Human Rights Responsibilities in the Digital Age States, Companies and Individuals

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Hart Publishing 2021

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Chapter DOI [10.5040/9781509938865.ch-007](https://doi.org/10.5040/9781509938865.ch-007)

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Chapter 7. Privacy in the Workplace: A Human Rights Due Diligence Approach

Isabel Ebert and Isabelle Wildhaber

Extract

Isabel Ebert Isabelle Wildhaber The workplace traditionally used to be a clearly defined physical place in which employees spent a considerable portion of their working day and has been acknowledged as a central place in which people form social relationships. Despite the many opportunities for remote working provided by digitisation in a range of sectors, until the disruption of the Covid-19 pandemic, most employers required their staff to be physically present in the workplace. Parallel to this recent move towards remote work, business has developed an appetite for data-driven monitoring of work done on-site, from home and remotely. Workplace monitoring measures promise increased efficiency as well as more objective decision making when managing people. The analytical techniques applied rely on a phenomenon witnessed across a range of sectors, the datafication of the workplace: vast amounts of data are available due to increasing data flows stemming from human activity, such as...

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