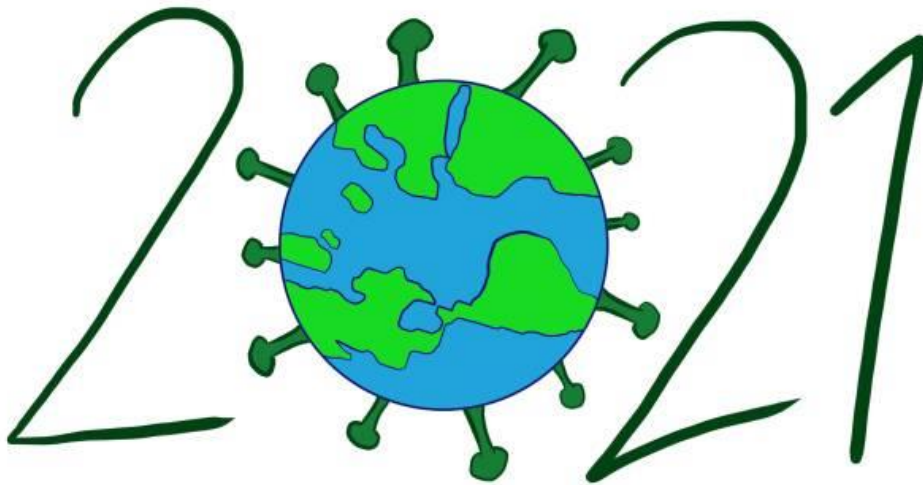


# Update

ISSUE 721  
21 DECEMBER 2021



## Highlights in 2021

Reflecting on this year's The Economist's World Ahead, editor Tom Standage, wrote, "If 2021 was the year the world turned the tide against the pandemic, 2022 will be dominated by the need to adjust to new realities, both in areas reshaped by the pandemic and as deeper trends reassert themselves."

One cannot blame the editor for failing to anticipate the comeback of the pandemic due to the Omicron virus, which is currently ravaging economies worldwide. 2022 appears to have further trials that will affect businesses. MEA has likewise faced another challenging year and, as you can read below an extremely active one. We thank all our members for their trust and support and hope for a better 2022.

### EVENTS ORGANISED BY MEA

During the past year 2021 the MEA was very active in the organization of several keynote events. Nearly all our events were held on-line.

#### January

On 12<sup>th</sup> January, the MEA in collaboration with New Horizons Institute for Work Competencies organized a webinar for HR and Line Manager to present its training programme: Award in Leading People at the Workplace, an accredited Award at level 5. During the webinar, the course lead trainer Mr Joe Gerada explained the various modules of the programme, as well as, the skills based methodology which apart from providing the necessary knowledge, the course imparts skills which the

#### The MEA Secretariat:

*Director General*  
Mr Joseph Farrugia

*Consultant*  
Mr Kevin J Borg

*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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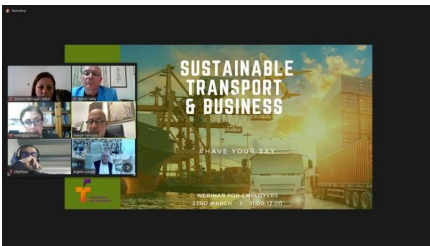
delegates can immediately practice at the work place.

## February

- The MEA in collaboration with Agenzija Sapport organised 2 Training Sessions for its members on the INK project on 9 and 17 February.

## March

- The Malta Employers' Association in collaboration with the Foundation for Transport organised a webinar entitled **Sustainable Transport and Business**, 23<sup>rd</sup> March. The main aim of the webinar was to instigate discussion amongst employers in the private sector about the challenges and opportunities being faced when dealing with transport.



