trade Unions in Health and Safety

Montebello Donald	Awareness of Computer Workers towards work-related Upper Extremity Symptoms
Muscat Terence	Musculoskeletal Pain and Disorders related to Moving and Handling of Patients amongst Nurses Working in a Geriatric Setting
Pace Charles	A Review of the Reasons of Non-Compliance to Personal Protective Equipment Regulations within the Construction Industry
Pulis Ivan	Perception of Noise Pollution and Occupational Health and Safety Awareness in Aircraft Ground Handling Staff
Scerri Diacono Anatole	Airline Shift Work: Coping with the Human Biological Clock whilst Managing Shift Work
Scerri Kenneth Paul	The Relation between Work Factors, Psychological Ill-Health and Organisational Commitment in an Engineering Workshop
Spiteri Paul	Knowledge of Evacuation and Emergency Response in a Residential Home for the Elderly
Treeby Steven	Health and Safety Attitude amongst Construction Site Workers – Age as a Contributing Factor
Vella Haber Miguel	A Study of Psychological Harassment among Public Sector Workers in Malta
Vella Haber Nicola	Health and Safety Issues Faced by Survey Interviewers at the National Statistics Office
Zerafa Claire	Nail Technicians Awareness of the Exposure to Chemicals and Airborne Particles in Nail Salons in Malta



Diploma in Social Studies (Occupational Health and Safety) Students Cohort 2012-2014

## 5.4 Post-Graduate Diploma in Lifelong Career Guidance and Development

### Course Coordinator

Dr Manwel Debono

### Course Objectives

Employment is becoming more flexible and careers 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

CLS5102 The 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 \*

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

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

**Graduated (Cohort 2011-2013)**

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

**Obtained a Certificate in Lifelong Career Guidance and Development (Cohort 2011-2013)**

Cilia Joseph and Zammit Maria Victoria.

## List of Long Essays for the Post-Graduate Diploma in Lifelong Career Guidance and Development (Cohort 2011-2013)

Student	Title of Long Essay
Agius Antonella	F.EM – Female Employment Programme European Social Fund (ESF) – Application Form
Aquilina Antoinette	The Predictors for Recruitment of Sales Jobs
Borg Graziella	Career Guidance in Perspective: An Analysis of the Service in Educational Settings through Clients' Understanding
Borg Rebecca	Code of Ethics for Career Guidance Practitioners: Comparisons, Reflections and Reactions
Camilleri Alan	The Relationship between Interests and Educational Choices at MCAST
Fenech Emasyl	Back to Work: Ways in which Career Guidance Services can support Young Mothers in their Transition back into the Labour Market
Fenech Soler Michaela	The use of ICT in Career Guidance: A Proposal for an Online tool for Secondary School Students in Malta
Gatt Tracey	Measuring Effective Career Guidance Services offered by Employment Advisors within the Public Employment Service in Malta
Guillaumier Rachel	Facilitating Labour Mobility for EU Citizens: Effective Guidance Services within the Public Employment Service in Malta

# 6. MONITORING AND RESEARCH ABOUT INDUSTRIAL AND EMPLOYMENT RELATIONS

## 6.1 Information Updates

New Contract Commencing in February 2014

### Quarterly Reporting

Title	Author	Date
Quarterly Report III (July-September)	Saviour Rizzo	Oct 14
Information and Communication Quarterly Report	Charles Tabone	Oct 14
Quarterly Report II (April-June)	Saviour Rizzo	Jul 14
Information and Communication Quarterly Report	Anna Borg	Jul 14
Quarterly Report I (Jan-March)	Saviour Rizzo	Apr 14
Information and Communication Quarterly Report	Anna Borg	Apr 14

### Contributions to Comparative Analytical Reports

Title	Author	Date
Developments in Collective Bargaining and Social Dialogue into the 21st Century	Louis Grech	Nov 14
New Topics, New Tools, Innovative Approaches by the Social Partners	Charlotte Camilleri	Nov 14
Job Creation in Born Globals (SMEs)	Jeannine Vassallo	Nov 14
Regulation of Labour Market Intermediaries and Role of SP in Preventing Trafficking of Labour	Vincent Marmara	Nov 14
Working Time Developments into the 21st Century (Short Contribution)	Manwel Debono	Oct 14
Improving Working Conditions in Occupations with Multiple Disadvantages	Saviour Rizzo	Sep 14
Migration Labour Market Policies and Effective Integration of Third-Country Nationals	Christine Garzia	Jul 14

