

## Points Discussed in the Presentations

The General Workers Union, which is the largest trade union movement in Malta, was founded in 1943. We voice a number of more than 51 thousand workers. Every worker falls under one of our 11 sections, depending under which sector of the economy the employer is employed in. Every individual working in Malta can become a member within our union.

When an individual decides to become a member within our movement, we would become liable to act as an intermediate between our member and the business one is employed within. This will give power to the workers to negotiate for better working conditions.

Our sections include:

- The metal and construction sector
- The Professionals, finance and services section
- The maritime and aviation section
- Food and hospitality section
- Chemicals and energy section
- Technology and communication section
- Government and public entities section
- International section
- Discipline forces, security and law enforcement officers section
- Additionally to the sections mentioned we also represent Pensioners and Youths.

The Maltese legislation safeguards its employees through the following rights and obligations:

### Contracts – Definite and Indefinite

One can be employed under definite or indefinite contracts. Definite contracts, which can also be referred to as fixed-term contracts, are employment agreements with an identified beginning and an end. On the other hand indefinite contracts do not have a specific end date, but rather the employee is terminated upon retirement; voluntary resignation; redundancy or dismissal with a good cause.

### Working Hours and Overtime

The normal hours of work for full-time employees include a number of 40 hours per week. In certain circumstances, the employee can be asked to work overtime. These additional hours are paid one is to one point five hours. The employee has the right to refuse to work overtime. Furthermore for overtime to be worked it requires the employees written consent before commencement.

### Payslip

Every employer must give his employees, both when working under a definite or indefinite contract, a payslip which needs to contain personal basic details, number of normal hours worked, the number of hours entitled at overtime, the number of hours at annual leave availed, a breakdown of bonuses, allowances or commissions, and any deductions effected.

The payslip should be available to the employee either before or on the date when wages are due.

### Sick Leave

The amount of sick leave an employee has the right to, depends under which sector of industry of the wage regulations order one falls within. Where in certain circumstances, the type of work is not registered by any wage regulations order, the sick leave entitlement, amounts to two working weeks per year.

#### Injury Leaf

If an employee is injured on the job, he/ she is entitled to a maximum period of one year injury leaf paid in full.

#### Vacation Leave

The number of hours an employee is entitled to as vacation leave depends on the number of hours accumulated as from the beginning of employment. Taking into consideration a scenario where as from the year 2021, an employee is entitled to work the normal hours of full time employment, therefore 40 hours per week, he would be entitled to 224hours of vacation leave per year.

#### Forced Leave

The employer has the right to comply his employees for forced leave. Before the start/ commencement of the forced leave the employer must provide a written statement justifying the reason for the forced leave, also including the time frame.

#### Minimum wage

The national minimum wage per week for full time employees in Malta is sub-divided into three categories:

For persons aged 18 years and over is €179.33 per week.

For persons aged 17 years is €172.55 per week.

For persons Under 17 years is €169.71 per week.

#### Notice Periods and Termination

When terminating employment, both the employee and the employer have the duty to give a notice. The notice period depends on the length of service given to the company. Taking into consideration: an employee who has worked for a number of six months and up to two years the notice period entitled is of two weeks.

For any further information or queries one can visit our establishment in Valletta, or contact us on +356 25679200