



**Foundation for  
Women Entrepreneurs (Malta)**

**ANNUAL REPORT – 2012**

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## Table of Contents

<b>The Foundation for Women Entrepreneurs .....</b>	<b>3</b>
<b>The Foundation for Women Entrepreneurs - Council Board .....</b>	<b>4</b>
<b>Annual Report – 2012 .....</b>	<b>5</b>
<b>Grundtvig In-service training Courses - MT-2012-573-004.....</b>	<b>5</b>
<b>Ambassadors in Malta for increasing women Entrepreneurs – AMIE .....</b>	<b>6</b>
<b>Female Entrepreneurs: Mentoring And Lifelong learning across Europe - FE:MALE .</b>	<b>7</b>
<b>Women Technology Entrepreneurs – WTE .....</b>	<b>8</b>
<b>Promoting Languages for Business – CELAN.....</b>	<b>9</b>
<b>Business Platform for Multilingualism .....</b>	<b>10</b>
<b>Women’s Media in the Euromed .....</b>	<b>11</b>
<b>Calendar of Events.....</b>	<b>12</b>
<b>January .....</b>	<b>12</b>
<b>February.....</b>	<b>15</b>
<b>March .....</b>	<b>19</b>
<b>April.....</b>	<b>24</b>
<b>May.....</b>	<b>29</b>
<b>June.....</b>	<b>33</b>
<b>July .....</b>	<b>35</b>
<b>August .....</b>	<b>38</b>
<b>September .....</b>	<b>38</b>
<b>October .....</b>	<b>40</b>
<b>November .....</b>	<b>43</b>
<b>December.....</b>	<b>45</b>
<b>Concluding Comments – Plans for 2013.....</b>	<b>46</b>

## The Foundation for Women Entrepreneurs

The Foundation for Women Entrepreneurs (Malta) is an independent non-profit organisation, which has been set up for the promotion of opportunities, awareness building, training and research in the field of Women Entrepreneurs and other gender issues.

The Foundation aims at establishing entrepreneurship as a culture and way of life for women – not only business owners, but workers, mothers and citizens on a national, European and Mediterranean level; The Foundation believes in promoting initiatives that foster the creation of women entrepreneurial networks that are accessible by the majority of women this is seen as an overarching structure for creating awareness of impact that women entrepreneurs can have on the national and regional economy, and helping prospective entrepreneurs to develop themselves.

The Foundation also supports research and training infrastructures in various areas including but not limited to the following fields: humanities, social sciences, natural sciences, languages, business management and other fields of knowledge; this will lead to assessing, evaluating and auditing female targeted initiatives and their effectiveness within a given context; The Foundation aims and believes in enhancing and networking with similar organisations and/or institutions and/or non governmental organisations in Europe and North Africa with the aim of establishing collaborative initiatives in order to urgently and constantly address the issue of the so-called “gender inequalities” and assist communities to bridge that gap;

Hence the Foundation has taken upon itself a commitment to actively promoting the review, introduction and implementation of women policies in Europe, whether public or private, and for the adoption of better, affordable, accessible and more professional procedures and standards in all walks of life;

The Foundation also offers the promotion of guidance and training assistance to people involved in the provision of women-targeted services and also to members of their families in case of negative, traumatic or other similar effects arising out of events connected to the performance of their duties.

The president of the organisation is Angele Giuliano and the Foundation became operational from December 2001 whilst the notarial deed was signed in October 2002.

## The Foundation for Women Entrepreneurs - Council Board

President	Angele Giuliano
Vice-President	Annamaria Darmanin
Executive Coordinator	Maryrose Francica
General Secretary	Kerry Freeman
Treasurer	Jacqueline Bugeja

The board members of the Foundation for Women Entrepreneurs meet once a month to monitor the progress of the Foundation; usually this takes place the last Friday of each month. The meetings take place at Gateway Centre, Kappillan Mifsud Street, Hamrun, Malta HMR1856.

The Foundation's General Secretary, Ms. Kerry Freeman, keeps minutes of the board meetings. These are circulated via email to the members of the board for approval. Formal approval of the minutes is done at the beginning of each council meeting.

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Angele Giuliano

President

**Annual Report – 2012****Grundtvig In-service training Courses - MT-2012-573-004****Promoting the Culture of Entrepreneurship**

This course covers different topics related to Entrepreneurship and the making of this as a way of life for people. It delves into critical thinking and problem solving, as well as Human Resource Development with a matrix perspective taking into account the leadership styles primarily adopted by managers particularly those most successful in people management cross referencing them with motivational theories at work. This course will help facilitators to find out how best to promote start-ups and help people kick off into the business world.

Each participant taking part in this course is required to fill a pre-course form in order to assess the level of each participant beforehand and the training targeted accordingly.

The dates of the courses in 2012 are as follows:

23/04/2012-27/04/2012

01/10/2012-05/10/2012

The Foundation for Women Entrepreneurs (FWE) is involved in the following EU Funded Projects:

**Ambassadors in Malta for increasing women Entrepreneurs – AMIE**

FUNDED ACTION N°: ENT/CIP/09/E/N08S003

TITLE: “EUROPEAN NETWORK OF FEMALE ENTREPRENEURSHIP AMBASSADORS”



The main objective of AMIE is the promotion of Female Entrepreneurship in Malta through the establishment of a Network of Women Ambassadors. The Network is part of the European Network of Women Entrepreneurs. It campaigns amongst unemployed women, women in active professional life as well as students to set-up their own businesses and become entrepreneurs.

Furthermore the objective of the Ambassadors are to act as role models so as to raise women’s ability to create a vision for themselves as entrepreneurs as well as the required motivation and self-confidence in setting up and creating a successful business. The Ambassadors shall be role models to inspire other women to become entrepreneurs by ‘telling their story’.

The duration of the project is of 24 months, from 1<sup>st</sup> December 2010 – 30<sup>th</sup> November 2012.

The Consortium in Malta consists of:

Coordinator: The Foundation for Women Entrepreneurs (FWE)

Partner 1: Reach Beyond Foundation (RB)

Partner 2: Malta Business Bureau (MBB)

Partner 3: National Council for Women (NCW)

Partner 4: Malta Association of Women in Business (MAWB)

**Female Entrepreneurs: Mentoring And Lifelong learning across Europe - FE:MALE**

FE:MALE is funded by the European Commission under the Leonardo Da Vinci – Transfer of Innovation, multilateral programme – project no. 2010-1-GB2-LEO05-03495. The duration of the project is of 24 months from 1/10/2010 to 30/09/2012. The coordinators of the project are Inova Consultancy from the United Kingdom and the partners are the Foundation for Women Entrepreneurs – Malta, VHTO – The Netherlands, Viteco – Italy and Intercollege – Cyprus.

FE-MALE aims to transfer innovative training methodologies from the United Kingdom to three member states and enhance European vocational educational training (VET), personal development/mentoring support to equip women with the necessary soft skills to start developing entrepreneurial activities. The Project is aimed at aiding women who are facing a double disadvantage in society and may find it more difficult to start their own business.

The target group of female adult learners (focusing on those facing double-disadvantage) will increase in confidence, self-efficacy and entrepreneurial inclination. Trainers will be trained to deliver a wider repertoire of innovative training methodologies; training others in their countries (cascade method) and sharing knowledge across Europe.

Project impact will be on VET and guidance practices within a European framework aimed at women entrepreneurs, providing innovative training materials and methodologies to foster women's self-efficacy and motivation for learning about entrepreneurship to enter/re-enter and reduce risk of exclusion from the labour market. These innovative methodologies could transfer to other target groups for essential soft skills, including men, asylum seekers, career changers and young people.

## Women Technology Entrepreneurs – WTE



Women Technology Entrepreneurs is a project funded by the European Commission under the Lifelong Learning Programme LEONARDO DA VINCI Multilateral projects for the Development of innovation, grant agreement no. 502127-llp-1-2009-1-IE-LEONARDO-LMP an online programme that brings together core elements of entrepreneurship training sprinkled with key aspects of technology curricula, focused on the needs of nascent and early start female entrepreneurs. The partners are from Ireland, Malta, Austria, Finland, Spain, Lithuania, Greece and Latvia.

WTE offers a targeted and informative learning experience for female entrepreneurs assisting them to explore, understand and exploit technology for the benefit of their business whilst building key skills in terms of marketing, business management, communication and business networking.

This is offered through a 10 module online course. A female entrepreneur can choose the subjects most relevant to her and complete them in her own time and at her own pace. Study aids including resource library, online glossary, networking workshops and online tutor support is available to all registered students.

The project has a lifetime of 24 months from 1/01/2010 to 31/12/2011



## Promoting Languages for Business – CELAN

CELAN - "Network for the Promotion of Language Strategies for Competitiveness and Employability" which has just started its two-year work to encourage dialogue between the business community and language practitioners.



The network's activities include:

- Research on linguistic needs of European companies / SMEs in different sectors;
- Analysis of existing language-related services and tools;
- Development of on-line applications to support the language needs of business users.

CELAN started its activities by launching a blog for regular updates and interaction with readers inside and outside the consortium. Participating organisations are all members of the Business Platform for Multilingualism or linked to such members. The network will engage in information and awareness raising activities to guarantee a Europe-wide reach-out.

CELAN is co-funded by the Lifelong Learning Programme of the European Commission. CALL FOR PROPOSALS / KA2 PLATFORMS – EACEA N°17/201-

Project number – 16488-LLP-1-1-2010-1-BE-KA2-KA2PLA

The duration of the project is of 24 months from 01<sup>st</sup> January 2011 to 31<sup>st</sup> December, 2012.

