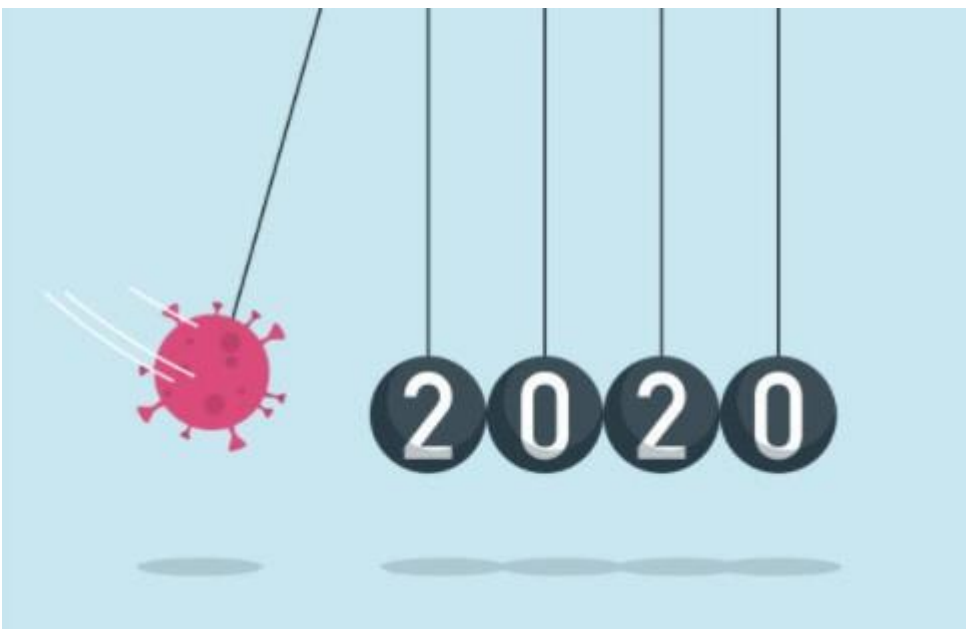


# Update

ISSUE 673  
21 DECEMBER 2020



## Highlights in 2020

2020 was anything but a normal year. With changes across the globe, we have all had to adapt our resources to ensure resilience.

Enterprises had to operate in an atmosphere of constant uncertainty and the role of the Malta Employers' Association became essentially one of guiding and advising employers through uncharted waters, whilst lobbying with authorities to take measures to mitigate the negative impact of pandemic on businesses and jobs.

### COVID-19 EMPLOYERS' HANDBOOK

In April, the MEA launched an online comprehensive handbook: Dealing with COVID-19 – An Employers' Manual with all the details of the schemes available, useful contacts, and replies to frequently asked questions. This resource is a work in progress and is constantly updated with new FAQs and any other relevant information.

#### 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*  
Ms Dorianne Azzopardi Cilia

© UPDATE is prepared and circulated by:  
**MALTA EMPLOYERS' ASSOCIATION**  
35/1, South Street,  
Valletta VLT 1100, Malta  
t: (+356) 21237585, 21222992  
[www.maltaemployers.com](http://www.maltaemployers.com)



The online toolbox for business entrepreneurs

## EVENTS ORGANISED BY MEA

During the past year 2020 the MEA was very active in the organization of several keynote events. Nearly all our events were held on-line.

### January

- On 31<sup>st</sup> January, the MEA organised a **Focus Group on Equal Pay for Work of Equal Value**.

### March

- The MEA organised an Information Session with the theme: **Corona Virus and the Workplace**, on 12<sup>th</sup> March at the Mediterranean Conference Centre.

### April

In April, the MEA started organizing virtual webinars to keep its members informed on current issues.

- On 23<sup>rd</sup> April, the MEA organised a webinar on **eCommerce – Taking your Business Online**. The topics discussed included:
  - Making your business online
  - EU grants for eCommerce
- On 30<sup>th</sup> April, the MEA organised a webinar on **Data Protection during COVID-19**. Taking your Business Online. The topics discussed included:
  - the processing of employees' health data during the pandemic
  - legal grounds and principles for processing
  - remote working
  - security of processing

### May

- On 7<sup>th</sup> May, the MEA organised a webinar on **Health & Safety**

at the Workplace during COVID-19. The topics discussed included:

- Employers' Obligations - do's & don't's
  - Health & Safety when working remotely
  - The importance of risk assessments
  - Supervision of employees to ensure compliance
  - Fines for breaches of health & safety.
- On 14<sup>th</sup> May, the MEA organised a webinar on **Bank Schemes for Business during COVID-19**.
  - On 21<sup>st</sup> May, the MEA organised a webinar on **Training & Employment Schemes**.

