



ARE CURRENT SOCIAL PROBLEMS AFFECTING BUSINESSES?

SEMINAR / FOCUS GROUP WORKSHOPS

Friday, 13th October 2017

Mediterranean Conference Centre, Valletta

In collaboration with



With the participation of



PROGRAMME

- 13:00 Registration & coffee
- 13.30 Introduction
Dolores Sammut Bonnici, President
Malta Employers' Association
- 13.35 Facilitating Communication through Social Media
Denise Borda, eCommerce Analyst
Malta Communications Authority
- 13.50 The importance of employer branding, and how this can have an effect in resolving social problems
Lawrence Zammit, Founding Partner
MISCO
- 14.05 How important is it to get help to get your house in order, from all aspects, at the place of work?
Kevin Paris & Daniel Bugeja, Directors
Business Doctors Malta
- 14.20 Keynote speech
Joseph Farrugia, Director General
Malta Employers' Association
- 14.40 Workshops Session
Conducted by:
Lawrence Zammit, Ritienne Xerri, Kevin Paris, Daniel Bugeja, Denise Borda & Caryl McKay
- Session 01.**
Which social problems are the most prevalent at the place of work?
- Session 02.**
What support is being offered by the different entities to minimise the repercussions from social problems at the place of work?
- Session 03.**
How should social problems be tackled at the place of work?
- 15.55 Coffee break
- 16.30 Workshops report presentations
by the 3 rapporteurs
- 16.45 Closing remarks
Joseph Farrugia, Director General
Malta Employers' Association
- 17.00 Closing address
Hon. Minister Chris Cardona
Minister for the Economy, Investment & Small Businesses

HON. CHRIS CARDONA
Minister for the
Economy, Investment
and Small Businesses



DOLORES SAMMUT BONNICI
President,
Malta Employers' Association



JOSEPH FARRUGIA
Director General,
Malta Employers' Association



LAWRENCE ZAMMIT
Founding Partner, MISCO



RITIENNE XERRI
Head –
Training & Development
Unit, Business Advisory Unit,
MISCO



DENISE BORDA
eCommerce Analyst
Malta Communications
Authority



CARYL MCKAY
Office Assistant
Malta Communications
Authority



**KEVIN PARIS
& DANIEL BUGEJA**
Directors,
Business Doctors Malta



ANTON VELLA
Event Co-ordinator
SME Helpdesk Executive,
Malta Employers'
Association



MALTA EMPLOYERS' ASSOCIATION

The MEA is a multisectoral association dedicated to the promotion of healthy industrial relations by providing members with a range of advisory services enabling them to be better informed about their rights and obligations regarding their employees. Our association provides numerous services to its members, and all these are included in the membership fee. These services include:

- Representation on Government bodies;
- Representation on International relations;
- Consultancy services in industrial relations;
- Collective bargaining, representation on the Industrial Tribunal, and assistance in human resources management issues;
- The MEA is also formally registered as an employers' union, and this provides our members with the same rights as unions, including the right to lock out.
- The Malta Employers' Association is the leading lobby group for employers in Malta on issues related to Industrial Relations and Human Resources.

SME HELPDESK

THE MEA'S SME HELPDESK

The MEA SME Helpdesk was inaugurated in 2013 and is administrated by Anton Vella. A 24/7 telephone helpline (tel.: 21 222 006) has been set up. SMEs can call us at any time and leave a message when our offices are closed. Mr Vella will then return the call on the next working day.

The Helpdesk, besides giving advice and important information on how an SME can be fully compliant with all local employment legislation, and other regulatory bodies, offer also handholding services when an entrepreneur decides to apply to benefit from any existing grant schemes, or other EU funded programmes. The SME Helpdesk organises seminars, courses and information sessions whenever the need arise in order to keep SMEs aware of all eventual changes in policies and regulations, and guide them accordingly. It also publishes a monthly newsletter which is sent electronically to SMEs. For further information, contact Anton Vella at anton.vella@maltaemployers.com.

