

UNIVERSITÀ TA' MALTA

# Partecipativi Partecipativi Partecipativi

## KONTENUT

<i>Dahla</i>	1	Ftehim Kollettiv	10
Attivitajiet tac-Centru	3	Kwistjonijiet Industrijali	11
Fil-Qasam tal-Partecipazzjoni	5	Tilwim Industrijali fil-Kalafrana Construction Company u x-Xlokk Construction Company	14
Ix-Xoghol tax-Shop Stewards	7	Tribunal Industrijali	15
X'gara	8	Mix-Xena Internazzjonali	18
Shubija fi Trade Unjon	9	Kotba li rcevejna	20
Hatriet	9		



Ġabra ta' taghrif dwar il-partecipazzjoni tal-haddiema u relazzjonijiet industrijali — Maħruġ miċ-Centru għall-Iżvilupp tal-Partecipazzjoni tal-Haddiema, Università ta' Malta.

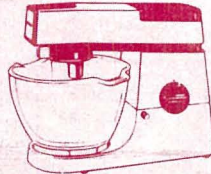
MZ6 8552

LIBRARY

# DELTA HOMECENTRES

WHERE YOU CAN FIND  
ANYTHING FOR  
YOUR HOME

MIXERS  
CASCADE  
**KENWOOD**



WASHING MACHINES  
CLEANERS

**HOOVER**



SEWING MACHINES  
PRESS

**elna**



**Zappas**

FRIDGE/FI  
COOKERS  
WASHING  
MACHINE



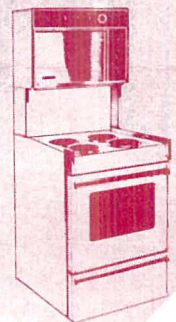
**MOFFAT**  
GAS COOKERS



**OCEAN**  
CHEST FREEZERS



FANS



**THORN**  
GAS COOKERS



**HURSEAL**  
PANEL  
RADIATORS

UNIVERSITY OF MALTA  
LIBRARY

Progressive No. of Work 152282

No. of Volumes \_\_\_\_\_

Class Mark MZ 6

Remarks  
*(Melitensia)*

152282



# WORKERS' PARTICIPATION DEVELOPMENT CENTRE ASSOCIATION

1/86

1986

## DAĦLA

Din is-sena c-Centru ghalq hames snin mit-twaqqif tieghu. Matul dawn is-snin stinka halli jitwettqu l-ghanijiet li ghalihom gie mwaqqaf. Saret hidma fl-oqsma ta' l-edukazzjoni, stharrig xjentifiku u taghrif dwar il-partecipazzjoni u r-relazzjonijiet industrijali. Xoghol ta' ricerka sar l-iktar fit-Tarzna ta' Malta u fil-qasam tal-Koperattivi. Dan l-ahhar l-International Center for Public Enterprises (ICPE) li jinsab f'Ljubljana, Jugoslavja taht l-awspici tal-Gnus Maghquda ppubblika rapport ta' studji socjologici u ekonomici li saru fit-Tarzna ta' Malta mil-WPDC.

Matul dawn il-hames snin ic-Centru ppublika numru ta' kotba f'sensiela ghall-edukazzjoni ghall-haddiema. Gew ukoll organizzati korsijiet Il-Haddiem Malti fix-Xoghol u fis-Socjeta gewwa l-Universita u ohrajn fit-Tarzna. Xi whud minn dawk li attendew dawn il-korsijiet dahlu ghal studji aktar avvanzat - dak ta' Diploma Kors li ghandu jintemm fil-Harifa ta' l-1986. Ic-Centru bi hsiebu jaghti bidu ghal kors iehor bhal dan din is-sena.

Skond ma jghallmu l-psikologi, l-esperjenzi fl-ewwel snin tal-hajja ikollhom effett kbir fuq l-izvilupp u l-personalita tal-bniedem. Jekk l-ewwel snin taç-Centru se jkollhom l-istess effett fuq gejjieni tieghu allura c-Centru ghandu ghax ihares b'wicc minn quddiem. Ix-xoghol ta' stharrig xjentifiku u fil-qasam tal-edukazzjoni tal-haddiema ghandu jghin hafna biex nilhqu l-idejal tal-partecipazzjoni - idejal li ahna lkoll nemmnu fih.

Dan ma jfissirx li b'daqshekk sibna diga t-twegibiet u s-soluzzjonijiet li kuncett bhal dan iqajjem.

Il-mixja lejn partecipazzjoni tal-haddiema hi wahda twila u ghad fadlilha hafna biex tasal fit-twettiq shih taghha. Xi zviluppi pozittivi saru u ohrajn qeghdin isiru.

Nghidu ahna l-ideja ta' rapprezen-tanza tal-haddiema permezz ta' Direttur-Haddiem li jtellghu huma stess f'elezzjoni tidher li diehla. Ezempji ta' fejn hemm direttur-haddiem mtella' mill-haddiema ghandna l-Bank of Valletta, l-Malta Shipbuilding u fis-sena 1985 kellna l-kumpanija parastatali l-Construction and General Engineering. Ukoll fl-Air Malta skond stqarrija tal-Ministru tal-Finanzi u Investiment, dalwaqt ikollha d-direttur-haddiem. Il-Ministru tal-Kummerc u Industrija waqt tahdita f'eghluq ta' Kors dwar Ekonomija Politika ssuggerixxa li wara diskussjoni mas-settur privat jintlahaq ftehim biex f'kull impriza ta' certu daqs ikun hemm mill-inqas direttur-haddiem u li parti mill-qligh tghaddi lill-haddiema bhala partecipazzjoni fil-qligh.

U ladarba qeghdin nsemmu partecipazzjoni fil-qligh ta' min ukoll isemmi li kellna xi imprizi

hawn Malta li fl-ahhar tas-sena (1985) ghadew parti milli-qligh taghhom lill-haddiema. Dan juri li d-diretturi ta' dawn l-imprizi jgharfu u japprezzaw li dak il-qligh sar possibli bil-hidma tal-haddiema.

Haga ohra li tqawwi qalb il-haddiema hija l-izviluppi godda fil-qasam tal-koperattivi. Il-Koperattiva Produtturi tal-Halib (K.P.H.) uriet bic-car li fejn hemm is-serjeta u l-ghaqda m'hemm xejn xi jfixkel koperattiva li bhal impriza ohra privata, tkun tista' tespandi fix-xoghol taghha. Infatti din il-koperattiva dahlet fi shab ma' kumpanija Awstrijaka biex tibda tipproduci l-halib li qabel kien isir mill-MMU. Il-Catering Cooperative Ltd li twaqqfet ftit inqas minn sentejn ilu, wkoll tidher li ekonomikament qieghda fuq sieq tajba u hemm prospetti ta' espansjoni fil-futur qarib.

Pass iehor pozittiv hu l-interess fil-edukazzjoni tal-haddiema li naraw madwarna. Illum il-partiti politici, l-unjons u ghaqdiet ohra qeghdin jorganizzaw programmi edukattivi. Dan juri li l-htiega ta' dan it-tip ta' edukazzjoni qieghda tinhass minn kulhadd. Forsi issa huwa l-waqt li jittfassal xi programm nazzjonali dwar l-edukazzjoni tal-haddiema li jhares fit-tul. Fi programm bhal dan ma rridux nahsbu biss dwar il-kontenut u l-ghanijiet izda nahsbu wkoll lejn min din l-edukazzjoni ghandha tigi mmirata. Jehtieg li

jkun hemm impenn ikbar f'dan il-qasam biex ma jibqax jiddependi biss fuq xoghol volontarju u part-time. Xi forma ta' ghajnuna mill-istat tghin biex qasam hekk importanti jkollu r-rizorsi mehtiega ghad-dispozizzjoni tieghu. B'hekk nkunu qeghdin naghtu kontribuzzjoni siewja lejn il-kuncett ta' 'lifelong education' - kuncett li llum hu accettat mill-pajjizi tad-dinja kollha.

Minkejja dawn il-passi pozittivi ma nistghux niftahru li saru xi zviluppi kbar fil-qasam tal-partecipazzjoni. Ghad fadliha x'nimxu. Dan ma jimpurtax wisq jekk ghandna xi pjan li jhares il-quddiem ghax xi darba naslu fejn nixtiequ.

Izda hafna drabi qeghdin nintefghu wisq fuq id-difiza bl-iskuza li ahna zghar wisq biex nippruvaw nisperimentaw. Hemm biza kbir fost x'uhud minnha li nistghu ngerxu l-investment u allura ahjar noqghodu attenti li ma mmorrux niehdu xi zball u ngherqu.

Attitudni bhal din ftit tghin halli l-partecipazzjoni tilhaq l-izvilupp shih taghha. Jehtieg ghalhekk tibdil fil-mentalita taghna biex ma nibqghux inhaddnu wirt kolonjali. Biex dan isehh jehtieg investment iktar fl-edukazzjoni u fir-ricerka. Dan hu l-iskop tal-WPDC u dan ic-Centru pprova jwettqu matul il-hames snin li ilu mwaqqaf.

Fil-5 ta' Dicembru ta' l-1985 thabbret il-mewt ta' Furtu Selvatico, il-President tas-Segretarjat tal-Haddiema tal-Partit Nazzjonalista. Furtu Selvatico kien ex-membru tal-Kunsill tat-Tarzna u ex-membru tal-Kumitat tal-Workers' Participation Development Centre. Permezz ta' din in-Newsletter nixtiequ nesprimu s-soghba taghna ghal din il-mewt hekk hesrem ta' bniedem li ghamel mill-ahjar biex jahdem ghall-idejal li kien jemmen fih.

Grafika u disinn : Paul Agius  
Photo-type setting : Edith Rizzo

## Attivitajiet ta-Centru

### Diploma Course

Id-Diploma Course fil-Labour Studies organizzat mill-WPDC flimkien mal-Fakulta tal-Management Studies dahal fil-hames u s-sitt (l-ahhar) semester tieghu. Matul il-hames semester saru studji dwar: Public Speaking and Communication; Accountancy and Financial Control waqt li fis-sitt semester kien hemm study unit wiehed dwar "Social Policy and Social Justice.

### Seminars

Fit-Tarzna saru sensiela ta' seminars għall-membri tal-KTX, shop stewards u delegati u management. Dawn is-seminars gew koordinati flimkien mac-centru mill-grupp ta' haddiema li qeghdin jiehdu sehem fid-Diploma Course. Huma ghamlu rapport li gie pprezentat lic-Chairman tal-Kunsill tat-Tarzna. F'dan ir-rapport jinkludi lista ta' punti li tqajmu waqt id-diskussjonijiet kif ukoll is-suggerimenti li saru.