### June

- On 5<sup>th</sup> June, the MEA organised a webinar on **Updates on Malta Enterprise measures related to COVID-19**.
- On 11<sup>th</sup> June, the MEA organised a webinar on **Discussing Working Conditions with the Department of Industrial & Employment Relations**.

### July

- The MEA held its **55<sup>th</sup> Annual General Meeting** on 1<sup>st</sup> July 2020.
- On 14<sup>th</sup> July, the MEA organised a Webinar on the **Regeneration Measures by Malta Enterprise**.
- On 28<sup>th</sup> July, the MEA organised a Webinar: **Refugees at Work - All you need to know**.

### September

- On 15<sup>th</sup> September, the MEA in collaboration with FORUM Malta organised a webinar on the **'EU's Green Deal'**.

### October

- The MEA held its hybrid SMEs National Forum, as part of the European SME Week programme of events, on the 29<sup>th</sup> October at the Dolmen Hotel. This virtual event touched on two important issues for employers and society in general – **Upskilling and Digitisation**. The event opened by the Hon. Silvio Schembri – Minister for the Economy, Investment and Small Business; the Hon. Clayton Bartolo, Parliamentary Secretary for Financial Services and Digital Economy, and Hon. Kristy Debono, Opposition spokesperson on Digitisation.

The three-hour virtual event was also addressed by many specialists. The whole hybrid event may be viewed [here](#).

### November

- On 19<sup>th</sup> November, the MEA in collaboration with GWU, Malta Chamber of Commerce, Richmond Foundation and Working Town lead a webinar on **Mental Wellbeing and Healthy Workplaces**.
- On 25<sup>th</sup> November the MEA organised an interactive webinar on the **'Right to Disconnect'**. The main speaker was MEP Alex Agius Saliba who was responsible for the Motion for the EU Parliament resolution with recommendations to the Commission (2019/2181(INL)).

## PRESS CONFERENCES

- On 28<sup>th</sup> April, the MEA held a virtual Press Conference on the online survey which the MEA conducted among employers to determine the extent to which business operations have been affected by the COVID-19 pandemic, the effectiveness of government schemes to assist companies and the need to review such measures.
- On 4<sup>th</sup> June, the MEA held an online Press Conference to launch its Pre-Budget Proposals.
- On 10<sup>th</sup> June, the MEA held a Press Conference to present the results of the survey: COVID-19 Business and Employment Projections.

## PRESS RELEASES

MEA issued various Media Releases during the year. [These may viewed here.](#)

## COURSES ORGANISED BY MEA

As many of our members know, the Malta Employers' Association holds a number of courses throughout the year, and this year was no exception. Due to COVID-19, in March 2020, most of our courses were being held online instead of face-to-face.

MEA's tutors adapted very well to the situation and made the transfer of using platforms like ZOOM, Google Meet and Microsoft Teams. The Association invested in a fully-equipped video-conference room where tutors have access to equipment needed to deliver high-quality lectures.



*In 2020, 127 students have been trained with MEA.*

Our most prominent courses are:

### (1) Award in Employment Law Course

The course is an MQF Level 5 Award accredited by the National Commission for Further and Higher Education.

The aim of this course is to provide participants with a good working knowledge of the local legislation belonging to employment and industrial relations, including the main changes in the employment legislation. It also determines the extensive factors for an understanding of the rights and obligations of workers and their employers. The Employment and Industrial Relations Act, 2002 and the various regulations which followed is the main focus of the course, and it guides participants through the principles of effective employment practices. This method enables them to understand various implications of employer employee relations.

### (2) Award in Human Resources Management in Practice Course

The course is an MQF Level 5 Award accredited by the National Commission for Further and Higher Education.

