

**Fafo**



# The Working Environment of the Future

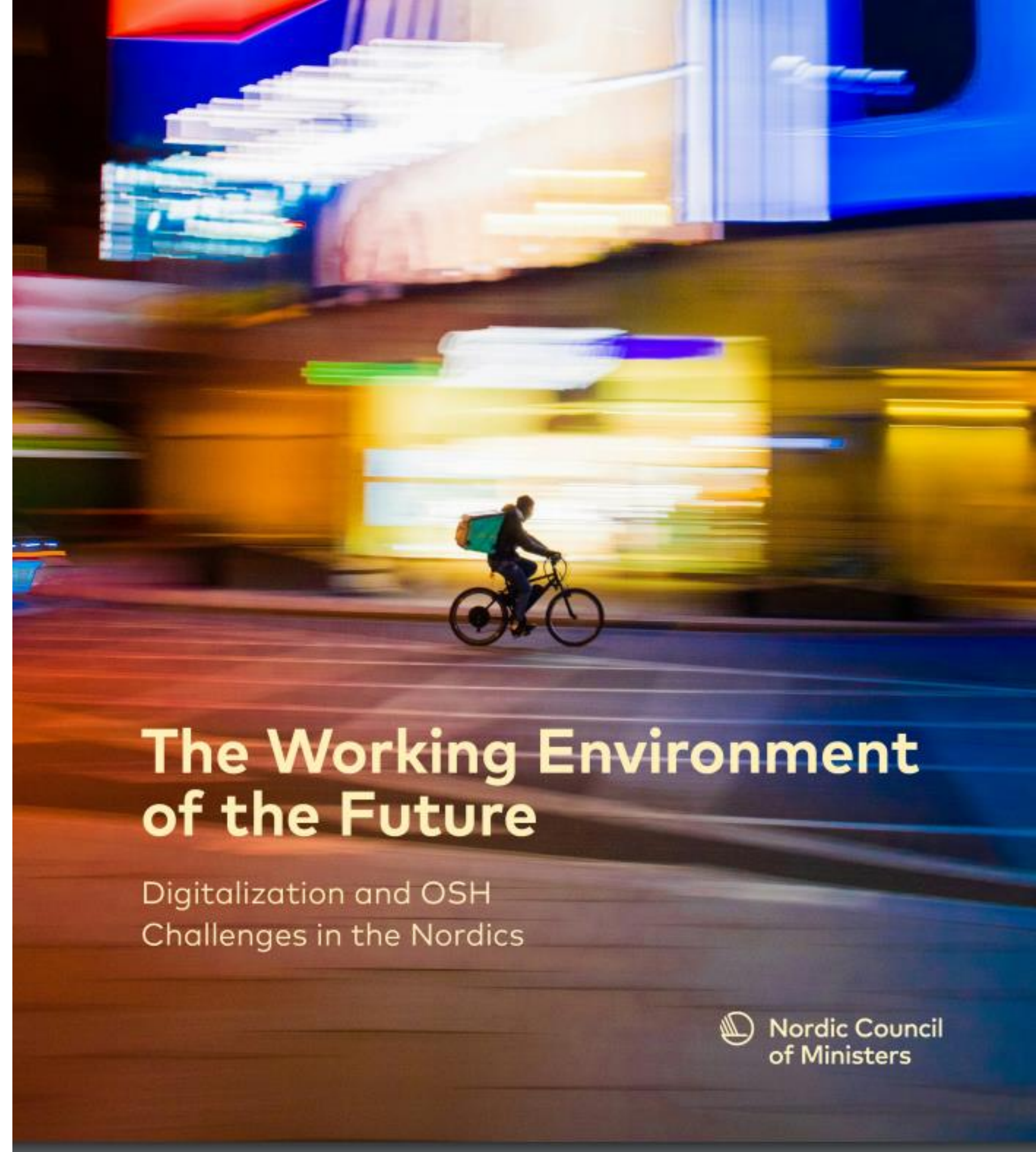
Digitalization and OSH Challenges in the Nordics

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NIVA Webinar, 20 November 2024

## Background

- Nordic research project led by Fafo and funded by Nordic Council of Ministers
  - Report published in July 2024
- Explores OSH risks and working environment challenges associated with digitalization across forms of employment
- Risk factor framework