Il-punti ewlenin kienu dwar.....

- (i) il-bzonn ta' aktar tixrid ta' taghrif lill-haddiema
- (ii) in-nuqqas min naha tal-haddiema li jkunu konxji tat-tifsira proprja tal-partecipazzjoni
- (iii) in-nuqqas ta' edukazzjoni adekwata min naha tar-rapprezentanti tal-haddiema li tista tfixkel ix-xoghol taghom.
- (iv) il-bzonn ta' iktar koordinazzjoni
- (v) il-fatturi li qeghdin ixekklu l-koordinazzjoni principalment huma:
  - (a) Partiggjanizmu Politiku
  - (b) Sistema mhix efficjenti bizzejjed ta' liaison
  - (c) Nuqqas ta' edukazzjoni
  - (d) Nuqqas ta' regoli cari dwar id-doveri tar-rapprezentanti tal-haddiema.

### Suggerimenti

- (i) Għandhom jittiehdu mizuri biex jinholqu relazzjoni ta' iktar fiducja bejn il-management u l-haddiema.
- (ii) Il-partiggjanizmu politiku jehtieg li jispicca.
- (iii) Edukazzjoni tal-Haddiema għandha tkun Akademika u Teknika. Ir-rapprezentanti tal-haddiema għandhom jagħmlu kors edukattiv dwar "Roles and Social Interaction"
- (iv) Biex titjib il-komunikazzjoni għandhom isiru laqghat aktar spissi bejn il-Kunsill u l-haddiema.

### I.C.P.E.

Il-progett internazzjonali ta' ricerka mniedi mill-International Center for Public Enterprises (ICPE) gewwa Ljubljana, Jugoslavia dwar il-Partecipazzjoni tal-Haddiema fuq il-post tax-xoghol taghhom dahal fit-tielet fazi tieghu. Il-WPDC kien rapprezentat f'Konferenza li nzammet fil-kwartieri ta' l-ICPE. Il-WPDC ipprezenta rapport dwar l-izviluppi fil-qasam tar-relazzjonijiet industrijali f'Malta.

### Proposti għall Commercial Partnerships Act

Il-Kumitat tal-WPDC issottometta l-proposti tieghu lil-awtoritajiet koncernati biex jigu kkunsidrati bhala amendi għal Commercial Partnerships Act.

### Zjara ta' Dr G. Kester

F'Awissu ta' l-1985 Dr G. Kester (mill-Institute of Social Studies - The Hague) zar Malta biex jipprezenta r-rapport tieghu tar-ricerka dwar il-qagħda prezenti tas-sistema tal-partecipazzjoni gewwa t-Tarzna. Dan ir-rapport hu bbazat fuq xoghol li kien għamel fl-1984. Huwa kellu laqghat max-shop stewards, membri tal-Kumitati tax-Xoghol, Il-Kunsill tat-

Tarzna, l-Ezekuttiv tat-Trade Unions u l-Management.

Hu mistenni li dan ir-rapport jigi ppubblikat din is-sena.

#### Kors ta' M.A.

Is-Sur Godfrey Baldacchino, ir-Research Assistant tal-WPDC mar L-Olanda, The Hague biex ikompli l-istudji tieghu ghall-M.A. Hu mistenni li jerga jibda x-xoghol mac-centru f'Dicembru ta' 1986 meta jtemm il-kors li qieghed jaghmel.

#### Zjara ta' Management Consultants

Grupp ta' Management Consultants mill-International Center for Public Enterprise (ICPE) zar Malta (minn 3 sa 14 ta' Dicembru) fuq stedina tal-Korporazzjoni ta' l-Izvilupp, il-Bord Centrali tal-Koperattivi u WPDC. Dawn wettqu ezercizzju ta' konsultazzjoni fit-Tarzna u ma' zewg koperattivi bl-iskop li jghinu lill-Managements isolvu problemi li jiltaqghu maghhom u jghinu lill-professional staff jizviluppaw il-kapacitajiet taghhom.

Saru wkoll intervisti, laqghat f'Ministeri, studji ta' dokumenti. Fl-gheluq ta' dan il-programm saru zewg konferenzi - wahda dwar koperattivi u l-ohra dwar il-Tarzna. Ir-rapport ta' dan l-istudju hu mistenni li jigi ppubblikat din is-sena mill-ICPE.

#### Pubblikazzjoni ta' Ktieb

Il-ktieb 'Il-Koperattivi' gie ppubblikat. F'dan il-ktieb hemm informazzjoni dwar l-izvilupp storiku tal-koperattivi u taghrif dwar kif tista titwaqqaf koperattiva. Il-ktieb jinkludi wkoll siltiet mill-Att tal-Koperattivi (1978).

Dan il-ktieb gie pprezentat lill-Ministru tal-Biedja u Sajd f'Settembru ta'1985.

#### Kumitat Rapprezentattiv

F'Ottubru l-istudenti tad-Diploma Kors hatru Kumitat Rapprezentattiv gdid. Il-membri li gew eletti kienu Egidio Grech, Lawrence Attard Bezzina, Emanuel Debono u Emmanuel Scicluna.

#### Seminar

Fil-11 ta' Jannar inzamm seminar dwar Public Speaking and Communication fil-Halland Hotel, St Andrews.

#### Il-Hames Kors "Il-Haddiem fix-Xoghol u fis-Socjeta"

Sar rapport dwar il-Foundation Course li sar bejn Frar u Gunju ta' 1985. Dan ir-rapport hu bbazat fuq it-twegibiet tal-partecipanti wara li tqassmilhom kwestjonarju.

Nofs il-partecipanti f'dan il-kors kienuhaddiema mhux ta' l-id bhal skrivani, teachers u managers. Haddiema ta' l-id kien hemm hdax waqt li tnejn ohra mill-partecipanti kienu bla xoghol.

Il-fehmiet taghhom dwar kif tmexxew il-lezzjonijiet kienu dawn:

	Tajjeb Hafna	Tajjeb -----	Hazin ----	Hazin Hafna -----
Ekonomija	40%	60%		
Sociologija	40%	54%	-	6%
Xjenza Politika	60%	40%		
Ligi	68%	32%		
Psikologija	93%	7%		

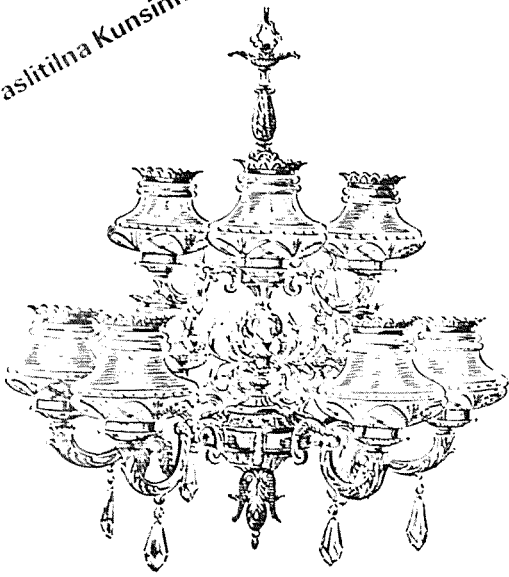
#### Xi kummenti

'Issa nista nifhem ahjar xi tfisser zvilupp ekonomiku'

'Il-lezzjonijiet gew moghtija b'mod xjentifiku u bilancjat'

'Imissu kien hemm iktar hin ghad-diskussjoni'.

Waslitilna Kunsinna għida



## APAP & DINGLI LTD.

Importers, Exporters & Manufacturers.

Showrooms:  
Shop 56, Ixtri Malti,  
Merchants Street, Valletta.  
Tel: 620174

54, Cannon Road, St. Venera  
Tel: 220168/444559/491453

NEW SHOP  
721, High Street, Hamrun. (opposite Broad Street)

*Navzaw li din hija l-unika ditta f'Malta li toffri servizz ta' tindif u tiswija fuq linef, fanali, lampshades, kandilabri w oggetti tar-ram jew bronz. Għal dan is-servizz il-kumpanija toffri stima minghajr obbligazzjoni.*

Hinijiet: 9am — Nofsin-nhar  
4pm — 7pm



**E.C.B. LIMITED**

### Hofbauer Collection

24% PbO Lead Crystal

MADE IN W. GERMANY



**BIRDS SERIES**  
A wide selection in stock



3-4 Sulphur Lane, Blata-I-Bajda. Tel: 625704  
Bisazza Street, Sliema. Tel: 336648





Ittra lil l-Istampa

8.8.85

The Times

### SOCIAL SCIENCE COURSE

*From Mr. Paul Bonnici Jr.*

Sir, — On behalf of all the participants in the three-month course "The Maltese worker at work and in society", I would like to express my thanks and appreciation to the organizers.

This course, which was held at the University of Malta, aimed at giving the participants a basic knowledge of social science. The subjects covered were Sociology, Economics, Psychology, Law and Political Science. There has been a unanimous agreement among all the participants that this aim was fulfilled, for this course managed to make us more aware and analytical of the world around us.

This is due not only to the professional and lucid way in which the lectures were conducted, but also to the fact that we were continuously urged to give our views during the lectures. We were thus able to relate the theories expounded by the lecturers to our own experiences. We were far from being a passive audience.

I only hope that the organizers of this course will keep up the good work so that other people will have this same opportunity of enriching their experience.

Yours truly,  
P. BONNICI JR.  
Birkirkara.

Din l-istess ittra dehret fil-Weekend  
Chronicle ta' 2 ta' Novembru 1985

#### Zjara ta' studenti fit-Tarzna

Grupp ta' studenti tar-raba' sena mid-Dipartiment tal-Management Studies ta' l-Universita' ta' Malta ghamlu 'study visit' fit-Tarzna ta' Malta fit-23 ta' April 1986. Dan sar bhala parti mill-istudju taghhom dwar ir-relazzjonijiet industrijali. Wara li gew moghtija l-isfond storiku ta' l-izvilupp ta' l-impriza, l-istudenti ghamlu zjara madwar it-Tarzna. Saret ukoll diskussjoni dwar "Ir-Relazzjonijiet Industrijali fis-sistema ta' Self-Management fit-Tarzna".

Din iz-zjara saret bil-koperazzjoni shiha tal-Kunsill tat-Tarzna, tal-WPDC u ta' l-haddiema/studenti mit-Tarzna li qeghdin jiehdu sehem fil-kors ta' diploma fl-Istudji Socjali (Labour).

Fil-publikazzjoni ta' l-Association of Students of Management Studies 'In Touch' Numru 37, l-istudenti sqarrew li din iz-zjara kienet ta' beneficcju ghalihom u wrew l-apprezzament taghhom.