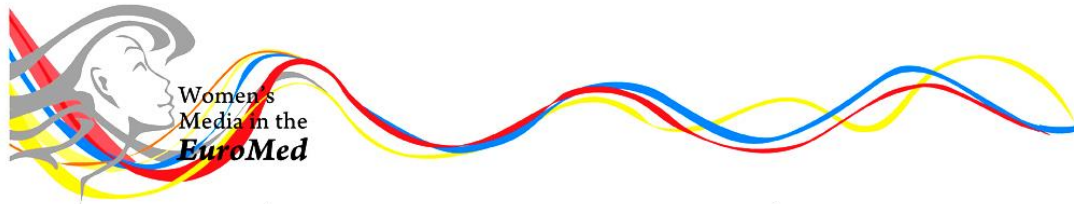
## Business Platform for Multilingualism



The Foundation for Women Entrepreneurs is a partner in the Business Platform for Multilingualism. The Platform is composed of 21 European associations, both the educational and business sector, based in different countries and having members in the whole EU. The Platform was launched by the DG Education and Culture with the scope of consulting representatives of the educational and business at EU level (European associations) on matters related to the ways of developing multilingualism in the business environment, as a mean to improve the competitiveness of EU companies and the know-how and qualifications of human resources. This Platform is the first concrete product of the recent strategy “Multilingualism: an asset for Europe and a shared commitment”, launched by the EU on September 2008. Another major objective is to give advice to the Commission on the future funding programmes after 2013 related to languages and multilingualism.

The purpose of the Platform – that is independent by the Commission – is to exchange ideas and suggestions among the members in order to deliver an advice to the Commission on how multilingualism should be improved in the coming years. This advice will be taken into consideration in the drafting of the Recommendation on multilingualism that the EU will publish in 2011 and that will be addressed to the Member States.

## Women's Media in the Euromed



The Foundation for Women Entrepreneurs (Malta) is the local partner in a European funded project under the EuropeAid Public awareness and education for development in Europe programme, reference: EuropeAid/127765/C/ACT/Multi entitled 'Women's Media in the Euromed'. The coordinators of the project are the Local Authority of Pescara, Italy, IRIS – Provincia di Pescara and the partners are Groupement Interrégional pour l'Action et l'Information des Femmes (GRAIF) from France, the Safadi Foundation from Lebanon, Association Aini Bennai Editions from Morocco and the Foundation for Women Entrepreneurs (Malta) is the Maltese partner.

The project will spread unbiased information through research and audio-visual products, created by a selected group of young women coming from Southern Mediterranean countries, and unfortunately used to discriminations and conflicts. Indeed, the project intends to increase audio-visual skills and let the women themselves be able to raise public awareness on gender equality as well as on other human rights issues. The project, then, intends to build the capacities of young women in the use of ICT and production of audio-visual and visual communications materials towards the creation of a sustainable Women Media Agency in the Euro-Mediterranean region.

The duration of the project is 36 months.

## Calendar of Events

### January

#### **3<sup>rd</sup> January 2012- Ms. Angele Giuliano and Ms. Jacqueline Bugeja, meeting regarding current projects**

At the beginning of the year Ms. Giuliano and Ms. Bugeja held a meeting to speak about the financial status of the current projects. They also discussed the new projects, which had started the previous November/ December and those, which had finished. With regards to those that had ended Ms. Giuliano and Ms. Bugeja discussed the financial reports and when these were due. They also spoke about payments which were due to be received and those that had to be paid. These kinds of meetings are a series of meetings held between the President and the Treasurer of the Foundation to allocate the different funds for the upcoming year.

#### **4<sup>th</sup> January 2012– Ms. Angele Giuliano and Ms. Jacqueline Bugeja held a meeting to talk about the accounts of the Foundation for Women Entrepreneurs**

Ms. Giuliano and Ms. Bugeja held a second meeting of a series of meetings, which are necessary at the beginning of every year to discuss the financial status of the Foundation. During this meeting they discussed the wages of the different staff working for the Foundation as well as how to allocate the different tasks of the Foundation to the different staff. This depended on the time that each member could dedicate to the Foundation and the financial means of the Foundation at the time of the meeting.

#### **18<sup>th</sup>, 19<sup>th</sup>, 20<sup>th</sup> January 2012- Ms. Angele Giuliano working on LLP Proposals**

Ms. Giuliano dedicated a number of days in January to work on LLP Proposals, whose deadline date was getting close. Ms. Giuliano was involved in a number of proposals of her own but was also helping the other members of the Foundation in writing the budgets of their proposals since she has most experience in this field. She also read many of the proposals that were going to be submitted to make sure that these were up to the Commission's standards and made sure that no one had problems so that the Foundation makes it to the deadlines and submits as many projects as possible.

**19<sup>th</sup> January 2012– Skype call regarding projects**

Ms. Nardo works with the Foundation for Women Entrepreneurs from Italy. She also writes projects and is fully involved in these projects during their lifetime. Ms. Giuliano held this meeting so that she would be fully aware of the project Ms. Nardo was in charge of and also helps Ms. Nardo with the writing of the projects as well as with the budgets planning. Ms. Nardo and Ms. Giuliano planned the deadlines of the work that was to be prepared and agreed to keep in contact with each other via email and Skype.

**20<sup>th</sup> January 2012 – Entrepreneurship through Education – Delivering Effectively**

The conference entitled “Entrepreneurship through Education – Delivering Effectively” was organised by The Ministry of Education & Employment in collaboration with The Ministry for Fair Competition, Small Businesses & Consumers. The Ambassadors in Malta for Increasing women Entrepreneurs – AMIE Project 2010 -2012 was featured a number of times in the video clip ‘Entrepreneurship through Education Scheme 2011’ shown in the schools where the ambassadors had participated.

The conference was attended by Ms. Francica, Ms. Mangion and two of the AMIE ambassadors, Ms. Zammit and Ms. Duca. Speakers included Mr. Curavic, Head of Unit for Entrepreneurship (DG ENTR). EU Commission who spoke about European Commission’s vision on Entrepreneurship. Mr. Curavic is also the coordinator of the “European Network for Female Ambassadors” of which AMIE forms a part.

The conference was very well attended by over one hundred and fifty people, most of them head of schools and educators. During question time, Maryrose Francica took the opportunity to introduce the AMIE project to the audience and encouraged the head of schools to contact her to set up a date and time where the AMIE Ambassadors would be able to go to the respective schools and relate their story in order to encourage young women to take up entrepreneurship as a way of life.

Mr. Marko Curavic from DG Enterprise, who was present for this event, also mentioned AMIE during his speech and encouraged the audience to present to contact the AMIE partners. Ms. Antoinette Caruana, representing the Malta Business Chamber who is also supporting the AMIE project again mentioned the good work that is being conducted by the AMIE project. In the afternoon Ms. Francica, Ms. Mangion and Ms. Zammit attended the workshop entitled

“Promoting a Culture of Entrepreneurship in School” where again they stressed the importance of mainstreaming the subject of Entrepreneurship in schools from a very young age.

**20<sup>th</sup> January 2012- Ms. Angele Giuliano meeting with Mr. Marco Curavic from DG Enterprise**

During the meeting “ Entrepreneurship through Education” Ms. Giuliano spoke to Mr. Curavic who was the Head of AMIE Project in Malta. They discussed the finances of the project and how the project would proceed in the year ahead. This would be the last year of AMIE, a project, which is deemed as one of the most successful ones by the Foundation. The project needed to be well disseminated and even more exploited now that it came close to its end. Due to this Ms. Giuliano and Mr. Curavic discussed the project’s fate and agreed to make the most of the last year of the project.

**23<sup>rd</sup> January 2012- 27<sup>th</sup> January 2012- Entrepreneurship Training**

People from different European countries attend our courses at the Foundation for Women Entrepreneurs. One of the courses available is about entrepreneurship given by Ms. Francica and Ms. Giuliano. Here, the participants are able to learn about the entrepreneur, the process of a start up and the difficulties and pride one experiences once the business has started. During the session visits and/ or guests are asked to attend and give a presentation about their own start-ups and established businesses. In other times such as this one the trainers decided to give more hands on work to the participants and work amongst them in groups.

**27<sup>th</sup> January 2012 – Meeting held by the Enterprise Consultative Council at Phoenicia Hotel**

Ms. Francica attended this meeting on the 27<sup>th</sup> of January 2012. This meeting was chaired by Hons. Minister Tonio Fenech. During the meeting presentations were given by Mr. Pace Ross (about access finance), Ms Mamo regarding a recent survey by GRTU, Mr. Bezzina from Banif, Mr. Farrugia from APS bank, Mr. Frendo from BOV, Mrs. Lütshg-Emmenegger from FIMbank Group. Mr. Bezzina from Lombard Bank. Comments were given by Mr. Demarco (Central Bank Malta), Mr Agius Muscat (MHRA), Mr. Muscat (Malta Chamber), and Mr. Abela (Malta Enterprise) amongst others.

Minister agreed that businesses should adhere to regular reporting and it was important to instil such a culture amongst entrepreneurs. He also made reference to family businesses and the importance of raising the awareness on corporate governance. On the other hand, businesses should make use of the existing facilities to improve their operations, including the business advisory schemes, the Business First Centre and the recently launched Quality + programme. Government had to ensure that good ideas found the right financing. He concluded the meeting emphasising the need for more dialogue between Government and the banks, between the industry and the banking sector keeping in mind growth objectives particularly that of tapping the international markets.

### **30<sup>th</sup> January 2012- Ms. Maryrose Francica had the CELAN meeting in Brussels and BPFM meeting**

Ms. Francica attended CELAN meeting in Brussels on the 30<sup>th</sup> of January 2012. During the meeting the partners went through the minutes of the previous meeting, the aims of the project as well as the project's deliverables and milestones. The partners also presented the work that was carried out and a draft of the deliverables produced since the mid term round table. Mr. Hammersley gave the partner representatives a concrete idea of the services the platform is expected to provide to business users; he also gave them a brief about the current state of development.