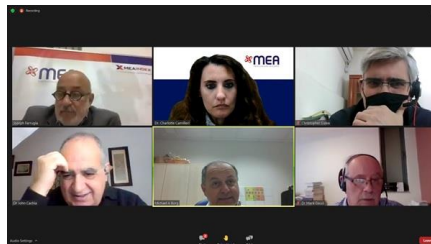
- The MEA held its **56<sup>th</sup> Annual General Meeting** on 25<sup>th</sup> March. During the meeting, the new Council for years 2021 – 2023 was elected. The new Presidency Team was elected at a Council meeting held on 12<sup>th</sup> April.



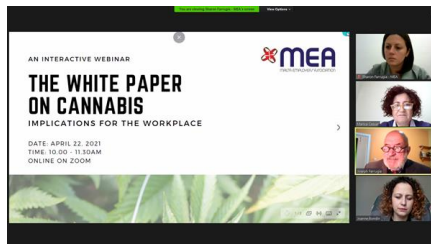
*Ms Joanne Bondin was elected MEA President in April 2021 following the Annual General Meeting held on 25<sup>th</sup> March.*

## April

- On 9<sup>th</sup> April, the MEA organised a webinar on **COVID-19 Vaccine and the Workplace**.



- On 22<sup>nd</sup> April, the MEA organised a webinar on **The White Paper on Cannabis - Implications for the Workplace**.



## May

- On 19<sup>th</sup> May, the MEA organised a **'Virtual visit to the EESC**. During the 'visit' it was explained what are the roles of EESC, MEA's involvements, subjects being discussed and how employers can voice their opinions and be part of

EU social dialogue. There were interventions by Mr Stefano Mallia (President of the EESC Employers Group), Ms Dolores Sammut Bonnici (Member of the EESC Employers Group and Senior Vice-President of MEA). Mr Georgios Meleas from EESC gave an overall of EESC's works and Ms Sophie Zimmer spoke on the discussions held on minimum wage.

## June

- On 18<sup>th</sup> June, the MEA organised a National Conference on: **Balancing Sustainable Economic Growth with Quality of Life – A National Challenge**. This virtual event was organized with the support of Atlas Insurance, APS Bank and EY. A report on this conference was featured in Update 701.



## August

- The MEA in collaboration with Department of Social Security organised a Focus Group on the Blue Medical Certificate on 4 August.

## September

- On 28<sup>th</sup> September, Mr Joseph Farrugia, Director General of the Malta Employers' Association together with Mr Joe Gerada the Managing Director of New Horizons Institute gave out the awards to the participants who successfully followed the level 5 Course on 'Leading People at the Work Place' and 'Resolving Conflict and Mediation'.





WhosWho.mt caught up with MEA President, Ms Joanne Bondin to find out what makes her tick, what she expects in her new role, and her priorities for the coming months. The interview appeared on 13<sup>th</sup> June. It may be read [here](#).

BusinessNow magazine featured an interview with Ms Joanne Bondin in July. The interview may be read [here](#).

On 25<sup>th</sup> October, Mr Anton Vella represented MEA on TVAM and Radio to promote the SMEWEEK Event.

## **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, all our courses were held online.

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.

### **(5) Remote Working for Entrepreneurs and Business Leaders**

This course is organized by MEA together with MISCO.

The course deals with opportunities and challenges of having a remote workforce. Topics covered through the course pertain to remote working and teleworking; rights and obligations for the employers; implementation of working with an effective communication strategy; and managing the remote worker. The course gives practical examples of how employers and managers can work effectively to have strong and sustainable workplaces.

**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**

- On 17<sup>th</sup> March, the MEA signed Collaborative Partner Agreement with Malta Development Bank.
- On 18<sup>th</sup> May, the MEA signed Collaborative Partner Agreement with Tech.MT.
- On 28<sup>th</sup> July, the MEA signed a Collaborative Partner Agreement with the National Foreign Direct Investment Screening Office.
- On 15<sup>th</sup> October, the MEA signed a Partnership Agreement with the Malta Maritime Forum (MMF).

## **SURVEYS / POSITION PAPERS / RESEARCH**

- MEA Survey Results: Survey IV: Business Performance after a year

of COVID-19 (March 2021). View press conference presentation [here](#).