### Fil-Qasam tal-Partecipazzjoni

#### 2.7.85 Twaqqif ta' Koperattiva

Il-Ministru tal-Biedja u Sajd habbar zvilupp importanti li mistenni jsehh fl-Iskola tal-Biedja Danny Cremona. Il-Ministru qal li hemm hsieb li titwaqqaf Koperattiva tal-Biedja li tkun maghmula minn membri li barra li jkunu bdiewa jkunu jafu diversi snajja bil-ghan li kemm jista jkun din tkun tista taqdi l-htigijiet taghha minghajr ghajnuna minn barra.

#### 2.7.85 Progress fil-Partecipazzjoni

Is-sur Vincent Esposito ghamel diskors fil-25 sessjoni tal-Konferenza Internazzjonali dwar ix-Xoghol organizzata mill-Ghaqda Dinjija tax-Xoghol (ILO). F'dan id-diskors is-Sur Esposito qal li f'Malta sar progress kbir fil-partecipazzjoni tal-haddiema fit-Tmexxija ta' l-azjenda u llum ghadd ta' haddiema nhatru jew gew eletti fil-bordijiet tad-diretturi ta' bosta kumpaniji jew korporazzjonijiet.

#### 3.7.85 Sehem mill-Qligh

Il-kumpanija ROTOS ZIRAYIA tat bonus ta' Lm520 lill-impjegati kollha taghha bhala sehem taghhom mill-qligh li l-kumpanija ghamlet matul 1984.

#### 4.7.85 Bonus lil-Istudenti

Il-Ministru tal-Biedja qassam bonus ta' Lm2,000 lil-110 studenti fl-iskola tal-Biedja "Kelinu Galea" fix-Xewkija Ghawdex. Dan il-bonus kien parti mill-qligh li sar mill-bejgh ta' prodotti agrikoli li pproducew l-istudenti fl-ewwel sitt xhur tas-sena skolastika.

#### 13.9.85 Mozzjoni favur il-Partecipazzjoni Mozzjoni Nru 21: Konferenza Nazzjonali Bijennjali tal G.W.U. (1985-87)

Din il-konferenza Nazzjonali

Bijennjali tad-Delegati tal-GWU tirrik-komanda lill-Kunsill Nazzjonali tal-GWU sabiex jahtar kummissjoni halli flimkien mal-Gvern Soċjalista tikkunsidra l-progress li sar fil-qasam tal-partecipazzjoni tal-haddiema u x'ghandu jsir biex din tinfirex aktar fis-setturi kollha fejn dan jist jsir. [Proposta mill-Kumitat Eżekuttiv tat-Taqsima Servizzi Pubblici]

Din il-mozzjoni giet diskussa fil-laqgħa tal-Konferenza Nazzjonali 1985-87 tal-GWU fl-4 ta' Frar. Is-sur James Pearsall qal li wasal iz-zmien li l-partecipazzjoni tal-haddiema ma tibqax biss fit-Tarzna.

Is-sur Joe Psaila qal li biex il-haddiem ikollu s-sahħa, irid ikollu mill-inqas nofs il-membri tal-bord mahtura minnu. U jirraprezentaw direttament lilu.

Is-sur Mike Pace qal li l-fatti juru li l-haddiema kapaci jmxexxu u bhala eżempju semma l-haddiema tal-Casino li wrew li meta mexxew huma kienu kapaci jahdmu gimgha ta' hamest ijiem u jiehdur paga shiha..

Is-Sur Sammy Meilaq qal li l-haddiem għandu x'joffri lill-kumpanija daqs l-istess manager u hija hasra li rizors daqshekk vast għall-haddiema jintilef għax ma jiehdur sehem fid-decizjonijiet tat-tmexxija tal-fabbrika u postijiet tax-xogħol

Is-sur Salvu Portelli qal li jemmen li fuq il-Bord tad-Diretturi għandu jkun hemm 50% li jirraprezentaw lill-haddiema u c-Chairman ikun impjegat full-time.

Dr Reno Borg qal li jekk hemm problemi ekonomiċi fit-tarzna, dan zgur li mhux tort tal-partecipazzjoni tal-haddiema.

Is-sur Charles Zahra ppropona li jkun 'hemm tip ta' edukazzjoni mid-Dipartiment tar-Ricerka tal-GWU li tghallim il-funzjonijiet industrijali li jghaddu minnhom kontinwament shop stewards u delegati.

Din il-mozzjoni għaddiet  
(Orizzont 5 ta' Frar 1986)

#### 6.10.85 Stedina lill-Unjons

Fl-ewwel sessjoni tal-konferenza nazzjonali bijennjali tal-GWU l-Prim Ministru għamel stedina lit-trade unjons l-oħra li jixtiequ jiehdur l-piz fit-tmexxija tal-pajjiz.

10.10.85 Is-CMTU wiegbet lill-Gvern u qalet li lesti li jisthargu kull possibilta fejn is-sehem tagħhom jista jkun ta' siwi għall-pajjiz u għall-haddiema.

25.10.85 Is-Segretarju Amministrattiv fi twegiba li baġat lis-CMTU f'isem il-Gvern qal li l-Gvern lesti li jiftah diskussjonijiet mas-CMTU jekk jigi konfermat li s-CMTU taqbel fil-principju li taqsam il-piz u r-responsabilta tat-tmexxija.

15.11.85 Is-CMTU fi twegiba tagħhom qalu li lesti li jagħmlu l-parti tagħhom izda kollox jiddependi jekk tezistix fiducja.

#### 9.11.85 Direttur-Haddiem - Malta Shipbuilding Co. Ltd

Is-sur Paul Farrugia membru tat-Taqsima tal-Metall (Drydocks) tal-GWU gie elett Direttur biex jirrapresenta lill-haddiema shabu fuq il-Bord tad-Diretturi tal-Malta Shipbuilding Co. Ltd. Fil-votazzjoni għal din il-hatra ta' Direttur/Haddiem kien hemm 819 il-vot eligibbli. Voti mitfugħa kien hemm 672, Voti Validi 612 Voti invalidi 60. Paul Farrugia gie elett b'374 vot. Huwa ha l-post tas-Sur Anthony Busuttil, Segretarju tat-Taqsima tad-Drydocks (Metall) tal-GWU li f'Awissu ta' 1986 gie nominat mill-Korporazzjoni Maltija ta' l-Izvilupp bhala direttur għan-naha tal-haddiema fuq bazi temporanja sakemm issir l-elezzjoni.

#### 13.11.85 Kumitati tax-Xogħol

Il-Prim Ministru fi twegiba għal-mistoqsija Parlamentari qal li l-Gvern m'abbandunax il-'policy' ta' Kumitati tax-Xogħol

#### 15.11.85 Il-K.P.H.

Il-Koperattiva Produtturi tal-Halib (K.P.H.) dahlet bi shab mal-Korporazzjoni ta' l-Izvilupp u kumpanija Awstrijaka fit-Tmexxija ta' l-impriza għall-bejgħ tal-halib (M.M.U.)

7.12.85 Direttur Haddiem fil-Bank of Valletta

Ghar-raba' darba konsekuttiva s-Sur Joe Esposito rega gie elett mill-haddiema bhala Direttur-Haddiem fil-Bank of Valletta.

21.12.85 Direttur Haddiem fl'Air Malta

Id-Deputat Prim Ministru u Ministru tal-Finanzi u Dwana habbar li ghall-ewwel darba fil-grajja tal-linja nazzjonali ta' l-ajru hu mistenni li jinhatar haddiem biex jirraprezenta lil shabu fil-Bord tad-Diretturi ta' l-Air Malta.

21.12.85 Bonus Addizzjonali

Il-haddiema tal-Catering Cooperative Ltd - koperattiva li twaqqfet f'Dicembru ta' 1984 gew moghtija bonus addizzjonali ta' Lm42 barra dak ta' Lm58 kif stabbilit mill-ligi tal-Gvern. L-istess ammont ta' bonus addizzjonali kien inghata lil dawn il-haddiema f'Gunju 1985.

28.12.85 Il-Haddiema tal-Banek Maltin gew moghtija bonus ta' Lm25 kull wiehed wara ftehim li ntlahaq bejn l-STPSA u l-awtoritajiet tal-Banek

Direttur Haddiem

B'vot sigriet il-haddiema tal-kumpanija parastatali Construction and General Engineering tellghu wiehed minn shabhom il-haddiema biex jirraprezenthom fuq il-Bord tad-Diretturi. Is-sur Martin Grasso li jahdem bhala skrivan u huwa wkoll membru tal-GWU Group Committee ta' din il-kumpanija irnexxielu jgib l-iktar numru ta' voti.

Din kienet l-ewwel darba li l-haddiem jigi elett demokratikament peress li qabel il-kumpanija kienet tinnomina il-haddiem direttur u wara jigi approvat mill-Ministru Parastatali u Investment tal-Poplu.

Labour Post Issue No.37  
March 1986

Ix-Xoghol tax-Shop Stewards

Fid-diskussjoni fi gruppi li saret fis-seminar ghal haddiema tat-Tarzna gewwa Hal Ferh nhar 19 u 20 ta' Frar 1986 hargu hafna punti validi dwar ix-shop steward. F'dan ir-rapport fil-qosor hawn il-punti principali li hargu minn dawn id-diskussjonijiet.

Kwalitajiet mehtiega ta' shop steward

Ix-shop steward ghandu jkun bniedem...

- (a) mimli b'kunfidenza fih innifsu u konvint mis-sistema tal-partecipazzjoni
- (b) dispost li jisma' lil dak li jkun u fl-istess hin kuraggjuż bizzejjed li jekk ikollu kaz li mhux genwin jghid lill-membru koncernat li m'ghandu kaz.
- (c) li lest li johloq mezz ta' armonija u jzommu djalogu kontinwu mal-membri
- (d) ta' ezempju ta' onesta', bzulija u mparzjalita
- (e) ta' integrita u serjeta u ma jahrabx mir-risponsabilita' (anke dik li jheggeg ghal aktar produttivita)

Dmirijiet u Doveri

- (a) Izomm relazzjonijiet tajba mal-Management u jinsisti ghal-koperazzjoni aktar serja mill-Management
- (b) Jinsisti li kemm il-livell tekniku u edukattiv tad-dipartiment tieghu jkun ta' l-oghla livell possibli
- (c) Iwiegeb ghas-sejhat kollha li tista' taghmillu t-taqsima.
- (d) Jaghti l-ghajnuna mehtiega lill-amministrazzjoni tat-taqsima.

