

News Release



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Labour Market

Trends in industrial relations: 2005

This news release presents an analysis of union membership and shows the latest trends in industrial relations. 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 reiterated here that the scope of this publication comprises only the collective agreements filed at this department.

According to the given records, both trade unions and employers' associations have reported a declining membership level over the twelve-month period preceding June 2005. Accordingly, in June 2005, there were 85,679 and 8,789 members respectively in trade unions and employers' associations.

In June 2005, union density stood at 59.2 per cent.

The collective agreements deposited at the Registry of the Employment and Industrial Relations Department indicate that 33.3 per cent of the collective agreements signed in 2005 concerned the manufacturing sector. On the other hand, 66.7 per cent of the collective agreements concluded in the given year dealt with the services sector.

In 2005, the majority of collective agreements were negotiated either by the General Workers' Union (GWU) or by the *Union Faddiema Maqħqudin* (UFM). In the said year, 72 per cent of signed agreements represented renewals while 10 per cent comprised new collective agreements.

According to the administrative records, there were eight industrial actions in 2005. It is estimated that these involved 972 workers and resulted in a loss of 1,341 working days ■

Theme:
**Population and Social
Conditions**

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Table 1. Membership levels in trade unions and employers' association

Year	Trade Unions			Employers' Associations		
	as at June					
	Membership	% Growth rate (annual)	Index 1980 = 100	Membership	% Growth rate (annual)	Index 1980 = 100
1980	39,238			5,522		
1981	41,333	5.3	105.3	3,583	-35.1	64.9
1982	49,912	20.8	127.2	5,672	58.3	102.7
1983	48,609	-2.6	123.9	6,955	22.6	126.0
1984	46,434	-4.5	118.3	7,326	5.3	132.7
1985	52,297	12.6	133.3	7,427	1.4	134.5
1986	53,008	1.4	135.1	7,457	0.4	135.0
1987	60,872	14.8	155.1	7,457	0.0	135.0
1988	63,413	4.2	161.6	5,829	-21.8	105.6
1989	67,301	6.1	171.5	6,113	4.9	110.7
1990	69,220	2.9	176.4	6,106	-0.1	110.6
1991	70,704	2.1	180.2	5,794	-5.1	104.9
1992	71,471	1.1	182.1	5,802	0.1	105.1
1993	73,970	3.5	188.5	6,079	4.8	110.1
1994	76,795	3.8	195.7	9,899	62.8	179.3
1995	78,126	1.7	199.1	9,628	-2.7	174.4
1996	79,217	1.4	201.9	9,008	-6.4	163.1
1997	80,972	2.2	206.4	9,135	1.4	165.4
1998	81,983	1.2	208.9	8,969	-1.8	162.4
1999	84,132	2.6	214.4	9,355	4.3	169.4
2000	86,107	2.3	219.4	8,102	-13.4	146.7
2001	87,332	1.4	222.6	8,547	5.5	154.8
2002	86,501	-1.0	220.5	9,221	7.9	167.0
2003	86,146	-0.4	219.5	8,960	-2.8	162.3
2004 (Revised)	86,248	0.1	219.8	8,846	-1.3	160.2
2005	85,679	-0.7	218.4	8,789	-0.6	159.2

Table 2. Trends in union density

Variable	as at June					
	Revised					
	1990	1995	2002	2003	2004	2005
Gainfully occupied population*	109,544	123,583	140,124	141,389	142,535	144,741
Union membership	69,220	78,126	86,501	86,146	86,248	85,679
Union density	63.2	63.2	61.7	60.9	60.5	59.2

Note: * (A) The figures for the gainfully occupied population are inclusive of:

- (i) Full-time employed persons and part-time employed persons whose part-time employment is their primary occupation.
- (ii) 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.

(B) The figures of the gainfully occupied population used to measure union density exclude self-employed persons.

Table 3. Collective agreements distributed by economic sectors

2003-2004		
Broad economic sectors	No.	%
Agriculture and Fisheries	-	-
Industry	25	34.7
Services	47	65.3
Total	72	100.0
2005		
Broad economic sectors	No.	%
Agriculture and Fisheries	-	-
Industry	24	33.3
Services	48	66.7
Total	72	100.0

Table 4. Collective agreements signed by Trade Unions

2003-2004		
Trade Unions	Number of collective agreements	%
General Workers' Union	41	56.9
Union Haddiema Magħqudin	25	34.7
House Union	5	6.9
Joint	1	1.4
Total	72	100.0
2005		
Trade Unions	Number of collective agreements	%
General Workers' Union	37	51.4
Union Haddiema Magħqudin	20	27.8
Joint	4	5.5
Others	11	15.3
Total	72	100.0

Table 5. Status of collective agreements signed

2003-2004		
	Number of collective agreements	%
New	12	16.7
Renewal	53	73.6
Extension	-	-
Amendment	3	4.2
Addendum	4	5.6
Unknown	-	-
Total	72	100.0
2005		
	Number of collective agreements	%
New	7	9.7
Renewal	52	72.2
Extension	1	1.4
Amendment	3	4.2
Addendum	6	8.3
Unknown	3	4.2
Total	72	100.0

Table 6. Features of industrial actions by Trade Unions issuing related directives

	2003			
	General Workers' Union	Union Haddiema Magħqudin	Others	Total
No. of industrial actions	4	4	-	8
No. of workers involved	1,563	382	-	1,945
Days of work lost	2,769	537	-	3,306
	2004			
	General Workers' Union	Union Haddiema Magħqudin	Others	Total
No. of industrial actions	3	1	2	6
No. of workers involved	175	100	248	523
Days of work lost	412	1,100	140	1,652
	2005			
	General Workers' Union	Union Haddiema Magħqudin	Others	Total
No. of industrial actions	5	2	1	8
No. of workers involved	601	163	208	972
Days of work lost	769	26	546	1,341

Methodological Notes

1. The growth rate in union membership is measured in terms of the percentage change of each given year in respect to its preceding year. It may be both positive and negative.
2. Union density is measured in terms of the percentage of union members of the gainfully occupied population. ETC figures are taken into account for this computation.
3. The source of the data on union membership is the Annual Report by the Registrar of Trade Unions whose report for 2004-2005 has been published in The Malta Government Gazette earlier this year.