- MEA Survey on Malta's Greylisting (June 2021) [Download report](#).
- MEA Proposals for National Budget 2022 [Download](#)
- Position Paper: Addressing a Chronic Shortage of Employees (August 2021) [Download](#)
- Recommendations by the Malta Employers' Association on the LONG TERM RENOVATION STRATEGY 2050 (June 2021) [Download](#)
- Issued 2 studies in collaboration with BUSINESSMED and other partners
  - Integration of the Gender Dimension and Empowerment of Women [Download](#)
  - Energy Technologies Education and R&D Education [Download](#)



- Collaboration with MISCO on the Salary Survey Report and [Annual Survey on HR Development 2021](#).

## ACHIEVEMENTS



**The MEA was awarded as a Runner-up National Supporting Business Awards.** The MEA through its SME Helpdesk managed by Mr Anton Vella participated for the National Supporting Business Awards (NSBA) with the project: The Online MEA HR

HANDBOOK. Following this achievement, the MEA was eligible for nomination to compete in the European Enterprise Promotion Awards (EEPA).

**The MEA was awarded the SAFE recognition award** on 9<sup>th</sup> November.

## MEAINDEX



The online toolbox for business **entrepreneurs**

As from its inception, so-far we managed to publish through the current news section, nothing less than 288 business related stories. This year only, we sent 17 + email alerts, alerting subscribers with latest developments. This year, we managed to attract 4 other entities to become collaborative partners. These were: MDB, NFDIS, TECH.MT, and MMF. In all, so-far we managed to engage 14 entities to become meaindex collaborative partners. We are in the final stages to welcome on board other entities. Amongst there are the Foundation for Transport, and The Office of the Commissioner for Voluntary Organisations.

As from June 2018 (the date of the meaindex inception), till now we proudly announce that we already reached: 71,683 new user and 181,198 page views. **Subscribe to MEAINDEX for free in order to be continuously updated on matters related to SMEs.**

## MEA ONLINE HR HANDBOOK



The MEA HR Handbook, which saw its inception 14 years ago, presently consists of an online platform made up of 28 chapters on employment related topics. Innovative in its format, the

Handbook is a source of information that helps entrepreneurs to offer proper guidance and enhance their relationship between management and employees.

Within these 28 chapters, one can find 383 FAQs related to different topics.

With the outbreak of the pandemic, and in response to the high demand of queries in relation to changes in conditions of employment, MEA has added a separate section on how management can deal with issues raised during COVID-19. Being seen as a best practice of how business support organisations like MEA can assist SMEs in dealing with COVID-19, the Handbook has been recognised and advertised amongst international partners like IOE and BUSINESSMED, and MEA has been praised on how innovative it is offering its assistance.

It is estimated that in the last 5 years, 8,000 visitors accessed and made use of this online tool.

At the moment we are in the process of rebranding and soon it will be added on with 11 other chapters, Amongst the new Topics one would be able to access chapters on:

- Employing persons beyond pensionable age
- Employing underage persons
- Training and Development
- The Right to Disconnect
- The Work life Balance Directive
- Employment and Mental Health
- Platform Work, zero-hour contracts
- Equal Pay for work of Equal Value
- Harassment
- The Industrial Tribunal
- Applying for EU Funds

## MEA TV PROGRAMME

The MEA TV Programme **"MEA"** is being broadcasted on TVMnews+ every Tuesday at 22.05 hrs, with various repeats throughout the week.