Mr. Galinski presented the work of WP2 that was undertaken over the past four months. Mr. Mackiewicz presented the questionnaire of WP2, which was developed for the survey to be carried among the members of higher education partner organisations. Ms. Mazura briefed the participants about recent dissemination efforts. Participants were invited to read the documents and resources available on the CELAN platform before the meeting. The partners also went through contractual matters, delays and the future of the business workshop. In the end the partners also discussed and made decisions about CELAN's final workshop, about the dissemination and impact of the project. In the end the partners made decisions about the next steps to be taken by the consortium for the development of the project.

## **February**

### **2<sup>nd</sup> February 2012- FE:MALE Mentoring Circles**

The first mentoring circle of 2012 was held in Malta on Thursday, 2<sup>nd</sup> February 2012. This session was scheduled from 15:00hrs to 18:00hrs as the attendees indicated that this was the best time for them. Ms. Francica who had already met all the participants individually before the session welcomed the group to

the second Mentoring Circles and gave a brief introduction of the FE:MALE project. Then Ms. Giuliano introduced the concept of the Mentoring Circles and spoke about the ground rules, which were written, on the flipchart. The participants were handed their respective packs and explained briefly what it contained. The participants were shown the subcontract agreements and were asked to read them and sign them as stipulated by the FE:MALE project. As the group was quite a big one involving 7 women it was stated that time keeping will be strictly adhered to. Although childcare services were offered, none of the women present needed the service.

Ms. Francica organised an email loop and handed out a document with the contact details of each participant to make keeping in touch easier. During the session, the women explained their business idea, spoke about the challenges that they are facing and what were their expectations from the mentoring circle.

The session was concluded when each participant set a goal to be realised by the next session and by filling in of the session evaluation questionnaire.

### **9<sup>th</sup> February- 10<sup>th</sup> February- Coordinator's Meeting in Brussels**

Ms. Francica as the coordinator of the AMIE project was invited to attend the "European Network of Female Entrepreneurship Ambassadors" & "European Network of Mentors for Women Entrepreneurs" coordinators' meeting which was held on the 9<sup>th</sup> and 10<sup>th</sup> February 2012.

The meeting commence with an introduction from the Commission with an overview of targets, stock taking, method of reporting, information and results of the European Network of Female Entrepreneurship Ambassadors and the European Network of Mentors for Women Entrepreneurs.

The project coordinators and partners had a chance to present a fifteen-minute presentation to share what was being done in their own networks. The sustainability of the projects was also discussed. A discussion ensued on the identification of possible synergies, and activities of cooperation that could be established between different project coordinators and partners; common ground and collaboration between ambassadors and mentors nationally and at European level.

The meeting finished with an overview of administrative and financial requirements by the Commission and a slot for Q & A's from project coordinators and partners to the Commission was allocated. The meeting was very beneficial as all the coordinators shared their best practices and had the opportunity to network.



**13<sup>th</sup> February 2012- WTE (Women Technology Entrepreneurs) deadline of report**

The Foundation for Women Entrepreneurs (Malta) was a partner in an EU funded project entitled “Women Technology Entrepreneurs”. WTE aimed to address the educational deficit by developing curricula focused on the needs of Women seeking career opportunities as technology entrepreneurs. Curricula were developed that merged two business types experiencing low female input; notably technology and entrepreneurship. This facilitated closer links with the world of work while addressing the current educational deficits in entrepreneurship training. A digital opportunities road map for women supported entrepreneurial activity and continuing engagement with the concept of Lifelong Learning with strategies to move women into higher value markets.

WTE came to an end in December 2011 and The Foundation for Women Entrepreneurs was writing the last reports to send to the commission. On the 13<sup>th</sup> of February the staff of FWE worked together to produce all the necessary material to bring WTE to a close.

**15<sup>th</sup> February 2012- Skype Call for FE:MALE**

Ms. Francica and Ms. Giuliano held a Skype call with the coordinators of FE:MALE to discuss further developments in the Project. As part of its work in FE:MALE the Foundation for Women Entrepreneurs held a series of mentoring circles through which new entrepreneurs were helped into developing their new businesses. The new round of sessions was soon starting so the organisers deemed it fit to have a chat with the coordinators to make sure that all that they were preparing was suitable for the aims of the project and to make sure that they were working within the framework of the project.

**15<sup>th</sup> February 2012- AMIE 10<sup>th</sup> Partner Meeting**

The minutes of the last meeting were circulated via email to all the partners. Minor adjustments were made to these minutes however these were approved unanimously by all attendees once these changes were made, at the beginning of the 10<sup>th</sup> partner meeting.

Ms. Francica informed the partners that the Thursday and Friday before she attended a plenary meeting that was held for all the coordinators of the project. On the 17<sup>th</sup> of February a big summit event was held in Brussels for all the Female Entrepreneurs who are working as ambassadors within the project. During the meeting in Brussels the attendees were informed that there would be another call for this project to get it to run for another two years. Ms. Francica

told Dr. Birch that the ambassadors would like to have another meeting with her so that they could discuss strategies and pedagogies that could be used in an upcoming meeting with young adults with severe special needs. The meeting was to be held on the 5<sup>th</sup> of March at the Guardian Angel school hence a meeting for the 1<sup>st</sup> of March was set.

Ms. Francica also said that a meeting would be held with one of the principals in the education division Ms. Ciappara to talk about the possibility of having more talks held at the schools she is responsible for. Ms. Mangion also added that San Gorg Preca School have a team of people who are working for entrepreneurship, and applying for funds.

Ms. Francica explained that some prominent people from DG enterprise wish to attend the final conference. Ms. Mangion was asked to draft an agenda for the final conference so that all the rest can then add any activities that they wish to have included during the conference. Katie Birch was asked to prepare some workshops to be included during the conference. She will be in charge of about 30-45 minutes of the event. The event will take up one morning up till lunch. Venues for the event are still being sought.

Ms. Mangion showed the rest of the group an article published about the girl guides. This will be of good promotion for the project. Ms. Sammut will set up a meeting with Ms. Francica to talk about the report that needs to be given for the end of the first year. Ms. Francica also told the partners that there is the opportunity to nominate a woman entrepreneur who has taken her business abroad.

### **16<sup>th</sup> February 2012- Programme for the Competitiveness of Enterprises and SMEs**

On the 16<sup>th</sup> of February 2012 Ms. Francica was invited to an event held at the Dar L-Ewropa. This was an information session about the Programme for the Competitiveness of Enterprises and SMEs. During this half day event a number of prominent people in Malta gave presentations about their area of expertise explaining how SME's and Enterprises could benefit from new policies and incentives. Amongst the speakers was Mr. Bugelli, Head of Representation in Malta, Hons. Jason Azzopardi, Minister for Fair Competitions, Small Business and Consumers, Mr. Tersmette, Head of Unit of DG Enterprise, Ms. Tanti, Enterprise Europe Network and finally Mr Fernandez Alavrez, Malta National Contact Point (CIP). Through this Ms. Francica learnt the new policies and incentives, which she herself could talk about with any people who come to the Foundation seeking help regarding their start up.

**17<sup>th</sup> February 2012- Ms. Ciappara the Principle at St. Clara's College**

Ms. Ciappara is a former Head of School who is now the Principle of St. Clara's College. She is in charge of a number of schools around Malta hence the FWE thought of arranging a meeting with her so that they could discuss potential work in the future. They spoke about the projects that the FWE is involved in and in future work that it is embarking on to see whether Ms. Ciappara will work with us and collaborate if needs be. Ms. Ciappara was very interested in the work and agreed to collaborate when possible.

**27<sup>th</sup> February 2012- Ruth Gatt and Maryrose Francica – meeting regarding various matters of FWE**

Ms. Francica invited Ms. Gatt for a meeting so that they could discuss the various projects and deadlines of the Foundation for Women Entrepreneurs. Ms. Francica and Ms. Gatt presented each other with the work that was due and they agreed on who would do what. They also talked about AMIE's technical report, which was soon due to be written and sent to the commission. Ms. Gatt agreed to help Ms. Francica with what she needed for the compilation of this report.

**March****5<sup>th</sup> – 10<sup>th</sup> March 2012- AMIE Technical Report**

Ms. Francica and Ms. Gatt agreed to work on AMIE report. Ms. Gatt provided a number of documents and event summaries collated throughout the year. She gave these documents to Ms. Francica who had the templates and the guidelines for the preparation of this report. Ms. Gatt researched and found the necessary evidence of each of the events mentioned in the report and created an event table to be inserted in the report. Ms. Francica on the other hand wrote the introduction and collected everything together to be presentable for the European Commission to see how AMIE project was proceeding.

**5<sup>th</sup> March 2012- Guardian Angel Resource Centre, Hamrun**

A few of the AMIE partners and Ambassadors held a session with the students of Guardian Angel Resource Centre that caters for students with special needs. The Guardian Angel Resource Centre caters for the personal, social, education and spiritual development of the children with a holistic approach. The school aims at creating an environment where all students can develop as individuals, intellectually, physically, socially and spiritually to the best of their abilities thus becoming valuable contributing members of their community.

Ambassadors Ms. Gaerty, Ms. Debono and Ms. Chircop together with Ms. Francica and Ms. Gatt on behalf of the AMIE consortium met with approximately 25 students their ages varying between 4yrs to 19yrs with special needs.

After the session with the students the AMIE partners and Ambassadors were invited to Ms. Falzon's office, the head of school for a coffee and she thanked us and invited us to go back in the near future. Together with her team, Ms. Falzon will personally help us to devise a session with flash cards and a lot of visuals according to the different abilities of each student. For the next session more Ambassadors will be visiting the Guardian Angele Resource centre as these students needs more individual attention. special thank you goes to Dr. Birch, who organised a workshop for the Ambassadors to train them how to deal with these special students.