The aim of this course is to equip participants with knowledge and

skills associated to the HR function. Taught by 19 different tutors with high experience in the field, this course covers topics like Social Dialogue, Corporate Social Responsibility, Discipline & Dealing with Dismissals, Managing a Diverse Workforce, Recruitment & Selection, Basics of Occupational Health & Safety, amongst others. The idea behind the development of this course was to create a space where students, most of which are HR practitioners themselves, can share the challenges and experiences of their work, and learn from experts in the field on how to apply management strategies and practices.

### (3) Award in Leading People at the Workplace

The course is an MQF Level 5 Award accredited by the National Commission for Further and Higher Education. It is being delivered and awarded by New Horizons (Institute for Work Competencies), in collaboration with the Malta Employers' Association.

This course focuses on giving participants the essential skills and competences needed for effective leadership. It is aimed at line managers and supervisors.

### (4) Employment: Fiscal & Practical Considerations Course

This course is organised by PricewaterhouseCoopers, in collaboration with the Malta Employers' Association.

The main objective of this course is to engage participants into the legislative and technical aspects of payroll computation. Topics covered through the course include payroll management which involves knowledge about the complexities of income tax computations, social security, exemptions and other

employer obligations involved in the correct computation of different aspects of remuneration. Participants learn about taxation and other compliance issues which form an intricate element of employing people.

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.

## COLLABORATIVE AGREEMENTS

- The MEA signed a cooperation agreement with Malta Enterprise. It will enhance collaboration between the two entities in the area of employment relations as well as contributing to MEAINDEX, an online resource for entrepreneurs.
- Another agreement with Fondazzjoni tat-Transport, with MEA being one of the five co-founders of the Foundation.

## SURVEY / POSITION PAPERS

- Position Paper - Parliamentary Reform: Towards a More Productive Parliament, February 2020 [Download](#)
- MEA Survey Results: COVID-19 Effect on Business, April 2020 [Download](#)
- MEA Survey Results: COVID-19 Effect on Business, June 2020 [Download](#)

- MEA Proposals for National Budget June 2020 [Download](#)
- MEA Proposals for National Budget 2021 [Download](#)
- MEA Survey III on COVID-19 – Testing Business Performance, September 2020 [Download](#)
- Position Paper on Teleworking & Remote Working Arrangements - A Balanced and Informed Approach, October 2020 [Download](#)

## MEA TV PROGRAMME

The MEA TV Programme “**MEA**” is being broadcasted on TVM2 every Thursday at 7.00pm, with various repeats throughout the week.

**200 programmes have been recorded.** 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, 51 issues have been distributed, dealing with the following topics:

[Issue 622](#) - Payroll adjustments for 2020

[Issue 623](#) - Prime Minister announces New Cabinet

[Issue 624](#) - MEA points at 'Disillusionment' in National Institutions', proposes Parliamentary Reform

[Issue 625](#) - OHSa, Department of Health issues guidelines about the Coronavirus

[Issue 626](#) - MEA calls on Prime Minister to intervene in Malta Film Commission Issue

[Issue 627](#) - Corona Virus – Latest News

[Issue 628](#) - Corona Virus – Employer bodies call for Sensible Social Dialogue

[Issue 629](#) - Corona Virus – Employer Bodies submit proposals to Government

[Issue 630](#) - MEA: Announced Measures offer limited respite to Businesses. Payment for Quarantine Leave introduced by Stealth.

[Issue 631](#) - Economic repercussions of COVID-19

[Issue 632](#) - Non-Essential Retail Stores and Services outlets to remain Closed

[Issue 633](#) - COVID-19: Identity Malta Agency change in procedures

[Issue 634](#) - A Positive Financial Aid Package – MEA

[Issue 635](#) - COVID-19 Corona Virus – Economic Mitigating Measures

[Issue 636](#) - COVID-19 – New Measures

[Issue 637](#) - Employees Living with Vulnerable Persons

[Issue 638](#) - Coronavirus - Recent Developments

[Issue 639](#) - COVID-19: Medical Benefit

[Issue 640](#) - COVID-19: Guarantee Scheme - Malta Development Bank

[Issue 641](#) - Solidarity with Employers

[Issue 642](#) - MEA calls for an immediate reduction in Utility Rates, a review in Assistance schemes, and a bonus for Health Workers

[Issue 643](#) - MEA survey finds that employers are temporarily holding on to their employees even though they are not satisfied with the Government schemes.