- (e) Jaghti s-servizz tieghu lil kull membru
- (f) Jinvolvi ruhu f'kazijiet ta' welfare meta jigi mitlub.
- (g) Ma jiehux decizjonijiet arbitrarji

#### Diffikultajiet

- (a) Kultant jigi njonat mill-Manager u jigi rrangat kaz min wara dahru.
- (b) Nuqqas ta' 'guidelines' cari dwar ir-roles u d-doveri
- (c) It-twaqqif tal-Kumitati tax-Xoghol (KTX) li holoq 'dual role' ghax shop steward
- (d) It-tentazzjoni tal-haddiema li juzaw lil-KTX flok ix-shop steward
- (e) Ix-shop steward ma jigix infurmat mill-bidu nett izda meta l-kaz ikun fi stadju avanzat
- (f) Il-mentalita tradizzjonali ta' certu haddiema

#### Suggerimenti

- (a) Ix-shop steward ghandu jaghmel ix-xoghol kollu sa' livell ta' Department Manager
- (b) Ma jiehux decizjonijiet arbitrarji u jzomm kuntatt kontinwu ma l-amministrazzjoni tat-taqsim
- (c) Dwar is-sehem tax-shop steward fil-KTX ma kienx hemm qbil bejn il-gruppi. Waqt li grupp qal li ghandu jkollu 'observer status' grupp iehor kien tal-fehma li jara iktar vantaggi milli zvantaggi bid-dhul tax-shop steward fil-KTX.

-----000-----

L-"Office Representative/Shop Stewards" huma l-qofol tas-success ta' kull Trejd unjon. Dawn huma r-rappresentanti tal-Unjon fuq il-post tax-xoghol. Il-hidma u l-imgieba taghom ghandhom ghalhekk effett enormi fuq is-success jew le, u fuq l-'image' tajjeb jew hazin tal-Unjon. Huma l-"front-liners"

u l-"link" dirett bejn il-Unjon u l-membri fuq il-post tax-xoghol. Il-UHM dejjem gharfet u rrikonoxxiet l-importanza ta' dawn il-militanti - difensuri tal-haddiema. Hu propju ghalhekk li dejjem tajna mportanza kbira lill-"Office Representative/Shop Stewards."

UHM Insejhulkom Marzu 1986

#### X'gara

13.7.85 Il-Federazzjoni ta' l-Ghaqdiet taz-Zghazagh Maltin (F.Gh.Z.M) li tigbor fiha 22 ghaqda ta' zghazagh Maltin organizzat sensiela ta' seminars b'suggetti topici bil-ghan li mir-rapporti li johorgu minnhom tkun tista' taghmel memorandum dwar kif jahsbuha z-zghazagh.

13.7.85 Il-Kamra tal-Kummerc organizzat is-seba' kors taghha dwar 'Il-Principju tal-Kummerc'.

21.9.85 Bi ftehim mall-Management tal-Kumpanija Intex Hosier Ltd it-taqsim Tessuti, Hwejjeg u Gild tal-GWU qablet permezz taz-zewg shop-stewards taghha li tiehu sehem f'kors b'sensiela ta' lectures dwar ir-relazzjonijiet industrijali. L-ghan tal-kors kien li l-haddiema, supervisors u ufficjali tal-kumpanija flimkien jifhmu ahjar lil xulxin.

29.9.85 Waqt laqgha tat-Taqsima tal-Metall tal-GWU gie mwaqqaf il-Kumitat Centrali tal-Haddiema tal-Garaxxijiet li jimportaw il-karozzi fi hdan din it-Taqsima. Is-segretarju tat-Taqsima qal li permezz ta' dan il-kumitat il-haddiema se jiksbu aktar ghaqda shiha bejniethom ibbazzata fuq l-isbah spiritu ta' solidarjeta.

30.9.85 Matul is-sena 1984/85 in-numru ta' haddiema msehbin f'unjon zdieb b'5,863. Dawn huma c-cifri ufficjali tat-T.U. ewlenin mahruqa fl'Annual Report by Registrar of Trade Unions" (Government Gazette Sept. 1985)

<u>Unjons</u>	<u>1981/84</u>	<u>1984/5</u>
G.W.U.	28,141	30,528
U.H.M.	12,456	15,821

	1981/84	1984/5
M.U.T.	3,452	3,675
M.U.B.E.	1,005	988
Ghaqda Haddiema Bluebell	412	275
Unjon Impjegati Simonds Farsons Cisk	305	312
Union of Government Licenced Tourist Guides	179	109
Lotto Receivers Union	159	160
M.A.M. - The Medical Union	117	109
Ghaqda (Union) - Ufficjali Anzjani tat- Tarnza (DSESU)	87	86
Union of Assistant Chemists	59	59
Airline Pilots & Flight Engineers Union	29	31
Kamra ta' l-Ispizjara - Trade Union	33	70

7.11.85 Il-Kumitat Eżekuttiv tat-Taqsima Servizzi Pubblici tal-GWU stampa ktieb li jigbor fih l-Estacode - ir-regolamenti tal-kundizzjonijiet tax-xoghol tal-haddiema mpjegati mal-Gvern.

9.11.85 Delegazzjoni gholja mill-Amministrazzjoni Centrali tal-GWU kellu laqgħa ma ufficjali tal-FOI li fiha gew diskussi materji li huma ta' nteress komuni ghaz-zewg nahat.

21.11.85 Il-M.U.T. organizza programm ta' attivitajiet f'egħluq is-66 anniversarju mit-twaqqif tagħha.

21.11.85 Is-C.M.T.U. għamlet diversi proposti lill-Gvern biex jigu kkunsidrati fil-Budget ta' 1986. Fost dawn il-proposti kien hemm: It-tnehhija tal-freeze fuq il-paga u revizjoni radikali tas-"ceiling" ta' Income Tax.

23.11.85 L-Assocjazzjoni ta' Min Ihaddem flimkien ma' L-Ghaqda Internazzjonali tax-Xoghol (I.L.O.) organizzaw seminar ta' tlett ijiem dwar il-harsien tas-sahha u s-sigurta' fuq il-post tax-xoghol. Għal dan is-seminar attendew 54 delegat mill-Gvern, il-General Workers Union, L-Assocjazzjoni ta' Min Ihaddem u l-Konfederazzjoni tat-Trade Unions. L-I.L.O. kienet rappreżentata minn K.S. Selvig, Direttur tal-Konfederazzjoni ta' Min Ihaddem tan-Norvegja u D.H. Brown konsulent ta' l-Ghaqda Dinjija tas-sahha.

3.12.85 Il-vapur lussuz tal-passiggieri Cunard Princess hareg mit-Tarnza ta' Malta wara li x-xoghol kbir u estensiv li kellu jsir fuq tlesta skond il-kuntratt. Dan il-vapur dahal it-tarnza fit-3 ta' Novembru.

#### Shubija fi Trade Unjon

6.8.85 Il-maggoranza kbira tal-haddiem mall-kumpanija Panta Lesco Ltd issiehbu fil-U.H.M.

22.8.85 Il-haddiema kollha mpjegati mad-Deal Company Ltd dahlu membri fil-G.W.U.

26.10.85 Il-haddiema mpjegati mad-ditta A. & A. Petroni jissiehbu membri fil-G.W.U u gew organizzati fi hdan it-Taqsima tal-Metall.

31.12.85 It-Top Ltd accettat li tirriko-noxxi lill-G.W.U. bhala rappreżentanza tal-maggoranza tal-haddiema.

4.12.85 Fi-Press Release li harget il-G.W.U. qalet li s-shubija fil-G.W.U. fil-fabbrika Heidemann Sportwear Ltd lahqet sew aktar min nofs tal-haddiema ndustrijali u għalhekk insistiet mal-Management li jikkoncedi l-għarfien tagħha.

#### Hatriet

1.7.85 Fil-Konferenza generali bijennjali ta' l-S.T.P.S.A. is-Sur Charles Cassar

gie elett segretarju ta' din it-taqsim  
flok is-Sur Brincou li rtira

1.7.85 Is-sur Louis A. Farrugia  
nhatar president tal-Konfederazzjoni  
ta' l-Industrija Privata (COPE) minflok  
is-sur J.A. Gasan li sar Vici President.

30.8.85 Ghall-ewwel darba fl-istorja  
tal-G.W.U. membru mara nhatret  
bhala vici president ta' Taqsima. Din  
hija Josephine Sultana li nhatret  
vici-president tat-Taqsima tat-Tessuti  
tal-G.W.U. waqt konferenza generali  
ta' l-istess taqsima.

5.10.85 Is-sur Angelo Fenech haddiem  
tat-Tarzna gie mahtur President  
tal-G.W.U. mill-Konferenza Nazzjonali  
Bijennjali 1985/87 tad-Delegati tal-  
G.W.U. F'din l-istess konferenza  
is-sur Harold Walls gie mahtur bhala  
Deputat Segretarju Generali (Internazz-  
jonali) u s-sur Jack Calamatta bhala  
Deputat Segretarju Generali Designate  
(Taqsimiet).

17.9.85 Is-sur Maurice Agius, Segre-  
tarju ta' l-Union Haddiema Maghqudin  
gie elett ghat-tielet darba konsekuttiva  
bhala Vici President tal-Kumitat  
Ezekuttiv ta' l-European Federation  
of Public Service Employees (EURO  
FEDOP)

27.12.85 Is-sur Alfred Vella gie  
mahtur bhala segretarju ta' Taqsima  
Servizzi Pubblici tal-G.W.U. fil-Konfer-  
enza Generali Bijennjali ta' din it-Taq-  
sima. Bhala president ta' din it-taqsim  
gie mahtur is-sur James Pearsall.  
Dawn iz-zewg kandidati qed isegwu  
id-diploma kors fil-Labour Studies  
imniedi mic-Centru (WPDC).

Is-sur Ronnie Pellegrini gie  
mahtur segretarju tat-Taqsima tal-  
Metall.

Is-sur Joe Sapiano gie mahtur  
president tat-Taqsima Drydocks  
(Metall).

Is-sur Maurice Zarb Adami

nhatar president ta' l-Association of  
General Retailers and Traders' Union  
(G.R.T.U.) f'laqgha generali tal-Kunsill  
Ezekuttiv ghal 1986.

#### Ftehim Kollettiv bejn:

5.7.85 It-Taqsima tal-Metall GWU u  
Mekkanika Ltd li tiffirma parti mill-Gasan  
Group of Companies. Dan kien l-ewwel  
Ftehim Kollettiv. Permezz ta' dan il-ftehim  
gie mwaqqaf Health & Safety Committee  
mill-haddiema u mill-management

9.7.85 It-Taqsima tal-Metall tal-GWU u  
Asco Ltd (Rivedut u mgedded ghal perijodu  
ta' tlett snin)

16.7.85 It-Taqsima tal-Metall tal-GWU u  
l-Mobile Marine Ltd. Il-kumpanija qablet  
li terga timpjega haddiem li kien sospiz u  
thallsu tal-perijodu li fih kien sospiz.