**By end of April 2022, 234 programmes will 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

**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.**

## 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, 48 issues have been distributed, dealing with the following topics:

- [Issue 674](#) – Payroll adjustments for 2021
- [Issue 675](#) – Training Courses organized by MEA
- [Issue 676](#) – Changes to Wage Supplement Scheme
- [Issue 677](#) – MEA calls for an immediate resolution to Teachers' Dispute
- [Issue 678](#) – MEA co-founder of the newly established Foundation for Transport
- [Issue 679](#) – Union Recognition and Collective Bargaining Units
- [Issue 680](#) – Teleworking – Divergent Views
- process is finalised
- [Issue 681](#) – The Right to Disconnect – MEA insists on implementation only after the EU
- [Issue 682](#) – MEA Survey results: Recovery will be slower than Anticipated; employment level is stable but dependent on extended fiscal stimulus.
- [Issue 683](#) – New Mitigation Measures
- [Issue 684](#) – MEA: Extension of Wage Supplement positive, but number of cases is alarming
- [Issue 685](#) – List of Non-Essential Outlets & Other COVID Related Legal Notices published
- [Issue 686](#) – MDB and MEA reach agreement to collaborate further for the benefit of local businesses
- [Issue 687](#) – MEA reaction to the proposed Interpretation Act: 'No Kangaroo Courts, please!'
- [Issue 688](#) – New Measures and Initiative announced yesterday
- [Issue 689](#) – MEA's 56th Annual General Meeting
- [Issue 690](#) – Strengthening our Secretariat Team
- [Issue 691](#) – There is a need for clear guidelines for Vaccination at the Workplace – MEA
- [Issue 692](#) – MEA webinar: The White Paper on Cannabis – Implications for the Workplace.
- [Issue 693](#) – New MEA Council for year 2021 – 2023
- [Issue 694](#) – Moneyval Report – MEA breathes a sigh of relief.
- [Issue 695](#) – MEA calls for Full Transparency on Persons Employed on a Position of Trust Basis
- [Issue 696](#) – A Virtual Visit to the European Economic & Social Committee: What's in it for the Employer?
- [Issue 697](#) – Recommendations by the Malta Employers' Association on the LONG TERM RENOVATION STRATEGY 2050
- [Issue 698](#) – A Terrible Autogool for the Maltese Economy
- [Issue 699](#) – MEA National Conference: Balancing Sustainable Economic Growth with Quality of Life – A National Challenge
- [Issue 700](#) – 'The Biggest Threat is not the Grey Listing itself, but the Conditions that caused it – MEA'
- [Issue 701](#) – MEA National Conference: Balancing Sustainable Economic Growth with Quality of Life – A National Challenge
- [Issue 702](#) – Employees Travelling to Red Zones – MEA Directive
- [Issue 703](#) – COVID-19 Wage Supplement – revised
- [Issue 704](#) – Urgent measures are required to address Labour Shortages – MEA
- [Issue 705](#) – Interview with Malta Employers' Association and the Malta Chamber of Commerce, Enterprise & Industry
- [Issue 706](#) – MEA's Proposals for National Budget 2022
- [Issue 707](#) – Economic growth and well-being
- [Issue 708](#) – Recovery & Resilience Facility
- [Issue 709](#) – MEA TV Programme
- [Issue 710](#) – A Pre-election Budget built on Strong Assumptions
- [Issue 711](#) – Unanswered Questions
- [Issue 712](#) – Employment of Refugees and Asylum Seekers in Malta
- [Issue 713](#) – MMF and MEA reach agreement to collaborate to the general benefit of the business community
- [Issue 714](#) – MEA meets EU Commissioner
- [Issue 715](#) – Protecting jobs and our planet are not conflicting objectives – MEA
- [Issue 716](#) – The Cannabis Reform Bill is fraught with Omissions, Inconsistencies and Hidden Motives – MEA
- [Issue 717](#) – Cannabis & the Workplace
- [Issue 718](#) - A Fond farewell to two MEA Presidents
- [Issue 719](#) – Payroll for 2022
- [Issue 720](#) – National Supporting Business Awards

### 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

- Mr Anton Vella attended a Consultation on: *Insaħħu l-Kwalità fix-Xandir*, organised by the Ministry within the Office of the Prime Minister (Sustainable Development, Implementation of the Electoral Manifesto, Social Dialogue), in collaboration with PBS, held on 13<sup>th</sup> January.
- On 15<sup>th</sup> January, Ms Dolores Sammut Bonnici and Mr Joseph

Farrugia attended a Business Breakfast: *'Lejn Prosperità Ġdida'*, organised by OPM.