# The Working Environment of the Future

Digitalization and OSH  
Challenges in the Nordics

# OSH in a changing world of work

## Technological changes, new business models and work arrangements

- Regulatory environment full of conflicts: Regulatory and deregulatory efforts, economic uncertainties, geopolitical tensions, and a weak labor movement

## Digitalization (in its many forms) and non-standard forms of employment

- Coincide in platform-mediated gig work

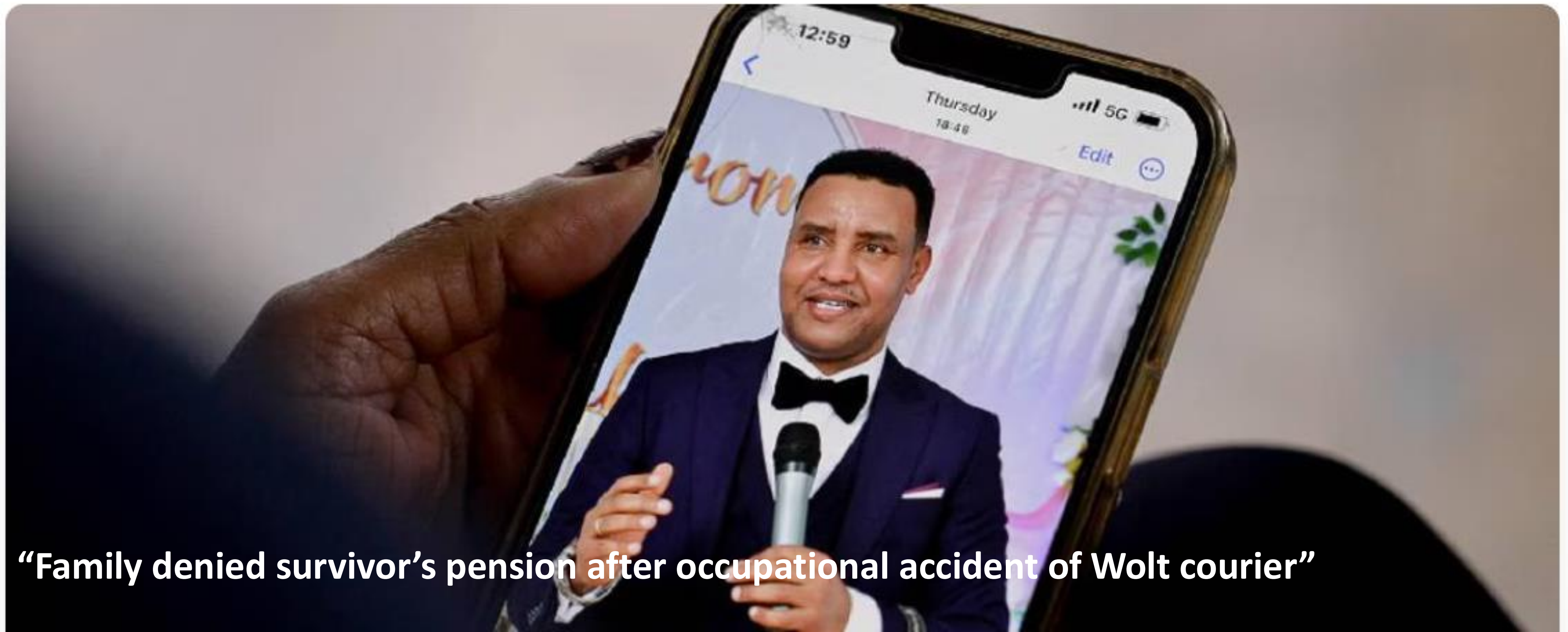
## The Nordic labor market model as a regulatory framework

- But: Easily evaded and “fringy”

NRK

# Familie nektes etterlattepensjon etter arbeidsulykke med Wolt-bud

2 måneder siden



“Family denied survivor’s pension after occupational accident of Wolt courier”

## Platform-mediated gig work: Old and new OSH challenges

### “Gigified” employment model

- Piece-rates and self-employment
- Flexibility and autonomy, or precarity?

### Algorithmic management

- Allocation of tasks, economic incentives, rating systems
- Misclassification?

