

...maintaining an active role



"MEA work very hard to improve contractual relationships between employers and employees to the mutual benefit of both parties".

Hon. Minister Helena Dalli



"Its pro-active response in various situations has evidenced the Association's reliability and professionalism as a representative of Maltese employers that has also built a reputation for seeking to promote Malta as an ideal location for investment by foreign and local entrepreneurs."

Hon. Minister Dr Christian Cardona



"I congratulate the Association for the service rendered throughout these years in facilitating access to better employability for the well-being of society and self-fulfilment of the workers and their families."

Hon. Dr. Therese Comodini Cachia MEP



"The Malta Employers' Association has established itself as a leading contributor to both economic growth and social dialogue. Fifty years later it proudly remains an association which continues to attest its defining characteristics of resolve, foresight and pro-activeness".

Hon. Clyde Pulis



"We can strongly vouch that we find the Malta Employers' Association to be crucial in the development of collective bargaining and stabilisation of industrial relations in our workplaces, society and country."

Josef Bugeja - GWU



"MEA enhanced its endeavours by contributing towards a sound business environment where business could thrive and strive to explore new venues"

Josef Vella - UHM



"MEA has been and remains an important actor and thought leader in internal business discussions on creative approaches that best promote entrepreneurship and enabling environments for enterprises, particularly during times of crisis."

Linda Kromjong - IOE Secretary General



This ongoing initiative is divided into 4 major activities, which are a series of TV programmes, the establishment of an SME Helpdesk, a capacity building programme focused on business employers and Micro Enterprises, and the continuous contact and guidance to the Maltese business sector.

Through a series of specialised and focused activities, as well as the provision of entrepreneurial and managerial tools. SMEs have been empowered to become increasingly active participants in social dialogue in Malta

After competing locally, and successfully won the National Enterprise Support Award 2015 (NESA), MEA was eligible to compete at European level. From a record number of 32 countries Malta was shortlisted amongst the last 19 entries, and managed to be seeded also, with just two other countries competing in Category 3- "Improving the Business Environment". The final European Enterprise Promotion Awards are held in Luxembourg at the end of November 2015.



Television Programmes - MEA

MEA is presently producing a series of TV programmes on Malta's National TV stations called "MEA". So far this has included a series of 25 minute programmes, broadcast every week for a period of three years. It is estimated that, this tv programme, already contributed with over than 3380 minutes of business knowledge, entrepreneurship guidance, and business support. With the participation of more than 260 business experts and distinguished personalities from all walks of life, MEA is managing to deliver interesting information in an impartial manner, which definitely serves as a source of inspiration to new entrepreneurs.

First transmission - every Tuesday at 7.00 pm on TVM2.  

MEA is repeated as follows:
Every Wednesday at 13.00 hrs on TVM2, Every Thursday at 08.30 hrs on TVM,
Every Saturday at 10.00 hrs on TVM, Every Sunday at 11.00 hrs on TVM2

MEA has developed a Handbook on Human Resources Management for Employers. The Hand Book provides a number of chapters related to rights and obligations of employers in Malta. MEA keeps the HR Handbook updated according to any revised local labour laws and regulations. The App users will be notified about any updates and can benefit from easy access to up-to-date information.

The Malta Employers' Association



"It is an honour for me to be serving as MEA president on the momentous occasion of the Association's fiftieth anniversary. MEA has evolved and progressed over the years, and its increased relevance to employers is a guarantee of further accomplishments in employment and the industrial relations field in the years to come."

Arthur Muscat
President, MEA



"At MEA I have been privileged to work with a fantastic secretariat, supportive council members and a fast-growing, diversified, membership base. These are key ingredients for the sustained growth and future success for the Association."

Joseph Farrugia
Director General, MEA



STRENGTH THROUGH UNITY

The role of the employer carries with it the burden of many responsibilities emanating from the employer-worker relationships within the company. These responsibilities entail critically sensitive elements such as employee relations, relations with government bodies and interpretation of legislation. Regardless of whether the employer is a large corporation or a small office business, unless these elements are handled competently and professionally they can pose a serious threat of employee unrest, with its negative impact on the Company's performance and reputation. In the volatile arenas of industrial relations and social policy, an employer requires immediate expert advice and effective action. It is clear that there is much advantage in fostering an organised unity between all employees. Through this unity comes individual strength.

This is the raison d'être of the Malta Employers' Association.

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Operational Programme II - Cohesion Policy 2007-2013
Empowering People for More Jobs and a Better Quality of Life
Project part-financed by the European Union
European Social Fund (ESF)
Co-financing rate: 72.25% EU, 12.75% MT, 15% Private Funds



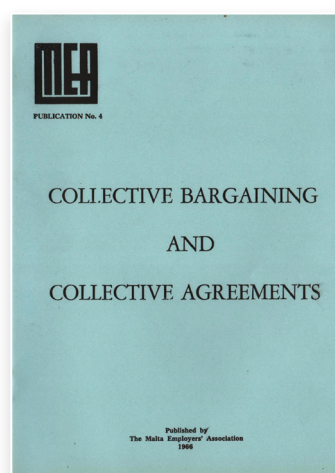
Investing in your future



▲ MEA first printed publications way back in 1960s



▲ Past MEA's Annual General Meetings, chaired by the late Anthony Miceli Farrugia



▲ In 1966 MEA worked with GWU on a model collective agreement which is still a point of reference for employers and unions in 2015



▲ Founder of Malta Employers Association, Anthony Miceli Farrugia, greeting ILO representatives in Malta



▲ MEA has held numerous conferences and activities on employment and labour market issues



