

# The Changing Nature of Work and OSH Challenges for Labour Inspectorates

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Team Nordic Future of Work and OSH

Chair: Dr. Yogindra Samant

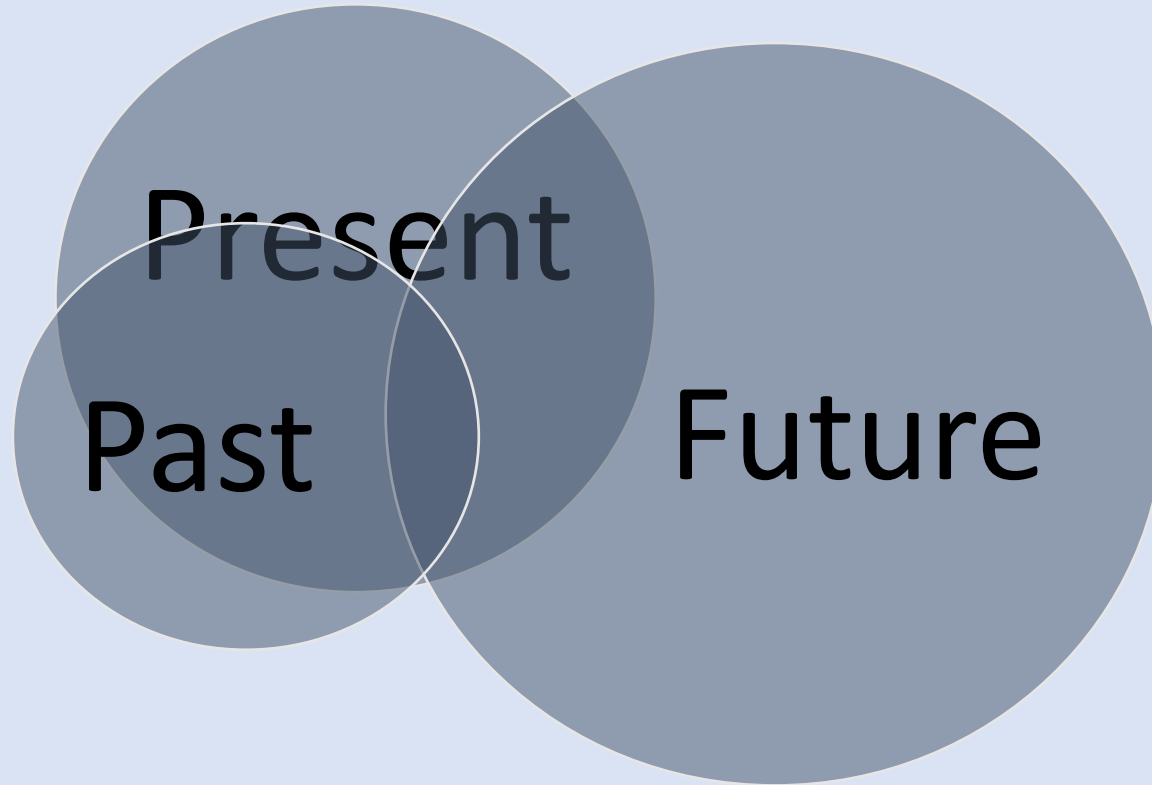
Husberg W, Dr.Falk M, Dr. Mattila-Wiro P, Knudsen A and Sveinsdóttir Þ



# Outline

- Historical perspectives
- Drivers of Future of Work and OSH
- Online platforms
- Offline platforms
- Climate change
- Non-communicable diseases
- Other New Technologies
- Migrant workers / Individualization of risks

The **Past** guides the **Present** and it also shapes the **Future**



# Asbestos

Massive Asbestos Cover-Up by W x | By the 1920s, leading medical jou >

Ikke sikker | www.raumabudstikka.com/asbestror-i-lar

Apper

« **Englevinger i Flakstad Lofoten**

**Asbestrør i lange baner som vannledni drikkevann i Norge!**

Publisert 12. desember 2012



Langt fra alle ga inneholder det t byttet ut i Norge steder på Kavli Mange innbygg drikkevann fra kreftfremkallen påpekt en muli asbest i drikke det vil ta cirka asbestsement nåtidens rør. høy bruddfre

over 30 års alder. Det regnes med at de ryker 4-6 ganger ofte finnes en meget god grunn til å skifte ut alle asbestrør og kor hvilke assosiasjoner folk får når det er snakk om asbest. Ikke kildevann på flaske.