### Industry-specific risk factors

- Emerged in the “fringes” of the Nordic labor market model

# Risk factor framework



# Risk factor framework

Risk factor	Employed	Self-employed
Isolation	Risk of reduced interaction with colleagues and human managers through digitally enabled remote and mobile work	Risk of reduced human interaction and a lack of integration into workplace communities and relations through digitally enabled remote and mobile work
Deskilling	Reduced skill requirements and increased dependency on technologies, as well as reduced incentives to train and invest in workers	Heightened OSH risks for precarious workers in need of increased protection
Worker turnover	Increased fragmentation of the workplace making it more difficult to maintain and enforce OSH routines and legislation and reducing employers' incentives to provide high-quality jobs and workers' relative power	Increased fragmentation of the workplace making it more difficult to maintain and enforce OSH routines and legislation and reducing companies' incentives to provide high-quality jobs and workers' relative power
Piece-rate precarity	Economic unpredictability, low wages, and stress	Economic unpredictability, low wages, and stress, potentially combined with limited opportunities to bargain for better conditions
Reduced worker autonomy	Reduced job satisfaction, motivation, and job quality through standardization and routinization of the labour process	Standardization and routinization combined with a lack of worker rights and protections that tend to follow subordination
Control and surveillance at work	Opaque and unpredictable control and extensive and intensive monitoring leading to stress and degraded working conditions	Control and surveillance without protections that might limit hazardous effects
Increased OSH fragmentation	OSH standards and regulations can be difficult to enforce in digitally organized work arrangements	Workers might not be legally covered by OSH legislation and enforcement mechanisms



# Recommendations and questions

- How to regulate?
  - Emerging “countermovement”: EU directive and WEA amendments – unknown effects
  - How to regulate technology?
- Enforcement
  - Remains a key issue – what can labor inspectorates do?
- Beyond transparency and privacy
  - Digitalization shifts the balance of power in the labor market

## Parliament adopts Platform Work Directive

Press Releases [PLENARY SESSION](#) [EMPL](#) 24-04-2024 - 12:58

- New rules to correct false self-employment
- Workers cannot be fired based on a decision taken by an algorithm
- Platforms forbidden from processing certain types of personal data



New rules to improve working conditions of platform workers and regulate the use of algorithms in the

### Further information

> [Committee on Employment and Social Affairs](#)

> [Link to the adopted text](#)

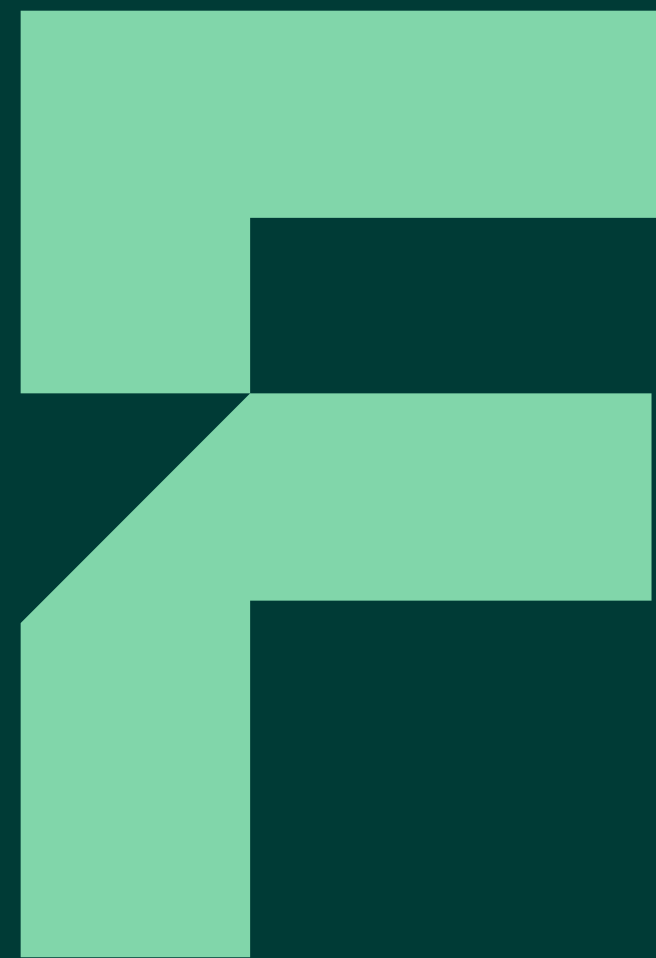
> [Press release following the provisional agreement \(08.02.2024\)](#)

> [Steps of the procedure](#)

[PDF](#) [EP-briefing: Improving the working conditions of platform workers](#)

[PDF](#) [European Parliament Research Service: At a glance - Digital platform workers: EU rules one step closer](#)





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