MALTA EMPLOYERS' ASSOCIATION

Update

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2018

Highlights in 2018

EVENTS ORGANISED BY MEA

During the past year 2018 the MEA was very active in the organization of several keynote events.

OUTREACH INITIATIVES

The MEA organised a number of outreach initiatives which have been well received by employers. The outreach sessions focused on issues with Identity Malta and the Family Business Act. Government officials were invited to discuss on a one to one basis, problems which the company may have with respect to a particular topic. These meetings are held on specific dates by appointment at the MEA premises with individual members.

It is the intention of MEA to organise other similar events in the near future. We urge members to feel free to suggest areas of interest where such focused meetings will be of benefit to them.

Family Business Office

Identity Malta

The MEA Secretariat:

Director General
Mr Joseph Farrugia

Executive in EU & Legal Affairs
Dr Charlotte Camilleri

Research Executive – Economic & Social Affairs
Ms Sharon Farrugia

SME Helpdesk Executive
Mr Anton Vella

Administrative Secretary
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© UPDATE is prepared and circulated by:
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MEAINDEX
The online toolbox for business **entrepreneurs**

MEETINGS / INFORMATION SESSIONS

January

- The MEA organized a focus group on 19th January to discuss the **impact of rental rates and property prices on the Labour market**. The focus group was held in conjunction with a group of researchers from the Ministry for the Family, Children's Rights and Social Solidarity who were conducting a research exercise for the Ministry with the aim of presenting recommendations.

February

- The MEA in collaboration with MISCO organised an Information Session on 7th February entitled: **"Employer Branding – Is this the future of HR?"**.

- The **Annual General Meeting** of the Malta Employers' Association was held on the 28th February at the MEA premises. It was preceded by an Extraordinary General Meeting which presented a motion for a change in statute (Article10) whereby the AGM will, as of next year be held by the end of March instead of the end of February.

From left to right: Mr Joseph Farrugia (Director General), Ms Doris Sammut Bonnici (President) and Mr Matthew Ellul Sullivan (Hon. Treasurer)

April

- The MEA organised an information session on 6th April on **GDPR Compliance**. The main speaker was Mr Ian Deguara, Director – Technical Affairs from the Office of the Information & Data Protection Commissioner.

- An information session was organised on the 13th April on **Employing Third Country Nationals**. The session was addressed by Dr. Charlotte Camilleri, officials from Identity Malta, and Dr. Lara Dimitrovich. The strong attendance to this event confirmed the importance of this matter to many companies operating in Malta.

Following the information session, it was decided to look into the matter more closely to identify the issues and to make concrete recommendations to government, as an extension of the position paper that the Association had already presented in April 2016. On the 27th April, a number of workshops were held at the MEA with the themes:

1. The Meaning and Implications for Employers of Human Trafficking.

2. The role responsibility of agencies and intermediaries in employing TCNs.

3. A review of the application process – proposals for improvement.

4. A review of the renewal process of work permits and employment transfers – proposals for improvement.

September

- An information session on **Blockchain, Crytocurrency and Smart Contracts** was organized on 20th September. Dr Joseph F. Borg, an internationally recognised expert in the field gave participants present a presentation about the principles.

October

- As part of the SME Week 2018, the Malta information Technology Agency (MITA) under the direction of the National Cyber Security Strategy Steering Committee within the remit of the Parliamentary Secretariat for Financial Services, Digital

Economy and Innovation, and in collaboration with Malta Employers' Association a Focus Group Session, entitled **'Cyber Security from the eyes of the Maltese Employer and the Employees within the SME context'**, was held on 26th October 2018.

- MEA organized a Workshop session at its premises on 31st October, to discuss different aspects of **Wage Inflation in Malta**. Representatives from 45 companies participated in the discussion and were split in 4 workshops discussing the following topics:
  1. Impact of Rent and Property Prices on Labour Costs
  2. Trends in Collective Bargaining and Wages
  3. Labour shortages and Wage inflation
  4. Government Induced Costs and Labour Costs in the Private Sector.