Blant annet så burde det snarest i

Windows taskbar icons: Windows, Search, Task View, File Explorer, Chrome, Edge, Excel, Word, Outlook, PowerPoint

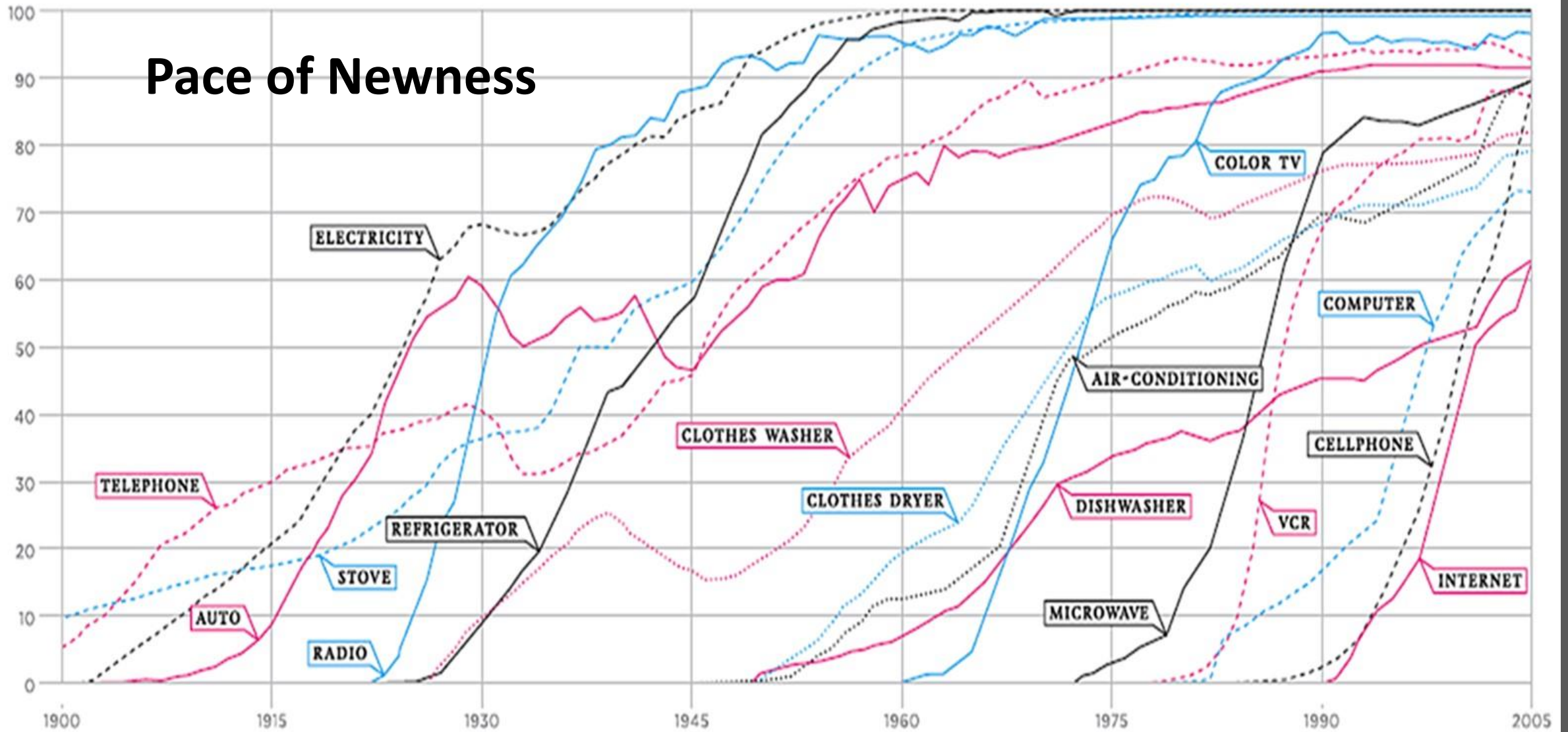
- Studies published the hazardous nature already in the 1930s
- Regulation has taken its own time....about 40 years in Norway