#### **6<sup>th</sup> March 2012- "Sehemna fl-Ewropa" - Radio Interview**

Ms. Francica and Ambassador Ms. Zammit were invited on Malta's leading Radio station for the programme – 'Sehemna fl-Ewropa' (Our role in Europe) which was dedicated to female entrepreneurs and was aired at prime time (7pm). This programme was aired specifically on the 8<sup>th</sup> March, which is dedicated as women's day. Ms. Francica spoke about the situation and difficulties that female entrepreneurs face especially at the start up phase, which is due to tradition, culture and also the size of our Island.

Despite these difficulties, women who are starting up their own business is on the increase and AMIE has been encouraging females of all ages to ingrain in them a sense of entrepreneurial spirit. Ms. Zammit spoke about her uphill struggle as a mother of four and with no business background to start up her own company, which produces a healthy drink called Smoochie. A few days after the programme was aired, the producers contacted Ms. Francica and asked if they can refer the people who were phoning the station with questions to her and Ms. Francica happily obliged.

#### **7<sup>th</sup> March 2012- Talk at the Ranger's Head Quarters**

On the eve of Women's Day 7<sup>th</sup> March 2012 three AMIE ambassadors Ms. Duca, Ms. Borg, Ms. Zammit together with Ms. Anne Mangion and Ms. Gatt participated in a Ranger Guides meeting at the 35<sup>th</sup> Attard Group headquarters. The three ambassadors spoke of their experiences on how they started their business enterprise after a brief introduction by Ms. Mangion.

Although the number of girls was small due to the fact that it was the time of school exams on the island; the girls were very enthusiastic about the event. The three ambassadors gave a brief overview of how they started their business and how this gave them great satisfaction in the end despite the difficulties faced at the start of their journey and the difficult decisions that had to be taken at the time. The girls present were inspired and as a result the ambassadors were bombarded with questions regarding market research and business plans, how to choose what type of business to set up and information about how to finance one's enterprise.

At the end of the talk each girl present was given a small token to remember women's day and as a reminder for each to give value to themselves and their abilities as women of the future.

#### **7<sup>th</sup> March 2012- JEREMIE Funds- BOV**

Ms. Gatt attended a meeting in Valletta where a talk was being held by BOV. The main aim of this talk was to inform stakeholders of the new incentives and programs provided by BOV to help SMEs in particular. On the day the focus was on the JEREMIE funds, which were the latest fund incentives proposed by BOV. Various speakers from different areas of financial sectors gave their input in this event and explained the benefits of JEREMIE as well as the necessary measures to be taken before tapping into this new incentive. At the end of the event the participants had the opportunity to speak to the speakers on a one to one level regarding this subject.

#### **13<sup>th</sup> March 2012- Business Stakeholder Meeting at Europa House, Valletta**

Ms. Francica, the AMIE project coordinator was invited by Mr. Martin Bugelli, head of the European Commission Representation in Malta to attend a business stakeholder meeting, which was addressed by officials from DG Enterprise responsible for the Europe 2020 strategy. The main team of the

meeting was the Implementation of the Small Business Act (SBA) in Malta from the business perspective.

Ms. Francica together with other stakeholders had to answer and discuss 6 questions that were sent beforehand with the invitation letter.

#### **14<sup>th</sup> March 2012- Malta Art Funds**

Ms. Francica invited Mr. Portelli to the Foundation for Women Entrepreneurs after calling the premises for some information regarding EU funds. Mr. Portelli was a local artist who needed funds for his work to better flourish. He came to the office after hearing about the work done by the Foundation seeking EU funding to help him in his artistic projects and ideas. Ms. Francica invited him to look into the Malta Arts Fund, which he, in fact applied for and was an accepted candidate.

#### **20<sup>th</sup> March 2012- Mentoring Circles**

The second session of the Mentoring Circles in Malta took place on Tuesday, 20<sup>th</sup> March, 2012. The participants went for a visit to the newly established Business First – a one stop shop to help business people plan, start, manage, grow or close down their business, and deal with day-to-day challenges; including information on Government rules and regulations, together with compliance requirements affecting businesses in Malta. Business First provides more than 50 services from various Government departments and entities under one roof. The women attending the Mentoring Circles accompanied by Ms. Giuliano and Ms. Francica were welcomed by Mr. Grech, Manager, Relationship Management Unit and Mr. Fiott. This session was very animated and interactive and was deemed very positive by all present.

After the session at Business First, the ladies went back to the Foundation's premises where the actual Mentoring Circle commenced.

The session ended with the agreement of the date for the next Mentoring Circle, which will be held on Wednesday, 11<sup>th</sup> April, 2012 at 3pm. The date was precisely chosen with Michaela in mind as she will be giving birth at around the end of April. Mary, who is a professional photographer very kindly, did a photo shoot of the whole group. As facilitators both Angele and Maryrose are very pleased with the progress being achieved through the Mentoring Circles and the enthusiasm of ladies who are attending.

#### **21<sup>st</sup> March 2012- AMIE 11<sup>th</sup> Partner Meeting**

Ms. Giuliano opened the meeting by asking the partners to go through all the deliverables that had to be done for reporting reasons. She insisted that everything that is done within the project is documented.

Ms. Francica announced that she would like to take care of the calendar of events since she had done so up till now. Ms. Mangion informed the partners that they could have the meeting with the guidance teachers on the 20<sup>th</sup> of September 2012, before these have their in-service courses and start school. On the 28<sup>th</sup> of March 2012, AMIE will hold a talk at Maria Regina School in Mosta.

Ms. Francica asked Ms. Mangion whether they should amend or change anything from the draft agenda presented to the partners. They decided that it is best to have a workshop held by Dr. Birch instead of having the partners tell their experience in the project. This could be more interactive and interesting for the public. Ms. Giuliano also informed Ms. Mangion that should she need more funds for the conference she could ask for a transfer from the FWE budget. However she also explained how they would only get back 50% of the budget spent. Ms. Mangion was requested to check how much money is actually needed for this conference, and to check whether she is paying for the booking or by consumption.

Furthermore Ms Francica suggested that the ambassadors talk in “talk show style” to share their experience in the project. Ms. Sammut suggested that a journalist should be present to keep the conversation going. Ms. Sammut suggested Ms. Mc Donald and Ms. Gatt thought of Roslyn Schembri. In the end, there seemed to be a unanimous agreement to ask Ms. Baldacchino to be the moderator of the “talk show” and to also give a talk about entrepreneurship. Dr. Birch suggested that they get the ambassadors and give them some training so that all know what they will talk about and not all say the same thing. Ms. Francica was asked to amend the agenda with the following changes.

### **23<sup>rd</sup> March 2012- Stakeholders meeting with FE:MALE**

The Foundation for Women Entrepreneurs attended a Skype meeting with all other partners of FE:MALE. The aim of this meeting was to inform one another of the developments for FE:MALE in each partner country as well as discuss certain trends that were seen in the Mentoring Circles held this year. During this meeting the Coordinators of the project also reminded the partners to keep record of both evaluative questionnaires and other material that will be needed

once the reporting of the second course of Mentoring Circles will be finished. Deadlines were set and work was decided upon and agreed by all partners of the consortium. The Maltese partners were also reminded that the last partner meeting and event would be held in Malta in Summer time.

### **28<sup>th</sup> March 2012- AMIE talk at Maria Regina Girls Secondary School Mosta**

On Wednesday, 28<sup>th</sup> March, 2012 Ms. Francica representing the AMIE Consortium accompanied two Female Entrepreneur Ambassadors, Ms. Delia and Ms. Debono to the Maria Regina Girls Secondary School in Mosta to disseminate the AMIE project and speak to the students about entrepreneurship.

The auditorium of the school was packed with around 200 students between the ages of 13years and 15 years. Ms. Delia and Ms. Debono explained how they had started their business. How difficult it was but how rewarding it turned out to be in the end. They explained their passions and how these drove them to make the choices that they made. They tried to give a realistic picture to these students but also encouraging them by showing them that anyone can do what they did in life.

Ms. Francica, Ms. Delia and Ms. Debono asked the students present to ask any questions they might have had and left their contact details with the teachers present so that the students could contact them. The Head of School, Ms. Deguara thanked the three ladies for their time.

## **April**

### **3<sup>rd</sup> April 2012- Meeting regarding FWE projects**



Ms. Giuliano and Ms. Francica Held a meeting at the Foundation for Women Entrepreneurs to speak about new projects that the Foundation could work on and take advantage of. The Foundation for Women Entrepreneurs gives all its services free of charge, hence making sure that all women can benefit from these services, however this is only possible since the Foundation taps into EU funds to cover the costs. That is why it is important that the staff at the Foundation is always on the lookout for new opportunities that may arise.

#### **10<sup>th</sup> April 2012- AMIE meeting with MBB**

The Malta Business Bureau (MBB) is a non-profit entity working as the EU-business advisory office for the Malta Chamber of Commerce, Enterprise and Industry, and the Malta Hotels and Restaurants Association (MHRA). Ms. Scicluna was the representative person for MBB in AMIE, since MBB was one of the partners. Due to this Ms. Francica and Ms. Scicluna held a bilateral meeting to talk about AMIE and its progress. They spoke about the developments of the project and the tasks allocated to MBB.

#### **11<sup>th</sup> April 2012- Internal meeting about Mentoring Circles**

Ms. Francica and Ms. Giuliano were the main tutors leading the Mentoring Circles session. The tutors were invited to reflect after the mentoring circles to improve the pedagogy and give better sessions to the women who came for help at the Mentoring Circles. Due to this Ms. Francica and Ms. Giuliano held a bilateral meeting where they gave their input about their experience in the Mentoring Circles whilst also discussed how they could give better sessions targeted to the people who attended the sessions this year. The tutors drafted a few pointers to develop and work upon in the future.