November

- As part of the SME Week 2018, the Malta Employers' Association, through its SME Helpdesk and in collaboration with the Ministry for the Economy, Investment and Small Businesses and the Malta Communications Authority organised a half-day Seminar entitled: **"Assisting SMEs facing today's challenges"** on 15th November 2018. Amongst the topics of discussion were:
  - The employment of persons with disability,
  - The role of Business First to assist SMEs,
  - How MCAST is contributing to entrepreneurship,
  - What assistance is being offered to encourage SMEs go for internationalisation,
  - Substance abuse, and other addictions, at the workplace
  - The role of the Family Business Office,
  - Schemes to assist local manufacturing industry,
  - How MCA is preparing SMEs to face the challenge of digitalization.

COURSES ORGANISED BY MEA

- This year, the MEA held the **Award in Employment Law Course** four times.

- The MEA in collaboration with PricewaterhouseCoopers organized a **Course on Employment: Fiscal and Practical Considerations**. This course was held twice.

- The MEA in collaboration with MISCO organised a Course entitled: **Employer Branding – Is this the future of HR?** The objective of this course is to provide participants with the importance of the role of HR in achieving business goals. This course was held three times.

- The MEA in collaboration with PricewaterhouseCoopers organized **a Workshop on GDPR application.** The course was targeted to those responsible for processes involving personal data including Human Resources Managers, Marketing Managers, IT Managers, Compliance Officers, Internal Auditors, and Administration Officers. This workshop was held twice.

- The MEA in collaboration with PricewaterhouseCoopers organised a training programme entitled: **Shopfloor Retail Bootcamp**. The main aim of this training programme was for retailers who wanted to develop individuals within their sales team to improve the client experience and in turn increase local sales.

We would like to thank all those who attended our courses this year. We believe that it is important for HR personnel and managers to keep themselves abreast with the latest legislation. Our courses are limited to a small number of participants in order to enable interaction between the participants, which has become a trademark of the courses organized by MEA.

We will be launching a new course beginning next year on **Human Resources**. It will be mainly targeted to Managers, HR practitioners, students interested in HR.

EPALE AWARD

The MEA received an EPALE Award. The EPALE (Electronic Platform for Adult Learning in Europe) Awards 2018 is an initiative

organised to recognise the work done by professionals in adult education.

The biennial Awards are organised by the Directorate for Research, Lifelong Learning and Employability within the Ministry for Education and Employment and they celebrate adult learning in Malta with the use of creative and inclusive learning methods.

PRESTIGIOUS AWARD FOR MEA PRESIDENT

Ms. Dolores Sammut Bonnici has been awarded the Enterprising Woman of the Year Award during the 16th Enterprising Women of the Year Awards held in Miami Florida USA. This award is organised annually by the Enterprising Women Magazine USA and the ceremony is hosted by the National Association of Women Business owners (NAWBO).

The Enterprising Woman of the Year Award is given to women who, through strong initiative and a keen sense of entrepreneurship, created their own business, and contributed to society in various aspects of the business world. It is also awarded to women who have promoted entrepreneurship among other women, and mentored other budding women entrepreneurs, and to persons who were entrusted with high positions in various associations and institutions.

MEA SECRETARIAT

Ms Sharon Farrugia joined the Association as Research Executive – Economic & Social Affairs in March 2018. Ms Farrugia has experience in working with the public and private sector through governmental agencies, NGOs and associations. She has worked on various EU funded projects and was responsible in implementing social policies at the workplace.

Prior to working at the Association, Ms Farrugia was managing a project promoting family-friendly measures amongst employers. She is a committee member of the Get Qualified Scheme, forms part of the CORE Platform on CSR, and represents the Association in South Med countries through BUSINESSMED.

Ms Farrugia holds a B.A (Hons) Social Policy and an MA European Studies.

MEAINDEX

The MEA launched its new online portal MEAIndex in June 2018. It is both endorsed and supported by the Commissioner for Simplification within the Office of the Prime Minister of Malta, and the Malta Communications Authority together with a number of collaborative entities including Malta Enterprise, the Family Businesses Office and the Malta Office of the European Commission.

