

What work and health challenges may arise by 2040?

An Institute for Work & Health study used strategic foresight methods to identify future of work scenarios that may have implications for worker health, safety and wellbeing. The study found seven scenarios that can emerge by 2040.

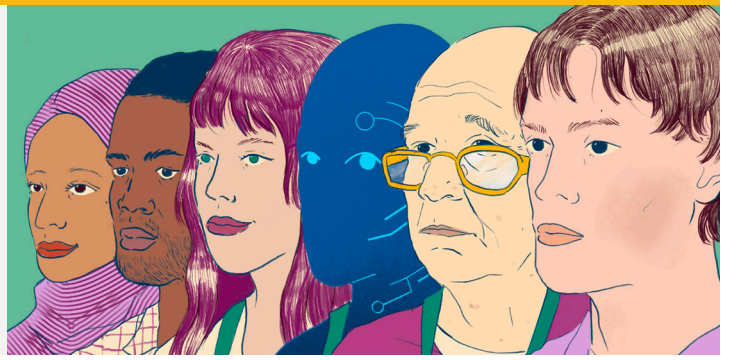


1. Eroding trust in institutions

As people lose trust in large institutions, will health and safety guidance be trusted and acted upon?

2. Multiple generations in the workplace

People are living and working longer. Different generations are working together and may require different workplace supports.

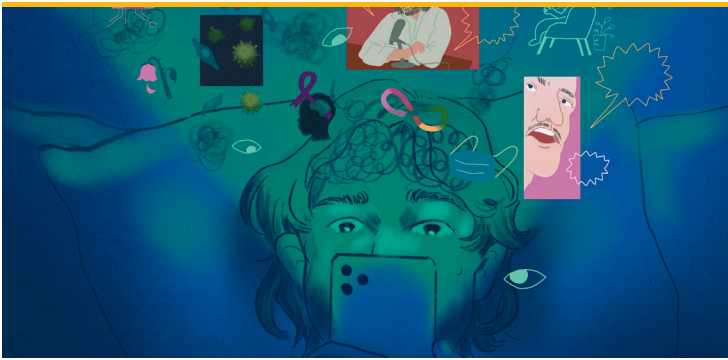


3. Climate change impacts

Climate changes like excessive heat or poorer air quality will create new health and safety challenges.

4. AI as a co-worker

As AI works alongside human workers, jobs and the nature of work will change.
New health and safety risks may also arise.

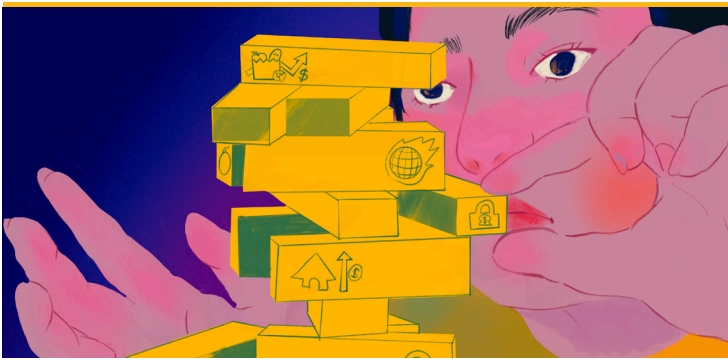


5. Rising isolation

Rising isolation, mental distress, and polarization are weakening workplace relationships.
Health and safety practices will need to prioritize inclusion and resilience.

6. Growing global and social tensions

Political tensions, global conflict and cyber threats may have ripple effects for workplaces.
How might this affect workers' safety and trust in institutions?



7. Precarious work becoming more common

Workers will increasingly face high costs, insecure work, and strained public systems.
What role do workplaces have in supporting employees through these challenges?

These scenarios highlight the complexity facing OHS professionals in the years to come.

To read the report, *Work and Health 2040: Anticipating changes impacting the futures of occupational health and safety*, go to iwh.on.ca/scientific-reports.

