



Industrial relations and social dialogue

**Malta: Metadata for the Eurofound
database of collective agreements
for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

Authors: Melchior Vella and Gilmour Camilleri (University of Malta, UM)

Research managers: Christine Aumayr-Pintar, Jakub Kostolný and Marco Seghesio

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European Foundation for the Improvement of Living and Working Conditions

Telephone: (+353 1) 204 31 00

Email: information@eurofound.europa.eu

Web: www.eurofound.europa.eu

Contents

General information	1
1 - Agriculture	2
Background information.....	2
Sampling information	2
2 - Manufacture of food, leather, textiles, and clothes	4
Background information.....	4
Sampling information	5
Sector related agreements listed and coded in the database.....	5
Self-assessed proportion of included agreements	7
3 - Construction excl. civil engineering	8
Background information.....	8
Sampling information	9
4 - Retail	10
Background information.....	10
Sampling information	11
5 - Postal, courier, land transport and warehouses	12
Background information.....	12
Sampling information	13
6 - Hospitality	14
Background information.....	14
Sampling information	15
7 - Business support services	16
Background information.....	16
Sampling information	17
8 - Residential and social care	18
Background information.....	18
Sampling information	19
9 - Arts, gambling and sports	20
Background information.....	20
Sampling information	21
10 - Personal services	22
Background information.....	22
Sampling information	23
11 - Domestic personnel	24
Background information.....	24
Sampling information	25

This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policies.

However, 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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta).

At national level, Wage Regulation Orders (WROs) are issued every year, in which Wage Councils identify the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

1 - Agriculture

Background information

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, if anonymised. It is uncommon for businesses or unions to make these agreements available, because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed us that this information will probably be available in the future.

Collective bargaining is carried out at firm level.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The Subsidiary Legislation 452.50 regulates the minimum standards of the Agriculture and Allied Industries Wages. The minimum weekly wages payable to full time employees shall be related to a week of not more than 40 hours in the case of employees other than watchmen, and 42 hours in the case of watchmen.

The Legislation regulates, amongst other things, minimum wage rates and minimum overtime rates.

There are no registered members with the GWU (General Workers Union) in this sector.

Despite not being able to confirm it with certainty, it is highly unlikely that there are collective agreements in place in this sector.

Sampling information

The Wage Regulation Order (see Background section) for the agricultural sector has been coded, in the absence of available collective agreements at company level.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	5,000	6,500	National Accounts Data
B. Total number of employees in the sampled sectors of			

interest, estimated to be covered by collective bargaining			
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2 - Manufacture of food, leather, textiles, and clothes

Background information

Employers' associations do not have a direct role in the collective bargaining process. A company may ask their employers' association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers.

On the other end, the main organisations representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information will be available later on in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

The Subsidiary Legislation 452.67 regulates the minimum standards of the Food Manufacturing Industries Wages. The minimum weekly remuneration shall be related to a week of not more than 40 hours in the case of all full-time employees other than watchmen. The minimum weekly remuneration in the case of watchmen shall be related to a week of not more than 54 hours, inclusive of on-the-spot breaks for meals.

The Legislation also regulates amongst others the minimum wage rates and minimum overtime rates.

The largest trade union in Malta, which is the General Workers' Union (GWU), has 494 registered members in the category of food industry, which includes beverages and 305 registered members in retail industry, which includes Food importers, retail outlets supermarkets and manufacturing of clothing.

Sampling information

The Wage Regulation Orders (see Background section) applicable to the following sectors have been coded, in the absence of available collective agreements at company level.

- Beverage industry.
- Canning industry.
- Food manufacture industry.
- Textile and allied industries.
- Leather goods and shoes industry.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	4,400	4,500	Administrative Data (Full-time+part-time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 5 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Beverage Industries Wages Council Wage Regulation Order

Eurofound identifier	CA-MT-2513
Title (native language)	Ordni tal-Kunsill tal-Pagi ghall-industriji tax-xorb biex jirregola l-pagi
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	0
Quality of the figure	Numbers are rough estimates, may be unreliable

Canning Industry Wages Council Wage Regulation Order

Eurofound identifier	CA-MT-2514
Title (native language)	Ordni tal-Kunsill tal-Pagi ghall-Industrija tal-ippreservar biex jirregola l-pagi
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Food Manufacture Industries Wages Council Wage Regulation Order

Eurofound identifier	CA-MT-2515
Title (native language)	Ordni tal-Kunsill tal-Pagi dwar l-Industriji tal-Manifattura tal-Ikel biex jirregola l-pagi
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	0

Quality of the figure	Numbers are rough estimates, may be unreliable
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Textiles and Allied Industries Wages Council Wage Regulation Order

Eurofound identifier	CA-MT-2516
Title (native language)	Ordni tal-Kunsill tal-Pagi għall-Industriji tat-tessuti u għall-industriji li jagħmlu magħhom biex jirregola l-Pagi
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	200
Quality of the figure	Numbers are rough estimates, may be unreliable

Leather Goods and Shoes Industries Wages Council Wage Regulation Order

Eurofound identifier	CA-MT-2517
Title (native language)	Ordni tal-Kunsill tal-Pagi ta' Oggetti tal-Gilda u Zraben biex Jirregola l-Pagi
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	0
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

Employer associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers. In this sector the Malta Developers' Association, which represents the interests of private real estate developers in Malta, should also be mentioned.

