

A Comprehensive list of all initiatives taken so far as part of the pro-inklude branded project

As part of the mea-equip

- 1 Organised a panel discussion " Maximising the potential of Maltese Labour Force in a Socially Inclusive Environment"
- 2 As part of the mea-equip initiative MEA produced 6 MEA TV Programmes particularly related to equality and inclusivity
- 3 Organised a stakeholders' focus group meetings
- 4 Carried out a number of Structural alterations at MEA premises to transform it 100% accessible
- 5 Carried out a survey - from which we published a research study
- 6 Partnered with Richmond foundation in the "Healthy Mind for healthy business" ESF Project
- 7 Signed an MOU together with various other entities re "persons with disability in employment"
- 8 Produced a number of "Employers Information Handbook" on USBs
- 9 Adopted a pro-active attitude, and took action to facilitate process to engage TCNs in Malta
- 10 Published a position paper on persons with disability at the place of work
- 11 MEA was the first to set an example by opting to invite Amy Camilleri Zahra to host tv programmes in spite of her disability

Signing MoUs

- 12 MOU signed with MCAST on the 6TH October 2017
- 13 MOU signed with FSWS and Agenzija Sedqa, on the 10th May 2019
- 14 MOU signed with Agenzija Sapport, on the 16th September 2019
- 15 MOU signed with CRPD - Business Disability Forum, on the 18th December 2019

The production of more MEA TV Programmes related to social responsibility entrepreneurship

- 16 [Filipinos in Malta](#)
- 17 [FSWS services](#)
- 18 [INK EU Funded Project](#)
- 19 [Refugees and Employment](#)
- 20 [Prevention at the place of work](#)
- 21 [Social Problems at the place of Work](#)
- 22 [Dyslexia](#)
- 23 [Persons with Disability at the place of Work](#)
- 24 [Supported Employment](#)
- 25 [Multiculturalism](#)
- 26 [Latest developments about the Equality Act](#)
- 27 [Tattoos at the place of Work](#)
- 28 [Mental Health at the place of Work](#)
- 29 [Employment of x-convicts](#)

Collaboration with Agenzija Sedqa re INK EU Funded Project

- 30 Co-organised training programme 01
- 31 Co-organised training programme 02
- 32 Disseminated information amongst our MEA members and other MEA non-member-SMEs

Courses on Diversity at the workplace

- 33 Course open to all SMEs conducted in November 2019, in collaboration with Viviana Premazzi: "Coping with multiculturalism at the workplace"
- 34 Course open to all SMEs conducted in March 2019, conducted in collaboration with global mindset development - "Challenge, strategies, tools and synergies to cope with diversity at the workplace"

Workshops conducted during CRPD National Conference

- 35 A workshop conducted by Anton Vella - "Lack of employees viz-a-viz disability"
- 36 A workshop conducted by Sharon Farrugia - "Practicality, reasonability and accessibility"

Workshops organised within SMEWEEK 2017 Seminar

- 37 Workshop A - Which social problems are the most disruptive at the place of work?
- 38 Workshop B - What support is being offered by different entities to minimise the repercussions from social problems at the place of work?
- 39 Workshop C - How should social problems be tackled at the place of work?

Malta Business Disability Forum

- As part of the pro-inklude initiative, and together with a number of other stakeholders, MEA became one of the founder members of the newly established Malta Business Disability Forum.
- 40

Free stand participation offered to entities during EMPfest

- 41 MEA offered free stand participation offered to CRPD
- 42 MEA offered free stand participation offered to Agenzija Sapport
- 43 MEA offered free stand participation offered to FSWS
- 44 MEA also allocated free space to a number of other Government entities who offered assistance to representatives of SMEs who attended the SMEs Nation Forum 2019

The publication and circulation of a number of Electronic UPDATES all related to inclusion

- 45 [Issue 482 - Employment of Persons with Disability - MEA meets Employers](#)
- 46 [Issue 485 - Employment of Persons with Disability - Meeting with the Prime Minister](#)
- 47 [Issue 490 - MEA's Information Session on the Employment of Foreign Workers](#)
- 48 [Issue 493 - Employing Third Country Nationals in Malta](#)
- 49 [Issue 494 - Memorandum of Understanding on the Employment of Persons with Disability](#)
- 50 [Issue 497 - Equality and the Workplace](#)
- 51 [Issue 505 - The Equality Act & the Human Rights and Equality Commission Act](#)
- 52 [Issue 512 - Information Session: Employment of Persons with Disability](#)
- 53 [Issue 517 - Proposed Equality Bill - Unfair & Unnecessary](#)
- 54 [Issue 527 - Agreement on Active Ageing](#)
- 55 [Issue 567 - The Equality Bills](#)
- 56 [Issue 585 - Corporate Social Responsibility](#)
- 57 [Issue 591 - Proposed Work Life Balance Directive](#)
- 58 [Issue 597 - Managing a Multicultural Workforce](#)
- 59 [Issue 601 - Session on Sustainable Workplaces](#)