- Mr Anton Vella attended a meeting with Hon Miriam Dalli's reps on 21<sup>st</sup> January.

### February

- On behalf of MEA, Mr Anton Vella met with Hon Owen Bonnici on the 100% accessibility to IT issue on 16<sup>th</sup> February.
- Mr Joseph Farrugia attended a Business Breakfast: National Productivity Report 2020, organised by the National Productivity Board & MCESD on 18<sup>th</sup> February.
- Mr Anton Vella attended the Malta Cloud Forum meeting on 19<sup>th</sup> February.
- On 26<sup>th</sup> February, Mr Anton Vella gave a presentation a Webinar on: Disability and Employment, organised by CRPD.

### March

- Ms Dolores Sammut Bonnici, Senior Vice President attended a Conference on the occasion of International Women's Day with the theme: "Il-pandemija tal-COVID-19 u l-Ugwaljanza Bejn is-Sessi", organised by NCPE on 2<sup>nd</sup> March.
- On 4<sup>th</sup> March, Ms Dolores Sammut Bonnici attended a Discussion on: *'Soċjeta Ugwali, Soċjetà Shiħa'*, organised by MEUSAC & Europe Direct Valletta.
- On 8<sup>th</sup> March, Mr Joseph Farrugia participated at a Webinar on the Pay Transparency organised on the occasion of International Women's Day by the European Commission Representation in Malta in collaboration with the Malta Independent. The event may be viewed [here](#).
- Mr Anton Vella attended and participated in the Business Disability Forum held on 8<sup>th</sup> March.
- Dr Charlotte Camilleri was a Guest Speaker at a Webinar on The Right

to Disconnect organised by the Malta IT Law Association on 23<sup>rd</sup> March.

- Mr Anton Vella attended virtually the Cyber Security Strategy Meeting on 25<sup>th</sup> March.

### April

- Mr Joseph Farrugia was a speaker at a Webinar on: *L-istress tal-omm tqila u ħsarat oħra lit-tarbija fil-guf fuq il-postijiet tax-xoghol*, organised by the Malta Unborn Child Platform on 7<sup>th</sup> April.
- On 14<sup>th</sup> April, Mr Joseph Farrugia was a speaker at a talk organised by St. Margaret College, about "What does the employer expect from the employee."
- Mr Anton Vella attended the Board Meeting of the Foundation for Transport Executive Board held on 21<sup>st</sup> April.
- Dr Charlotte Camilleri attended a Webinar on 'Disability, Equality and Recruitment' organised by Agenzija Support on 27<sup>th</sup> April.

### May

- Ms Dolores Sammut Bonnici was a speaker at a Webinar: *How can the EU direct post-COVID EU recovery?*, organised by CORE Platform on 10<sup>th</sup> May.
- Mr Anton Vella attended the Board Meeting of the Foundation for Transport Executive Board held on 14<sup>th</sup> May.

### June

- Mr Joseph Farrugia was a speaker at a Conference: *Measuring and Understanding Inequality Dynamics in Malta*, organised by Centre for Labour Studies, University of Malta on 22<sup>nd</sup> June. Dr Charlotte Camilleri attended the Conference.
- Mr Anton Vella attended the EBIZNIFY Lite Launch on 22<sup>nd</sup> June.
- Mr Joseph Farrugia was a speaker at a GEMMA Webinar on: *Creating a more financially capable workforce*,



organised by Office of the Permanent Secretary in the Ministry for Social Justice and Solidarity, the Family and Children's Rights on 24<sup>th</sup> June.

- Mr Anton Vella attended the Board Meeting of the Foundation for Transport Executive Board held on 30<sup>th</sup> June.