In a nutshell, the MEA's SME Helpdesk is another tool in the hands of small business entrepreneurs, which can be used to empower their skills to achieve success in their business. Now it's up to SME and Micro employers to take this opportunity to join in the MEA's family, and make use of all services offered especially those which are available through the SME Helpdesk.

THE MINISTRY FOR THE ECONOMY, INVESTMENT AND SMALL BUSINESSES

The Ministry for the Economy, Investment and Small Businesses is committed to continually improve on the services it offers and innovate the Maltese economy to ensure stability and growth. We believe that we will attain our targets in time as we are determined to maximise all opportunities that occur in our external environment. Our efforts will diversify our economy to facility new opportunities for SMES and will ensure sustainability in the long term. SMES and will ensure sustainability in the long term.





MALTA ENTERPRISE

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Malta Enterprise is the country's economic development agency, tasked with attracting new foreign direct investment as well as facilitating the growth of existing operations. In operation under various guises since the 1950s, which is almost since the beginning of Malta's industrial development, the Corporation contains within it a great deal of accumulated experience in the field. Furthermore, it acts as an adviser to government on economic policy due to its close and constant interaction with the main economic players in the country. It is the driving force behind the creation of IFDIS, the Institute of Foreign Direct Investment Studies, an institution which offers research and training for FDI management to stakeholders involved in the development of FDI attraction and retention strategies. Malta Enterprise is also the national contact point for the Enterprise Europe Network through which companies based in Malta can develop links with counterparts in over 60 other countries. The long term presence of an investor in the country is a priority for Malta Enterprise. We therefore work constantly with our clients to find solutions to any issues they may be facing and to help them adapt to changing circumstances. This has resulted in symbiotic relationships being maintained for decades, for the benefit of all concerned. Malta Enterprise is also responsible for the growth and development of Maltese enterprises locally through Business First (B1st), the first port of call and one stop shop for the essential business services. Malta Enterprise also operates the Malta Life Sciences Park. The Park provides first-class facilities in order to promote research, inspire collaboration between the University of Malta, Mater Dei Hospital, Oncology and private and public enterprise. The Park also houses innovative, leading edge projects in the production of digital games to create synergies with life sciences.



BUSINESS DOCTORS

Business Doctors is a UK based company established in 2004 dedicated to helping small and medium sized businesses fulfil their potential by offering strategic and hands-on support. Business Doctors is not a business consultancy, nor traditional management consultants. Their approach means getting into the inner workings of your company, providing practical advice every step of the way. Business Doctors have helped develop and transform hundreds of companies across a spectrum of industries, filling a gap in the market between the big four consultancies and specialist individuals. Their holistic approach and alignment to government funded support programmes has helped them to become one of the fastest growing business support network in the Malta.



