The Worker’s privacy and the electronic control

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Abstract:

The use of information technology in the workplace has grown exponentially and surveillance and monitoring have become contentious issues in the modern workplace. The growth of information and surveillance technologies, closed-circuit television and video surveillance, biometrics, genetic and drug testing, monitoring employees location by GPS in their cars or even with the resource to RFID’s technology, medical exams and information for hiring or retaining an employee and ownership of personal information and the emergence of Ambient Intelligence have raised unprecedented concerns about privacy.

Developments in technology present a challenge from the perspective of fundamental rights, as the use of personal data in the application of new technologies has an impact on privacy not only to the people in general but also to all employees and even employers. The use of information and communications technology in the workplace that allows data to be collected, stored, retrieved and processed in vast quantities and at great speed presents significant new opportunities and at the same time new threats to employers and employees, raising many questions about areas where interests and rights are in conflict and clear boundaries have to be drawn.

With these NICT there are countless benefits for the workers and also for the employers, but, at the same time, these new technologies, namely the Internet and email, but also cloud computing and ambient intelligence, have been originating new challenges, raising new questions and the rethinking of old ones. There is an urge of an international approach of such issues, combining transparency tools and prohibitions, legal and technical measures, in order to enhance as much as possible the exercise of an informational self-determination right.

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