The platform provides relevant information related to government and non-government entities and is thus an indispensable tool for start-ups and also for established businesses to navigate through the myriad departments and entities through a centralized source of information.

Through the MEAIndex, the Association has placed second in this years' edition of the National Enterprise Support Award.

The Promoting Enterprise News Portal run by the European Commission has included prominent coverage of the MEAIndex in October 2018.

Visit **index.maltaemployers.com** to subscribe. Subscription is free of charge. You will be updated on any changes in contacts, applications, schemes, etc.

AGREEMENTS / MoUs / ENDORSEMENTS

The MEA signed an Agreement with the following entities for the promotion and exposure of our respective services.

- **Malta Communications Authority**

- **Family Business Office**
- **Malta Competition and Consumer Affairs Authority**
- **JobsPlus**
- **MITA**

Memorandum of Understanding with the President's Trust

The MEA signed an MoU with the President's Trust on the Employment Initiative.

Memorandum of Understanding with Spazio alla Responsabilita'

The MEA signed an MoU with the Spazio alla Responsabilita' on Corporate Social Responsibility.

Endorsement of the Joint Maltese Social Partner Declaration on Mental Wellbeing at the Workplace.

After participating in the Mental Health at the Workplace Conference: Addressing the Challenges held in June 2018 organised jointly by the Office of the Commissioner for Mental Health and Richmond Foundation, the MEA,

- Recognise that mental wellbeing is a fundamental part of the health of an individual;
- Agree that there is a pressing need for joint action to chart a way forward on this complex issue;
- Declare its commitment to work productively with the aim of implementing the necessary measures to improve workplace mental wellbeing, in the best interests of both employers and workers.

MEA TV PROGRAMME

The MEA TV Programme **"MEA"** is being broadcasted on TVM2 every Friday at 6.30pm, with various repeats throughout the week.

We believe that the programmes broadcasted so far, have reached their intended objective, namely to project a positive image of employers by:

- Informing and educating the audience about labour market and economic issues
- Communicating and explaining their position on various aspects of labour market matters
- Publicising examples of positive employment practices by companies operating in Malta
- Countering negative publicity about employers

The secretariat and council are doing their utmost to produce a quality programme, and its sustainability will depend on the support of the Association's members.

All programmes may be viewed on our Youtube channel. We hope that you will have time to watch the programme. Your feedback and recommendations for further improvement would be appreciated.

Call us for info on our advantageous advertising rates.

MEA NEWSLETTERS

UPDATE

This is the Malta Employers' Association Information Sheet published on a regular basis. It is designed to keep members up to date with developments in the labour relations area.

This year, 25 issues have been distributed, dealing with the following topics:

Issue No.:

562. Payroll adjustments for 2018

563. The Driving Penalty Points System

564. Outreach Initiatives by the MEA

565. MEA's 53rd Annual General Meeting

566. Prestigious Award for Ms Dolores Sammut Bonnici

567. The Equality Bills

568. The Employment of Third Country Nationals - Between a Rock and a Hard Place

569. GDPR

570. MEA Director General addresses the 107th session of the International Labour Conference focuses on Social Dialogue, Economic Performance and Governance

571. MEAINDEX

572. MEAINDEX is Online!

573. Identity Malta Procedures

574. Legal Notices 271, 272, 273, 274

575. Legal Notices are on Hold

576. Legal Notices need to allow for flexibility without infringing on workers' rights, employer bodies state

577. MEA TV begins its 11th Season in October 2018

578. National Budget 2019

579. MEAIndex featured prominently in European Commission Promoting Enterprise News portal

580. MEA's Proposals for National Budget 2019

581. The Budget is a reflection of robust economic performance but a longer term vision is required – MEA

582. Union Membership should be a Free Choice - MEA, COCEI, MHRA

583. MEA Workshop session tackles Wage Inflation in Malta

584. Foie Gras

585. Corporate Social Responsibility

586. SME Week 2018

EU FILE

This is the MEA's newsletter on EU Matters. It keeps members abreast of EU Developments with respect to Employment issues. It highlights important news from the European Commission as well as interesting news from different Member States.

