

Occupational welfare and social sustainability. The union's scope for action in protecting the environmental and public health

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The paper, after an analysis of the recent policies adopted by the European Commission during the pandemic with the purpose of relaunching the environmental ethic able to protect public health, wants to demonstrate how industrial relations can give an effective answer to the welfare systems' sustainability problem. For the Italian case, the public redistributive policy in support of occupational welfare has the effect to encourage the collective autonomy to assume public functions of social protection, typical of the Welfare State. The occupational welfare system has an exclusive nature: it is funded by the collectivity, but only a few employees can gain the benefits. It will be argued how the social partners, using the space for political action given to them, can negotiate welfare instruments. Through these instruments the right of insiders can be universalizable, precisely because of its power to generate social value, in line with the objectives of the implementation policies of the European Pillar of Social Rights.

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