## Other Reports

Title	Author	Date
Spotlight Report - The set of Proposals Issued in August 2014 by the Malta Employers Association (MEA) to amend the Employment and Industrial Relations Act (EIRA)	Saviour Rizzo	Dec 14
Progress Report (EU-Level and National Correspondents)	Manwel Debono	Dec 14
Representativeness of Trade Unions and Employer Associations in the Ports Sector	Vincent Marmara	Sep 14
Representativeness of Trade Unions and Employer Associations in the Graphical Industries	Jeannine Vassallo	Sep 14
Support Instruments Database	Manwel Debono	Aug 14
Fact Sheet – Baxter	Charles Tabone	May 14



## 6.2 European Industrial Relations Observatory (EIRO) 2013-2014

Brief reports on topical issues in Malta

Title	Author	Date
Unions in Dispute Over Recognition at Bank	Saviour Rizzo	Feb 14
Social Partners involved in Debate over Citizenship Scheme	Saviour Rizzo	Feb 14
Union Reacts Angrily to Critical Hospital Report	Saviour Rizzo	Jan 14
Social Partners Happy with 2014 Budget Proposals	Saviour Rizzo	Nov 13
Unfair Treatment of Immigrants	Saviour Rizzo	Nov 13
Moves to Tackle Exploitation of Migrant Workers	Saviour Rizzo	Oct 13
Controversy over Appointment of New Industrial Tribunal	Saviour Rizzo	Aug 13
New Measures Combat Precarious Work	Saviour Rizzo	Jul 13
Union Campaign Targets Precarious Work	Saviour Rizzo	May 13
Parent-friendly Election Promise Angers Employers	Saviour Rizzo	Mar 13
Social Partners Issue Election Messages	Saviour Rizzo	Feb 13

## National contributions on topics selected by the Foundation

Title	Author	Date
Annual Update on Working Time 2013	Manwel Debono	Feb 14
Annual Review 2013 - Industrial Relations and Working Conditions Development	Saviour Rizzo	Feb 14
Industrial Relations Profiles 2013	Louis Grech	Feb 14
Gender Issues in Social Partners' Organisations in Europe	Louis Grech	Jan 14
Developments in Collectively Agreed Pay 2013	Christine Farrugia	Jan 14
Representativeness of Trade Unions and Employer Associations in the Chemical Sector	Vincent Marmara	Nov 13
Representativeness of Trade Unions and Employer Associations in the Woodworking Sector	Louis Grech	Nov 13
Changes to Wage-setting Mechanisms in the Context of the Crisis and the EU's new Economic Governance Regime	Saviour Rizzo	Nov 13
Representativeness of Trade Unions and Employer Associations in the Road Transport and Logistics Sector	Jeannine Vassallo	Oct 13
Impact of Demographic Changes on Policies on Work/Family Life	Louis Grech	Sep 13
Role of Social Dialogue in Industrial Policies	Vincent Marmara	Sep 13
Representativeness of Trade Unions and Employer Associations in the Local and Regional Governments Sector in Europe	Louis Grech	Jun 13
Pay Developments in the 21st Century	Jeannine Vassallo	May 13
Industrial Relations in Central Public Administration – Recent Trends and Features	Vincent Marmara	May 13
Social Dialogue in Micro and Small Companies	Luke Fiorini	May 13
Representativeness of the European Social Partner Organisations in the Electricity Sector	Jeannine Vassallo	Mar 13
Representativeness of Trade Unions and Employer Associations in the Construction Sector	Louis Grech	Mar 13
Social Partners Involvement in the Reforms of Pension Systems	Vincent Marmara	Feb 13
Annual Update 2012 - Working Time Developments	Christine Farrugia & Manwel Debono	Feb 13
Annual Review 2012 - IR and WC Developments in Europe	Saviour Rizzo	Feb 13
Annual Update on Pay 2012 – Questionnaire	Manwel Debono & Christine Farrugia	Jan 13

