

Other Events

9.1 EUROPE SOCIAL DAYS 2019

Between the 1st and 4th of April 2019, eight students from the Centre for Labour Studies who are following the Bachelor in Work and HR (Hons) course, together with Dr Anna Borg and Dr Theo Koning (visiting lecturer with the CLS) participated in the Europe Social Days held in Brussels. A number of different workshops were offered which focused on: superdiversity and social cohesion; poverty and social exclusion in Europe; more people at work; unemployment social benefits, work, and activation; recruitment and selection; digital economy and society; the future of work; healthy ageing; the gender pay gap-myth or real; climate and social work: people planet profit.

Emma Scerri representing the CLS students. participated in the House of Commons Debate which tackled the issue of legalisation of prostitution.



9.2 THE 8TH INTERNATIONAL COMMUNITY, WORK AND FAMILY CONFERENCE - MALTA

The 8th International Community, Work and Family conference took place at the Valletta campus of the University of Malta between the 23rd to the 25th May, 2019 with the theme: Community, Work and Family in Diverse Contexts and

Changing Times. Over 100 renowned experts, academics, and Ph.D. students from a broad range of countries and disciplines attended the conference in Malta. The conference was linked to the Taylor & Francis Journal, 'Community Work and Family'.

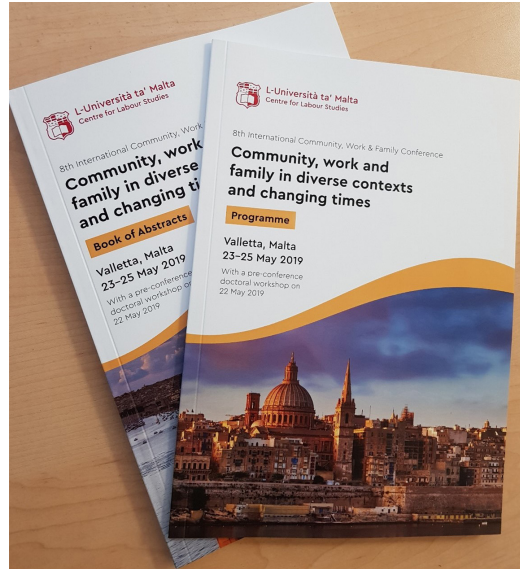
Dr Anna Borg led the organising team of the conference on behalf of the Centre for Labour Studies. The team included: Professor Suzan Lewis, Middlesex University; Professor Laura Den Dulk, Erasmus University Rotterdam; and Dr Clarice Santos, University of Lincoln.

During the three-day conference, the participants delved into some of the challenges that families, communities and organisations face in the 21st century across different parts of the world.

The papers presented during the event spanned across broad topics that analysed the work-life interface of various groups. These included parents, with a special focus on fathers, and other clusters that are generally less well-researched such as the police and the military, migrants, solo entrepreneurs, the LGBTIQ community and those who work with people with special needs.

The recurrent themes of the gendered division of labour within the family and work-life policies were discussed by various researchers, as were the issues of flexible work, family policy, and the impact of technology. The issue of peer, supervisory, management and community support was also tackled in relation to the work-life interface.

Ms Caroline Chetcuti, Ms Josephine Agius and Ms Michelle Muscat provided the administrative support for the conference.



9.3 APS TALK: THE GENDER PAY GAP

APS Bank organised a series of talks titled 'APS talks'. The fifth of these, held on May 30, 2019 was presented by Dr Anna Borg and was titled the Gender Pay Gap. Dr Borg highlighted that the gender pay gap is on the rise and discussed its context as well as potential solutions.