INDUSTRIAL TRIBUNAL NEWSLETTER

The objective of this newsletter, which is issued quarterly, is to provide you with a brief background and outcome of selected industrial tribunal cases. This information will provide you with a better understanding in dealing with similar cases that may arise in your organisations, particularly when dealing with dismissal cases.

MEA provides professional assistance in industrial tribunal cases as part of the subscription. More importantly, the secretariat is there to offer its advice **before** a decision to terminate is taken. This advice is often influential in determining the decision of the Industrial Tribunal should an employee be dismissed, as in many cases the decision is based not simply on whether there were grounds of dismissal or otherwise, but also on whether the correct procedures were implemented. The newsletter also includes cases that are not related to dismissals and are of interest to employers, such as union recognition.

All MEA newsletters are available in the Members' password protected area on our website.

POSITION PAPERS

National Budget 2018

The MEA presented its proposals for National Budget 2019 in August 2018.

PRESS RELEASES

MEA issued various Media Releases during the year. These may viewed here.

CONFERENCES, SEMINARS, MEETINGS AND OTHER ACTIVITIES ORGANISED LOCALLY AND WHICH WERE ATTENDED BY MEA OFFICIALS

January

- Dr Charlotte Camilleri attended a Stakeholder Forum on: "Education, Training, Youth and Sport Erasmus+", organised by EUPA on 19th January.

- Ms Dolores Sammut Bonnici, MEA President and Mr Joseph Farrugia attended an NSO Presentation of the findings of the Household Budgetary Survey on 24th January.

- Mr Anton Vella attended an MCAST alf-day Conference on "Entrepreneurship and Employability" held on 26th January.

February

- Mr Joseph Farrugia attended a Roundtable meeting on Social Dialogue in Education – Malta, organised by the Malta Union of Teachers in partnership with the European Federation of Education Employers (EFEE) and the European Trade Union Committee for Education (ETUCE) on 15th February.

- Ms Dolores Sammut Bonnici attended the MIM Business breakfast: 10 Years of Euro held on 16th February.

March

- Mr Joseph Farrugia participated in a panel discussion at a Conference organised by NCPE on 5th March to mark International Women's Day.

- Mr Joseph Farrugia attended a Conference: Implementing the EU External Investment Plan and European Fund for Sustainable Development, organised by the European Commission Representation in Malta in collaboration with the Ministry for Foreign Affairs and Trade Promotion on 15th March.

- Ms Dolores Sammut Bonnici and Mr Joseph Farrugia attended a Business Breakfast: Malta's 2018 Country Report, organised by the European Commission Representation in Valletta on 22nd March.

- Mr Anton Vella attended an event organised by Foundation for the Promotion of Entrepreneurial Initiatives on the 3 Questions Model (T3QM) Project - Making Entrepreneurship more accessible, held on 23rd March.

April

- On 24th April, Mr Joseph Farrugia gave an address at a Conference organized by Labour Party.

May

- On 1st May, Mr Joseph Farrugia gave an address at a Business Breakfast organized by the Nationalist Party. The theme for discussion was Employing foreign workers.

June

- Dr Charlotte Camilleri attended a Presentation of the European Commission's Proposals for the Regulations - Governing the European Union's Cohesion Policy for the 2021-2027 period, organised by the Ministry for European Affairs and Equality in collaboration with the European Commission Representation in Malta on 28th June.

September

- Mr Joseph Farrugia and Mr Stephen L Muscat, MEA Deputy President attended a Business Breakfast on the Pre-Budget 2019, organised by the Ministry for Finance on 10th September.

- Mr Joseph Farrugia attended a Seminar on: The Economic & Monetary Union: how has Malta benefitted and what does the future hold?, organised by the European Commission Representation in Malta on 14th September.

October

- Mr Joseph Farrugia attended a Business Breakfast: The European Pillar of Social Rights - what implications for Malta?, organised by The Malta Business Weekly in collaboration with the European Commission Representation in Malta on 3rd October.