18.7.85 It-Taqsima tal-Metall tal-GWU u  
l-Kumpanija Polymetrics Inc. li tmexxi  
l-impjanti tar-Reverse Osmosis f'Ghar  
Lapsi u l-Marsa.

30.7.85 It-Taqsima tal-Metall tal-GWU u  
Merit Werke (Malta) Ltd. Fost il-benefic-  
cju li rebhu l-haddiema hemm zieda fil-bene-  
ficcju mill-fond socjali tal-kumpanija.

2.8.85 It-Taqsima tal-Metall tal-GWU u  
Forestals Ltd. F'dan il-ftehim gie diskuss  
ukoll il-qagħda general tal-kumpanija.

6.8.85 It-Taqsima Lukandi, Restoranti u  
Ikel tal-GWU u l-Corinthia Group of  
Companies.

7.8.85 It-Taqsima Lukandi Restoranti u  
Ikel tal-GWU u l-United Macaroni

14.8.85 It-Taqsima Kimika u Haddiema  
Generali tal-GWU u d-Domestica Limited  
- Jipprovdi għall-ewwel darba li għal kull  
gurnata sick leave li ma ttiehidx matul  
kull sena kalendarja l-haddiema jingħataw  
bonus għaliha.

17.8.85 It-Taqsima Kimika u Haddiema Generali tal-GWU u Flower Products Ltd. Għall-ewwel darba gew imdahlha Danger Allowance, Abnoxious Allowance u Driving Allowance.

24.8.85 It-Taqsima Supervisory, Technical and Professional staff Association (STPSA) tal-GWU u l-Management tal-Korporazzjoni ta' l-Izvilupp.

6.9.85 It-Taqsima Lukandi u Restoranti u Ikel tal-GWU u l-Kumpanija Supplies Ltd operaturi tal-Lukandi Caledonia u Ascot

28.9.85 It-Taqsima Kimika u Haddiem Generali tal-GWU u l-Kumpanija Dalli Bros. għall-haddiema fl-impjant Concrete Mix ta' din il-kumpanija

13.10.85 It-Taqsima u Haddiema Generali tal-GWU u l-Management tal-Kumpanija Crafts Creation.

15.10.85 It-Taqsima Kimika u Haddiem Generali tal-GWU u l-Kumpanija Marsa Plastics

3.11.85 It-Taqsima Kimika u Haddiema Generali tal-GWU u l-Kumpanija Pearl Paints Mediterranean Ltd.

4.11.85 It-Taqsima Lukandi Restoranti u Ikel tal-GWU u Square Deal & Drycleaning

7.11.85 It-Taqsima Lukandi, Restoranti u Ikel tal-GWU u l-Management tal-Phoenicia Laundry & Drycleaning

1.12.85 It-Taqsima Kimika u Haddiem Generali tal-GWU u l-Kumpanija Pharmamed Ltd.

3.12.85 It-Taqsima tal-Metall tal-GWU u Plitz Ltd.

5.12.85 It-Taqsima Lukandi Restoranti u Ikel tal-GWU u l-Kumpanija Andrews Feeds (Malta) Ltd.

12.12.85 It-Taqsima Lukandi, Restoranti u Ikel tal-GWU u l-Kumpanija Supplies Limited

20.12.85 It-Taqsima Kimika u Haddiema Generali tal-GWU u Agio Tobacco Ltd.

29.12.85 Gie iffirmit ftehim bejn STPSA tal-GWU u l-Management tal-Bank of Valletta li permezz tiegħu saret revizjoni tal-kundizzjonijiet generali tax-xogħol.

### Kwistjonijiet Industrijali

6.7.85 F'laqgħa bejn it-Taqsima Tessuti Hwejjeg u Gild tal-GWU u s-sid tal-kumpanija Germaniza Mako Garments Ltd gie deciz li n-negozjati jigu sospizi minhabba problemi serji li qiegħda thabbat wicċha magħha l-kumpanija

10.7.85 Membri tal-UHM fil-Kumpanija Menrad waqfu mix-xogħol sagħtejn qabel il-hin normali fuq direttiva tal-unjon. Din l-azzjoni ndustrijali ttieħdet biex il-unjon tkompli tippressa t-talb tagħha għal 'sole recognition' fil-kumpanija.

17.7.85 Delegazzjoni mill-UHM kellha laqgħa mas-Segretarju Amministrattiv dwar il-kundizzjonijiet generali fis-servizz pubbliku. Il-unjon qalet li z-zewg nahat esprimew idejat kostruttivi fuq is-Servizz Generali partikolarment ir-reklutagg u l-promozzjonijiet.

19.7.85 Il-Management tal-Kumpanija Intex Hosiery Ltd u l-Amministrazzjoni tat-Taqsima Tessuti, Hwejjeg u Gild tal-GWU qablu dwar l-implimentazzjoni b'effett retroattiv fl-agġustament tal-btala specjali ta' hamest ijiem għall-haddiema li jizzewgu.

30.7.85 Tilwima ndustrijali bejn it-Taqsima Tessuti Hwejjeg u Gild tal-GWU u l-Management tal-fabbrika Marque Noire li kellha titressaq quddiem it-Tribunal Industrijali ghas-smiegh giet irrangata bi ftehim bejn iz-zewg partijiet. Il-haddiem li gie mkecci rega' nghata x-xoghol mal-kumpanija bl-istess paga li kellha qabel ma bdiet it-tilwima.

7.8.85 Il-Management ta' Austria Tabak zammu laqgha maz-zewg Unjons (GWU u l-UHM) biex tinstab soluzzjoni halli tinhall it-talba kontroversjali ghall-gharfien billi ssuggerixxa li ghal perijodu sa l-ahhar tas-sena l-GWU tirrapprezenta l-haddiema mhux industrijali.

10.8.85 Numru ta' haddiema fil-Malta Shipbuilding tal-Marsa waqfu mix-xoghol bhala protesta kontra decizjoni tal-Management dwar fi x'hin ghandhom jieqfu mix-xoghol.

20.8.85 It-Taqsima Haddiema fl-Isptarijiet ta' l-UHM tat direttiva lis-supervisors kcernati kollha fl-Isptar Monte Carmeli li jirrifjutaw li jiehdur-responsabilita tal-konsenja tal-hwejjeg li jidhlu u johorgu mis-Central Laundry ta' l-istess sptar sakemm ikunu eliminati d-diffikultajiet kollha li jezistu.

23.8.85 It-Taqsima Kimika u Haddiema Generali tal-GWU u l-kumpanija Guillaumier Industries qablu li jwaqqfu Health & Safety Committee bil-ghan li dan jara li l-ambjent fil-post tax-xoghol ikun hieles minn kull periklu u li jittiehdu u jigu osservati l-mizuri kollha ghat-tharis tas-sahha tal-haddiema.

23.8.85 Il-Unjon Haddiema tal-Banek (MUBE) talbet lill-Ministru tax-Xoghol biex issejjah laqgha ta' conciljazzjoni bejn il-unjon u l-management tal-Bank of Valletta minhabba li tezisti kwistjoni ndustrijali

24.8.85 Intlahaq ftehim bejn il-Corinthia Palace Hotel u t-Taqsima Lukandi, Restoranti u Ikel tal-GWU biex il-haddiema jergghu jaqilbu fuq gimgha ta' erbghin siegha u jibdedw jithallsu s-sena kollha fuq erbghin siegha fil-gimgha.

2.9.85 Il-Unjon tal-Muzicisti pprotestat kontra l-ingagg ta' muzicisti barranin ghall-entertainment lokali

10.9.85 Delegazzjoni tas-CMTU kellha laqgha mas-segretarju Amministrattiv li fiha gew diskussi l-mili ta' vakanzi fid-Dipartimenti Governattivi u organizzazzjonijiet parastatali, l-kontribuzzjoni tan "National Insurance" tal-haddiema li jirtiraw mis-servizz mas 60 sena, u proposti li jolqtu x-xoghol fit-settur privat.

16.9.85 Is-Segretarju tat-Taqsima Settur Privat tal-UHM kellha laqgha mal-General Manager tal-Menrad Ltd li fiha gew diskussi xi problemi u lmenti li qed jiffaccjaw haddiema tal-Kumpanija f'xi sezzjonijiet minhabba xi tibdil li ghamlet u ghadha qed taghmel il-Kumpanija.

17.9.85 Haddiema membri tal-GWU ghamlu "sit-in" strike fil-Lukanda Hilton International San Giljan wara li gie ordnat tibdil f'shift ta' haddiema.

25.9.85 It-Taqsima tal-Metall tal-GWU tat direttiva lill-haddiema ta' Gasan Enterprises Ltd biex jahdmu "work-to-rule". Il-kwistjoni kienet fuq tkeccija mix-xoghol ta' skrivan.

30.9.85 Delegazzjoni ta' UHM kellha laqgha mal-Ministru tax-Xoghol li fiha gew ittrattati dawn l-erba suggetti: id-dewmien ta' smiegh ta' kazi mressqin lit-Tribunal Industrijali; ir-Rapprezentazzjoni ta' haddiema quddiem it-Tribunal Industrijali; il-kontroll definit tax-xoghol u l-festi pubblici li jigu fi granet mhux tax-xoghol.



2.10.85 Sitt-teachers ghamlu talba lill-qorti biex tordna lid-direttur ta' l-edukazzjoni jhallsu hom l-ammont ta' flus li giet immnaqqsa mill-bonus lilhom.

3.10.85 Wara negozjati bejn STPSA u l-Mediterranean Insurance Brokers intlahaq ftehim dwar revizjoni generali tal-hinjiet tax-xoghol.

4.10.85 Tilwima ndustrijali bejn it-Taqsima Tessuti Hwejjeg u Gild tal-GWU u l-Kumpanija Marque Noire Ltd. intemmet permezz ta' kompromess accettabli ghaz-zewg nahat. It-tilwima kienet inqalghet meta l-Managing Director impona "time off in lieu" fuq il-haddiema minflok li jhallas 22 siegha sahra li kienu nhaddmu fix-xahar ta' Settembru.

7.10.85 Il-GWU kellha laqgħa mas-Segretarju Amministrattiv f'Kastilja fejn giet diskussa d-dixxiplina militari fic-centru tal-komunikazzjoni fl-ajruport.

