Foreword

Foresight: the many possible post-pandemic futures

Economic developments: is this time different?

Labour market and social development: from shock to crisis

Democracy at work in a pandemic

Covid-19: a ‘stress test’ for workers’ safety and health

The path to ‘zero carbon’ in post-Covid-19 world

Fair minimum wages and collective bargaining: a key to recovery
Foresight: we do not have to be passive onlookers

No one is well prepared for what they do not anticipate

The societal challenges of Covid-19

Technology as the liberator of humanity?

Environmental challenges: greening the transition or saving old industries?

#Benchmarking2020
www.benchmarking2020.eu
www.etui.org
Foresight: we do not have to be passive onlookers

“Never let a good crisis go to waste”
Winston Churchill

A lack of foresight strategy leads to chaotic responses
Post-Covid world: on a path to zero-carbon economy (?)

The positive aspects

Figure 3.6 The status of coal phase-outs in the EU (as of June 2020)

2030 target year for coal phase-out in western Europe (excluding Germany)

In 2020 solar and wind power are the cheapest sources of energy

Figure 3.9 Projected change in global primary energy demand in 2020 relative to 2019, by fuel (%)

50% growth in clean energy investments in the EU, despite the Covid-19 crisis (first half of 2020)
Post-Covid world: on a path to zero-carbon economy (?)

The negative aspects: energy poverty in the EU in Covid & New investment in renewable energy
Post-Covid world: inequalities

Inequalities: high and amplified by Covid-19

Very different levels of state aid/intervention

Gender employment gaps in 2019: still wide
Post-Covid world: inequalities

- rising levels of inequality and precariousness experienced by a growing number of workers in the EU
- the **share of working poor** increased most in most vulnerable countries & groups
- the recovery period did very little for **gender equality**:
  - Workers’ representation - gender inequality & female underrepresentation in corporate positions of power → Covid-19 amplified
  - Horizontal and vertical labour market segregation → **women at a higher risk** of physical and mental disorders, sickness absence, disability, and mortality from work-related PSR
- **inequalities in employment** in Covid-19 crisis
  - low-income workers are bearing the brunt of the pandemic (low-skill and low-income levels linked with higher Covid-19 positivity rates)
  - increased inequalities in employment and working conditions
  - **Telework** as indicator of societal inequalities
- The importance of a ‘just transition’ approach in climate policy
- substantial increase of **statutory minimum wages** as part of government strategies to fight low pay, in-work poverty and wage inequality
- **structural inequalities** between regions and countries (infrastructures, telecom networks and access to internet)
  - Social inequalities: during strict lockdown periods / exodus from metropolitan areas
- Avoid the deepening of inequalities and **the risk of social polarisation**.
Democracy at work and Covid-19: a resource, not an obstacle

"The continuing decline of workers’ voice threatens democracy at work."

"A key pillar of the European social model is being weakened at a time when it is most needed."

Covid-19 and company restructuring

- Covid-19 cannot mean a quarantine of workers’ rights to information, consultation and participation
- Workers’ participation is a resource, not an obstacle

The pandemic has put health and safety protection in the spotlight

- Better risk assessment in companies with (OSH) worker representatives
- Prevention policies are better developed
Handling inequalities & redistribution capacities of the EU (Ch. 2)