#### **13<sup>th</sup> April 2012-AMIE talk at Corradino Correctional Facility**

Ms. Francica, Ms. Scicluna and Ms. Gatt on behalf of the AMIE consortium accompanied the 3 Female Ambassadors to the female section at Corradino Correctional Facility in Malta. The three Female Ambassadors, Ms. Gaerty, Ms. Chircop, and Ms. Zammit, went to the only rehabilitation facility in Malta to

speak to women who are currently serving a prison sentence there. The AMIE team encouraged the women present to use their time wisely and invest in self development in order to gain the necessary skills to become self sustainable when they are reinstated back in society. They encouraged the women present to start up their own small enterprise within the prison as this will give them a scope and equip them with skills that they will find valuable when they are reintegrated back in society.

Once this happens these women will need to find a source of income, and employment may be difficult to obtain due to the stigma these women will have to carry with them for the rest of their life. Starting up a business, possibly whilst still in prison can help their reintegration be smoother and ensure that they have a source of income and would not have to rely on social benefits.

Ms. Francica ended the session by promising to come back for another session and took the opportunity to thank Mr. Vella, the Educational Co-ordinator at the Corradino Correctional Facility who made this visit possible.

### **13<sup>th</sup> April 2012 – National Enterprise Support Awards – 2011**

The AMIE project was nominated in category 2 for the public, private and non-profit entities in the National Enterprise support awards as a successful project that promotes entrepreneurship. Ms. Francica and Ms. Gatt attended the awards ceremony on behalf of the AMIE consortium. The event was held on Friday, 13<sup>th</sup> of April 2012 at The Palace Hotel, Sliema.

The event was a mixture of music entertainment and project exposures where the attendees were able to watch a short video presentation on each project that was nominated. The Foundation for Women Entrepreneurs, as the local coordinator of the AMIE project entered the project in this initiative to further disseminate the project and give it more exposure. Through AMIE, women and girls are being targeted through talks to encourage them to foster a culture of entrepreneurship and take up entrepreneurship as a career path in life. The AMIE project did not make it with the first two finalists but was awarded a certificate of participation. The Foundation is pleased that AMIE is proving to be successful and helpful to many women.

The event came to a close and the attendees were invited for refreshments where they were able to network amongst each other in an informal setting at the hotel. This was a pleasant evening for all the attendees. The Foundation for Women Entrepreneurs congratulates the winners and wishes the rest the best of luck for next year.

**18<sup>th</sup> April 2012- Bi lateral meeting regarding a Vegetable Shop start up**

A prospective member of FWE heard about the Foundation for Women Entrepreneurs and our work with women who are starting their own business. She called the Foundation asking for help in this department and we invited her for a consult to see what her aims are regarding her start-up. The woman explained that she wishes to open a vegetable shop in her locality, which she hoped to work in with her daughter. Ms. Francica advised her to go to Business First who have good incentives for first time business owners.

**18<sup>th</sup> April 2012- Horizon 2020 Meeting**

Ms. Gatt was invited to a meeting that was going to be held in Bighi to inform entities that worked in EU projects regarding the new Framework Program Horizon 2020. Horizon 2020 is the EU Framework Programme for Research and Innovation. Due to this the Foundation deemed it necessary to have someone from the Foundation learn about this new framework since that would be what he or she will be tapping into once the new Framework is set into motion. The meeting was held by The Malta Council for Science and Technology to which a number of speakers from the EU Commission attended and held talks.

**24<sup>th</sup> April 2012- MCWO Meeting**

The Malta Confederation of Women's Organisations is a non-profit organization that seeks to represent the needs, ideas and thoughts of women in all spheres of life. Ms. Francica and Ms. Gatt attended the meeting to which a number of proactive women also attended. They discussed current political and cultural affairs, matters that are of interest in the media and came up with a number of ideas and plans that could help women in Malta. The aim is to give women the rights and responsibilities that they deserve.

**25<sup>th</sup> April 2012- Entrepreneurship Grundtvig Course Visits**

Ms. Francica together with Ms. Giuliano gives the Grundtvig Course about Entrepreneurship. For this course Ms. Francica asked two businesswomen, Ms. Sandra Zammit and Ms. Charlotte Gregory to host the participants of the course to their respective businesses. Ms. Zammit runs the "Smoochies" Company and Ms. Gregory runs a Health and Safety company. Both women strived to have the businesses that they own today and are of inspiration to all,

especially people who are interested in entrepreneurship of in starting their own business.

#### **25<sup>th</sup> April 2012- Meeting with an FWE Member**

This lady was one of the participants of the first round of Mentoring Circles the previous year. She was one of the participants who managed to kick-start her own business, that of a Personal Organiser, and wanted it to move forward. This member asked for a meeting with Ms. Giuliano and Ms. Francica so that she could discuss her ideas of taking her business to the next step and diversifying a bit from the business she had already started. Ms. Giuliano and Ms. Francica gave her a lot of input and encouraged her to take this next step and in fact she did move on in her Business.

#### **25<sup>th</sup> April 2012- Meeting with a Prospective FWE Member**

This woman heard about the Foundation for Women Entrepreneurs through friends. She was a young entrepreneur with very little experience in the field that wished to start her own business. She had various ideas to explore hence she was advised to visit the Foundation and speak to experts about her ideas and her dreams. She discussed her thoughts and ideas with Ms. Francica who advised her to go to Business First who would be more than happy to help a new entrepreneur like herself.

#### **26<sup>th</sup> April 2012- Creation of a Marketing Module**

After discussions Ms. Giuliano and Ms. Francica came to an agreement that the Grundtvig course that was given to participants as well as the Mentoring Circles would benefit from a module on Marketing. They saw a trait in people that showed them that many do not have any know how of marketing, a very important tool in any business. Hence Ms. Giuliano decided to create a marketing online module for all those who did courses at the Foundation for Women Entrepreneurs. This course was designed as an online course to make sure that everyone could access it even form their own homes at their own time.

#### **27<sup>th</sup> April 2012- Discussion of Horizon 2020**

After the talk at Bighi on the 18<sup>th</sup> of April 2012, Ms. Gatt had a bilateral meeting with Ms. Giuliano the President of the Foundation for Women Entrepreneurs to let her know about the changes that will be put into action once the FP7 programme has finished and Horizon 2020 is put into practice. Ms. Gatt and Ms. Giuliano discussed the different new ideals that were put forward in the meeting.

### **30<sup>th</sup> April 2012- Talk at St. Benedict College Girls Junior Lyceum**

For the second time, on the 30<sup>th</sup> April, 2012, AMIE was invited to give two back-to-back talks to students at St. Benedict College Girls Junior Lyceum this time to girls attending Form 2 and Form 3. Ms. Francica accompanied by Ms. Gatt, Ms. Zammit and Ms. Chircop spent an interesting morning talking to these students. Both talks started with Ms. Francica giving a power point presentation on the main aims and objectives of the AMIE project and then inviting Ms. Zammit and Ms. Chircop to tell their story of how they set up their own business.

The talks were quite interactive with the students asking a lot of questions and discussing their dreams with the Ambassadors. As in both talks there was a large group they got divided into smaller group and had some time to discuss between to come up with an innovative and sustainable idea. Spokesperson was chosen for each group and results were shared with the rest of the students. Seeing the enthusiasm of these students was a wonderful thank you to the Ambassadors and AMIE project partners.

## **May**

### **3<sup>rd</sup> May 2012- Mentoring Circles Report Deadline**

Ms. Francica and Ms. Gatt worked on the reporting of the Mentoring Circles, which had taken place during the last year. They collated all the questionnaires and the information obtained during the mentoring circles and during the reflections done afterwards and produced a detailed report regarding the

progress done by these women during the sessions. The report also highlighted the success stories that resulted from these mentoring circles.

### **3<sup>rd</sup> May 2012- Interview Ms. Patricia Cordina from E-Cubed Consultants Ltd**

Ms. Cordina came to the Foundation for Women Entrepreneurs to interview Ms. Giuliano and Ms. Francica about entrepreneurship. Ms. Cordina works for E-Cubed Consultants Ltd. This enterprise's principal fields of interest include the undertaking of macroeconomic and regional economic policy studies within the context of EU frameworks and programmes. Hence, the Foundation was a good NGO to visit and talk about with their members.

### **9<sup>th</sup> May 2012- Meeting with a Member of FWE**

This woman was involved with the Foundation for Women Entrepreneurs through other work and hence was already one of the Foundation's members. She knew that here she would find professionals to guide her in her business venture. She wanted to open up her clothesline business as she is a clothes designer and wanted to create her own fashion line and sell it online. Ms. Francica gave her a few pointers on how to start her business and she did indeed start to advertise her clothesline on Facebook.

### **9<sup>th</sup> May 2012- AMIE 12<sup>th</sup> partner Meeting**

Ms. Francica informed the partners about the meetings that were held in schools during the last month. Talks were held at Margaret Mortimer School, and Corradino Correctional Facility. Ms. Sammut added that ETC wishes the Ambassadors to give a talk there too. The week after a Press Conference at the NCW premises was going to be held. After this the partners continued by discussing the AMIE stakeholder conference, informing one another of updates regarding this. The discussion proceeded with updates about the printing deliverables that were done or still in the process. The partners also talked about the invitation list for the conference. The meeting came to an end and the consortium agreed to meet for the Press Conference next.

### **16<sup>th</sup> May 2012- Press Conference to disseminate AMIE's Stakeholders Conference**

Ms. Francica, Ms. Scicluna and Ms. Gaerty held a press conference for the local press at the premises of the National Council of Women (NCW) one of the partners of the AMIE consortium to disseminate the final AMIE Stakeholder Conference. The press conference was very well attended by local press and was given TV coverage in the evening news.

The AMIE consortium unanimously agreed to hold this stakeholders conference in May, 6 months before the AMIE project officially finishes so that they will have time to analyse the outcomes of this conference and be able to take concrete actions within the projects' lifetime.

