

Long abstract – Open section

EXPLOITATION OF WORK, RIGHTS AND HEALTH IN CONTEMPORARY SOCIETY

Edited by Marco Omizzolo

Networks for occupational welfare: mapping Italians' experiences

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Company-based and occupational welfare benefits are progressively spreading throughout Italian organizations. These kinds of services and measures are increasingly used by enterprises and social partners (employer organizations and trade unions), and the number of employees who can use these benefits is rising.

However, the spread of occupational welfare is unbalanced.

Welfare benefits are predominantly used by large corporations operating in profitable sectors and with operational headquarters in Northern Italy.

To address these inequalities, researchers have highlighted the potential role of multi-stakeholder networks in promoting company-based welfare, even among small and medium enterprises, and those located in Central and Southern Italy.

This document proposes a categorization and analysis of the different types of networks related to occupational welfare in Italy.

As it will be shown, there are three different types of networks that enterprises, social partners, service providers and other local stakeholders can form:

- Networks based on demand, which aim to involve a group of enterprises to share welfare benefits and measures for their employees. These networks are usually related to a specific geographical area.
- Networks based on the offer (of services), in which service providers create a territorial offer of welfare measures and benefits for companies and employees. These services are typically made available through online platforms or vouchers.
- Multi-stakeholder networks, which involve a large number of local actors (enterprises, social partners, public entities, etc.) working together to create new responses to the social needs of individuals in a specific territory.

All of these networks present an opportunity for two main reasons. First, they help reducing inequalities related to company-based welfare, enabling more organizations to create welfare benefit systems for their employees. Second, they offer enterprises a real chance to invest in instruments related to ESG.

Both local networks and occupational-based welfare are tools to highlight efforts towards sustainability-related practices, specifically concerning the "S" (Social) and the "G" (Governance) in ESG.

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