## 6.3 European Working Conditions Observatory (EWCO)

### Brief Reports on Topical Issues

Title	Author	Date
Cultural Factors Explain Inactivity Rates of Women	Anna Borg	Jul 14
Impact of Electronic Surveillance in the Workplace	Anna Borg	May 14
Helping 'Inactive' Women Acquire Skills for Job Market	Anna Borg	May 13

### National contributions on topics selected by the Foundation

Title	Author	Date
Employment Opportunities for People with Chronic Diseases	Luke Fiorini	Mar 14
Violence and Harassment in Europe	Christine Garzia	Jan 14
New Forms of Employment	Charlotte Camilleri	May 13
Mid-Career Review, Internal Mobility	Clyde Caruana	May 13
Working Conditions of Young Entrants to the Labour Market	Clyde Caruana	Mar 13

## 6.4 European Restructuring Monitor (ERM)

Brief reports highlighting important restructuring cases in Malta

Title	Author	Date
Hotel San Antonio	Charles Tabone	Apr 14
Evolution Gaming Malta	Charles Tabone	Feb 14
McDonald's	Charles Tabone	Jul 13
Betsson	Charles Tabone	Jun 13
Baxter	Charles Tabone	Apr 13
TRC Family Entertainment	Charles Tabone	Mar 13

National contributions on topics selected by the Foundation

Title	Author	Date
Access of Young People to Income Support	Antonella Agius	Feb 14
Facilitating Geographical Mobility	Christine Garzia	Jan 14
Public Sector Restructuring: Developments during Austerity	Louis Grech & Anna Borg	May 13
Young People and Temporary Employment in Europe	Louis Grech & Anna Borg	Feb 13

# 7. RESEARCH WORK AND PUBLICATIONS

## 7.1 Prof Godfrey Baldacchino

### Edited Books:

*The Political Economy of Divided Islands: Unified Geographies, Multiple Polities*. New York: Palgrave Macmillan, 2013, 245pp. ISBN: 978-1-137-02312-4.

(with Eve Hepburn). 2013. *Independence Movements from Subnational Island Jurisdictions*. London: Routledge, 186pp. ISBN: 978-0-415-50585-7.

### Guest Issue Journal Editor:

(with Nathalie Bernardie-Tahir & Camille Schmoll). 2014. Thematic section on islands, migration and undesirables. *Island Studies Journal*, 9, pp. 3-68.

(with Eric Clark). 2013. Issue on islanding cultural geographies. *Cultural Geographies*, 20(2), pp. 129-265.

### Peer Reviewed Papers, Journal Articles and Book Chapters:

Malta transformed by multi-level governance: More than just an outcome of Europeanisation. *Occasional Paper 03/2014*, University of Malta, Institute for European Studies. Retrieved from [https://www.um.edu.mt/\\_\\_data/assets/pdf\\_file/0019/228151/Godfrey\\_Baldacchino\\_final.pdf](https://www.um.edu.mt/__data/assets/pdf_file/0019/228151/Godfrey_Baldacchino_final.pdf)

(with Ilan Kelman). 2014. Critiquing the pursuit of 'island sustainability': Blue and green, with hardly a colour in between. *Shima: International Journal of Island Cultures*, 8(2), pp. 1-21.

Island studies: Some critical reflections. *International Journal of Okinawan Studies*, 4(2), 2014, pp. 1-12.

Islands and the offshoring possibilities and strategies of contemporary states: Insights on/for the migration phenomenon on Europe's Southern flank. *Island Studies Journal*, 9, 2014, pp. 57-68.

(with Huei-Min Tsai). 2014. Contested enclave metageographies: The offshore islands of Taiwan. *Political Geography*, 40, pp. 13-24.

Le tourisme insulaire: Un discours tout particulier. In J.-M. Furt & C. Tafani (Eds.) *Tourisme et Insularité: La littoralité en Question(s)*. Paris: Karthala, 2014, pp. 57-72.

The security concerns of designed spaces: Focus on small states. In C. Archer, A. Bailes, & A. Wivel (Eds.) *Small States and International Security: Europe and Beyond*. London: Routledge, 2014, pp. 241-254.

Island landscapes and European culture: An 'island studies' perspective. *Journal of Marine and Island Cultures*, 2, 2013, pp. 13-19.