## July

- Ms Sharon Farrugia attended Focus Groups on Skills Gap Analysis, a Research conducted by MCESD on 12<sup>th</sup>-14<sup>th</sup> July 2021.
- On 15<sup>th</sup> July, MEA Council Member Mr Michael Mifsud attended a Roundtable discussion hosted by the new CEO for Microsoft Greece, Cyprus and Malta, Mr Theodosios Michalopoulos on: *Leading into Hybrid Work*.
- MEA Senior Vice President Ms Dolores Sammut Bonnici and MEA Officer Ms Maronna Filletti attended a Business Breakfast with the theme: "100 Idea", organised by Labour Party on 16<sup>th</sup> July.



- Dr Charlotte Camilleri attended a Conference on *Access to Fair and Stable Employment*, organised by JRS on 21<sup>st</sup> July.

## August

- Mr Anton Vella attended the Board Meeting of the Foundation for Transport Executive Board held on 5<sup>th</sup> August.

## September

- Mr Joseph Farrugia attended a Business Breakfast organised by Labour Party as part of the Conference with the theme: "*Inġeddu Malta Flimkien*" on 17<sup>th</sup> September.
- Mr Anton Vella attended the Board Meeting of the Foundation for Transport Executive Board held on 27<sup>th</sup> September.

## October

- Ms Dolores Sammut Bonnici attended a Business Breakfast: *Launch of the New Employment Policy*, organised by the Minister for Finance and Employment on 5<sup>th</sup> October.
- Mr Anton Vella participated on behalf of MEA in the Broadcasting Authority consultative meeting held on 6<sup>th</sup> October.
- Mr Joseph Farrugia was a speaker at a Webinar on '*The Evolving Workplace: Beyond the COVID-19 Pandemic*', organised by The Sustainable Development Network ('SDN', a network established by the Sustainable Development Act, Cap. 521), on 7<sup>th</sup> October.
- Mr Joseph Farrugia was a speaker at a Webinar: *Malta's recovery and resilience plan*, organised by Europe Direct Network in collaboration with CORE Platform, on 14<sup>th</sup> October. The event may be viewed [here](#).
- Mr Joseph Farrugia participated in a panel discussion at a meeting with the theme: '*L-Ewropa li Nixtieq*', organised by Servizzi Ewropej f'Malta as part of the Conference on the Future of Europe.
- Mr Joseph Farrugia was a speaker at the EY Malta Future Realised Week held between 19-22 October.

## November

- Mr Anton Vella was present for the SMEWEEK Launch at the Dragonara held on 1<sup>st</sup> November.

- Ms Sharon Farrugia attended the Kick-Off Steering Committee of bBrave Project on 8<sup>th</sup> November.
- On 11<sup>th</sup> November, Dr Charlotte Camilleri attended a meeting of the Operational Programme 1 and Operational Programme II.
- Ms Sharon Farrugia attended a Consultation with Claudette Buttigieg and other Social Partners on Cannabis Legislation on 16<sup>th</sup> November.
- Mr Joseph Farrugia attended a Stakeholders' Forum: '*The role of digitalisation in career guidance practice*', organised by Euroguidance Malta Centre on 25<sup>th</sup> November.
- Mr Anton Vella attended the Board Meeting of the Foundation for Transport Executive Board held on 25<sup>th</sup> November.
- Ms Sharon Farrugia attended a Business Breakfast organised by IOM on the Fair Work Project on 26<sup>th</sup> November.

## December

- Mr Joseph Farrugia was a Panel speaker during UHM Annual general Conference - Impact on Covid on the Economy held on 1<sup>st</sup> December.
- Mr Joseph Farrugia attended a Euroguidance Conference '*Promoting the new Europass Portal and raising awareness of the importance of the Malta Qualifications Framework with our service users*', organised by The Euroguidance Centre in Malta under the remit of the National School Support Services and the Malta Career Guidance Association on 2<sup>nd</sup> December.
- On 3<sup>rd</sup> December, Mr Joseph Farrugia participated in a panel discussion at an Annual conference entitled '*Malta's Demographic Challenge*', organised by The Guardian for Future Generation, an independent government board operating under the Sustainable Development Act.