[Issue 644](#) - Mitigation Measures for Transition

[Issue 645](#) - Updates from the Inland Revenue Department

[Issue 646](#) - COVID-19: Restoring Business Activity

[Issue 647](#) - COVID-19: Mitigation Measures & Guidelines for Workplaces

[Issue 648](#) - A Timely & Focused Fiscal Package – MEA

[Issue 649](#) - New Measures for Businesses

[Issue 650](#) - MEA Survey on Business Perceptions and Projections – June 2020

[Issue 651](#) - MEA warns: Malta's reputational damage could be heading to a point of no return

[Issue 652](#) - COVID-19 Export Response Scheme

[Issue 653](#) - 55<sup>th</sup> Annual General Meeting

[Issue 654](#) - UPDATES: COVID Wage Supplement Scheme & The Reactivation of Vouchers

[Issue 655](#) - 55<sup>th</sup> Annual General Meeting - Director General's Report

[Issue 656](#) - Malta faces a Political Meltdown - MEA

[Issue 657](#) - Employment Third Country Nationals - FAQs by Identity Malta

[Issue 658](#) - MEA appeals to authorities to stop mass events with immediate effect

[Issue 659](#) - Mass events – MEA appeals for a suspension of Industrial Actions

[Issue 660](#) - Travel restrictions to Malta: Misguided and erroneous decisions taken by Government – MEA

[Issue 661](#) - MEA's Proposals for National Budget 2021

[Issue 662](#) - MEA urges government to remain vigilant and to keep on supporting businesses

[Issue 663](#) - Agreement with Pilots is a Major Industrial Relations Blunder – MEA

[Issue 664](#) - Malta Enterprise and MEA sign cooperation agreement

[Issue 665](#) - MEATV is back

[Issue 666](#) - A Budget based on Uncertain Outcomes

[Issue 667](#) - Budget 2021 for Businesses

[Issue 668](#) - MEA Position Paper on Teleworking & Remote Working Arrangements - A Balanced and Informed Approach

[Issue 669](#) - Employment of Asylum-seekers and Refugees

[Issue 670](#) - MEA's hybrid SMEs National Forum: Upskilling & Digitisation – the key for resilience

[Issue 671](#) - From Less Equal to More Equal !

[Issue 672](#) - 200 Programmes of MEA TV

## 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.

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

### **January**

- On 8<sup>th</sup> and 22<sup>nd</sup> January, Ms Dolores Sammut Bonnici attended a Workshop on learning to work together, organised by the CORE Platform. CORE Platform promotes and raises awareness on Corporate Citizenship & Corporate Social Responsibility (CSR) among businesses & civil society in Malta.

### **February**

- On 5<sup>th</sup> February, Mr Anton Vella attended a Conference:

Cybersecurity organised by the Skills Foundation.

- Ms Dolores Sammut Bonnici attended a Business breakfast - Closing the Circle, organised by the Malta Industrial Parks on 24<sup>th</sup> February.

### **March**

- On 4<sup>th</sup> March, Dolores Sammut Bonnici participated in a panel discussion at a Conference entitled: "Intelliġenza Artifiċjali u l-Ugwaljanza Bejn is-Sessi" organised by NCPE as part of the International Women's Day.
- On 5<sup>th</sup> March, Mr Anton Vella attended a Hot Seat Discussions with the theme: Social Media Usage Trends in 2020, organised by MISCO.
- On 10<sup>th</sup> March, Mr Joseph Farrugia attended a Half-day seminar organised by MEUSAC to mark the conclusion of a project entitled ENGAGE, carried out to enhance stakeholder participation in social dialogue.
- On 11<sup>th</sup> March, Mr Anton Vella and Ms Sharon Farrugia attended a Women4IT Conference, organised by Tech.MT.

### **May**

- On 15<sup>th</sup> May, Ms Dolores Sammut Bonnici participated in a virtual round table organised by the National Centre for Family Research within the Malta Foundation for the Wellbeing of Society on the occasion of the International Day of Families.
- On 29<sup>th</sup> May, Mr Joseph Farrugia gave an address at a Webinar on: Coping Mechanisms in times of crisis,

organized by Working Town in collaboration with MEA, GWU and the Malta Chamber of Commerce and Enterprise. Dr Charlotte Camilleri and Ms Sharon Farrugia attended as well.

