



# Company Welfare

June 2026

All efforts Eurac Research has been able to put in place so far can be grouped in three main categories:

**Most favored treatments:** every financial and contractual improvement condition compared to basic standards set by the National Collective Bargaining Agreement of Commerce.

**Services and initiatives for personnel:** specific dedicated professionalities focused on solving administrative problems (i.e. Visas, work permits, assistance in applying for parental leave, ...), enhancing specific skills or providing entertainment for employees' kids during certain periods.

**Benefits:** every fringe allowance in form of a concession, advantage, privilege given to Eurac Research collaborators in addition to the normal pay slip payment

## **Most Favored treatments**

- **Working hours flexibility:** no clocking-in no clocking-out, wide working hours frame in which to perform (7am – 7pm)
- **Smart Working** (working hours frame 6am - 10pm), **teleworking, part-time.**
- **Salary increasements** as per new academic title obtained
- **Economic indemnity** as per project responsibility or role held

## **Services and initiatives for personnel**

- **Workplace counseling:** professional assistance for whatever related to specific stress related situation at work or particular work-life balance issue
- **Summer Kids Camp:** for the employees' children in July and August
- **Welcome Office:** professional assistance throughout the application process for residence permits for non-EU employees, assistance in applying for a tax code, registration with the National Health Service and support in finding accommodation
- **Career Center:** professional guidance and dedicated resources for internal or external career paths
- Opportunity for all employees to participate in the **In-House training program organized by the Education and Training Department.**
- **Technical support for parental leaves applications,** before, during and after the delivery (led by HR department)
- **Technical support for “Rientro dei cervelli”** tax benefit application (led by Welcome Office)
- **Technical support for resignation application** on Ministry of Labour Portal (led by HR department)

- **Euractiv:** initiative aimed at encouraging knowledge and socialization between collaborators in Eurac Research ( i.e. Summer/Christmas Party, sport activities, ...) Possibility to book HQ garden and barbecue
- **Medical support** (other than mandatory examinations) for specific health situations
- **Professional consultancy and courses by HSE Department** focused on safety conditions in the workplace (business travels, specific vaccinations, ...)

## **Benefits**

- **Lunch contribution:** daily contribution of 9€ to be used between 11.30 and 15:00, through personal Sodexo lunch card. Lunch contribution is only valid during working days in presence; during Smart Working not allowed
- **Nursery school contribution:** partial monthly invoice reimbursement for childcare costs at chosen nursery school of choice or cost reduction at NOI Kindergarten through specific agreement between Eurac Research, Family Agency of Autonomous Province of Bolzano and parent collaborating at Eurac Research. Both contributions are entitled up to the age of three of kids
- **Annual tax declaration service** free of charge at local Patronage, in partnership with Eurac Research
- **Additional Health Insurance** for all employees
- **Personal notebook**
- **Digital signature** given to all new employees (possibility to be used for private reasons also)
- Possibility to receive **tools or devices for specific health situations**, after opinion by occupational doctor
- Possibility to arrange the **arrival of personal goods shipments** in Eurac Research Reception
- **Company car, bikes and e-bikes fleet** (bike repair station and material)
- **Laborfonds** - Additional monthly contribution of 1,5% on Individual pension fund
- **Discounts for Eurac Employees**