History, culture and identity across small islands: A Caribbean journey. *Miscellanea Geographica: Regional Studies in Development*, 17(2), 2013, pp. 5-11.

(with Edouardo D. C. Ferreira). 2013. Competing notions of diversity in archipelago tourism: Transport logistics, official rhetoric and inter-island rivalry in the Azores. *Island Studies Journal*, 8, pp. 84-104.

The microstate sovereignty experience: Decolonising but not disengaging. In R. Adler-Nissen & U. Pram Gad (Eds.). *European Integration and Postcolonial Sovereignty Games*. London: Routledge, 2013, pp. 53-76.

Island tourism. In A. Holden & D. Fennell (Eds.) *A Handbook of Tourism and the Environment*, London, Routledge, 2013, pp. 200-208.

(with E. Clark). 2013. Islanding cultural geographies. *Cultural Geographies*, 20(2), pp. 129-134.

## 7.2 Dr Anna Borg

Mental Health in the Workplace - Policy Review Report. Unpublished Report for the European Commission.

(with Manwel Debono). Tracer Study on graduates who attended the Diploma in Social Studies (Gender and Development) between 1997 and 2013. Unpublished Report, Centre for Labour Studies, University of Malta.

Defended PhD thesis 'A CIAR study in a male dominated ICT Company in Malta which looks at work-life issues through the masculine lens: A case of: if it ain't broke, don't fix it?' Middlesex University - London.

Delivered paper on 'Power and Privilege in relation to time and space boundaries and the links to work-life issues' during the Dynamics of Virtual Work Conference - Barcelona.

### 7.3 Dr Manwel Debono

'EEPO Thematic Review: Labour Market Reforms in Europe 2011-2013. Case of Malta', *European Employment Policy Observatory*, 2013. (Unpublished).

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'Faculty of Arts Graduates 2003-2012 – Tracer Study'. Malta: University of Malta, 2013. Retrieved from: [http://www.um.edu.mt/\\_\\_data/assets/pdf\\_file/0004/188302/tracerstudyarts2003-12.pdf](http://www.um.edu.mt/__data/assets/pdf_file/0004/188302/tracerstudyarts2003-12.pdf)

(in collaboration with R. Sultana). 'Proposals on Defining the Employment Advisory Role of the Employment and Training Corporation', 2013, commissioned by the Employment and Training Corporation, Malta (Unpublished report).

(with M. Parnis, A. Mifsud Bonnici, A. Schembri, & V. Marmarà (2013). 'Precarious Employment in Malta: Research and Recommendations'. Report commissioned by the General Workers' Union, Malta, 2013, Retrieved from <http://stopprecariouswork.com/media/Precarious%20Employment%20Report%20-%20Final%20Version.pdf>

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'Long-term unemployment in Malta', in M. Debono (Ed) (2013), *Centre for Labour Studies Biennial Report 2011-2012*, pp.41-50, Malta: University of Malta, Centre for Labour Studies. Retrieved from [http://www.um.edu.mt/\\_\\_data/assets/pdf\\_file/0010/191197/biennial\\_doc\\_2012.pdf](http://www.um.edu.mt/__data/assets/pdf_file/0010/191197/biennial_doc_2012.pdf)

'Memorandum to political parties contesting the general election being held on 9<sup>th</sup> March 2013' (Editor), in M. Debono (Ed) (2013), *Centre for Labour Studies Biennial Report 2011-2012*, pp. 8-18, Malta: University of Malta, Centre for Labour Studies. Retrieved from: <http://www.um.edu.mt/clc/notices/?a=173932>

'Annual update on working time developments', European Foundation for the Improvement of Living and Working Conditions, 2014. (Unpublished).

(with C. Farrugia. 'Annual update 2012 on pay', European Foundation for the Improvement of Living and Working Conditions, 2013. (Unpublished).