- On 4<sup>th</sup> December, Mr Anton Vella attended the Launch to a National Consultation Process aimed at reforming the Voluntary Organisations sector, with the aim to ensure it meets the present and future needs of voluntarism in Malta.
- On 7<sup>th</sup> December, Mr Anton Vella attended the National Supporting Business Awards Ceremony, organised by the Ministry for the Economy & Industry.
- Mr Joseph Farrugia made a presentation to a Conference organised by the Centre for Labour Studies on Teleworking on 9<sup>th</sup> December.
- Mr Joseph Farrugia was one of the speakers during a webinar organised by the Faculty of Law at the University of Malta held on 10<sup>th</sup> December.

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

### February

- Mr Joseph Farrugia attended the SGI Europe Social Affairs Board Meeting held on 2<sup>nd</sup> February.
- On 23<sup>rd</sup> February, Ms Doris Sammut Bonnici attended the IOE Policy Working Group on Human Rights and Responsible Business Conduct.
- Ms Sharon Farrugia was a speaker at a Webinar on The Sanitary Crisis as accelerator of the Digitization of the Mediterranean Business Ecosystem, organised by BUSINESSMED in collaboration with the Union for the Mediterranean on 25<sup>th</sup> February.

### March

- Mr Joseph Farrugia attended the 4<sup>th</sup> Meeting of the Management Board

of the European Foundation for the Improvement of Living and Working Conditions held on 5<sup>th</sup> March.

- Ms Dolores Sammut Bonnici attended a hybrid conference on "Civil Society Organisations during and after COVID-19: what challenges and what future?", organised by The Diversity Europe Group within the EESC on 12<sup>th</sup> March.
- Mr Joseph Farrugia attended a meeting of the Minimum wage working group organised by SGI Europe on 18<sup>th</sup> March.
- On 28<sup>th</sup> March, Mr Joseph Farrugia attended an extraordinary meeting of the Social Affairs Board, organised by SGI Europe.

### April

- On 28<sup>th</sup> April, Mr Joseph Farrugia attended a meeting of the Advisory Committees on Free Movement of Workers, organised by the European Commission.
- On 29<sup>th</sup> April, Mr Joseph Farrugia attended 3<sup>rd</sup> SGIEU drafting group meeting on minimum wages, organised by SGI Europe.

### May

- On 18<sup>th</sup> - 20<sup>th</sup> May, Dr Charlotte Camilleri attended the Annual Conference on EU Labour Law, organised by Academy of European Law.
- Mr Joseph Farrugia attended the First Full Employers' Group meeting of the ILO on 19<sup>th</sup> May.
- On 21<sup>st</sup> May, Mr Joseph Farrugia attended the ILO-IT Voting Briefing Session.
- Ms Sharon Farrugia attended a Joint event of SGI Europe and the EESC Employers Group on: The EU Green Deal: From Vision to Actions, held on 28<sup>th</sup> May.

### June

- Mr Joseph Farrugia attended the IOE General Council Meeting held on 1<sup>st</sup> June.
- Mr Joseph Farrugia attended the ILO Full Employers' Group meetings and Committee Employers' Group meetings held on 3<sup>rd</sup>, 7<sup>th</sup> and 8<sup>th</sup> of June.
- On 25<sup>th</sup> June, Mr Joseph Farrugia attended a Forum: Moving Forward – Single Market 2021, organised by The Portuguese Presidency of the Council and the European Commission.
- On 24-25<sup>th</sup> June, Dr Charlotte Camilleri attended an ERA webinar on: Applying EU-Anti Discrimination Law.

### July

- On 13<sup>th</sup> July, Dr Charlotte Camilleri attended a webinar by the European Commission on the Employers Sanctions Directive.

### September

- On 2<sup>nd</sup> September, Dr Charlotte Camilleri attended a webinar by the Academy of EU Law on: Remote Working Debating the benefits, challenges and risks.
- Ms Joanne Bondin and Mr Joseph Farrugia attended the IOE Regional meeting from Europe and Central Asia held on 15<sup>th</sup> September.
- Ms Sharon Farrugia was a speaker at the Digital SkillUp webinar: How to ensure an engaging training design?, organised by European Digital SME Alliance on 23<sup>rd</sup> September.
- Ms Dolores Sammut Bonnici and Ms Sharon Farrugia attended the SOLID II Project Kick-Off Conference organised by BUSINESSMED on 29-30<sup>th</sup> September.