### **June**

- Ms Sharon Farrugia attended an E-Skills Foundation Conference: COVID-19: Challenges & Opportunities for SMEs, held on 9<sup>th</sup> June.
- On 15<sup>th</sup> June, Ms Dolores Sammut Bonnici, Mr Joseph Farrugia, Mr Stephen L Muscat and Mr Matthew Ellul Sullivan paid a courtesy visit to H.E. The President of Malta Dr George Vella.

### **July**

- On 10<sup>th</sup> July, Ms Sharon Farrugia attended an ESF Call IV - Small Projects Information Session, organised by The Managing Authority (MA) for Cohesion Policy 2014-2020 in Malta, the Planning and Priorities Co-ordination Division within the Ministry of Foreign and European Affairs.

### **August**

- On 26<sup>th</sup> August, Ms Dolores Sammut Bonnici and Dr Charlotte Camilleri attended the NCPE Final conference: Prepare the Ground for Economic Independence.

### **September**

- On 3<sup>rd</sup> September, Ms Dolores Sammut Bonnici attended a Webinar: Europe's trade and investment strategy for economic recovery beyond Covid-19, organised by the Malta Business Bureau and the

European Commission  
Representation Office in Malta.

## October

- Ms Dolores Sammut Bonnici and Mr Joseph Farrugia attended a Webinar organised by the Malta Chamber of Commerce, Enterprise & Industry on: The Digital Future: Teleworking and Online Services, held on 2<sup>nd</sup> October.
- On 6<sup>th</sup> October, Ms Dolores Sammut Bonnici attended a Webinar to discuss the action plan to implement the European Pillar of Social Rights, organised by The European Commission Representation in Valletta.
- On 9<sup>th</sup> October, Ms Dolores Sammut Bonnici attended a Readiness videoconference with Malta, organised by The European Commission Representation in Valletta.

## November

- On 10<sup>th</sup> November, Ms Dolores Sammut Bonnici attended a Half-Day conference: Discussion on report "An effective MCESD for social partners".
- On 18<sup>th</sup> November, Mr Joseph Farrugia, Dr Charlotte Camilleri and Ms Sharon Farrugia attended a Webinar on the Future of Europe: State of the Union - Looking forward, organised by The European Commission Representation in Malta.
- Mr Joseph Farrugia gave an address at the Conference on Living Wage organised by the Anti-Poverty Forum on 19<sup>th</sup> November.

- On 26<sup>th</sup> November, Mr Joseph Farrugia gave an address at the NCPE Conference - Equal Pay Day.
- On 26<sup>th</sup> November, Ms Sharon Farrugia attended the ECVET Final Webinar organised by NCFHE.
- On 30<sup>th</sup> November, Mr Joseph Farrugia attended a Webinar on the EU Budget and Malta's role - Beyond the allocation to Malta: what is the EU budget and how does it impact the Maltese?, organised by The European Parliament Office in Malta.

## December

- On 3<sup>rd</sup> December, Ms Dolores Sammut Bonnici, Mr Joseph Farrugia, Dr Charlotte Camilleri and Mr Ivan Refalo (Council member) participated at the National Conference on: Il-Ligi tax-Xogħol, organised by the Department of Industrial & Employment Relations.
- On 3<sup>rd</sup> December, Dr Charlotte Camilleri attended the HR Gig 5: Empowerment set - no limits, organised by Street HR.

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

### January

- On 16<sup>th</sup> January, Dr Charlotte Camilleri attended a Regional Meeting organised by SIMA in Istanbul, Turkey.

## February

- On 4<sup>th</sup> February, Ms Dolores Sammut Bonnici attended the CEEP Social Affairs Board in Brussels.

## March

- Ms Sharon Farrugia attended an IOE Webinar: Business Action in the times of COVID-19, held on 18<sup>th</sup> March.
- Ms Sharon Farrugia attended an IOE Webinar: Teleworking trends & challenges in the times of COVID-19, held on 23<sup>rd</sup> March.
- On 25<sup>th</sup> March, Ms Sharon Farrugia attended an IOE webinar on Economic advocacy to assure business sustainability and avoid massive job losses: what works, what does not.