9.4 6TH ECADOC SUMMER SCHOOL: MALTA

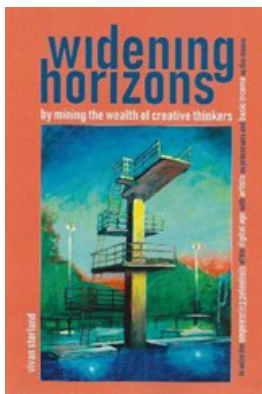
The CLS supported the '6th ECADOC Summer School 9-14 June 2019: Malta' organised by Prof Ronald Sultana (Euro-Mediterranean Centre for Educational Research), both financially by sponsoring some events, and by the participation of Dr Manwel Debono in the event. Among others, Dr Debono delivered a presentation entitled 'The Personal and Political in Career Guidance - Some Reflections about Malta'. The ECADOC summer school was a training event aimed towards doctoral students pursuing career guidance research. It involved three facets: (i) Deepening the appreciation and understanding of the links between career guidance and social justice; (ii) Discussions about doctoral theses; and (iii) Considering how early career researchers can develop their careers and contribute to the field.



9.5 PRECARIOUS ARTISTS' LABOUR: CHALLENGES AND SOLUTIONS

A book launch of Vivan Storlund's 'Widening horizons' was held at the University of Malta on Monday 21 October 2019. The event was organised and moderated by Dr Anna Borg together with Dr David Zammit from the Department of Civil Law, Faculty of Laws.

Storlund's book focuses on Artists' precarious labour. During her book launch, the author made a call for society to mine the wealth of creative thinkers by capturing their potential and ensuring that they can earn, at least, a basic income.



9.6 LAUNCH OF STATE-OF-THE-ART TEXT ON MALTA AND ITS HUMAN RESOURCES

Edited by Prof Godfrey Baldacchino, Prof Vincent Cassar and Dr Joseph G. Azzopardi, 'Malta and its Human Resources; Management and Development Perspectives' was launched on 6 November 2019. The book, which contains 550 pages, contains contributions from CLS academics including Dr Luke Fiorini, Dr Anna Borg and Dr Manwel Debono.



9.7 EUROPE SOCIAL DAYS 2020

Between the 11th and 13th of May 2020, due to COVID-19, Europe Social Days was held online through the University of Malta Platform. Students from the Gender Work and Society course participated in the online event and Prof. Godfrey Baldacchino was invited as guest speaker to celebrate the 20th anniversary since the network organising ESD was set up.

9.8 PEOPLE MANAGEMENT AND INDUSTRIAL RELATIONS FOR PUBLIC OFFICERS

This brief course (CLS4000, worth 6 ECTS) was jointly offered by the CLS and the Institute for Public Service. It aimed to train public officers to deal effectively with issues related to people management and industrial relations. It provided a conceptual framework through which students obtained a general appreciation of various important interconnected aspects related to such field. Through its practical component, this course aimed to help students deepen their understanding of the theoretical knowledge acquired during the lectures, and to make meaningful links between that and the complexities of industrial relations within formal institutional settings. Students were exposed to powerful learning environments in which they confronted their emergent understanding of the field of industrial relations in the light of both theory and practice. This brief course ran in both 2019 and 2020.

9.9 CONTRIBUTION TO MALTA EMPLOYERS' ASSOCIATION COURSE

Dr Luke Fiorini contributed to an award offered by the Malta Employers' Association in 'HR Management in Practice' (MQF Level 5). Dr Fiorini provided a lecture on the basics of occupational health and safety in Malta. The course was offered several times during 2019 and 2020.

9.10 MOCK EXTERNAL AUDIT

During 2020, the CLS took part in a mock audit conducted by the Quality Assurance Committee (QAC). The exercise allowed the CLS to reflect critically upon its capacity and performance. The CLS performed well and a few areas for improvement were highlighted. In turn, the exercise benefitted the QAC with its preparations for the UM's next external audit exercise. The exercise was concluded in 2021.