'EEPO Thematic Review: Activating Job-Seekers Through Entrepreneurship: Start-Up Incentives', *European Employment Policy Observatory*, 2014. Retrieved from <http://ec.europa.eu/social/BlobServlet?docId=13247&langId=en>

'EEPO Thematic Review: Stimulating Job Demand: The Design of Effective Hiring Subsidies in Europe. Case of Malta', *European Employment Policy Observatory*, 2014. Retrieved from <http://ec.europa.eu/social/BlobServlet?docId=12531&langId=en>

#### **7.4 Mr Luke Fiorini**

Debono, M., Baldacchino, G., Borg, A., Fiorini, L., Rizzo, S. & Zammit. E. (2013). Memorandum to political parties contesting the general election being held on the 9<sup>th</sup> March 2013. This document was published in full in the "Malta Business Weekly" on 10<sup>th</sup> January 2013, whilst articles on the Malta Independent (10<sup>th</sup> January, 2013) and the Times of Malta (January 12<sup>th</sup> 2013) wrote articles detailing the memorandum.

"Country report Malta: Social dialogue in micro and small companies" European Working Conditions Observatory, 2013. Unpublished, but utilised within European Foundation for the Improvement of Living and Working



Conditions. (2014). Social dialogue in micro and small companies. Dublin: Author.

"Employers' sick leave plan "offers no benefits" – Times of Malta, 10 August, 2014. Retrieved from <http://www.timesofmalta.com/articles/view/20140810/local/Employers-sick-leave-plan-offers-no-benefits-.531200>

"Malta: Employment opportunities for people with chronic diseases" European Observatory of Working life, November 2014. Retrieved from, <http://eurofound.europa.eu/observatories/eurwork/comparative-information/national-contributions/malta/malta-employment-opportunities-for-people-with-chronic-diseases>

Fiorini, L., Griffiths, A., & Houdmont, J. (2014). "Predictors and consequences of presenteeism: A qualitative study of nurses in geriatric settings". In Proceedings of the 11th European Academy of Occupational Health Psychology Conference: Looking at the past - planning for the future: Capitalising on OHP multidisciplinary. Nottingham: EAOHP.

## 7.5 Mr Saviour Rizzo

(with Mario Micallef). 'Perceptions of Workers of the Role of Maltese Trade Unions in Health and Safety'. In <http://www.um.edu.mt/islands/research/occasional>

## Articles in the Times of Malta

'Meritocracy: Myth or Reality', 2<sup>nd</sup> April 2013, page 16.

'Myth of Classless Society', 2<sup>nd</sup> February 2013, page 15.

'Work in a Vicious Circle', 4<sup>th</sup> May 2013, page 17.

'No Means of Escape', 27<sup>th</sup> July 2013, page 17.

'Inter Trade Union Dispute', 14<sup>th</sup> March 2014, page 40.

'Union members in uniform', 26<sup>th</sup> May 2014, page 14.

'The Art of Setting Wages', 17<sup>th</sup> July 2014, page 16.

'Innovative Employment Relations', 22<sup>nd</sup> December 2014, page 29.

# 8. CONFERENCES AND OTHER ACTIVITIES

## 8.1 Prof Godfrey Baldacchino

### 2013:

Visiting Professor of Island Tourism at the University of Corsica, Corte, France, March

Member of Organising Committee and Keynote speaker at 2013 North Atlantic Forum, Holar, North Iceland, June.

Visit to Michigan, USA, as guest speaker at islands symposium hosted by the International Institute, University of Michigan, Ann Arbor MI, USA, November.

Guest at symposium discussing island economic development, hosted by CEREGMIA, University of Antilles-Guyane, Fort-de-France, Martinique, France, November.

Invited panellist and workshop organiser, International Tourism Conference, Maspalomas, Gran Canaria, Canary Islands, Spain, organised by University of Las Palmas at Gran Canaria, December.

### 2014:

Visiting Lecturer, University of Corsica Pasquale Paoli, Corte, Corsica, France, March.

Keynote speaker, symposium on 'islands and the Mediterranean'. European University Institute, Florence, Italy, May.

Guest of States of Jersey, St Peter Port, Jersey, Channel Islands, May.

Guest presenter on islands and spaces of incarceration, Queen's University Belfast, Northern Ireland, U.K, May.

Keynote speaker at Irish Canadian Studies Conference, Galway, Ireland, May.

Keynote speaker, 'Islands and sense of place' conference, Terschelling, Frisian Islands, The Netherlands, June.

Summer school contributor, *Reseau d'Excellence des Territoires Insulaires* (RETI), meeting in Charlottetown, Prince Edward Island, Canada, July.

