

# News Release

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## LABOUR STATISTICS

### Trends in Industrial Relations

This news release presents an analysis of union membership and shows the latest patterns together with changes in trends over the last two decades. In addition to this, a brief analysis of the collective agreements deposited at the registry of the Employment and Industrial Relations Department is also given. It is to be observed herein that only the collective agreements filed at the Employment and Industrial Relations Department are considered in this publication. The source of the data on union membership is the Annual Report by the Registrar of Trade Unions whose report for 2003 has been published recently in the *Government Gazette*.

For the second consecutive year, trade unions have reported a decline in membership. Accordingly, in June 2003, there were 86,061 members in the various trade unions. Union density has also declined slightly and stood at 62.5 per cent in June 2003

On their part, the employers' associations also reported a decline over the previous year. Accordingly, there were 8,960 members in the employers' associations in June 2003.

The collective agreements deposited at the registry of the Employment and Industrial Relations Department indicate that the largest extent of employees covered by collective agreements is found in the services sector. This may be the result of the collective agreement of the civil service whose employees belong to the services sector.

Most of the collective agreements whose expiry date fell between 2000 - 2002 were negotiated either by the General Workers' Union (GWU) or the *Union Haddiema Maghqudin* (UHM). Accordingly, the collective agreements deposited at the registry of the Employment and Industrial Relations Department indicate that the 67.9 per cent of the collective agreements whose expiry date fell between 2000 - 2002 were negotiated by GWU, while another 23.0 per cent were negotiated by the UHM.

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**Table 1. Number of Trade Unions and Employers' Association and their Members**

Year	Trade Unions		Employers' Associations	
	Membership	No. of Trade Unions	Membership	No. of Employers' Associations
1980	39,238	19	5,522	20
1981	41,333	22	3,583	21
1982	49,912	20	5,672	22
1983	48,609	14	6,955	20
1984	46,434	14	7,326	20
1985	52,297	14	7,427	20
1986	53,008	21	7,457	21
1987	60,872	21	7,457	21
1988	63,413	23	5,829	21
1989	67,301	24	6,113	19
1990	69,220	25	6,106	20
1991	70,704	30	5,794	20
1992	71,471	30	5,802	20
1993	73,970	35	6,079	22
1994	76,795	37	9,899	25
1995	78,126	39	9,628	27
1996	79,217	38	9,008	25
1997	80,972	37	9,135	25
1998	81,983	34	8,969	21
1999	84,132	36	9,355	25
2000	86,107	38	8,102	24
2001	87,332	33	8,547	24
2002 (Revised)	86,501	35	9,221	25
2003	86,061	33	8,960	23

**Table 2. Trends in Union Density**

	June 1990	June 1995	June 2001	June 2002 (Revised)	June 2003
Full-time Gainfully Occupied*	121,592	131,505	138,552	137,636	137,758
Union Membership	69,220	78,126	87,332	86,501	86,061
Union Density	56.9	59.4	63.0	62.8	62.5

Note: \*The figures for the full-time gainfully occupied are inclusive of:

Members of the Police Force; the Revenue Security Corps; and members of the Armed Forces, although these three groups are precluded by statute from joining trade unions.

**Table 3. Percentage rate of employed persons covered by collective agreements distributed by economic sectors (2000-2002)**

Broad economic sectors	Employed persons covered by collective agreements	Average employed persons (2000 - 2002)	Percentage rate of coverage
Agriculture and Fisheries	-	2,189	-
Industry	15,919	40,946	38.9
Services	51,280	92,760	55.3
<b>Total</b>	<b>67,199</b>	<b>135,896</b>	<b>49.4</b>

**Table 4. Collective agreements whose expiry date fell between 2000 and 2002 by Trade Union**

Trade Unions	Number of collective agreements	%
General Workers' Union	112	67.9
Union Haddiema Maghqudin	38	23.0
House Union	4	2.4
Malta Union of Bank Employees	4	2.4
Malta Union of Teachers	3	1.8
Malta Union of Midwives and Nurses	1	0.6
Joint Agreement by Various Unions	3	1.8
<b>Total</b>	<b>165</b>	<b>100.0</b>

**Table 5. Status of collective agreements whose expiry date fell between 2000 and 2002**

	Number of Collective Agreements	%
New	34	20.6
Renewal	124	75.2
Extension	1	0.6
Amendment	2	1.2
Addendum	2	1.2
Unknown	2	1.2
<b>Total</b>	<b>165</b>	<b>100.0</b>