9.11 ATTENDANCE AND CONTRIBUTION TO OTHER INTERNATIONAL MEETINGS AND CONFERENCES

During 2019, Dr Luke Fiorini participated in two meetings organised by the European Trade Union Institute's Worker Participation Europe network (ETUI WPE) in Lodz, Poland (28-29 March, 2019) and in Brussels, Belgium (24-25, September 2019). During the same year he also attended, along with Ms Christine Farrugia, the Network of Eurofound Correspondents (NEC) Annual Meeting held in Dublin, Ireland (3-4 April, 2019). Dr Fiorini also attended the International A+A Congress for Occupational Safety and Health, as well as the European Network Education and Training in Occupational Safety and Health (ENETOSH) Network Meeting which both took place in Dusseldorf, Germany (7-8 November, 2019).

Dr Anna Borg attended a meeting in London to prepare for the Community, Work and Family International Conference (20-22 February, 2019). She also attended the European Social Policy Network meeting for national experts in Belgium (24 -26th March, 2019), and travelled with CLS students to Brussels to attend the Europe Social Days event (31 March to 4 April). Dr Borg also attended the doctoral viva of Ólöf Júlíusdóttir Olof in Iceland (16 August, 2019).

In April 2019, Dr Manwel Debono together with Professor Ronald G. Sultana (Faculty of Education) were guest keynote speakers at a conference and training workshop on career guidance organised by the German development agency GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit) in collaboration with Helwan University in Cairo, Egypt. The activities focused

on North-South collaboration and knowledge sharing on career guidance and youth transitions in Egypt and the MENA region.

During January 2020, Dr Fiorini attended an ETUI meeting in Brussels, Belgium which aimed to lay the groundwork for an ETUI publication on trade unions in Europe; the book will contain a chapter on Malta, authored by Dr Manwel Debono and Dr Luke Fiorini. In February 2020, Dr Anna Borg attended a meeting in Bratislava on Gender Budgeting (3-5 February, 2020). International conferences were hampered in 2020 with the outbreak of the COVID-19 pandemic. Some meetings however went digital and later in 2020, Dr Fiorini also attended ETUI WPE network meetings which took place remotely.



9.12 QUALITY OF CLS' EUROFOUND WORK RECOGNISED DURING AUDIT

The Centre for Labour Studies (CLS) is Malta's contact centre for the European Foundation for the Improvement of Living and Working Conditions. The Foundation is a tripartite European Union Agency, whose role is to provide information, advice and expertise on working conditions and sustainable work, industrial relations, labour market change, quality of life, and public services. It supports the EU institutions and bodies, member states and social partners in shaping and implementing social and employment policies, as well as promoting social dialogue on the basis of comparative information, research and analysis.

The CLS has been contributing research and reports to the Foundation since 2003, by winning five back-to-back contracts. The sterling work of the CLS has been recently recognised in a quality audit exercise in which the Centre received the third highest rating of all EU-28 countries plus Norway. The audit

investigated content quality, balance in reporting, style and presentation, command of English, and timeliness of delivery. The work of the CLS is promoted internationally through the Foundation's website



9.13 VISIT BY BACHELOR IN OCCUPATIONAL HEALTH AND SAFETY (HONS) STUDENTS TO PALUMBO SHIPYARDS AS WELL AS OTHER ORGANISATIONS.

The Bachelor in Occupational Health and Safety (Hons) students visited the Palumbo Superyacht Facility in Cottonera on Saturday morning, December 5th 2020. This was part of their introductory study-unit dealing with work, safety, health and the business environment.

Guiding the students were Ing. Simon Zammit, Manager at the Facility, Mr Mark Grech Safety Manager at Palumbo Shipyard, and Professor Godfrey Baldacchino, who taught this study unit.



The photo was taken on the dock gate to Dock No. 3: the site of the tragic gas explosion of the Libyan tanker Um el Faroud on 3 February 1995, when nine

Malta Drydocks workers died. Prof. Baldacchino and Ing. Zammit are first and second from left in the photo respectively. (Photo taken with permission by Mark Grech.)

As part of their course, various cohorts of the Bachelor in Occupational Health and Safety carried out site visits. Other visits included to those to De La Rue, Crane Currency and Trident (image below).