Paper presenter and panel organiser at ISISA Conference, Magong City, Penghu archipelago, Taiwan, September.

Keynote speaker, island cities and urban archipelagos conference, Copenhagen, Denmark, October.

Keynote speaker at Symposium on Islands and Development, Bicocca University of Milan, Italy, November.

Visiting Lecturer, University of Corsica Pasquale Paoli, Corte, Corsica, France, November.

Panellist, Round Table discussion on Smart Islands organised by the Chamber of Commerce Chania, Crete, Greece, for INSULEUR and the European Social & Economic Committee, European Union, December.

Co-chaired together with Dr Galdies the conference on Global Environmental Change and Small Island States and Territories: Economic and Labour Market implications, organised by the Centre for Labour Studies and the Institute of Earth Systems of the University of Malta in collaboration with the University of Prince Edward Island, Canada, Malta, December.

## 8.2 Dr Anna Borg

### 2013:

Delivered a speech on 'Why Women Matter in Politics' organised by the Malta Confederation of Women's Organisations (MCWO), Valletta, Malta, March.

Attended the annual European Foundation meeting on the 'Improvement of Living and Working Conditions', Dublin, March.

Attended COST meeting on the 'Dynamics of Virtual Work', Darmstadt, April.

Presentation on 'Sharing Work-Life Responsibilities - A Reality Check', delivered during a seminar organised by the Reggie Miller Foundation on the subject of 'Women in Politics - New Realities', Malta, April.

Interview with Norma Saliba on Gender and Work for the RTK Radio programme 'Sehemna fl-Ewropa', Malta, May.

Trainer during a work shop organised by the Centre for Development, Research and Training (CDRT) to managers working in the public service/sector on 'Equality Policies in the Public Service', Malta, May.

Participated in Radio Programme on Radio Malta to promote the Gender and Development Course, Malta, July.

Attended COST meeting on the 'Dynamics of Virtual Work', Athens, October.

Participated in a TV Programme 'Focus' which is transmitted on the national television station, TVM, on the 2014 budget measures, Malta, November.

Delivered training during a seminar organised by the CDRT to employees in the public service/sector on the 'Principles of Equality', Gozo, November.

## **2014:**

Participated in TV programme 'Malta Illejla' on Net TV, promoting the Diploma Course on Gender and Development, Malta, January.

Presentation on 'The Price of Motherhood', delivered during a seminar organised by the Gender Issues Committee (GIC) of the University of Malta on 'The Role of Women's in Today's Society' on the occasion of International Women's Day, Malta, March.

Attended conference organised by the Work and Family Researchers Network (WFRN) on 'Changing Work and Family Relationships in a Global Economy', New York, June.

Delivered presentation on 'Work-Life Balance and Gendered Assumptions in the Recession in an ICT Company in Malta' during the WFRN Conference, New York, June.

Attended COST meeting on 'Dynamics of Virtual Work: Gender Perspectives in the Analysis of Virtual Work', Barcelona, November.

Delivered an opening speech during the conference on Global Environmental Change and Small Island States and Territories: Economic and Labour Market implications, organised by the Centre for Labour Studies and the Institute of Earth Systems of the University of Malta in collaboration with the University of Prince Edward Island, Canada, Malta, December.

### 8.3 Dr Manwel Debono

#### 2013:

Co-organised a symposium entitled 'Il-Klassi Soċjali f'Malta: Teżisti? Taħt liema forma? U jagħmel sens li nitkellmu fuqha?' and moderated a parallel discussion about the the labour market, careers, wages and salaries. The symposium was organised as part of the work of the Centre for Labour Studies, St. Julians, Malta, November.

#### 2014:

'Perspectives on employment and education challenges in Malta', presented in a round table discussion entitled 'Achieving Malta's Europe 2020 targets for Education and Employment', organised by the European Commission Representation in Malta, Floriana, Malta, January.

Co-organised the official launch of the National Forum of Trade Unions, together with the Office of the President, Valletta, Malta, July.

Co-organised an informal meeting with all trade unions in Malta to discuss the setting up of the National Forum of Trade Unions, together with the Office of the President, Attard, Malta, July.

