



ESMERALD IO4:

# RESILIENCE MANIFESTO

TO INCREASE MICRO, SMALL AND MEDIUM-SIZED ENTERPRISE RESILIENCE IN  
POST-COVID TIMES

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We, the partners of the ESMERALD project call for action among all relevant stakeholders including policy makers, business supporting organisations, higher education institutions and all other stakeholders in the entrepreneurial ecosystem of European Union

- Following the results and the potential achieved during the project implementation in terms of identifying relevant intervention areas and developing trainings aimed to strengthen resilience of micro, small, medium sized enterprises through collaboration between higher education providers, business sector and non-governmental organisations
- Aware of the disruptive potential of external shocks such as Covid-19 pandemic
- Aware of the state aid provided to enterprises to cope with pandemics
- Aware of the effects imposed by pandemic on entrepreneurial ecosystems and their institutional framework
- Aware of legal changes implemented across EU member states that impacted way of doing business and labour dynamics
- Having identified stress effects of pandemics on employees of European MSMEs and aware of need to foster digital hygiene
- Aware of changes induced by penetration of technologies in everyday work activities of MSMEs during pandemics
- Aware of absence of systematic approach to the development of tools for strengthening of MSME resilience on external shocks
- Aware of limited attention and resources being allocated to the issue of MSME resilience tools development at the policy level
- Having identified prevalent approaches and challenges in MSME response to external disruptive shocks such as pandemics.
- Having identified most relevant constraints to efforts of business sector to develop relevant skills of their employees in order to fight external shocks.



- Based on literature review, in-depth analysis of national strategies, development paths and activities done by EU member states

We hereby call for an alliance among all relevant stakeholders including

- policy makers in areas of MSMEs
- providers of education and training aimed at MSMEs
- business associations and entities
- non-governmental organisations interested in MSMEs resilience
- all other interested stakeholders and individuals

through a collaboration that will lead to:

- Acknowledgment of need for rapid intervention in area of tools for MSME resilience towards external shocks.
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- Alignment of European and national initiatives in area of development of tools for MSME resilience
- Strengthening of bonds between businesses, education providers and policy makers with the aim of developing teaching-learning communities, systematically approaching the challenges of MSMEs development, support to the policy makers in the elaboration of the initiatives and identification of needs and challenges
- Development and application of joint projects that would support creation and implementation of trainings for the purpose of MSME resilience
- Building of common research and monitoring initiatives for the purpose of enhancing MSME resilience
- Creation of courses designed to improve MSME capacity to use digital technologies
- Strengthening of MSME capacities to manage and utilise virtual working teams
- Development and application of tools for assessment and development of smart working
- Motivating MSMEs to apply tools for stress management and digitalization skills along with traditional skills.
- Strengthening cybersecurity of MSMEs



All stakeholders from the European Union but also from other parts of the world are welcomed to join this manifesto and to contribute to the development of a shared agenda capable of aligning objectives and strategies to develop the skills of MSMEs and increase their resilience.