

# Potential OSH implications



# ICT-ETs facilitate and drive

- New work equipment and tools
- New ways of organising and managing work
- Changes to the working environment
- Changes in workforce characteristics
- Changing responsibilities for OSH
- Different skills, knowledge and info. needs

# Work equipment and tools

- Automation and autonomy
- Internet of all things
- Advanced manufacturing
- Wearable devices
- Artificial intelligence
- AR, VR and 'natural' Human Machine Interfaces
- Customisable, complex, integrated
- Ever changing and advancing



# Implications (work equip. & tools)

- Hazardous environments
- Situational awareness
- Better access to work
- Risk and work intensification
- Cognitive demand vs task deprivation
- Ergonomics / sedentary work
- Constant monitoring / privacy
- Cyber-security



# Business structures

- Management by algorithm / app
- Micro high turn-over enterprises
- Asset-light (work equip. and offices)
- Low profit margins
- Decentralised and/or local
- Consumer customisation
- Collaborative employment

# Employment

## Status

- (pseudo) self employed
- Casual, multiple employers

## Hierarchies

- AI boss, own boss, flatter, remote

## Relationships

- Peer support, knowledge transfer
- Collective bargaining





# Workforce characteristics

- Dispersed
- Diverse
- Multi-disciplinary
- Autonomous
- New
- Nomophobic



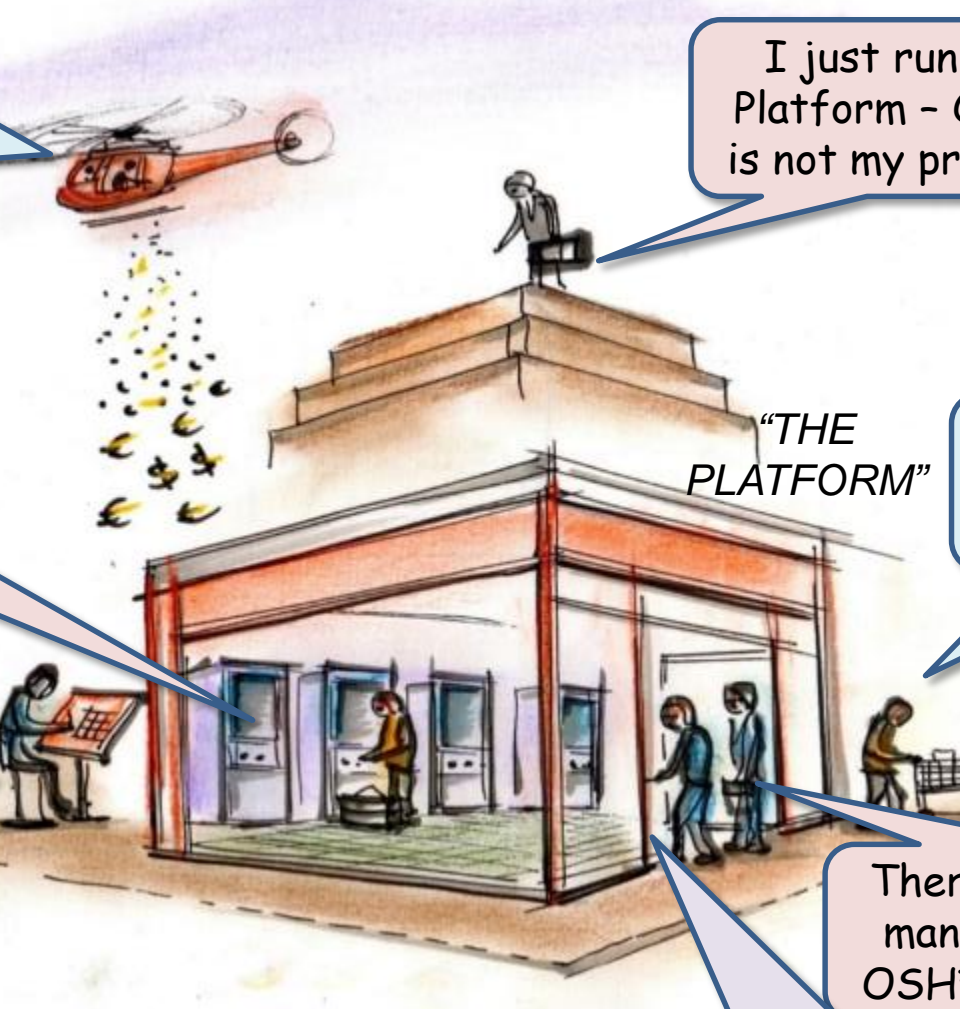
# Implications of new ways of working

- Workers OSH needs diverse
- Workplaces non-controlled / non-standardised
- Working time non-controlled / non-standardised
- Lone working





# NOT MY PROBLEM



I just finance the workspace - OSH\* is not my problem

I just run the Platform - OSH\* is not my problem

I just fix the machines - OSH\* is not my problem

I just buy the products - OSH\* is not my problem

I just design the templates - OSH\* is not my problem

There's no employers or managers round here - OSH\* is not our problem

Hmm... do we have a problem??

\* OSH = "occupational safety & health"

# Skills, knowledge and information

- ICT skills
- Personal and inter-personal
- Life-long and self-directed
- Knowledge transfer
- Deskilling
- Corporate memory



# Summary of OSH implications

- Opportunities to reduce OSH risks
- Opportunities to better manage OSH
- Existing risks in new contexts / sectors
- Ongoing trends for recognised emerging risks
- Some new and potential as yet unknown risks
- Psycho-social and organisational factors very important

# Presents OSH challenges for

- Business management of OSH
- Education and training
- Regulation
- Inspection
- Health surveillance
- Occupational health services
- Worker representation
- Research