15.10.85 Il-P.R.O. tal-GWU talab l-intervent tad-direttur tal-kumpanija Lloyd Shoe Manufacture Ltd halli jitnaqqsu d-differenzi bejn il-GWU u l-management lokali tal-fabbrika dwar it-talba fil-kundizzjonijiet tax-xoghol tal-haddiema permezz ta' Ftehim Kollettiv

17.10.85 Fi stqarrija li dehret fl-istampa ta' 17 ta' Ottubru l-GWU qalet li kienet lahqet ftehim ma' Heidemann Sportwear dwar il-procedura ta' hlas lill-haddiema

Fi stqarrija li dehret fl-istampa ta' 22 ta' Ottubru, it-taqsima Settur Privat ta' UHM sostniet li kienet hi li lahqet dan il-ftehim.

20.10.85 Il-MUBE talbet lill-Ministru tax-Xoghol biex ipoggi l-hafna tilwim li ghandhom mall-management tal-Bank of Valletta quddiem it-Tribunal Industrijali għal arbitrazzjoni.

24.10.85 Intemmet is-sistem ta' "time-off in lieu" fit-Tarzna

29.10.85 Is-Segretarju tat-Taqsima Tessuti Hwejjeg u Gild tal-GWU gibed l-attenzjoni tal-Managing Director dwar in-nuqqas ta' informazzjoni u konsultazzjoni mat-Taqsima u z-zewg shop stewards li jirraprezentawha.

29.10.85 Mozzjoni Numru 10 ta' Grupp Committee Skrivani Grade I ta' l-UHM għamlet seġha biex tintemm l-iffrizar tal-pagi.

6.11.85 Wara ftehim li ntlahaq mall-Management mat-Taqsima, Lukandi, Restoranti u Ikel tal-GWU l-haddiema tal-kumpless turistiku Mistra Village mit-Tnejn 4 ta' Novembru regghu bdew jahdmu gimgha shiha ta' 40 siegha xoghol fuq hamest ijiem.

11.11.85 Saret laqgħa kordjali dwar il-qagħda in generali tal-haddiema fl-isptarijiet bejn it-Taqsima Haddiema fl-Isptarijiet ta' l-UHM u l-Ministru tas-Sahha.

18.11.85 Il-Moviment Ghalliema Magħqudin (MUT) għamel rappreżentazzjoni lill-Ministru ta' l-Edukazzjoni dwar il-mili ta' għadd ta' postijiet vakanti f'diversi livelli fid-Dipartiment ta' l-Edukazzjoni.

26.11.85 Il-Moviment tal-Banek Magħqudin (MUBE) fi stqarrija dwar il-promozzjonijiet li nġhataw fil-Mid-Med Bank ilmentat dwar l-ingustizzji kontra haddiema b'servizz twil u effiċjenti.

3.12.85 Waqt laqgħa bejn is-Segretarju tat-Taqsima Tessuti, Hwejjeg u Gild tal-GWU u l-Management tal-fabbrika Camalex gew eliminati diskrepanzi fil-pagi ta' xi haddiema tal-fabbrika li kienu ilhom jezistu minn qabel ma' l-haddiema gew organizzati fil-Unjon

3.12.85 It-Taqsima Servizz Generali ta' l-UHM kellha laqgħa mas-Segretarju

Amministrattiv li kien akkumpanjat minn diversi ufficjali ta' l-establishments. Fost is-suggetti diskussi kien hemm il-promozzjonijiet u r-reklutagg; il-haddiem fl-impriza tal-Bejgh tal-Halib; il-htiega biex titjib l-image tas-Settur Pubbliku; u t-talba tat-Taqsima ghal zieda fil-Vacation Leave.

6.12.85 It-Taqsima Tessuti Hwejjeg u Gild tal-GWU dahlet fi kwistjoni ndustrijali mal-Kumpanija Imperial Products Ltd wara li parti mill-haddiema tal-fabbrika gew mgharrfa permezz ta' avviz fl-ahhar hin tal-gurnata biex l-ghada ma jmorrux ghax-xoghol. Bhala l-ewwel pass it-Taqsima sejhet laqgha sabiex jerga' jigi organizzat il-Grupp Committee tal-GWU f'din il-kumpanija biex wara jsiru r-rapprezentazzjonijiet mehtiega mal-Management dwar din il-kwistjoni.

11.12.85 F'laqghat separati li saru mill-GWU u l-UHM il-haddiema tal-MMU gew mgharrfa li se jibqghu jahdmu bl-istess kundizzjonijiet tax-xoghol bhal dawk li kellhom meta din l-impriza kienet statali.

20.12.85 Il-President u s-Segretarju ta' l-MUT kellhom laqgha mad-Direttur ta' l-Edukazzjoni li fiha gew diskussi l-impjieg ta' l-ghalliema, t-trasferimenti u l-ezaminijiet ta' nofs is-sena.

21.12.85 Staqqrija tal-UHM qalet li l-Union ma accettatx id-decizjoni tal-management ta' Frey (Malta) li jnaqqas ix- "shut down" tal-haddiema b'jumejn u dawn jinghataw lill-haddiema meta jkun konvenjenti ghall-management. Il-unjon qalet li ma setghetx taccetta din id-decizjoni billi l-haddiema kienu diga ghamlu l-pjani taghhom ghall-vaganzi wara li l-granet tax-"shut down" kienu diga gew iffissati.

21.12.85 It-Taqsima Tessuti Hwejjeg u Gild tal-GWU kompliet bin-negozjati mal-Management tal-fabbrika Industrial Clothing (ICC) dwar id-dhul mill-gdid tal-kundizzjonijiet tax-xoghol u l-istruttura tal-pagi li kellhom qabel il-haddiema mal-kumpanija MICC li kienet sussidjarja

tal-multi nazzjonali Work Wear Inc. ta' l-Amerika.

Tilwim Industrijali fil-Kalafrana  
Construction Company u x-Xlokk  
Construction Company

5.9.85 L-ghaddasa li jahdmu mal-Kalafrana Construction Company fil-progett ta' Marsaxlokk, strajkjaw. Dawn l-ghaddasa waqfu mix-xoghol b'appogg ghal erbgha minn shabhom li kien tkeccew mill-impjieg.

2.10.85 Il-GWU illum harget Press Release sabiex biha turi pubblikament b'liema mod arbitarju u kontra kull gustizzja umana qeghdin jigu stmati l-haddiema ta' Kalafrana Construction Company mill-Bord tad-diretturi ta' din il-kumpanija. Id-diretturi tal-kumpanija qatghu mis-salarju tal-haddiema minghajr gustifikazzjoni ta' xejn.

3.10.85 F'dawn l-ahhar granet saru rizenji ta' diretturi u/jew ta' membri tal-management tax-Xlokk Construction Company.

25.10.85 Il-haddiema tax-Xlokk Construction ipprotestaw hdejn il-Berga ta' Kastilja ghax intbaghtu 'l barra mix-xoghol. Rapprezentanti minn fost il-haddiema prezenti hadu sehem f'laqgha li ghaliha kien hemm prezenti l-Prim Ministru u xi ministri.

25.10.85 Il-GWU u l-Gvern lahqu ftehim li l-haddiema mwaqqfa mix-xoghol jidhlu lura ghax-xoghol minn l-ghada stess. Il-haddiema tax-Xlokk Construction Company kienu gew sospizi l-Hamis 24 ta' Ottubru.

26.10.85 Il-haddiema ta' Marsaxlokk irrapurtaw ghax-xoghol bhas-soltu.

29.10.85 Il-haddiema tad-Dipartiment tax-Xogholijiet Pubblici regghu lura ghax-xoghol fil-progett ta' Marsaxlokk

wara li dawn kienu gew sospizi

29.10.85 Il-Prim Ministru qal li l-haddiema gew sospizi biex isir program gdid ghal xoghol b'aktar efficjenza.

2.11.85 Saret laqgha mportanti bejn l-ghaddasa tax-Xlokk Construction Company li kienu jinsabu "locked out" u dirigenti tal-GWU.

6.11.85 L-ghaddasa gew infurmati li se jiddahhlu lura ghax-xoghol. Tnejn minn dawn l-ghaddasa kellhom jibqghu barra.

7.11.85 L-ghaddasa ta' Marsaxlokk irritornaw lura lejn ix-xoghol taghhom.

### Tribunal Industrijali

6.7.85 It-Tribunal Industrijali ddecieda li tkeccija ta' mpjegat man-Nazacs Batteries kienet ingusta. Peress li dan l-impjegat kien lahaq sab impjieg iehor hu gie moghti s-somma ta' Lm350 bhala kumpens.

9.7.85 Gie deciz li l-kwistjoni bejn Maldiam Ltd u l-GWU se tmur quddiem it-Tribunal Industrijali wara li baqa' ma ntlahaqx ftehim bejn iz-zewg nahat.

12.7.85 Tribunal Industrijali ddecieda li tkeccija ta' mpjegata li kieneta Segretarja Personali ta' Managing Director ta' Kumpanija J.B. Holdings kienet ingusta. Ghalhekk it-Tribunal ordna li l-kumpanija thallas lill-impjegat s-somma ta' Lm600

16.8.85 It-Tribunal Industrijali ddecieda li l-passi li hadet il-kumpanija tal-Health Farm, Hal Tarxien, biex ittemm impjieg ta' haddiem taghha kienet wahda gustau skond il-procedura.

21.8.85 It-Tribunal Industrijali

ddecieda li t-tkeccija ta' mpjegata li kienet tahdem mall-Maritim Selmun Palace kienet gusta u skond il-ligi.

3.9.85 It-Tribunal Industrijali ma laqax it-talba ta' mpjegat maz-Zonqor Point Restaurant dwar it-tkeccija tieghu minn fuq il-post tax-xoghol. It-Tribunal Industrijali deherlu li r-ragunijiet u spjegazzjonijiet migjuba mill-impjegat koncernat mhumiex konvincenti.

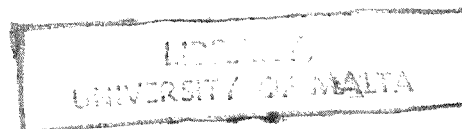
5.9.85 Tribunal Industrijali ddikjara li t-tkeccija ta' impjegat minn mal-kumpanija Villa Rosa Tourist Complex bhala wahda gusta u legali ghax gie ppruvat li dan l-impjegat hafna drabi naqas mid-dmirijiet tieghu.

28.9.85 Il-Management tal-Kumpanija li tmexxi Grosvenor Hotel gie ordnat li jaghti Lm350 lil impjegat li tkecca ghax it-Tribunal Industrijali hass li n-nuqqasijiet ta' dan l-impjegat ma kienux gravi li jimmeritaw tkeccija.

22.9.85 It-Tribunal Industrijali ddikjara li ma setax jiddeciedi dwar it-tkeccija ta' haddiem max-Xlokk Construction Company Ltd bhala jekk hiex wahda gusta jew ingusta. Dan l-impjegat li kellu kuntratt ta' sentejn, gie mkecci ghax ha hafna "sick leave".

