

Introduction of Geolocalisation devices in the Workplace Socio-Legal Issues

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- Workers are increasingly technology-dependant
- Continuous change due to new technological tools require permanent adaptation of the workers
- Technology becomes more and more intrusive in the work process
- A large number of traditional workers might become « lone workers » as a result of new technological devices such as LBS

- Labour code says that « privacy » should be respected in the workplace
- Processing of personal data has to comply with legal rules resulting from the national transpositions of EU-Directives 95/46/EC & 2002/58/EC
- National authorities for personal data protection set the rules in the countries
- Processing of personal data has to comply with rules related to finality, transparency, legitimacy, proportionality, accuracy, security and awareness of staff
- This topic requires social dialogue

- Most of the technological devices used by the workers are cybersurveillance enablers
- LBS are particularly intrusive
- The introduction of LBS devices in the work process should be negotiated with the social partners and the rules clearly set; they are not tools for evaluating the worker's performance
- Respect the « opinion on the use of location data with a view to providing value-added services » adopted by Art.29 Working Party; independent European advisory body
- Social dialogue is a facilitator for a successful introduction of technological devices introducing a major change in the work process

- The quality of work-life balance is an increasing concern of employees
- Numerous ICT tools, and LBS are part of them, can be stressful for employees and deteriorate their work-life balance
- Well introduced LBS in the work process can « a contrario » be a factor of security, ease of communication with management and co-workers, a way of better time management, etc.
- To keep motivation high and absenteeism low, the changes introduced by new ICT devices need jointly changes in management and communication

- Do not introduce major changes in the work process without social dialogue
- Respect carefully laws and recommendations on privacy and employee monitoring
- Adapt your management system and performance evaluation of employees
- Watch the borderline for employees who might become lone workers
- Keep employees informed of the possible impacts of new ICT devices
- Communicate openly

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