

Peer Review

Review of: "Managing Work Activities on the Horizon of 2040: Which Challenges for Occupational Safety and Health at Work? A Foresight Study"

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Globally, it is interesting work that allows for thinking about the future of work activities and the implications in terms of OHS.

Here are a few suggestions and remarks.

General considerations

- From a pedagogical viewpoint, the article should explain why workers' health is becoming an increasingly strategic variable for the management of companies.
- It is important to underline that the prevention of occupational risks is not solely a matter for OHS professionals. Managers have a key role to play regardless of the sectors of activity and type of enterprises.
- Regarding the functions of management, adapting the skills of the collaborators seems quite important in a very variable and unstable context.
- In the same way, the ability to manage uncertainties is a new management role that should be stressed.
- A set of indicators for monitoring OHS from a management viewpoint could be useful.
- Among the experts consulted, the lack of epidemiologists is regrettable. In particular, the impact of an ageing workforce is not sufficiently discussed. The fact that more and more employees are carrying chronic diseases will become a major managerial variable.
- Similarly, we can expect an increase in psychological problems for which OHS professionals and managers need to be better trained.

- The design fiction approach is an interesting exercise. Because we know that workers' health can be altered by four types of agents: chemical, physical, biological, and organizational, the foreseeable evolution of these exposures could have been analyzed in each of the companies.
- Among the drivers of the evolution of working conditions, digitalization and AI are correctly mentioned. But nanotechnologies are lacking.

Points of detail

- In Table 4, there is still one paragraph written in French.

Declarations

Potential competing interests: No potential competing interests to declare.