On the other end, the main two national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information this will be available in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

The Subsidiary Legislation 452.59 regulates the minimum standards of the Construction Wages. The minimum weekly remuneration for time employees, other than watchmen, shall be related to not more than 40 hours of work calculated on an average for one calendar year exclusive of overtime and of recognised breaks for meals and rest spread over a 5-day week. The minimum weekly remuneration for watchmen shall be related to a week of not more than 60 hours of work, exclusive of overtime, spread over six days.

The Legislation regulates, amongst other aspects, the minimum wage rates and minimum overtime rates.

The largest trade union in Malta (GWU) has 129 registered members in the category of specialised building contractors.

Sampling information

The Wage Regulation Order (see Background section) for the construction sector has been coded, in the absence of available collective agreements at company level.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	18,000	19,000	Administrative Data (Full-time+part-time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

4 - Retail

Background information

Employer associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory or directly involved in the collective agreement process. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers.

On the other end, the two main national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information this will be available in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The Subsidiary Legislation 452.63 regulates the minimum standards of the Wholesale and Retail Trades. The minimum weekly remuneration payable to full time employees shall be related to a week of not more than 40 hours spread over six days: provided that the hours of work of watchmen shall be related to a week of not more than 60 hours spread over six days.

The Legislation regulates, amongst other aspects, the minimum wage rates and minimum overtime rates.

The largest trade union (GWU) has a total of 305 registered members in retail industry, which includes food importers, retail outlets supermarkets and manufacturing of clothing.

Sampling information

The Wage Regulation Order (see Background section) for the wholesale and retail trade sector has been coded, in the absence of available collective agreements at company level.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	23,500	24,500	Administrative Data (Full-time+part-time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

5 - Postal, courier, land transport and warehouses

Background information

Employer associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers.

On the other end, the two main national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information will be available in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The Subsidiary Legislations 452.35, 452.51 and Legal Notice 268 of 2022 regulate the minimum standards of Public Transport, Seamen, Digital Platform Delivery Wages.

The Legislation regulates, amongst other aspects, the minimum wage rates and minimum overtime rates.

The largest trade union (GWU) has a total of 575 registered members in delivery of goods and services.

Sampling information

The Wage Regulation Orders (see Background section) applicable to the following sectors have been coded, in the absence of available collective agreements at company level.

- Hire of cars and private buses.
- Public transport.
- Digital platform delivery.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	15,200	15,300	Administrative Data
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

6 - Hospitality

Background information

Employers' associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers. In this NACE category, we also find the Malta Hotels and Restaurants Association (MHRA) as the main organisation representing all those who own, manage, or operate a hotel or restaurant.

On the other end, the two main national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information will be available in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in

the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The Subsidiary Legislations 452.66 regulate the minimum standards of Hotels and Clubs.

The Legislation regulates, amongst other aspects, the minimum wage rates and minimum overtime rates.

The largest trade union (GWU) has a total of 544 registered members in hotels and restaurants.

Sampling information

The Wage Regulation Order (see Background section) for hotels and clubs has been coded, in the absence of available collective agreements at company level.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	26,000	27,000	Administrative Data (Full-time+part-time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

7 - Business support services

Background information

Employers' associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers.

On the other end, the two main national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information will be available in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The Subsidiary Legislations 452.75 regulates the minimum standards of Private Security Services.

The Legislation regulates, amongst other aspects, the minimum wage rates and minimum overtime rates.

The largest trade union (GWU) has a total of 1,562 registered members as sub-contracting employees employed as clerks, security officers, cleaners, community workers' scheme and careers and 336 registered members as public officers employed as clerks, security officers, cleaners, carers.

Sampling information

The Wage Regulation Orders (see Background section) applicable to the following sectors have been coded, in the absence of available collective agreements at company level.

- Private security services.
- Professional offices.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	31,500	32,500	Administrative Data (Full-time+Part-time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

8 - Residential and social care

Background information

Employers' associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers.

On the other end, the two main national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees. In this NACE category, we also find the Malta Union for Midwives and Nurses (MUMN) and the Medical Association of Malta (MAM). The primary purpose of the MAM is to regulate relations between members in the profession whereas that of the MUMN is to safeguard the interests of nurses and midwives.