Collaboration with FSWS on the S.A.F.E. Programme

- 60 Organised an info-session to our MEA members and other SMEs
- 61 Organised a meeting at MEA's premises together with Dr Moretti
- 62 Circulated and disseminated info about the S.A.F.E. Programme amongst our MEA members
- 63 Included a new chapter on the S.A.F.E. programme within our "Employers Information Handbook"
- 64 Attended to the S.A.F.E. award ceremony and as MEA we were presented with an appreciation award token.

Collaboration with FITA

- 65 Through pro-include, MEA took the initiative to transform the meaindex online platform to be FITA compliant and be a website fully accessible.
- 66 Fruitful discussions kicked off with FITA, to facilitate process for SMEs to transform their respective website to a fully-accessible one, with less expenses.

Meaindex ALERTS

- 67 The employing of third country nationals - info sessions and one-to-one outreach exercise MEAINDEX alert.
- 68 eBiznify - A new training programme focused on enabling Malta's micros and small and medium Enterprises MEAINDEX ALERT
- 69 Medium-sized enterprises to use eCommerce, MEAINDEX alert.
- 70 The voluntary services to Sharing Lives, a service within Agenzija Sapport MEAINDEX alert.
- 71 New Day Centre for persons with disabilities MEAINDEX alert.
- 72 5-Year Collaborative Agreement between MEAINDEX and Agenzija Sapport MEAINDEX alert.
- 73 MOU signed between MEA and FSWS MEAINDEX alert.
- 74 Workshop on Multiculturalism MEAINDEX alert.
- 75 Disability Inclusion Training MEAINDEX alert.

Mental wellness at the Workplace

- 76 Fieldwork already being done on the organisation of a National Conference, in collaboration with Working Town, Richmond Foundation, GWU and the Malta Chamber of Commerce, Industry and Enterprise - "Mental Wellness at the Workplace"
- 77 Fieldwork already done on the organisation of a webinar which is scheduled to take place on the 29th May 2020
- 78 Some Fieldwork already done on the idea of organising a Visibility - Awareness Campaign

Equality Act

- 79 The drafting and presentation of a position paper on this matter
- 80 Communication with our members through the electronic updates
- 81 Meeting Government top officials whereby discussions and cross debates took place.

SMEs National Forum 2019

- 82 The organisation of a National Conference - "Today's Opportunities and Challenges in Employment for SMEs"
- 83 The organisation of Symposium A - Sustainable employment through Education
- 84 The organisation of Symposium B - Employment in a fast changing Demographics Scenario
- 85 The organisation of Symposium C - Employment strategy and it's ripple effect on the Economy
- 86 The organisation of EMPfest - It was a first networking opportunity whereby SMEs had the chance to benefit from services, advice and guidance re inclusivity

Covid-19

- 87 The publication of "dealing with covid-19 – employers manual".
- 88 Facebook posts to inform SMEs with all latest developments
- 89 Meaindex alerts, keeping everyone well-updated on covid-19 measures assisting the business community
- 90 The publication of Electronic updates which urged all MEA members to keep following MEA's guidance how to implement a way forward. A number of Webinars has already been organised inviting MEA members to participate and ask questions to experts, on the present situation, with difficult circumstances.
- 91 MEA is ensuring that will have Media presence, (on TV, Radio, Printed newspapers and social media) whereby MEA top officials expressed their positive views, sending clear messages to business entrepreneurs to handle the situation responsibly.
- 92

Events organised via Partnership with other organisations

- 93 MEA worked in collaboration with MCA on the FastTrack initiative
- 94 MEA participated in CORE initiatives - Dealing with Culturally diverse workforce – Challenges and Opportunities
- 95 MEA collaborated with SOS Malta in the business with a heart awareness campaign and the Violet Support Online - EU Funded project
- 96 MEA participation within a National Conference organised by Lino Spiteri Foundation and Jobsplus “Nista Nahdem – Intraprizi Maltin Protagonisti”
- 97 NCPE partnership on Equality Beyond Gender Roles
- 98 Identity Malta Outreach programme