### **17<sup>th</sup> May 2012- Mentoring Circles Catching- Up Sessions**

Some women who were attending the mentoring circles could not make it on the day that they were being held however they were still very interested in completing the sessions since they felt that they would be constructive for them therefore they asked for a session to make up for the one lost. Ms. Giuliano and Ms. Francica held this session for these women at the Foundation for Women Entrepreneurs.

### **23<sup>rd</sup> May 2012- AMIE Conference rehearsal with Partners and Ambassadors**

On Wednesday, 23<sup>rd</sup> May, 2012 the AMIE partners and Ambassadors met at Gateway Centre in Hamrun to discuss the AMIE conference and have run through of the final Agenda. The meeting started with Ms. Francica welcoming all the ladies present and handing out copies of the final agenda for the AMIE Conference that will take place on Friday, 25<sup>th</sup> May, 2012 at Dar l-Ewropa. Apart from the partners and the Ambassadors, Ms. Baldacchino was also present as she will have a slot to speak about 'An Entrepreneurship Perspective' during the conference. Leonie will also act as a moderator during the Ambassador's talk show style interventions. It was agreed what topics the Ambassadors and partners wanted to speak about so that Ms. Baldacchino would formulate the questions accordingly.

Ms. Francica stressed the importance of keeping the interventions short and to the point due to the time constraints. Ms. Vella, a journalist with Malta Independent visited Gateway Centre and took comments from the partners and ambassadors.

### **25<sup>th</sup> May 2012- AMIE Stakeholders' Conference**

The AMIE Stakeholders' conference took place on Friday, 25<sup>th</sup> May, 2012. The venue for the conference was the Representation of the European Commission in Malta. The conference was well attended by local female entrepreneurs and also delegations of female Entrepreneur Ambassadors from Serbia and Croatia.

The conference started with a keynote speech from the Hon. Dr. Jason Azzopardi MP where he stressed the importance of SME's and Micro Companies in the local economy and urging women to be proactive and start up their own business thus further contributing to the Maltese economy. A message on the importance of female entrepreneurship in Europe was presented by Ms. Danti, who attended the conference and was representing DG Enterprise, the directorate under which the AMIE project falls.

Ms. Baldacchino, reading a PhD. in Entrepreneurship gave her views on Entrepreneurship focusing on female Entrepreneurs. It was then the turn of Serbian female Ambassador Mrs. Marija Stevanovic who related the experience of the Serbian project as part of the European Network of Female Entrepreneurs. After Mrs. Stevanovic's presentation the conference paused for a coffee break where networking started in earnest.

The second part of the conference started with the introduction of the ten Maltese female ambassadors and a very interactive session ensued with the AMIE consortium and the Ambassadors relating and highlighting their experiences of the first 18 months of the project. The audience present participated fully in this session and showed great interest towards AMIE.

Dr. Katie Birch led a session on "Intuition in Entrepreneurship" which was very positively received by the audience. The conference closed with Ms. Darmanin, Vice President of the European Economic Social Committee (EESC). A networking lunch finally rounded up a very interesting morning for all present, confirmed by the very positive feedback of the evaluation questionnaire forms that were returned to the consortium, where the most common remark was that the AMIE project should continue after the November 2012 to continue to raise awareness on the importance of female entrepreneurship.

### **29<sup>th</sup> May 2012- MCWO meeting**

The Malta Confederation of Women's Organisations is a non-profit organization that seeks to represent the rights and ideas of women in all spheres of life in Malta. Every other month the MCWO meets up to discuss current issues regarding women in Malta and around the world. Ms. Francica and Ms. Gatt attended this meeting, which was held on the 29<sup>th</sup> of May. Deadlines and other plans were made for the benefit of MCWO and Maltese women.



**June****4<sup>th</sup> June 2012- Times of Malta advert regarding FE:MALE**

The Times of Malta has frequently advertised FE:MALE. The Foundation for Women Entrepreneurs was advertising the upcoming Final Conference for FE:MALE. Ms. Francica kept these posts that were in the Times of Malta website to use in the reporting of the project. Being one of the most popular news website online, the Times of Malta was a good advertising platform for the upcoming conference.

**5<sup>th</sup> June 2012- Meeting with a New FWE Member**

This new member heard about the Foundation for Women entrepreneurs from friends who knew about the work that the Foundation did therefore when she started to think about starting her own business with her daughter she decided to visit the Foundation to get information about different schemes and incentives available to help first time businesswomen. Ms. Francica spoke to her and explained that Business First could give her a lot of information and also the contacts of some people who can get her in contact with suppliers.

**6<sup>th</sup> June 2012- Catching up Session of the Mentoring Circles**

Ms. Azzopardi and Ms. Galea could not make it to one of the Mentoring Circles Session due to personal reasons and for that reason Ms. Francica and Ms. Giuliano held a session especially for them to keep up with the other participants and also manage to complete the course. Ms. Azzopardi was starting her own interior designing business whilst Ms. Galea wanted to open a coffee shop and both were working very hard to get their dreams become a reality.

**7<sup>th</sup>-8<sup>th</sup> June 2012- Maryrose Francica attended the CELAN meeting in Brussels**

Ms. Francica attended the CELAN 3<sup>rd</sup> partner meeting, which was held in Brussels. CELAN is a Network for the Promotion of Language Strategies for Competitiveness and Employability" After the formalities of approving the minutes of the last meeting and a welcome from Prof. Mackiewicz, the meeting proceeded with each Work package leader giving a presentation on the work achieved.

The consortium discussed the final CELAN workshop, which will aim to showcase project results and to gather together a critical mass of stakeholders. The venue of the workshop would be Brussels and will coincide with the final CELAN meeting. To increase the impact and the involvement of decision-makers and key education professionals, it is envisaged to organise the workshop before or after a plenary meeting of the Business Platform for Multilingualism.

### **13<sup>th</sup> – 15<sup>th</sup> June 2012- FE:MALE Final Meeting in Malta**

The last partner meeting for FE:MALE was held in Malta before the final conference, which brought the project to an end. Ms. Francica, Ms. Gatt, Ms. Giuliano and Ms. Nardo were present for the last meeting in which the partners from the different countries spoke about the outcomes of the project, the next work to be done with regards to reporting and finally the fate of the project and the mentoring circles. They all agreed that great work and businesses were formed, out of the work of the partners and the project, and all looked forward to the outcome of the final event the next day.

### **15<sup>th</sup> June 2012- FE:MALE final Conference in Malta held at the Dolmen Hotel**

The dissemination conference was entitled “Start up Stronger together – Fe:Male Entrepreneurs Across Europe” took place on Friday, 15<sup>th</sup> June, 2012 at the Oracle Conference Centre of the Dolmen Hotel in Qawra. It was attended by around 65 female entrepreneurs or would be entrepreneurs.

The conference started with a welcome message from the hosts, The Foundation for Women Entrepreneurs, who in turn gave the floor to the Coordinating partners of the project, Inova Consultancy UK, whereby they gave a brief presentation of Fe:male project to the audience present. Guest speakers included Mr. Grech, CEO of Business First Malta and Madame Sharma from the European Economic and Social Committee (EESC) who spoke about the barriers of female entrepreneurship in Europe.

The conference proceeded with a number of presentations given by each partner on their experience of the Mentoring Circles held in each country. The last part of the conference was an interactive session where each table was given a related case study to discuss. This was conducted in a workshop style and each table gave back feedback to the main group at the end of the session. A time for Q & A's was allocated and the conference ended with a lively networking lunch.

### **25<sup>th</sup> June 2012- Meeting with Mr. Martin Bugelli**

Mr. Bugelli is the new Head of Representation in Valletta as from the 1<sup>st</sup> of May 2011. Mr. Bugelli has a lot of experience in the Maltese government's communication sector. He served in Brussels as the Maltese Permanent Representation as attaché and later as head of cabinet between 2004 and 2008. Due to his knowledge and area of expertise Ms. Francica and Ms. Giuliano held a meeting with Mr. Bugelli to talk about new opportunities in the area of EU funding and EU projects.

## July

### **3<sup>rd</sup> July 2012- Staff Meeting regarding New Project Calls**

The Foundation for Women Entrepreneurs held a staff meeting to discuss the new project proposal calls. The staff talked about possible areas the Foundation could work on, any project ideas that each had and the kinds of projects that the Foundation could collaborate in, in terms of staff expertise as well as financial capacities. After discussions the staff came to a decision that they would all speak to previous partners about probable projects.

### **9<sup>th</sup> – 10<sup>th</sup> July 2012- Foundation for Women Entrepreneurs Profiles**

To advertise the Foundation and its work with potential project partners Ms. Francica and Ms. Giuliano decided to update the Foundation's Profiles each highlighting our work and different expertise. Ms. Giuliano and Ms. Francica worked together on this task together and in the end produced 2 profiles for the Foundation. These profiles were sent out to potential partners and attached to partner searches online so that others get to know of our previous work, success stories and also show our interest in working with them in projects. Through this method we obtained many partners and were involved in a number of new project proposals.

### **10<sup>th</sup> July 2012- Bilateral Meeting with Ms. Joanna Cassar**

Since new EU programmes were coming out and introduced Ms. Francica decided to hold a bilateral meeting with Ms. Cassar who is an executive expert in EU Funds. Ms. Francica and Ms. Cassar spoke about the new EU financial

resources that are being proposed by the EU and identified a few funds that the Foundation can utilize its self and more over funds that could be utilized and interest our members who come at the Foundation seeking help about starting new businesses.

#### **17<sup>th</sup> July 2012- Skype call with Bernd Remmele**

Becoming European was a project that was being proposed in 2012. The project proposed aimed at eventually creating a Grundtvig course that would help people with engage themselves in cultural education to feel a sense of belonging as Europeans. Ms. Francica was liaising with Mr. Remmele, the writer of the proposal. This proposal was in fact funded and is a present project of the Foundation.