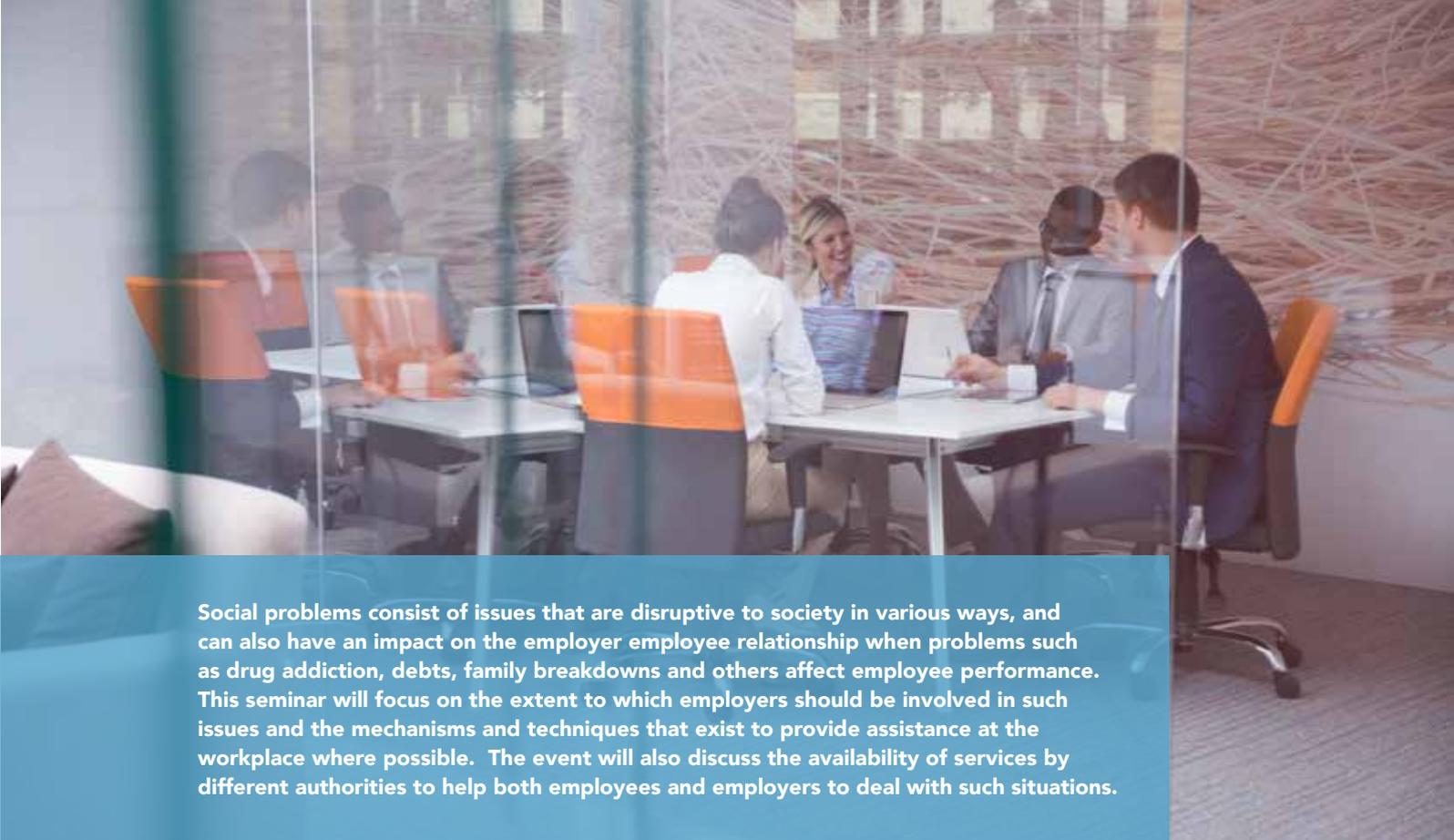
MISCO

MISCO is Malta's leading knowledge-based independent consulting firm, working closely with its clients across all sectors of the economy, with the aim of creating and transforming business strategy into reality. MISCO achieves this by assisting you to maximise your engagement with clients and employees. We support you in developing your business, organise your resources and motivate and develop your employees through a range of services that include selection, training, marketing and opinion research, business tools, outsourcing and consultancy. We are primarily guided in our activity by a professional, practical and customer-driven approach. As thinkers and doers, we believe in building partnerships with clients and suppliers; in fostering a team spirit within the organisation; and in continuous innovation and improvement in our work.



MALTA COMMUNICATIONS AUTHORITY

The MCA was set up to regulate a host of communications services, which include, fixed and mobile telephony, Internet and TV distribution services, postal services and to manage Malta's radio spectrum resources. It is also responsible for promoting eCommerce, developing Malta's ICT potential through innovation and to implement initiatives aimed at ensuring that every business and individual has the competences to actively engage in a digital society.