### October

- Ms Sharon Farrugia attended a Webinar on What Employers Need

to Know on Vaccinations and Prevention organised by IOE on 5<sup>th</sup> October.

- Dr Charlotte Camilleri attended a committee meeting of SGI Europe in ESF+ on 8<sup>th</sup> October.
- Mr Joseph Farrugia attended a CEDEFOP Meeting on 7-8 October.
- Mr Joseph Farrugia and Ms Sharon Farrugia attended a Webinar: *Equality and inclusion in a post-pandemic EU*, organised by Eurofound on 21<sup>st</sup> October.

## November

- Mr Kevin J Borg and Mr Anton Vella attended the SME Assembly organised by the European Commission and the Slovenian Presidency of the Council of the European Union, held on 15-17 November.

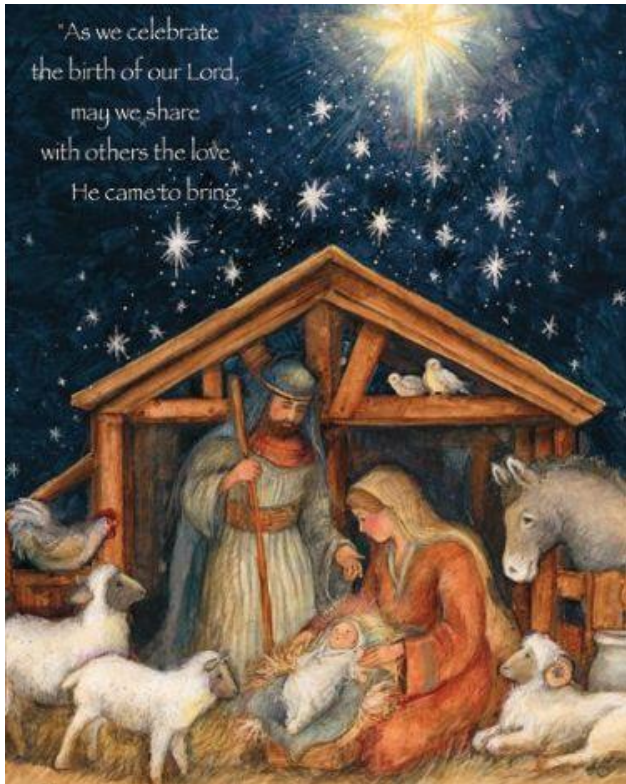
- Mr Joseph Farrugia attended an IOE Industrial Relations Policy Working Group Meeting on *Minimum Wages – Trends and Challenges in Times of Crisis*, held on 17<sup>th</sup> November.
- Mr Joseph Farrugia attended the 5<sup>th</sup> Management Board Meeting of Eurofound on 18-19 November.
- Ms Sharon Farrugia attended a Connecting EU Seminar: *What kind of Europe do you dream of? - Civil society and the Conference on the Future of Europe*, organised by EESC in Lisbon on 18-19 November.

## December

- Dr Charlotte Camilleri attended a committee meeting of SGI Europe in ESF+ on 1<sup>st</sup> December.
- BUSINESSMED launched on 2 & 3 December 2021, The 2021 edition of

MedBusinessDays. The event organized in cooperation with the CONFINDUSTRIA took place on the sidelines of CONNEXT 2021 in Milan and had as its theme: The role of economic operators in the revival of the economy in the Mediterranean. Both Ms Dolores Sammut Bonnici and Ms Sharon Farrugia attended this event.





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 Friday, 24<sup>th</sup> December to Friday, 31<sup>st</sup> December 2021, both dates included. We will resume business on Monday, 3<sup>rd</sup> January 2022.