PERCENT OF  
U.S. HOUSEHOLDS

# CONSUMPTION SPREADS FASTER TODAY

## Pace of Newness

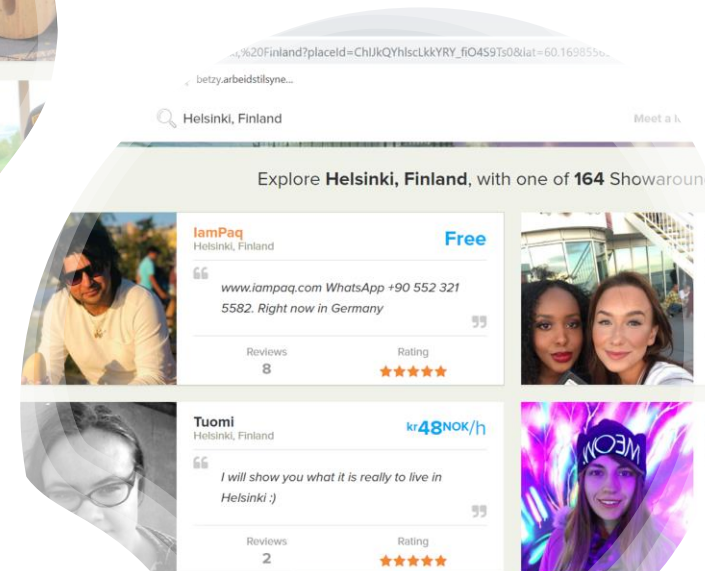
