

| Areas of Social Sustainability | | Short Suggestion | Evaluation Method | The Guidelines are | | | | Overall Sustainability Dependencies weak (-) vs strong (x) | |
|--|--|---|--|---------------------------------|---|--|--|---|------------|
| | | | | not needed (benefit at hand) | not applicable | applicable | applicable and urgent | | |
| | | | | for automations that | | | | Ecological | Economical |
| Quantitative effects on work | Loss of Employment | Transforming instead of Replacing | Long-term census of positions and working hours | | create new tasks, replaces dangerous or ecologically unsustainable tasks. | replace existing tasks and reduces need for human labour | replace/reduce skilled work | x | x |
| | Repositioning | Including instead of Transferring | Long-term census of work migration, consulting, including affected workers | | create new tasks, replaces dangerous or ecologically unsustainable tasks. | shift demand of human work from one set of tasks to another | replace/reduce skilled work and affect people with long-time experience | - | x |
| Qualitative effects on work | Monotonous/ Mentally Straining Tasks | Dispositive instead of Monotonous | Social Audits focused on worker issues and needs | are fully automated | | let humans directly interact with automated technology | let workers oversee the automated process or constitute an out-of-the-loop fall back mechanism | - | x |
| | Dangerous/ Physically Straining Tasks | Replacing instead of Creating | s. a. | are fully automated | | will have human workers partaking in physically straining tasks and/or being in the vicinity of physically active machines | let humans interact with autonomous machinery | x | x |
| | Losses in Position and Task Quality | Informed Readjustments instead of speculative Concepts | s. a. | are fully automated | | transform existing work environments and task sets | create new tasks without much task-related empirical knowledge of ergonomics | - | x |
| | Polarization of Qualification Levels | General Improvements instead of Selective Substitution | Assessment of distribution of qualification levels | don't automate human labour | | automate human labour | automate unskilled labour while leaving only highly qualified tasks to humans | - | x |
| Peripheral Effects | Ethical complications/ Responsibility Issues | Precaution instead of Omission | Social Audits focused on needs and expectation of affected groups | | don't interact with human wellbeing and safety | affect human wellbeing and safety | severely affect human wellbeing and safety | x | - |
| | Loss of Socially Valuable Services/ Contacts | Automate Human Contactless Tasks instead of Contact Dependent Tasks | s. a. | don't replace human contact | | cooperate with tasks with human contact | replaces services which rely on valuable human contact | - | x |
| | Creation of Hostile Environments | Design for Emotional Responses instead of Design for Technique Fulfilment | s. a. | | aren't used in public areas | works in public areas | directly interacts with humans in public areas | x | x |
| Accessibility and Equal Opportunity | Decreasing Accessibility and Equal opportunity | Promoting instead of Limiting | s. a. | increase accessibility | increase accessibility | does not affect accessibility | could limit accessibility | - | x |