#### **17<sup>th</sup> July- AMIE 13<sup>th</sup> Partner Meeting**

Ms. Francica gave the partners feedback about the outcome of the Stakeholder conference held on the 25<sup>th</sup> of May 2012. The feedback was very positive on the whole.

Ms. Francica informed the partners that the school talks have now stopped being held because the schools are now all closed for the Summer Holidays. She added that last year there was a great focus on the school talks and in fact the project managed to hold around 25 of them. Guidance teachers but also to Economics, Business Studies teachers and all those that teach subjects that could in any way revolve around the subject of entrepreneurship. Ms. Sammut has not yet made any concrete arrangements with Local Councils and this will be a problem in the future, once the end payments are due. Ms. Scicluna confirmed that the Web conference is being set up and will be in fact held on the 25<sup>th</sup> of July at the MBB offices. Ms. Francica told the consortium that a last and big event would be held during the SME week on the 10<sup>th</sup> of October 2012. It will be held at the Kitchen Garden, Attard, from 10am - 3pm. AMIE will have a tent set up. The event will be introduced by the President's wife, Mrs. Abela.

At the end of the project the partners will be have a social event to round up the whole project. This will be held in October/ November. The partners also discussed briefly what could be done should the project be financed once again.

#### **19<sup>th</sup> July 2012- Proposal Writing Work Shop by MCST**

The Foundation for Women Entrepreneurs was invited to a workshop held by MSCT at the Water Front Hotel in Sliema. This was a workshop aimed at people working within the EU projects sector to practice networking in brokerage events, proposal writing and actually network with the people who attended the meeting. For this meeting the FWE asked Ms. Gatt to attend. The meeting was very interesting, fruitful and well managed.

#### **19<sup>th</sup> July 2012- Meeting with a Prospective Member of The Foundation**

This member was interested in starting her own business and during her research about people who could guide her in her venture she came across our website. She got in touch with Ms. Francica who invited her to the Foundation for Women Entrepreneurs. She had a bilateral meeting with Ms. Francica who gave her some good contacts one of which was Business First. This member was very happy with the service provided and went to Business First.

#### **20<sup>th</sup> July 2012- Ms. Angele Giuliano and Ms. Kerry Freeman had a meeting regarding the updates in WME**

Ms. Freeman and Ms. Giuliano held a bilateral meeting regarding the updates of WME. WME had reached another milestone and the Foundation was waiting for payments from the coordinators. Ms. Giuliano asked Ms. Freeman who was in direct contact with the partners to see what was holding back the payment. After the meeting the two agreed to contact the Coordinators and speak to them about this matter.

#### **30<sup>th</sup> July 2012- Meeting with a Prospective FWE Member**

This woman was a new member of the FWE. She wanted to start her own business and was told that the Foundation for Women Entrepreneurs could guide her in this. She called the Foundation for Women Entrepreneurs and after a long talk with Ms. Francica she decided to have a bilateral meeting with her. She came to the Foundation on the 30<sup>th</sup> of July and had a long talk with Ms. Francica who advised her to contact Business First for further information regarding her business.

## August

### **22<sup>nd</sup> August 2012- Skype Call with Polish Ambassadors**

As part of AMIE project the partners kept in contact with other Ambassadors from other countries, which were taking part in the project. Due to this Ms. Francica held a Skype call with the Polish Ambassadors who shared their experience as Ambassadors in Malta. On the other hand Ms. Francica told them a bit more about the experience that the Ambassadors had in Malta.

### **24<sup>th</sup> August 2012- Foundation for Women Entrepreneurs Staff Meeting**

Just after Summer recess the Foundation for Women Entrepreneurs held a meeting with all its staff members so that deadlines are identified and progress of work is explained to all others involved in the different projects so that all the members of the Foundation are up to date and work is distributed as best possible. All the members spoke about the projects that they are in charge of. Work was distributed and deadlines were set.

### **31<sup>st</sup> August 2012- Meeting with a Prospective Member of the Foundation**

This lady decided to start her own business since it was always a dream of hers. She heard about the Foundation for Women Entrepreneurs through word of mouth. She called the Foundation and Ms. Francica made an appointment with her. Ms. Francica held a bilateral meeting with this prospective member who was very satisfied since it boosted her self-esteem and her confidence. In the end she decided to also speak to Malta Enterprise to see what incentives she could benefit from as well.

## September

### **5<sup>th</sup> September 2012- Bi lateral meeting between Ms. Angele Giuliano and Ms. Kerry Freeman**

Ms. Freeman had a meeting with Ms. Giuliano to talk about the project that she is in charge of. Ms. Freeman spoke to Ms. Giuliano about the payments that are due to be received by the Foundation, they also discussed the conferences

and meetings that are to be organised by the Foundation and the amount of money allocated for each, and they also discussed up coming travelling. In the end Ms. Freeman and Ms. Giuliano decided upon Hotels to host the conferences in, chose the tickets for the upcoming travels and agreed on deadlines for future work.

### **6<sup>th</sup> September 2012- New Projects Meeting**

New projects would have commenced in November and December of 2012. Due to this the President of the Foundation, Ms. Giuliano decided to hold a staff meeting to inform the staff of the new projects and who would be in charge of seeing that the tasks for each project will be in completed in time. Ms. Giuliano asked each of the members to read the proposal of their allocated project and prepare a short presentation to introduce the project to all other members.

### **13<sup>th</sup> – 16<sup>th</sup> September 2012- Ms. Maryrose Francica and Ms. Kerry Freeman attended the FE:MALE Dissemination in Warsaw, Poland**

Ms. Francica and Ms. Freeman attended the 4<sup>th</sup> Congress of Women with the theme of “Activeness, Entrepreneurship, and Independence”. The congress took place at the Palace of Culture and Science in Warsaw, Poland under the patronage of the first lady of Poland. It was attended by around 4000 women from 32 different countries.

Ms. Francica had the opportunity to give a power point presentation on Fe:male Project and more importantly the newly launched Female business Directory. The presentation was part of a workshop entitled “Developing Business on the International Stage” which was chaired by Ms. Cioleszyńska, Women Entrepreneurship Ambassador and President of Embassy for Women in Business Foundation in Poland.

### **25<sup>th</sup> September 2012- Meeting regarding WME**

Ms. Freeman prepared the report for WME, since she was the main contact for this project for the Foundation for Women Entrepreneurs. She asked for a bilateral meeting with Ms. Giuliano so that they could go about the different tasks and see that all was in order to send to the Coordinators. After discussing the report, Ms. Giuliano and Ms. Freeman agreed that the report was fit to be sent to WME coordinators. They also discussed the launch of the DVD prepared by the participants of the project the previous November as well as the next deliverables of the project.

**October****1<sup>st</sup> October 2012- Maryrose Francica and Angele Giuliano Skype regarding Under My Wing**

Under My Wing is a new project in which the Foundation became involved. The project aims at creating a course for those who are interested in starting a project. It will be targeted at young adults who just graduated and wish to start up their own business venture. Ms. Francica and Ms. Giuliano held a bilateral meeting to inform each other about the tasks that the Foundation will be involved in and to decide who will be in charge of the project. Ms. Francica will be the main person taking care of the project whilst Ms. Gatt will be supporting her in her work within this project.

**9<sup>th</sup> October 2012- Bi-lateral meeting between Ms. Maryrose Francica and Ms. Charlene Zammit regarding EU Funds**

Ms. Zammit was a young woman who heard that the Foundation for Women Entrepreneurs had expertise and experience in EU funding. She made an appointment with Ms. Francica to discuss her business idea and see whether herself and her business partner could work together to tap into funds to kick-start their business. They were interested in bettering the environment where they teach young children musical instruments. Ms. Francica explained how EU funding works, which funds could apply to their needs and other Maltese entities that could help them realize this business venture.

**10<sup>th</sup> October 2012- Female Business Café**

As part of SME week 2012 the Ministry of Finance held the Female Business Café at the President's Kitchen Garden in Attard.. For this event The Foundation for Women Entrepreneurs, the Commerce Department, the Employment Training Centre, the National Council of Women (NCW) and Malta Enterprise- Business First attended to introduce their services to women who aspired to become entrepreneurs or were already entrepreneurs. This event was held under the patronage of the First Lady of Malta. In fact, Mrs. Abela visited the event and spoke to the Ambassadors, praising their commitment towards promoting entrepreneurship in students, females already in employment, housewives, and newly graduates.



The Foundation for Women entrepreneurs invited all AMIE partners and the ambassadors to speak to the women present about their experience as entrepreneurs as well as advice them. Besides that, Ms. Giuliano held workshops for those women who wished to acquire more entrepreneurial skills and who were still a bit undecided on their business path.

The turnout for this event was better than expected since all the entities were very busy throughout the day. Many women also registered to the Foundation for Women Entrepreneurs with the intention of keeping in contact and being informed about other events like this one aimed at increasing women entrepreneurship.

#### **15<sup>th</sup> October 2012- Meeting with Cain Grech regarding EU Funds**

Mr. Grech contacted the Foundation for Women Entrepreneurs on behalf of the Local Council that he works for. The Local Council was interested in developing their locality further. They had a number of different ideas and they wanted to consult with the Foundation to see whether there were any funds that they could make use of to develop their locality further. The Foundation gave them an overview of the Funding opportunities available for the different ideas. Mr. Grech was very glad with the feedback and decided to look into the different opportunities proposed.

#### **16<sup>th</sup> -18<sup>th</sup> October 2012- Ms. Maryrose Francica and Ms. Angele Giuliano attended the Entrepreneurship Summit in**

The ten Maltese female Ambassadors and AMIE partners accompanied by Ms. Francica attended the European SME Week Summit, entitled "Women's Entrepreneurship Makes Business Sense". The summit took place at The Square Meeting Centre, Brussels. The summit opened with a plenary session with Dr. Vassiliou, European Commissioner for Education, Culture, Multilingualism and Youth, Dr. Sylikiotis, Minister of Commerce, Industry and Tourism, Cyprus and Dr. Luiz Ribeiro, Secretary of Commerce and Services, Brasil, Parallel workshops were conducted both in the morning and afternoon sessions and the day was rounded off by cocktails and a gala dinner.