Participated in a breakfast seminar entitled 'The social and economic conditions of student life – National data for Malta', organised by the National Commission for Further and Higher Education, Floriana, Malta, December.

Participated in an international conference entitled 'Global Environmental Change & Small Islands: Economic & Labour Market Implications', organised by the Centre for Labour Studies and the Institute of Earth Systems at the University of Malta, in collaboration with with the University of Prince Edward Island, Canada. University of Malta Valletta Campus, December.

## 8.4 Mr Luke Fiorini

### 2013:

Attended "The Malta Association of Physiotherapy's Spring Convention: Physiotherapy and lifelong learning." Held at the Corinthia San Gorg Hotel, Malta, June.

Attended the lecture, "Making a clinical decision" organised by the Malta Association of Physiotherapists, Malta, September.

Attended the seminar "Occupational health and safety in the construction industry" organised by the Occupational Health and Safety Authority (OHSA), in collaboration with the European Agency for Safety and Health at Work (EU-OHSA). Held at the Dolmen Hotel, Qawra, Malta, October.

Attended the seminar "Second scientific conference of Aviation Medicine" organised by the Aero Medical Section, Civil Aviation Directorate. Held at the Westin Dragonara Resort, November.

Attended the seminar "Il- Klassi Soċjali f' Malta: Teżisti? Taħt liema forma? U jaġħmel sens li nitkellmu fuqha?" Organised by the Centre for Labour Studies, held at the Radisson Blu Resort, St. Julian's, Malta, November.

### 2014:

Presented "Posture and the workplace" at the Malta Association of Physiotherapist's Posture Symposium. Held at the MAP headquarters, Msida, Malta, February.

Presented during the "Ergonomics seminar", organised by the Centre for Labour Studies, University of Malta. Held at the University of Malta, Valetta Campus, March.

Poster presentation entitled "Predictors and consequences of presenteeism: A qualitative study of nurses in geriatric settings". At the 11th European Academy of Occupational Health Psychology Conference, London, U.K., June.

Presented a talk entitled "Posture and manual handling" at the International Safety Training College's staff health and wellness day. Hal Far, Malta, June.

Attended the launch of the National Trade Union Forum at the Palace in Valletta, Malta, July.

Nominated and accepted as country representative on SEEurope network: The research network on the European Company (SE) by the European Trade Union Institute (ETUI), Brussels, Belgium, September.

Attended the seminar "Active ageing and occupational health and safety" organised by the Occupational Health and Safety Authority (OHSA), in collaboration with the European Agency for Safety and Health at Work (EU-OHSA) and Active Ageing Unit, Department for the Elderly and Community Care. Held at the Dolmen Hotel, Qawra, Malta, October.

Attended the seminar "Occupational health and safety in the agriculture sector," organised by the Occupational Health and Safety Authority (OHSA), in collaboration with the European Agency for Safety and Health at Work (EU-OHSA). Held at the Dolmen Hotel, Qawra, Malta, December.

Attended "Global environment change and small islands: economic and labour market implications". A four day seminar organised by the Centre for Labour Studies and the Institute of Earth Systems, University of Malta in collaboration with the University of Prince Edward Island, Canada. University of Malta, Valletta Campus, December.

Presented "Ergonomics in the workplace" at University of Malta's Occupational Health and Safety Services' seminar for workers' health and safety representatives. Malta, December.

## **8.5 Mr Saviour Rizzo**

### **2013:**

'Questionnaire Development Group for the 6<sup>th</sup> Wave of the European Working Conditions Survey'. Organised by the European Foundation for the Improvement of Living and Working Conditions, Brussels, June.

National Conference on Enhancing Social Dialogue & Labour Institutions. Organised by the Department of Industrial and Employment Relations. Acted as moderator in the plenary sessions, Malta, December.

## 9. OTHER ACTIVITIES AND CONFERENCES ORGANISED BY THE CLS DURING 2013-2014

The Centre for Labour Studies organised a symposium on Social Class in Malta on 22nd November 2013 at the Radisson Blu Resort and Spa, St Julians.