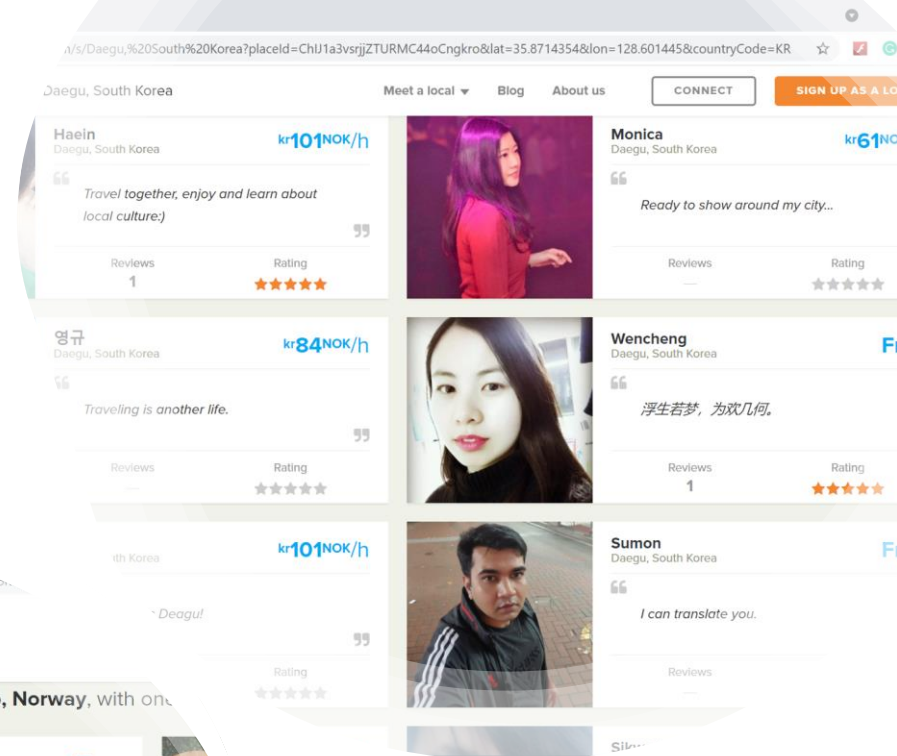
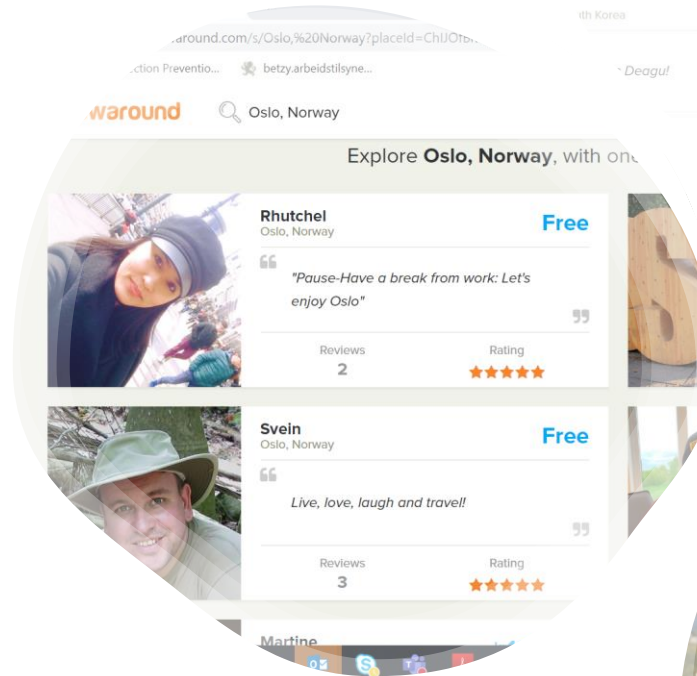
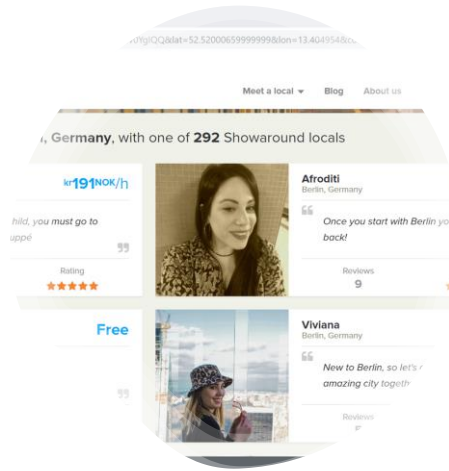