The whole team that attended this summit were very grateful for this unique opportunity where one can meet so many like-minded people under one roof.

#### **22<sup>nd</sup> October 2012- Meeting regarding Enterprise Policy**

Ms. Francica was invited to attend a meeting at the Phoenicia Hotel regarding Enterprise Policy. The aim of the meeting was to introduce the different policies that would interest people who are working in the sector of Entrepreneurship. Since Ms. Francica frequently holds meetings with people who would like to work within this sector, usually seeking advice, Ms. Francica attended this event to be well informed about new policies to be able to give sound advice.

### **23<sup>rd</sup> October 2012- AMIE Workshop for Guidance Teachers**

The AMIE consortium organised a three-hour workshop titled "Building the Value of Entrepreneurial Skills" on Tuesday 23 October 2012 at the National Curriculum Centre, Hamrun for educators. This event was facilitated by Dr Birch from Reach Beyond Malta, one of the partners of the AMIE Project. General Secretary Doris Bingley and Ms Marie Demicoli represented NCW on the day. Dr Birch presented methods on inclusion and ways of encouraging students to consider entrepreneurship as an option for their future. A good number of Education Officers; Heads of Department for PSD, Social Studies, Home Economics, Business Studies, European Studies and Careers Councillors attended. Ms. Vassallo Assistant Director Curriculum Management & eLearning at the Directorate for Quality and Standards in Education was also present for the event. Ms Vassallo was essential in bringing together those who attended this workshop.

### **23<sup>rd</sup> October 2012- Ms. Maryrose Francica and Ms. Ruth Gatt attended MCWO meeting**

On the 23<sup>rd</sup> of October Ms. Francica and Ms. Gatt attended another meeting together with the other members of MCWO. Ms. Francica and Ms. Gatt participated in discussions with all other members, regarding matters that usually affect women more than anyone else. The participants in the meeting devised an action plan for the next months before they meet again and explained what different activities, in line with the objectives of MCWO, they will be involved in during the next weeks. The meeting was adjourned and the participants decided to keep in contact via email.

### **25<sup>th</sup> October 2012- "Business Support Groups" idea**

Ms. Giuliano came up with the idea of creating business support groups held by the Foundation to give support to those people, both female and males who wish to get support in their new business ventures. The “Business Support Groups” would be in the form of sessions for those who wish to get information and help when starting a new business. Ms. Gatt was appointed to create a marketing strategy. However due to other commitments the “Business Support Groups” were put on hold until the Foundation had more time to prepare and hold these.

### **30<sup>th</sup> October 2012- Meeting with Mr. Natalino Mallia**

During AMIE’s Workshop with Guidance teachers Mr. Mallia, who was present for the workshop talked to Ms. Gatt and expressed his interest in working with the Foundation in the future to help his students in career guidance. Mr. Mallia is the trainee Career Advisor of St. Benedict College, which includes a substantial number of secondary and primary schools in Malta. Mr. Mallia attended a meeting at the Foundation and explained his interest in the Foundation’s work and agreed to be involved in projects within this area, should there be any in the future.

## **November**

### **13<sup>th</sup> November 2012- Ms. Maryrose Francica and Ms. Angele Giuliano held a meeting with Ms. Anna Aaberg**

Ms. Francica held a bi-lateral meeting with Ms. Aaberg, a Swedish entrepreneur who relocated to Malta. Ms. Aaberg’s expertise is in business coaching and during the meeting collaboration between Ms. Aaberg and the Foundation for Women Entrepreneurs was discussed with some concrete collaboration in the near future.

**21<sup>st</sup> November 2012- AMIE Final Event**

Since AMIE was coming to an end, the Foundation held a meal at a restaurant in Valletta to show the Ambassadors their appreciation for the hard work and commitment shown during the years of the project. Each of the Ambassadors was also given a token to remember the project and as a sign of appreciation. The Ambassadors enjoyed this event and asked the Foundation for Women Entrepreneurs to involve them in other projects that could be of interest to them.

**23<sup>rd</sup> November 2012- Ms. Angele Giuliano, Ms. Ruth Gatt, Ms. Giuseppina Nardo and Ms. Maryrose Francica held a Skype Call**

A meeting was held at the Foundation for Women Entrepreneurs to update each other about the project proposals that we will be involved in, in December/January 2013. The project writers held a Skype call so that all can speak together. They briefed each other about all the projects and decided not to coordinate project and neither write whole ones on their own this year, except for Ms. Gatt who had already started working on one proposal. They also made decisions about the kind of projects that they preferred, the budget and the WPs that the Foundation would prefer to work on.

**27<sup>th</sup> November 2012- AMIE Final Partner Meeting**

Ms. Francica informed the partners that the Malta Business café held on the 10<sup>th</sup> of October 2012 at Kitchen Garden in Attard was a great success. The workshop held by Dr. Birch held on the 23<sup>rd</sup> of October 2012 at the Curriculum Humanities Centre Hamrun was also deemed successful by the organisers, NCW, and all those present for AMIE meeting. Ms. Francica mentioned the SME Summit held between the 16<sup>th</sup> and 18<sup>th</sup> of October in Brussels. She said that it was a good experience for all the partners and the ambassadors, who attended. They managed to do some networking with those who attended from other countries in Europe.

Ms. Francica informed all the partners that the final deadline of the final AMIE report is the 7<sup>th</sup> of December 2012. Ms. Francica added that Dr. Birch sent all the documentation necessary for the Final report however she will be awaiting the report that Dr. Birch wrote about the Workshop with the teachers. Nadyanne Mangion will send this. In the meantime all other partners should speak to Jacqueline Bugeja regarding time sheets and so on. Ms. Mangion will also send a copy of PINK Magazine, Il-Mara and NCW newsletter to add to the final report of the project.

Ms. Francica informed the partners that this was the last official meeting they will be holding for AMIE. At the end of the meeting all agreed that they would be interested in collaborating again in a project similar to this one.

## December

### **2<sup>nd</sup> – 5<sup>th</sup> December 2012- Ms. Maryrose Francica and Ms. Ruth Gatt attended the Kick off meeting of Becoming European in Germany, Lahr**

Becoming European (BeE) is one of the latest projects taken up by the Foundation for Women Entrepreneurs. It aims at developing a broad concept of basic education in the European Union based on a method that allows a flexible adaptation to individual situations.

The first partner meeting was held in Lahr, Germany between the 2<sup>nd</sup> and 5<sup>th</sup> of December 2012. The objective of this meeting was to meet all other partners and set the ball rolling by deciding on a work plan.

### **5<sup>th</sup>-8<sup>th</sup> December 2012- Ms. Maryrose Francica attended the Kick Off Meeting of Under my Wing in Dublin**

Ms. Francica attended Under My Wing Kick off meeting, which was held in the beautiful surrounding of Trim Castle in Co. Meath.

“Under My Wing – Supporting Graduate Entrepreneurship” is an EU Funded project under the Leonardo da Vinci Programme – Development of Innovation and represents a new innovation that aims to support the career progression of graduates from non-business related disciplines as entrepreneurs. The project is being led by Meath Partnership in Ireland and the consortium includes partners in Malta, Cyprus, Germany, Spain, Lithuania and Finland.

UMW will offer a flexible and adaptable business immersion programme placing graduates in vibrant micro-enterprises where they can witness first-hand the diversity of skills necessary to run and manage a business whilst simultaneously developing their own business idea.

### **10<sup>th</sup> – 12<sup>th</sup> December 2012- WME’s last project meeting in Marseille**

On the 10<sup>th</sup> and 12<sup>th</sup> of December Ms. Francica, Ms. Freeman and Ms. Nardo attended the last project meeting of Women's Media in the Euromed, in Marseille. The consortium discussed the project's aims and outcomes and also talked about how the project progressed over its' duration. The partners discussed how the project could move forward now that its life time is over, also recognizing the financial difficulties that the partners face during the project as well as accepted the fact that some of the events that had been planned during the project proposal writing were then in fact not carried out, and will not be carried out. The partners also discussed the final reports that were to be sent to the commission and the budget payment that the partners were expecting next. This meeting brought this project officially to an end.

**17<sup>th</sup> December 2012- Ms. Maryrose Francica, Ms. Angele Giuliano, Ms. Jacqueline Bugeja and Ms. Giuseppina Nardo held a meeting amongst them regarding Women's Media in the Euromed.**

The members in the Foundation for Women Entrepreneurs held an internal meeting to discuss Women's Media in the Euromed. The project was coming to an end and many meetings had been held in the past year to discuss successes and difficulties in the project. Since the members of the Foundation were required to write a long and detailed report regarding this project to send to the commission, all the members met and gave their input about this so that in the end a final narrative and financial report was submitted and sent to the rest of the consortium and the European Commission.

## Concluding Comments – Plans for 2013

The Foundation for Women Entrepreneurs will continue to seek members and work with women seeking advice regarding entrepreneurship. It will seek to support new entrepreneurs through mentoring and advice as well as sustain those entrepreneurs who have managed to start up and may be in need of ongoing encouragement and aid from the expert staff working at FWE. The Foundation will continue working on its current projects as well as new projects, which have recently commenced in 2013, however the Administrators have decided to shift more of the Foundation's focus on training and mentoring rather than applying for new EU funds.

Moreover, the Administrators of the Foundation will be reviewing the statute in order to bring it in line with the new legislation.

The Annual General Meeting was held at the Premises of the Foundation in Hamrun on the 2<sup>nd</sup> of January 2013, to which all the Administrators and a number of members were present.