3.11.85 Il-Kumpanija Air Supplies & Catering Co. Ltd giet ordnata mit-Tribunal Industrijali biex tirrifondi d-dhul kollu ta' xahar u nofs lil-impjegat taghha. It-Tribunal Industrijali deherlu li s-sospensjoni ta' tlett xhur li nghatat li dan l-impjegat kien mizura harxa zzejjed.

5.10.85 It-Tribunal Industrijali ddikjara li t-tmiem ta' impjieg ta' salesgirl ma kienetx gustifikata. Ghalhekk ordna lil sid il-hanut biex ihallas lis-salesgirl is-somma ta' Lm250



17.10.85 Tribunal Industrijali ordna lil Desira Woodworks biex thallas lill-impjegat tieghu s-somma ta' Lm400 bhala kumpens.

2.12.85 It-Tribunal Industrijali ddecieda li t-tkeccija mix-xoghol ta' impjegat minn mal-Kumpanija Mawe Limited ma kenitx ingusta. Dan l-impjegat kien naqas kwazi mir-responsabbiltajiet kollha u gie mkecci wara li nghata erba' twissijiet bil-miktub.

11.12.85 It-Tribunal Industrijali, ordna lill-kumpanija Aquin Travel biex din thallas bhala kumpens is-somma ta' Lm2,000 lill-impjegat li tkecca ghal ragunijiet mhux gusti u skond il-ligi.

4.12.85 Tribunal Industrijali ddecieda li t-tkeccija mill-impjegat ta' l-impjegata mal-Maldiam Co. Ltd ma kenitx wahda gusta.

12.12.85 It-Tribunal Industrijali ddecieda li haddiem li kien jahdem ma' kumpanija l-Belt jinghata Lm600 bhala kumpens wara li ntemm l-impjegat tieghu.

24.12.85 It-Tribunal Industrijali ddecieda li jaghti gharfien ewlieni lill-UHM ghax irrizulta bic-car li kien hemm aktar haddiema tal-kumpanija Mizzi Ltd membri fil-UHM. Dan il-kaz spicca quddiem it-Tribunal wara li Mizzi Ltd, l-GWU u l-UHM ma qablux dwar liema union kellha tkun rikonoxxuta bhala dik li tirraprezenta lill-haddiema mal-kumpanija.

### X'intqal....

#### Organizzazzjoni Serja

7.7.85 Thejjija - Xoghol pacenzjuz - Perseveranza. Dawn huma fost l-aqwa bzonnijiet ta' organizzazzjoni serja. Hu dmir taghna li jekk hemm ideal politiku u socjali li nemmu fih ninsistu koll biex it-twettiq ta' dan l-ideal isir bl-iktar mod effettiv - permezz ta' organizzazzjoni serja u soda.

(Alfred Sant Torca 7.7.85)

### Bonus

7.7.85 Id-dirigenti tal-kumpanija setghu tefghu fil-but il-qlich kollu li ghamlu bla ma taw xejn lil hadd. Imma minflok iddecidew li la darba kienet giethom tajba kellhom igawdu maghhom ukoll l-impjegati taghhom. U hekk ghamlu. Tawhom il-bonus.

Il-kumpanija Rotos Zirajia tat ezempju tajjeb lil dawk il-kumpaniji Maltin kollha li f'dawn iz-zminijiet sejrin tajjeb minkejja kollox.  
(Roderick Pace In..Taghna 7.7.85)

### Tfal fuq il-post tax-xoghol

18.7.85 Iz-Zaghzagħ Haddiema Insara qalu li xi whud mill-genituri kienu qeghdin jibghatu lil uliedhom jahdmu allovolja kienu taht l-eta. Dan l-abbuz l-iktar li jigi hu fil-granet tas-sajf meta t-tfal jahdmu f'restaurants, fil-bajjiet u f'fabbriki zghar.

### Relazzjonijiet Tajba

28.8.85 Fil-Konferenza Generali Bijennjali tat-Taqsima tad-Drydocks (Metall) il-President tat-Taqsima qal li r-relazzjonijiet bejn il-Kunsill tat-Tarzna u t-Taqsima huma tajbin hafna.

### Ligi Ndustrijali

14.9.85 Il-UHM wriet ix-xewqa li parti mil-Ligi Ndustrijali tkun emendata biex il-haddiem f'kull kaz quddiem it-Tribunal Industrijali jkun assistit minn min jaghzel hu.

### Kazijiet ta' Mard

5.10.85 Il-GWU qalet li qieghed jinhass il-bzonn biex isir tibdil mehtieg fil-Ligi dwar il-mard biex il-kazijiet jigu kkunsidrati minghajr dewmien. Kummissjoni mahtura mill-Gvern kienet diga ghamlet ir-rakkomandazzjonijiet.

### Joint Negotiating Council

21.10.85 It-Taqsima Servizzi Generali tal-UHM appellat lill-Gvern biex iwaqqaf il-Joint Negotiating Council kif provdut

fil-Ligi Ndustrijali ta' 1976.

### Appell lil-Ghalliema

4.11.85 Il-President ta' l-MUT appella lil-ghalliema biex iharsu l-quddiem lejn ix-xoghol taghhom fl-edukazzjoni u fil-qasam trade unjonistiku b'sens ta' ottimizmu.

### Efforts to Extend Principle of Participation

"I note with satisfaction that the Director-General has been pleased to refer to the example set by Malta in the field of workers' self management when government handed over the Malta Drydocks to the workers. Efforts are still being made, largely through collective bargaining, to extend the principle of workers' participation in various ways."

[Silta mid-diskors tal-Ministru tax-Xoghol u Gustizzja Socjali waqt li kien qiegħ jindirizza il-71 sessjoni ta' l-Assemblea ta' l-Għaqda Nternazzjonali tax-Xoghol (ILO) - Labour Post Issue No. 34, September 1985]

### Edukazzjoni taz-Zghazagh

5.12.85 Dan hu s-sigriet tal problema: dak li nheggu liz-zghazagh tagħna jsiru jafu fuq l-istorja politika u ekonomika ta' pajjizna. X'hemm isbah milli tinkoragixxi lit-tfal tagħna fl-iskejjel halli jsiru jafu u jiddiskutu l-pozizzjoni fil-hajja tal-haddiem Malta. Għadni ma nistax nifhem dal-biza u d-dieq kollu dwar suggetti bħal dawn meta nitkellmu bil-miftuh fuq suggetti oħrajn ta' kontroversja.

(Alphonse Zammit - Torca 15 ta' Decembru 1985)

### Il-Futur tal-Partecipazzjoni

Il-partecipazzjoni mhix qegħda biex tgerrex l-investment lejn pajjizna. L-aktar li din qed tigi applikata huwa fit-Tarzna u mir-rizultat li jinkiseb u li nkiseb fl-aħhar snin jiddependi jekk il-partecipazzjoni tal-haddiem f'Malta

tkomplex timxi 'l quddiem jew tispicca u tmut.

[Silta mid-diskors tad-Deputat Prim Ministru u Ministru tad-Dwana s-Sur Wistin Abela f'seminar għall-Haddiema tat-Tarzna -Orizzont 21.2.86]

### No Objection to Workers' Participation

The process of producing national awareness of what participation is or can mean is still generally lacking. The WPDC, despite employer exclusion, is a good step in this direction, if properly utilised.

.... It is therefore evident, that we cannot endorse concepts of self-management which would in effect include private ownership; at the same time we find no objection to any group of persons owning or operating their own enterprise, where this has been freely handed over by the owner as in the Drydocks.

(Michael Mallia - Cope News No.8 March 1986)

### Sehem il-Union

Waqt sessjoni speċjali tas-seminar li sar mit-Taqsima Drydocks (Metall) tal-GWU Dr Edward L. Zammit, ic-Chairman tal-WPDC qal li l-problemi fit-Tarzna l-aktar li jinqalghu meta ma jkunx hemm bizzejjed konsultazzjoni bejn kulhadd. Huwa qal li jemmen li sehem il-union għandu jibqa li tiddefendi l-interessi tal-haddiema u tagħmel minn kollox biex tibqa zzommhom magħqudin.

Dr Zammit qal li dan ma jfissirx li l-ghazzien għandu jgawdi daqs il-biezel sempliciment għax il-unjon tiddefendi l-interessi tal-haddiema. Il-Unjon dejjem emmnet u ppriedkat distribuzzjoni gusta u mhux ugwaljanza fost il-haddiema.

Huwa qal li kieku m'hemmx is-sistema tal-partecipazzjoni fit-Tarzna, kieku dan ma jsirx. Il-partecipazzjoni twassal biex il-haddiem dejjem ikompli jitgħallim fuq id-doveri u d-dmirijiet tiegħu fuq il-post tax-xogħol.

[Torca - 23.2.86]

Workers should be encouraged to set up cooperatives. As an example Harold Walls mentioned the Catering Cooperative Society Limited which runs three restaurants that were previously owned by a private company and wanted to close them down because of the big losses it was making.

In order to take new initiatives and be successful in them, the workers should have a sound knowledge of at least the basic principles of economics which together with political science, have a forceful determining effect on the social progress of the country as a whole - and the workers are the backbone of the country.

Labour Post Issue No.37 March 1986

### Mix-Xena Nternazzjonali

Fil-71 sessjoni ta' International Labour Conference ta' l-ILO ghaddiet rizoluzzjoni dwar il-harsien tas-sahha fuq il-post tax-xoghol. Din ir-risoluzzjoni ghamlet sejha lill-gvernijiet biex b'kon-sultazzjoni ma' l-ghaqdjet tal-haddiema u s-sidien jaddottaw policies komprensivi ghal harsien tas-sahha.

Il-konferenza sahhqet ukoll fuq il-htiega li l-haddiema ta' l-intrapriza b'lingwa li jifhima kulhadd jigu provduti b'tahrig necessarju, informazzjoni, istruzzjonijiet kif ukoll l-apparat mehtieg ghal-harsien tas-sahha.

-----  
Declaration unanimously adopted by the Fourth International Conference on Adult Education (Paris 19-29 March 1985)

The Paris Conference on Adult Education reaffirms the importance of the right to learn.

The right to learn is not a cultural luxury to be saved for some future date.

It is not a right that will come only after the question of survival has been settled.

It is not the next step to be taken once basic needs have been satisfied.

The right to learn is an indispensable tool for the survival of humanity.

If we want the peoples of the world to be self-sufficient in food production and other essential human needs, they must have the right to learn.

If women and men are to enjoy better health, they must have the right to learn

If we are to avoid war, we must learn to live in peace, and learn to understand one another.

