**RESTART: Resilience and Training for SMEs**

**Case study template**

**(Project Result 3 - Task 3.1. & Task 3.2)**

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| **Author of the case study:** | *IDP* |
| **Name of the module to which the case study is assigned:**  |  *Emotional intelligence and well-being in the business context* |
| **Title of the case study:** | *Wellbeing in Italian SMEs: When Innovation Cannot Ignore Welfare* |
| **Description of the case study:** | *Small and medium-sized enterprises (SMEs) are the backbone of the Italian economy, employing a significant portion of the workforce and contributing to the country's gross domestic product. In recent years, SMEs in Italy have started to recognize the importance of implementing welfare initiatives to improve the wellbeing of their employees and enhance their competitiveness in the market. This has resulted in a slow but steady growth of SMEs with advanced welfare programs, which, according to the 2022 Welfare Index SME report, are the most solid and competitive businesses in the market.**The report also reveals that SMEs with more evolved welfare programs have become an integral part of the company's mission, aimed at supporting their employees' wellbeing, including pensions and protection, health and assistance, work-life balance, human capital development, and support for education and culture.**The case study highlights the importance of SMEs in Italy that have implemented welfare programs to enhance their competitiveness and employee wellbeing. It also discusses the benefits of being a part of the SME innovative businesses, which have played a crucial role in the growth of the Italian economy. Furthermore, it emphasizes the need for SMEs to have access to information and support services to develop and implement effective welfare programs.**One of the key takeaways from the case study is that welfare initiatives, such as providing access to fresh water, can have a positive impact on employee wellbeing and company sustainability. Installing water dispensers in the workplace can help employees stay hydrated throughout the day and reduce plastic waste, ultimately leading to a more sustainable work environment.* |
| **Link for further information:** | *https://blublublu.it/welfare-aziendale/le-migliori-pmi-italiane-quando-linnovazione-non-puo-prescindere-dal-welfare/* |
| **Target group of the case study:** |  [x] Micro, Small & Medium Enterprises (MSMEs)[x] Employees of MSMEs [x] The EU VET ecosystem[x] Business support organizations |
| **ESCO competencies and skills**  |
| * Transversal skills and competences
* Social and emotional skills
* Critical thinking
* Analytical thinking
* Problem-solving
* Self-management
* Business management
* Adaptability
* Resilience
* Creativity
* Networking
* Initiative
* Flexibility
* Openness
* Understanding complexity
* Cooperation
* Empathy
* Innovation
* Leadership

  * Skills
* Technological skills
* Product marketing
* Digital marketing
* Digital skills
* Communication
* Cooperation
* Emotional intelligence

  * Knowledge
* Business management
* Online learning and training
* Advertising
* Cloud computing
* Big data
* E-commerce
* Artificial intelligence
* IoT
* Digital literacy
* Cybersecurity
* Data mining and analysis
* Sustainability
* Well-being
* Climate change
* Social media management

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