The Hon Helena Dalli, Minister for Social Dialogue and Prof Godfrey Baldacchino opening the symposium



Local performer Hooligan singing during the symposium



The Centre organised a symposium called “Global Environment Change: Economic and Labour Market Implications on Small Island States and Territories” held in conjunction with the University of Prince Edward Island (Canada) and the Smithsonian Conservation Biology Institute (USA). It was held in Valletta between 1<sup>st</sup> and 5<sup>th</sup> December 2014.



Keynote speaker Dr Adam Fenech (Canada) with Prof G. Baldacchino and Dr. C. Galdies, Symposium Co-Chairs



The audience at the Symposium

# 10. FINANCIAL STATEMENTS (2013 & 2014)

## 10.1 General Expenses

### General Expenses CLSSUPP-01

	Year 2013	Year 2014
Salaries Academic Staff	€110,226	€121,076
Salaries Support Staff	€31,394	€41,057
Operational	€3,650	€2,624
<b>Total</b>	<b>€145,270</b>	<b>€164,757</b>

Breakdown of Operational Expenses	Year 2013	Year 2014
Memberships	€155	€46
Books	€432	-
Subscriptions	€13	-
Hospitality	€97	€242
Office supplies	€1,830	€1,488
Postage	€128	€146
Petty Cash	€466	€452
Equipment	€434	-
Sub-Contracting	-	€118
Computer Software	€60	€132
Repairs and maintenance of equipment	€35	-
<b>Total</b>	<b>€3,650</b>	<b>€2,624</b>

## 10.2 Reserve Fund

### Reserve Fund CLSIN01-01

Income	Year 2013	Year 2014
Consultancy	€3,000	
Sponsorships		€2,500
<b>Total</b>	<b>€3,000</b>	<b>€2,500</b>

Expenditure	Year 2013	Year 2014
Academic Supplements	€2,030	-
Advertising	€847	€1,000
Catering services for CLS events	€802	€379
Computer software	€96	€72
Office Supplies	€195	-
Petty Cash	€20	-
Other Professional Fees	-	€4,433
<b>Total</b>	<b>€3,990</b>	<b>€5,884</b>

## 10.3 New Eurofound Contract

### Fund (88-207) E10LE12-01

	Year 2013	Year 2014
Income	€39,200.00	€26,927.50

Expenditure	Year 2013	Year 2014
Support Basic Salary	€12,239.62	€14,437.97
Support Others (Extra/Occasional Salaries)	€14,401.71	€10,251.60
Equipment	€3,737.06	€10,405.48
Travel	€3,639.49	€2,038.27
<b>Total</b>	<b>€34,017.88</b>	<b>€37,133.32*</b>

\*Although the expenses for 2014 appear to have exceeded the income of 2014, the expenses were incurred from recurring unspent funds of previous years. Therefore the project is not in the red.

# APPENDIX

## Charter of National Forum for Trade Unions

Terms of reference for a **National Forum of Trade Unions** – read, approved and signed by Maltese trade unions on 22 July 2014.

1. A National Forum of Trade Unions is hereby established under the patronage of Her Excellency Dr Marie Louise Coleiro Preca, The President of the Republic of Malta, in association with the Board and Staff of the Centre for Labour Studies at the University of Malta.
2. The National Forum of Trade Unions is an initiative of the Office of the President of the Republic of Malta, falling within her vision of a unifying presidency for all the people of Malta, and continuing a tradition of setting up forums under the auspices of the Office of the President of Malta.
3. The National Forum of Trade Unions is a voluntary platform whose membership consists of the President and Secretary of each registered trade union organisation in Malta (or their respective delegates).
4. The National Forum of Trade Unions serves as a high-profile platform for the promotion, dissemination of current and envisaged work-related themes and topics. The National Forum of Trade Unions will champion deserving issues and utilise the clout, good will and respect associated with both the Office of the Head of State, as well as the expertise and knowledge base associated with the Centre for Labour Studies at the country's national university, in order to solicit attention, promote interest, encourage support and/or foster awareness and education in issues related to work and working life, as the need may be.
5. The National Forum of Trade Unions will adopt an annual programme of action after this is presented by the Office of the President and the Centre for Labour Studies and then approved by the National Forum's membership.
6. The National Forum of Trade Unions may meet as appropriate and may organise events and activities as may be opportune from time to time.
7. The National Forum of Trade Unions will function without prejudice to any other initiative pursued by trade unions in Malta, singly or collectively.