Learn is the key word

...the right to learn is not only an instrument of economic development; it must be recognised as one of the fundamental rights. The act of learning, lying as it does at the heart of all educational activity changes human beings from objects at the mercy of events to subjects who create their own history.

(UNESCO Adult Education Special Education 85)

INTERNATIONAL DATA GROUP is a company with \$225 million in annual revenues located near Boston that publishes 62 computer publications including computer world. IDG is owned by Patrick McGovern, who plans to turn 51% of the company to the employe as soon as sales reach \$1 billion. An existing employee ownership plan already owns 15% of the company. McGovern set up the plan, he told Forkes, because "I won't have at IDG what's happened at so many other companies, where the owner dies or sells and a new team replaces the people who have given so much blood, sweat, toil and tears. What we try to do is build a total common family".

(Employee Ownership Vol.V No.3 Page 2)

Chrysler employees now own some 15 per cent of that firm. In some instance that would be a controlling vote. Workers have one representative on the automaker's board. At Dana, employees are the largest block of stockholders though to date they have never voted as a bloc. The growth of Employee Stock Ownership Plans (ESOP's) spurred by the 1984 Tax Reform Act, combined with union pension fund ownership of stock, could eventually become an important element in employee participation. However, it is as yet unclear that employee ownership will become large enough to be a significant vehicle for the exercise of worker participation at top levels of management.

[Workplace Democracy Vol.XII  
No.2 Fall 1985]

Il-Financial Times ta' 8 ta' April 1986 kellha suppliment dwar Employee Ownership. Hawn taht qeghdin ngibu xi siltiet minn dan is-suppliment.

"In this country to begin with, there seems to be good evidence that limited employee share ownership, of the kind first made possible by the 1978 Finance Act, is becoming increasingly popular with both the management and the workforces of otherwise conventional capitalist companies.

David Thomas Partners for 60 years

Esops are not merely a new kind of cooperative; indeed their origin and their structure ensure that control generally remain with professional managers and trustees who are typically lawyers and financial advisors. Only when the Esop is so structural as to dictate that the trust committee follows the voted decisions of the sharers' owners - that is the company workers - does a "democratic" version of an Esop come into being. Some of these include the solar center in San Francisco; Atlas Chain

in Pennsylvania; and Seymour Speciality Wire Company in Connecticut.

Britain is now in a position to take up the best of American experience and adapt it at a time when there is political consensus in favour of employee having a role in ownership.

John Lloyd "Esop's Fame is Spreading"

In 1980, there were 305 co-ops employing 5,300 people. By last year about 1,300 co-ops were employing well over 10,000 people.

Research by Mr Saul Estrin of the London School of Economics, admittedly on co-ops which existed before the recent boom, suggests a link between the performance of co-ops and the degree of participation which their structure encourages from members.

David Thomas Alternative to Dole

"...national regulations pertaining to worker information, consultation, concertation or codetermination, whether introduced through legislation or through collective agreements must not be undercut by European regulations. On the contrary, with the facilitation of cooperation between undertakings it becomes urgently necessary to extend these rights to the European legal field".

"...Not only does the ETUC adhere to its opinion that a Directive on procedures for informing and consulting workers is necessary, it also stresses that such a Directive is important as regards facilitating cooperation amongst undertakings and also as regards the creation of better conditions for their cooperation in a large internal market".

[Extract from policy statement on "The Internal Market and the European Social Dimension" adopted by the Executive Committee of the European Trade Union Confederation, Labour Post Issue No. 37 March 1986]

**MALTA DAIRY**

**PRODUCTS LTD**

*toffrilek*

- **HALIB FRISK**
- **MILK SHAKES**
- **RIKOTTA**
- **JOGURT**
- **KREMA FRISKA**

**PRODOTTI ĠENWINI**

**HU HSIEB LI L-FAMILJA TIEGHEK TIEHU L-AHJAR!**

***Dejjem itlob prodotti ta' M.D.P.***

# WhiteFrost

**HOUSEHOLD APPLIANCES**

**SPARES & REPAIRS**

**ST. SEBASTIAN STREET, QORMI**

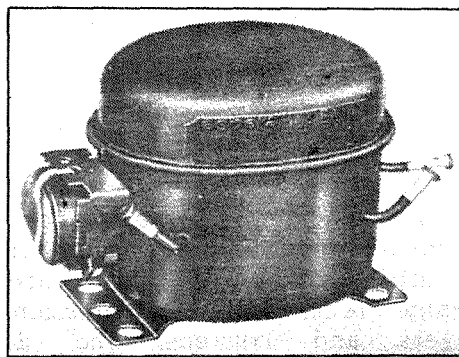
*(Opposite Mikes Service Station few metres up)*

Tel: 494022

**Agent for**

**Major Household Goods  
And Refrigeration Spares**

**aspera**  
spa



The No. 1 Hermetic and  
Condensing Unit for domestic and  
commercial refrigeration.

**CONDENSING UNITS & COMPRESSORS from 1Hp to 1/8 HP  
AT VERY LOW PRICES, FILTER DRIERS, COPPER PIPES from  
3/16 ins. to 7/18 ins. in coil. RANCO PRODUCTS, S/S DOORS,  
EVAPORATORS, LOCKS & HINGES, EXP. VALVES,  
DOOR GASKETS made to measure, and all you require in the  
refrigeration field. Technical advice will be given FREE.**



The hope for an improved quality of work life and increased productivity has followed the growth of Employee Stock Ownership Plans (ESOP) over the last ten years. Firms using some forms of ESOP have increased from 1,000 in 1975 to 7,000 in 1985. Continued ESOP expansion is expected to reach at least 18 percent of the American labour force by the year 2000.

[Workplace Democracy Vol.XIII  
No.3 Winter 1986.]

**PEOPLE EXPRESS**, a major corporation that began operation as an ESOP firm, has carved itself a comfortable niche in the highly competitive airline industry. People Express has been cited as one of the most profitable and fastest growing airlines in the U.S.

People Express' unique company philosophy is demonstrated in its employee-wide ESOP and profit sharing system. Every new worker purchases 100 shares of company stock. Profits are divided generously with a third going to managers. This mutually beneficial arrangement results in the company and workers having a tremendous investment in each other.

Two other innovative thrusts of People Express include its classification of all workers as managers and its refusal to develop a corporate bureaucratic structure. These policies have led to corporate flexibility and increased worker control, and involvement.

Donald Burr, Chief Executive Officer recently stated "Because all of our workers perform both customer - related services and classic bureaucratic chores over a period of time this leads to many differences of perspectives in dealing with an issue, which leads to greater creativity, which leads to greater innovation.

[Workplace Democracy Vol.XIII  
No.3 Winter 1986]

## BOOKS RECEIVED BY WPDC

Directory of Institutes for Labour Studies - International Institute for Labour Studies Geneva

The Directory provides complete information on institutes, research and educational departments and similar institutions conducting education and research in labour studies.

This volume includes entries in English, French and Spanish summarising aims, administrative structure, staff size, programmes and activities, publications and facilities of each institution.

-----0000-----

**WORKERS' SELF-MANAGEMENT AND PARTICIPATION IN PRACTICE**  
Edited by Ales Vahcic and Vesna Smole-Grobovsek, Published by International Center for Public Enterprises, Ljubljana, Yugoslavia, 1986

This edition comprises the case studies from Bolivia, Sri Lanka, Malta Tanzania, India and Zambia. The case study of Malta is based on the Malta Drydocks Survey conducted by the WPDC in December 1982. This survey was undertaken in order to explore the workers' opinions regarding participation, productivity, union role and other aspects of their work experience.

-----00000-----

**WORKERS' Education - AN INTERNATIONAL PERSPECTIVE**, Philip Hopkins, Open University Press, Milton Keynes, Philadelphia, 1985

The author, Philip Hopkins, gives us an international perspective on workers' education drawing on the experience of the 'developed' nations, the Eastern Bloc and the Third World, to discuss the issues and survey the field. He offers a rationale for workers' education; an exploration of what sorts of education should be provided - and for whom; and an examination of the many different 'categories' of worker-learners (and their characteristics and needs).



He surveys the providers of workers' education and how it is - and should be - provided. Finally he takes a look at the trends and prospects, the hopes and fears for workers' education, and the changes and challenges ahead.

**PARTICIPATIVE TEACHING METHODS - A Guide with Specimen Exercises for Cooperative Teachers, Cemas, ICA, Geneva 1984.**

The book gives a guide in the use and improved teaching methods by offering advice drawn from Cooperative experience and related Cooperative situations. It is not intended as a manual on educational theory or teaching practice. It is a limited description of some techniques used in teaching, which are called participative teaching methods, because they seek to bring students into active participation in the teaching and learning process.

**LIVING CONDITIONS, WORKING CONDITIONS, Part One and Part Two - World Confederation of Labour (1986)**

These two volumes contain documents of World Confederation of Labour which are intended to provide information and reflection of elements for training and information trade union activities.

**WORKERS' SELF-MANAGEMENT IN THE UNITED STATES, Cornell University Press, Christopher Eaton Gunn, 1984**

"Chris Gunn's excellent book... provides a wealth of information on the diverse and interesting American experiments in workers' self-management. At the heart of the book are case studies of sixteen worker-owned firms, from which Gunn deduces important conclusions about the industrial, organisational and macro-social factors conducive to the emergence of a robust self-managing sector...His practical solutions include encouraging workers' management in industries where minimum efficient scale sets in at below 350 workers, with moderate capital needs, and with production process suitable for democratic control" - The Economic Journal

-----0000-----

## AVVIZ

### Kors iehor ta' Diploma fil-Labour Studies

Fil-harifa li gejja se jibda kors gdid ta' Diploma fil-Labour Studies. Dan il-kors se jitmexxa fuq il-linji tal-kors ta' qablu li wasal biex jintemm. Is-success tal-kors l-iehor qajjem interess kbir fost il-haddiema biex jergá jsir kors bhal dan. Taghrif iehor jithabbar aktar tard fil-gazzetti.

Stomperija ta' l-Universita  
1986



*Fly Away*  
TOURS

Fly in style  
on  
**AIRMALTA**

# NOW IT IS EASIER TO OPERATE A FIXED DEPOSIT ACCOUNT WITH THE BANK OF VALLETTA



- Now you may choose to capitalise the interest without having to call at the Bank.
- You may also request to renew the capital automatically and call for the interest at your convenience.
- You may request to renew the capital automatically and have the interest credited to a current or savings account without having to call at the Bank.

**Ask for more information at  
one of the Branches of the  
Bank of Valletta.**



**Bank of Valletta  
Limited, Malta**

FOR A BETTER SERVICE