Social problems consist of issues that are disruptive to society in various ways, and can also have an impact on the employer employee relationship when problems such as drug addiction, debts, family breakdowns and others affect employee performance. This seminar will focus on the extent to which employers should be involved in such issues and the mechanisms and techniques that exist to provide assistance at the workplace where possible. The event will also discuss the availability of services by different authorities to help both employees and employers to deal with such situations.

WORKSHOPS' AGENDA

- Workshop station 01 moderated by Kevin Paris and Daniel Bugeja
- Workshop station 02 moderated by Denise Borda and Caryl McKay
- Workshop station 03 moderated by Lawrence Zammit and Ritienne Xerri

All workshop stations will be discussing the subject "Are Current Social Problems affecting Businesses?", into three sessions of 25 minutes each (a total of 1 hour 15 minutes)

Session A

Which social problems are the most prevalent at the place of work?

- Identify
- Prioritise them according to the most disruptive
- Categorise gender and age sector were social problems are most prevalent
- Analyse the trend during the past years
- In what ways are social problems disruptive at the place of work?

Session B

What is being done by the different entities, to minimise the repercussions of social problems at the place of work?

- Which are the responsible entities to turn to for support when social problems arise at the place of work?
- What is being done by the responsible entities to minimise the repercussions?
- Are employers aware of the support being made available by these entities?

- Is there adequate communication between the employers and the responsible entities? If not, how can this be improved?
- Are there any issues which are not being tackled by any entity?
- Is there enough awareness about these issues? If not, what can be done to help employers become more knowledgeable of the support available by the responsible entities?

Session C

How should one tackle social problems at the place of work?

- Are there any best practices?
- Should an employee always inform his employer about any personal social problem?
- Should it be the employer's responsibility to directly approach an employee with a social problem?
- How are responsible entities expected to be informed about such issues at the place of work?
- To what extent should work colleagues be informed about any social problems afflicting their companies?

SME WEEK 2017

The Malta SME Week 2017 is being held for the ninth consecutive year. During this period, several events are held to provide insight into what the EU and national institutions offer to support micro, small and medium-sized businesses. The SME Week aims to generate public awareness, especially amongst those people who wish to start a business or are already in business and wish to grow and expand their business activities. The SME Week is organized by the Ministry for the Economy, Investment and Small Businesses (MEIB).

This year, the Malta SME Week will be held during the month of October and amongst other things aims to:

- provide information on what the EU and national, regional and local authorities are offering as support to micro, small and medium-sized businesses;
- promote entrepreneurship so that more people, and in particular younger ones, seriously consider becoming an entrepreneur as a career option;
- give recognition to entrepreneurs for their contribution to Europe's welfare, jobs, innovation and competitiveness.

MEA TV PROGRAMME

For the 5th consecutive year as from the 3rd October 2017 we kicked off another 26 episodes of MEA TV Programme "MEA" in a totally new modern studio. We are working on a number of exciting topics – all related to employment – and improvements to make the coming series more interesting to viewers.

MEA TV programme is broadcasted once a week every Monday at 20.30 hrs on TVM2 with repeats as follows:

Every Monday at 09.00 hrs on TVM
Every Saturday at 08.30 hrs on TVM

All past programmes may be viewed on our YouTube channel



UPCOMING EVENT

Upcoming event, organised together with MEIB and MCAST/MCAST Entrepreneurship Centre in collaboration with Malta Enterprise and with the participation of the University of Malta, ITS, MCA and JobsPlus.

HALF DAY CONFERENCE:

Bridging the Gap:
Student to Business Entrepreneur

Scheduled for Friday, 27th October 2017
between 08.15 hrs – 13.15 hrs

Venue: Students' House at the MCAST
Campus in Paola

Registration is FREE.

Due to limited capacity, early registration is recommended.

To register your interest in attending,
kindly send an email at
admin@maltaemployers.com



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