The absence of sectoral or national-level bargaining is evident in Malta. Contrary to the widespread EU practice, sectoral bargaining is not particularly popular in Malta. Enterprise-based collective bargaining tends to be defended by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be altered. Also, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that Union, Government and Employers' Organisations get together to discuss issues of national relevance, is a great achievement in furthering the development of Social Dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information this will be available in the future.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in

the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The Subsidiary Legislations 452.40 regulates the minimum standards of Domestic Services.

The Legislation regulates, amongst other aspects, the minimum wage rates and minimum overtime rates.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

The largest trade union (GWU) has a total of 336 registered members as public officers employed as clerks, security officers, cleaners, carers.

Sampling information

The Wage Regulation Order (see Background section) for hospitals and clinics has been coded, in the absence of available collective agreements at company level.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	9,500	10,500	Administrative Data (Full-time+Part-time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

9 - Arts, gambling and sports

Background information

Employer associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers.

On the other end, the two main national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information will be available in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

The largest trade union (GWU) has a total of 140 registered members in entertainment, which includes Casinos, places of entertainment, conferences and organisation focused leisure and hobbies and 189 registered members in Media houses, Media Outlets and media publishers.

Sampling information

The Wage Regulation Order (see Background section) for cinemas and theatres has been coded, in the absence of available collective agreements at company level.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	16,000	17,000	Administrative Data (Full-time+Part-time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

10 - Personal services

Background information

Employer associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers.

On the other end, the two main national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information will be available in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

There are no registered members with the GWU in this sector.

Sampling information

The Wage Regulation Orders (see Background section) applicable to the following sectors have been coded, in the absence of available collective agreements at company level.

- Sextons and custodians.
- Laundries.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	6,500	7,500	Administrative Data (Full-Time+Part-Time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

11 - Domestic personnel

Background information

Employer associations do not have a direct role in the collective bargaining process. A company may ask their employer association for advice during the process, but the association would not be a signatory of the collective agreement. The main employers' organisations in Malta are the Malta Employers Association, the Malta Chamber of Commerce, and the Malta Chamber of SMEs; the latter representing Maltese traders and retailers.

On the other end, the two main national trade unions representing workers are the General Workers' Union (GWU) and UHM Voice of the Workers. The GWU is an all-grades multi-sector union in Malta, whereas the UHM predominantly represents public sector employees.

The absence of sectoral or national-level sectoral bargaining is evident in Malta, in contrast to the widespread EU practice. Company-level collective bargaining tends to be preferred by both employers' organisations and trade unions because it is thought to add some flexibility to wage policy by enabling companies that can afford it to pay higher salaries and offer better conditions. Furthermore, agreements that are tailored-made for the organisation can be modified and revised more rapidly if needed. Furthermore, they frequently foster an atmosphere of competition in which wage increase can be negotiated between businesses engaged in the same industry.

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 legal status by the enactment of the Malta Council for Economic and Social Development (MCESD) Act (Chapter 431 of the Laws of Malta). The Council is a tool for analysis and, at times, a catalyst for change. The fact that trade unions, government and employers' organisations get together to discuss issues of national relevance is a great achievement in furthering the development of social dialogue in Malta and to relatively more harmonious industrial relations.

No information could be collected for this particular NACE sector. Collective agreements are carried out at company level; social partners were unable to publish the documents or disclose parts of the agreements, even if anonymised. It is uncommon for businesses or unions to make these agreements available because they may contain commercial sensitive information and other kind of information that their owners would prefer to remain undisclosed. The problem of identification was also mentioned by the union, given Malta's small size.

The collective bargaining rate in Malta is not available. The Department for Industrial and Employment Relations informed that this information will be available in the future.

Collective bargaining in the sector is carried out at firm level, as in other NACE sectors.

Please note that we are unable to confirm if there are no agreements. We can confirm, however, that it is highly unlikely that there are agreements in place.

However, at national level, Wage Regulation Orders (WROs) are issued every year, in which the Wage Council identifies the minimum wages for several different sectors at national level, which prevail on the national statutory minimum wage. Despite not being collective agreement in the strict sense, WROs are issued by a Wage Council (a tripartite organism which include social partners) and provide the minimum employment payment for several sectors. The WROs could be considered in

the same way of a collective bargaining agreement for sectoral wages for the purposes of this database - the identified wages are regulated by the Wage Councils tripartite organisms.

There are no registered members with the GWU in this sector.

Sampling information

The Wage Regulation Orders (see Background section) applicable to the following sectors have been coded, in the absence of available collective agreements at company level.

- Domestic service.
- Private cleaning services.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	500	550	Administrative Data (Full-Time+Part-Time)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

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