

INAIL

CASE STUDY

Country

Italy

City / Region

Italy

No. of Employees

N/A

Description of the organisation

INAIL, the National Institute for Insurance against Accidents at Work, is a public non-profit organisation safeguarding workers against physical injuries and occupational diseases.

INAIL’s objectives are the reduction of injuries, the protection of workers performing hazardous jobs and the facilitation of the return to work of people injured at the workplace.



Workplace Innovation practices implemented

INAIL, at the beginning of the pandemic it managed, except for the figures of essential services, to transfer all staff (about 9000 employees) to smart working. This process was possible thanks to actions achieved previously and which can be summarized as follows: to move all work contents to the cloud to give everyone the opportunity to work from a location other than their workplace and change management project, fostered and guided by the company’s top management. These joint actions made it possible, two months after the start of the pandemic, to have the whole organisation in smart working mode.

For a large public administration, it’s a very important result, all services were/are ensured and above all there was/is a better trade off between working time and private life, but also greater sharing and collaboration between colleagues.

From a legislative point of view, some aspects that may facilitate a better balance to the advantage of individuals and administrative processes remain to be resolved and regulated, in order to protect the worker and at the same time guarantee the organization.

Main Achievements

- 9000 people involved in smart working
- Change management, fostered and led by the company’s top management;
- Trade off between working time and private life;
- Replicable process in any context, public or private.