- Mr Arthur Muscat, MEA Vice President attended an NCPE Seminar: Putting the Council of Europe Gender Equality Strategy

2018-2023 into action held on 4th October.

- Mr Joseph Farrugia participated in a Panel Discussion: Il-Futur tad--Dinja tax-Xoghol during the 75th Extraordinary Congress of the GWU on 5th October.

- Ms Dolores Sammut Bonnici attended a Launch of the National Campaign on Education and Awareneess on Digital Security, organised by the National Cyber Security Strategy Committee on 16th October.

- Ms Dolores Sammut Bonnici gave a speech at a Round table Conference: Med Blue Economy: Possible models of development, organised by the Malta-Italia Chamber of Commerce on 26th October. Mr Joseph Farrugia addressed an afternoon Workshop.

November

- Mr Joseph Farrugia attended a Debate: White Paper on Rental Market: Debating the Proposed Framework, organised by the Secretariat for Social Accommodation in collaboration with the Department of Economics, University of Malta on 8th November.

- Ms Dolores Sammut Bonnici attended a Meeting in the context of the 2018/2019 European Semester, organised by the European Commission Representation in Malta on 14th November.

- Mr Joseph Farrugia attended a Launch of Research - Retirement and Financial Capability in Malta in 2018, organised by the Retirement and Financial Capability Group within the Ministry for the Family, Children's Rights, and Social Solidarity on 22nd November.

December

- Mr Joseph Farrugia participated in a panel discussion at the Annual Conference 'My Journey: Opening New Horizons for Students', organised by the Euroguidance Centre in Malta under the remit of the National School Support Services and the Malta Career Guidance Association on 3rd December.

CONFERENCES, SEMINARS, MEETINGS AND OTHER ACTIVITIES ORGANISED ABROAD AND WHICH WERE ATTENDED BY MEA OFFICIALS

January

- Mr Joseph Farrugia attended a European Union Policy Forum on Development (EU PFD) meeting, held in Ghent, Belgium, on 15-16 January 2018.

- Mr Lawrence Mizzi attended the 47th meeting of the Governing Board of the European Agency for Safety and Health at Work held in Bilbao on 24-25 January 2018.

February

- Mr Joseph Farrugia attended a Policy Learning Forum on upskilling pathways: a vision for the future, organized by Cedefop, together with the European Economic and Social Committee (EESC) and in close cooperation with the European Commission on 7-8 February in Brussels.

- Mr Arthur Muscat attended the BUSINESSMED Management Committee Meeting held in Rome on 22nd February. BUSINESSMED (Union of Mediterranean Confederations of Enterprises) is the main representative of the private sector that reflects the interest of 22 Confederations of Enterprises around the Southern and Northern Mediterranean Countries.

March

- Dr Charlotte Camilleri attended the Annual Conference on European Labour Law 2018, organized by the Academy of EU Law held in Trier on 22-23 March 2018.

- Mr Lawrence Mizzi attended a meeting of the Advisory Committee on Health and Safety at Work (ACSH) Employers Interest Group Meeting on 23rd March in Luxembourg. The Committee's remit is to assist the European Commission in the preparation, implementation and evaluation of activities in the fields of safety and health at work.

April

- Ms Sharon Farrugia attended the 4th Annual CSR Conference and Matchmaking - Economic Empowerment & Social Inclusion in the Responsible Business Era, organized by The Federation of Egyptian Industries (FEI) and the International Labour Organization (ILO) held in Cairo, Egypt on 16-17 April 2018.

- Mr Lawrence Mizzi attended a meeting of the Advisory Committee on Free Movement of Workers held on 19-20 April in Brussels. The Committee assists the European Commission in the examination of the application of EU law on free movement of workers and helps coordinate Member States' employment policies with the aim of contributing to the development of their economies and to a more balanced EU labour market.

May

- Ms Dolores Sammut Bonnici & Mr Joseph Farrugia attended an International conference on: "Industrial relations in Europe: Fostering equality at work and cross-country convergence", organised by the ILO and the European Commission held in Paris on 17-18 May.