## April

- On 8<sup>th</sup> April, Ms Sharon Farrugia attended an IOE digital conference on the impact of COVID-19 on global trade, supply chains and employment.

## June

- On 3<sup>rd</sup> June, Ms Dolores Sammut Bonnici attended the ESF Committee meetings: Plenary Session and Informal Working group meeting online.
- On 3<sup>rd</sup> June, Mr Joseph Farrugia attended the CEEP Statutory meetings online.
- Ms Sharon Farrugia attended an IOE Digital Conference on back to work policies, held on 6<sup>th</sup> June.
- On 16<sup>th</sup> June, Mr Joseph Farrugia attended the CEEP

Social Affairs Board meeting online.

- Dr Charlotte Camilleri attended a Webinar on: The impact of COVID-19 for people living and working in Europe - How can policymakers respond?, organised by Eurofound on 10<sup>th</sup> June.
- On 18<sup>th</sup> June, Dr Charlotte Camilleri and Ms Sharon Farrugia attended a webinar on Future of Work: The Role of Strategic Workforce Planning in Shaping New Career Paths, organised by CSR Europe.
- On 25<sup>th</sup> June, Dr Charlotte Camilleri and Ms Sharon Farrugia attended a webinar: How COVID-19 affects Europeans and the EU labour market, organised by Eurofound.
- On 25<sup>th</sup> June, Ms Sharon Farrugia attended an IOE Digital Conference on Economic Advocacy for SMEs to tackle the Covid-19 Crisis.
- On 25<sup>th</sup> June, Mr Joseph Farrugia attended a hearing dedicated to the future European proposal for a binding instrument on pay transparency. This was organised by DG justice in cooperation with DG Employment.

## July

- Dr Charlotte Camilleri attended the Annual Conference on European Labour Law 2020, organized by the Academy of EU Law held between 1<sup>st</sup> and 3<sup>rd</sup> July online.

## October

- Ms Sharon Farrugia attended an online Conference: UPPER LEVEL-Joint Social Commitment- as the Key to I&C and Participation and Their Challenges, organized by SIMA on 23-24 October.
- Ms Dolores Sammut Bonnici attended the EESC Plenary sessions held between 27 and 29 October.

## November

- Mr Joseph Farrugia attended an extraordinary Social Affairs Board meeting on Minimum wage initiative, organized by CEEP on 6<sup>th</sup> November.
- On 16<sup>th</sup> November, Ms Dolores Sammut Bonnici attended a Webex meeting - the Short Intermediate Report on the study "Boosting the use of Artificial Intelligence in Europe's MSMEs", organized by EESC.
- Ms Dolores Sammut Bonnici attended the MEDAWEEK BARCELONA 2020, organized by ASCAME on 20<sup>th</sup> November.
- Mr Joseph Farrugia attended the Advisory & Technical Committees on Free Movement of Workers, organized by European Commission on 19-20 November.
- On 30<sup>th</sup> November, Mr Joseph Farrugia attended a Roundtable "EU Minimum Wage at its Last Mile:

Expectations and Perspectives, organized by Punto Europa Forli – Jean Monnet Centre of Excellence and the University of Bologna.

## December

- On 8<sup>th</sup> December. Mr Joseph Farrugia attended the CEEP General Assembly, and Statutory meetings which were followed by the CEEP renaming ceremony.
- On 11<sup>th</sup> December, Mr Joseph Farrugia attended the Extraordinary CEEP Social Affairs Board meeting on Minimum wages.
- On 15<sup>th</sup> December, Mr Joseph Farrugia attended a Technical Forum on the Think Tank Education Compass set up by the Office of the Permanent Secretary within the Ministry for Education in co-operation with the Edward De Bono Palace of New Thinking.
- On 18<sup>th</sup> December, Ms Dolores Sammut Bonnici attended the launch of the new Financial Instrument – Energy Efficiency and Renewable Energy Malta held at Castille. The event was streamed live with the presence and participation of the European Commission, the European Investment Bank and the European Investment Fund.





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

The MEA premises will be closed for the festive season from Thursday, 24<sup>th</sup> December 2020 to Friday, 1<sup>st</sup> January 2021, both dates included. We will resume business on Monday, 4<sup>th</sup> January 2021.