## Drivers of change

- Technology ( e.g. Platform economy)
- Demography (e.g. Non-communicable diseases)
- Climate change (e.g. Extreme weather and green jobs)
- Globalization (e.g. Migrant workers)



- Great opportunities!
- But, what about work-related
  - Violence
  - Harassment
  - Accidents and injuries
  - Air quality
  - .....





taxify



Bolt



foodora



VASKEHJELP



## Offline Platform Work

- Foodora, BOLT or Vaskehjelp:
  - Young
  - Temporary
  - Migrants
- Issues:
  - Misclassification of workers
  - Misclassification of industrial sector , mobile workers?
  - OSH, compensation and public safety?



## Climate change

### Outcomes:

Extreme weather conditions

- Heat waves
- Landslides
- Floods
- Change in ecology (New viruses and vectors)

### Response:

Green technologies

- Electric cars
- Solar-energy
- Wind-energy
- Passive-houses
- Recycling industry



## Other current and emerging risks...

Exoskeleton (pressure sores)

3D-Printing (dust exposure)

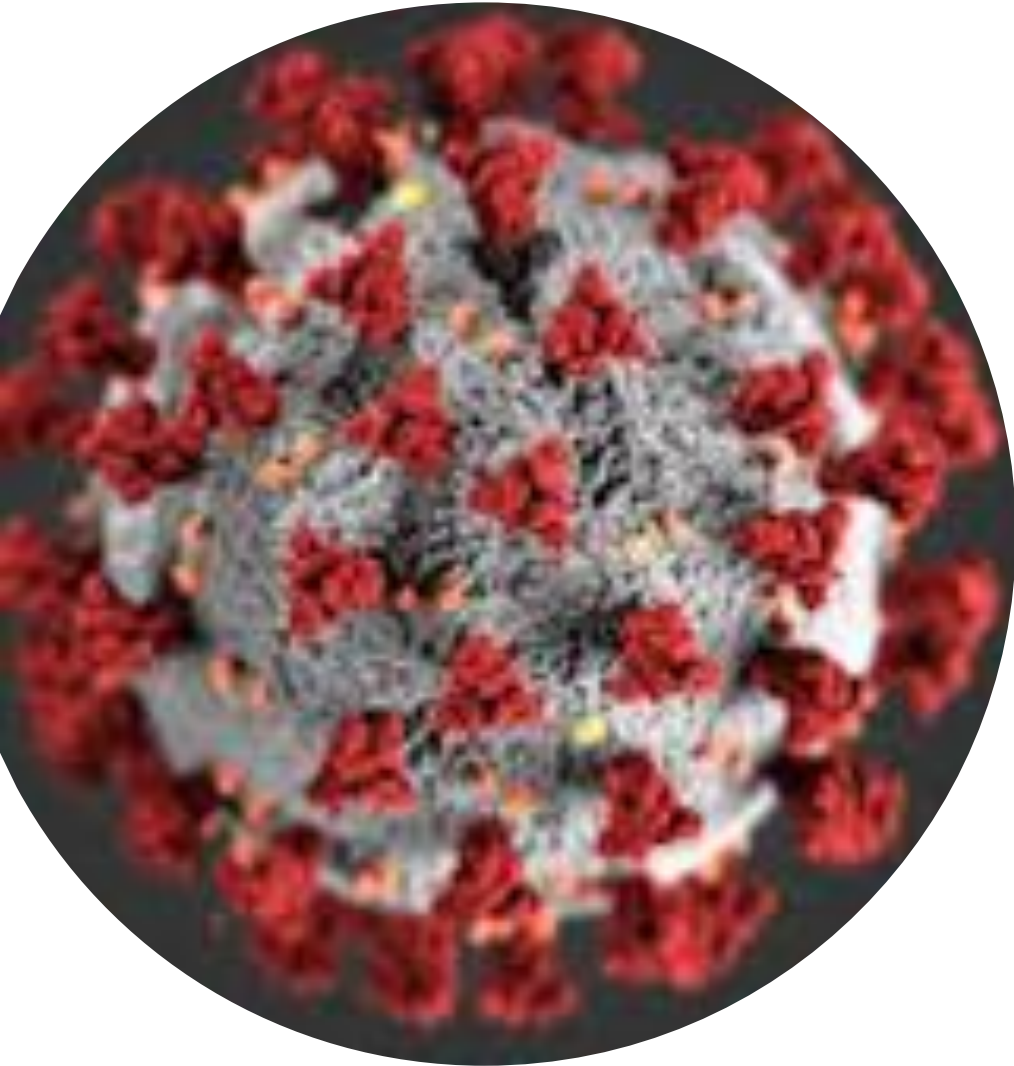
Collaborative Robots (Barriers)

Nanotechnology (nanoparticles)

.....



# Pandemics and home-office



- Sviktende kunnskapsgrunnlag i tidlig fasen
- Manglende verneutstyr (feilmerket)
- Svakheter i beredskapsarbeid
- Kjente eksponering i fht. hjemmekontor, men omfang og varighet kan gi langtidsvirkning

<https://www.researchgate.net/publication/350373316>  
The role of Labour Inspection in the ongoing the Covid-19 Pandemic Norwegian Journal of Occupational and Environmental Medicine Ramazzini



Source 100 år for bedre arbeidsmiljø : 1893-1993 : arbeidstilsynet 100 år. Øyvind Bjørnson

## Incidence and Relative Risk of Occupational Fatal Injuries

	Fatalities (n)	Fatalities / 100 000 workers	Relative Risk
Norwegian	179	1,40	1
Migrant workers	55	2,00	1,4
Workers-Eastern Europe	42	4,50	3,2
Workers-Nordic Countries	8	2,00	1,4

Nyrønning C. Risiko for Arbeidsskadedødsfall i det landsbaserte arbeidslivet. Kompass nr 1. 2018

<https://www.arbeidstilsynet.no/globalassets/om-oss/forskning-og-rapporter/kompass-tema-rapporter/2018/kompass-tema-rapport-nr-1--2018.pdf><sup>14</sup>