June

- Mr Joseph Farrugia represented employers at the 107th Session of the ILO Conference held in Geneva from 28 May - 8 June. Ms Dolores Sammut Bonnici attended part of the conference.

- Ms Dolores Sammut Bonnici attended an ESF Committee Meeting held on 12-13 June in Plovdiv, Bulgaria.

- Mr Joseph Farrugia attended the Eurofound Board Meeting held in Dublin on 21-22 June 2018. Eurofound's Governing Board represents the social partners and national governments of all Member States, as well as the European Commission.

- Ms Sharon Farrugia attended am EBSO MED Seminar: "Enhancing Business Support Organisations and Business Networks in the Southern Neighbourhood", held in Tunis on 28th June. EBSO Med is a 4-year project, co-financed by the European Commission that aims at boosting the Mediterranean business ecosystem promoting inclusive economic growth and job creation, by enhancing the private sector environment and namely the Business Support Organisations in the Southern Neighbourhood countries.

- Mr Joseph Farrugia attended a Conference: MED Blue Economy – from Malta a Pact for Legality and Sustainable Development in the Mediterranean, organised by Spazio alla Responsabilita' held in Naples on 29th June.

September

- Mr Arthur Muscat, Vice President attended the IOE European Meeting held in Riga on 13-14 September.

- Ms Dolores Sammut Bonnici attended a Seminar "Labour Market Integration of Migrants – A multi stakeholder approach", organised by the Confederation of Independent Trade Unions in Bulgaria held on 26th September in Sofia, Bulgaria.

October

- Ms Dolores Sammut Bonnici attended the X MEDA Women Entrepreneurs Forum organized by the Association of Mediterranean Business Women's Organizations (AFAEMME) in cooperation with the Association of Chambers of Commerce and Industry of the Mediterranean (ASCAME) and the Jordanian Business and Professional Women Forum held in Amman, Jordan on 2-3 October 2018.

- Mr Joseph Farrugia attended the Advisory Committee for the Coordination of Social Security Systems held on 12th October in Brussels. The Committee assist the European Commission in the preparation of legislative proposals and policy initiatives.

- Mr Lawrence Mizzi attended the ACSH 4th Workshop on National Strategies, held in Luxembourg on 15 - 16 October 2018.

- Mr Joseph Farrugia attended the 6th Mediterranean Salon on Corporate Social Responsibility in Naples, organised by Spazio alla Responsabilita' held in Naples on 24-26 October. Mr Farrugia delivered an address focusing on how Malta-Italia-Tunisia can

collaborate together to promote responsible business.

November

- Mr Joseph Farrugia attended the CEDEFOP Governing Board meeting held in Thessaloniki on 12-13 November. CEDEFOP is one of the EU's decentralised agencies. Founded ([1]) in 1975 and based in Greece since 1995, CEDEFOP supports development of European vocational education and training (VET) policies and contributes to their implementation. The agency is helping the European Commission, EU Member States and the social partners to develop the right European VET policies.

- Mr Joseph Farrugia attended the Eurofound Board Meeting held in Dublin on 15-16 November 2018.

- Mr Anton Vella attended the 2018 SME Assembly held in Graz on 19 - 21 November 2018.

- Ms Sharon Farrugia attended the BUSINESSMED General Assembly held in Barcelona on 21st November.

- Ms Sharon Farrugia attended the 12th Edition of the Mediterranean Week of Economic Leaders, organised by Association of the Mediterranean Chambers of Commerce and Industry (ASCAME) held in Barcelona on 21-23 November.

December

- Mr Joseph Farrugia attended the CEEP CSR LABEL awarding ceremony and the CEEP statutory meetings held in Stockholm on 11-12 December.

The Secretariat of the Malta Employers' Association extend to the Council, Members, employees and their families a Merry Christmas and a Prosperous New Year.

The MEA premises will be closed for the festive season from Monday, 24th December 2018 to Wednesday, 2nd January 2019, both dates included. We will resume business on Thursday, 3rd January 2019.