▲ MEA represented employers' interest during the EU debate



▲ MEA was instrumental in the historic mediation between GWU and Government on the privatisation of the shipyards in 2008



▲ Since its inception, MEA has been a regular participant in the ILO / United Nations Annual General Conference



▲ SME Helpdesk first event- SME business breakfast "SMEs from the Employers point of view" held at the Corinthia Hotel St George's Bay, St Julians



▲ MEA, as from 2013, started to participate in the yearly SMEWEEK events, locally coordinated by the Ministry for Investment, Economy and Small Business



▲ MEA conducts numerous courses and training sessions for employers and management



▲ MEA secretariat staff together with Hon. Minister Helena Dalli during the MEA's 50th anniversary celebrations in which the new training facilities were inaugurated



▲ The Future Labour Market in Malta – MEA National Conference held on Friday 13th November 2015

Playing fair

A research study by MEA among employers on the reality and challenges to making their business open to diversity, inclusion and equal opportunities

Through the ESF 4.255EQUIP Project 'Equipping employers for a more equal & inclusive labour market' MEA sought to find out what is the real situation among Maltese employers, what are the key challenges to running a business that has diversity, equality and inclusion at its core. MEA wants to equip and educate the Maltese employers and wants to be equipped for social dialogue on making the labour market more inclusive and open to equal opportunities.

MEA contracted Business Leaders Malta to conduct a research study among employers on the reality and challenges to making their business open to diversity, inclusion and equal opportunities. The survey conducted amongst 100 employers shows that 55% of participating organisations employ persons with a physical or mental disability most of who are registered with the Employment and Training Corporation.

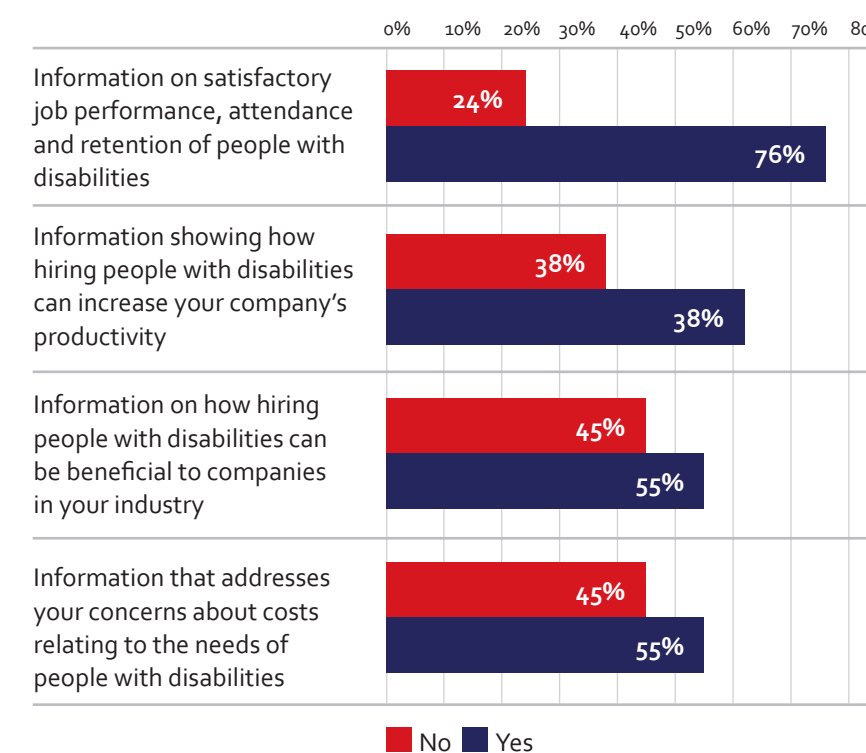
Employers feel they need more information when it comes to recruiting people with disabilities. This is especially the case with reference to gauging elements relating to satisfactory job performance, attendance and retention of people with disabilities (76%) as well as information about how companies can increase their productivity by employing people with disabilities (62%). More than half of the respondents (55%) claimed they require further information about the benefits of employing people with disabilities in their industry. Similarly, employers require further information about the costs relating to the needs of people with disabilities.

More than 3 out of every 4 employers do not have a specific policy relating to the recruitment of people with disabilities. The table (right) indicates that employers find it particularly difficult to recruit people with disabilities who have the right skills/qualifications for the job

(64%) followed by issues relating to effective execution of work (41%).

59% of respondents agree or strongly agree that it is society which disables people by creating barriers. Less than half of the respondents (45%) believe that people with disabilities are treated fairly in Maltese society. A staggering 72% of employers think that people with disabilities do not receive equal opportunities in terms of employment. People with physical disabilities are generally perceived to be in a better position to fully participate in the workforce whilst it is perceived to be a greater challenge to fully integrate people with intellectual disabilities/ autism and mental health disabilities.

Finally respondents were asked to rate their level of agreement on a number of measures announced in the National Budget of 2015 that were aimed to increase the rate of employment amongst people with disabilities.



Creating a business environment open to diversity, inclusion and equal opportunities

MEA organised a stakeholders' meeting to discuss potential actions and policy development related to how employers can create a business environment open to diversity, inclusion and equal opportunities. The stakeholders in attendance discussed current policies and potential policy recommendations.

MEA and the stakeholders recognise that each person has unique strengths and by embracing those strengths, employees can all contribute to making the business more successful. More than writing and setting policies, employers need to create a culture of inclusion and diversity as their way of doing business. Such culture and climate can evolve through ensuring respect for the individual employees, seeking to help them develop and grow in their abilities and strengths. In return, employees will be motivated and able to give their best, ultimately leading to better services and returns for the business.