# Focus on the individual

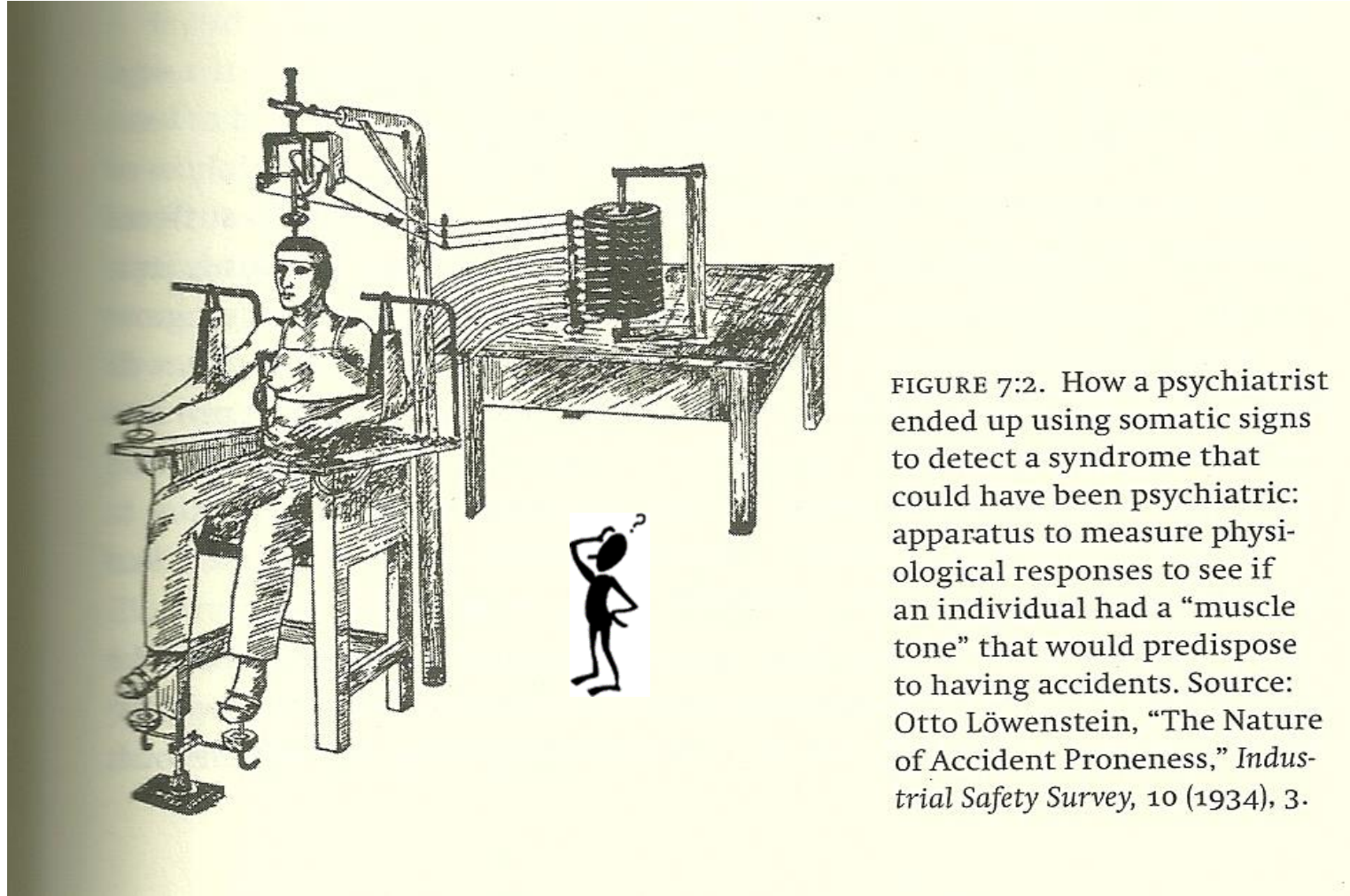


FIGURE 7:2. How a psychiatrist ended up using somatic signs to detect a syndrome that could have been psychiatric: apparatus to measure physiological responses to see if an individual had a “muscle tone” that would predispose to having accidents. Source: Otto Löwenstein, “The Nature of Accident Proneness,” *Industrial Safety Survey*, 10 (1934), 3.

Source: *Accident Prone A History of Technology, Psychology, and Misfits of the Machine Age.* Burnham 2009

