

Indicators 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