# Focus on the Working Environment - Crystal Eastman (1881-1928)

Hazardous Machines

Long working hours

Lack of safety measures

Lack of employers responsibility





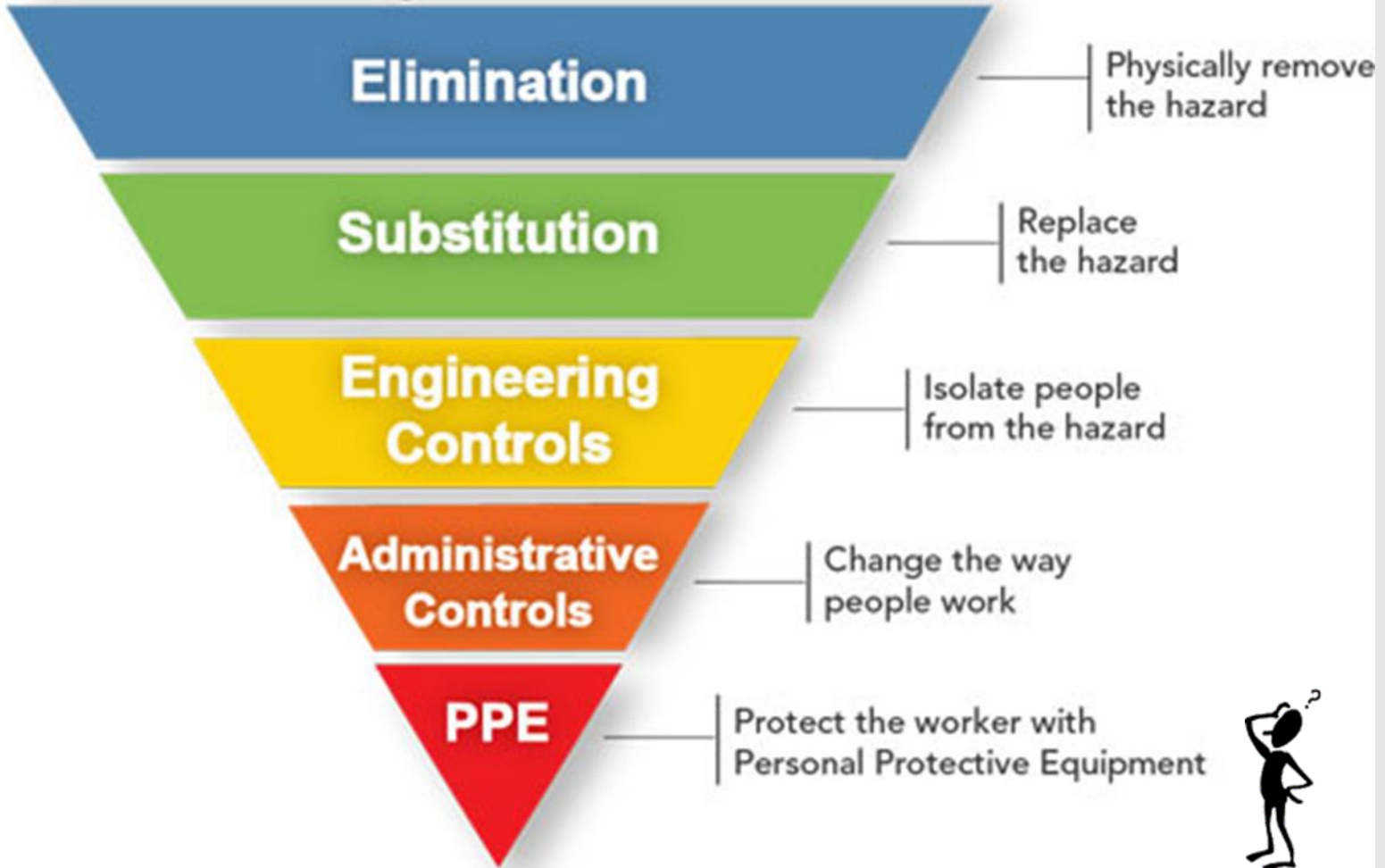


- Got two fingers cut during work at fish processing unit in Northern Norway, but since he is hired by a Baltic subcontractor, he will likely get sick pay from his country.
- Was given NOK 2000 and put on a flight



# Hierarchy of Controls

Most effective  
Least effective



Source: <https://www.cdc.gov/niosh/topics/hierarchy/default.html>

# To summarize

- Platform work
  - Accidents, diseases and injuries
  - Violence and threats
  - Work-life balance

## ARE OSH PRACTITIONERS AWARE OF THE RISKS OF THESE WORKERS?

- Climate change
  - Heat stress, Biological exposures
  - Accidents, diseases and injuries

## COULD OSH PRACTITIONERS INCREASE THE AWARENESS?

- Pandemic
  - Constant change in the knowledge base
  - OSH and emergency preparedness and home office challenges

## HOW OSH PRACTITIONERS COULD EXPAND SERVICES TO HOME OFFICES?

- Migrants workers / Individualization risks
  - Vulnerable workers
  - Language, culture

## HOW OSH PRACTITIONERS COULD DEAL WITH OSH ISSUES OF VULNERABLE GROUPS?

