

## Monitoring includes:

Tracking calls, messages and keystrokes



Taking screenshots, webcam footage or audio recordings



Use of specialist monitoring software



## 1 in 5

believe that they have  
been monitored by an  
employer

## 70%

said they would find  
monitoring in the  
workplace intrusive



would be comfortable taking a  
new job if they knew that their  
employer would be monitoring  
them



If an organisation is looking to monitor workers, it should take appropriate measures, including:



**making workers aware of the nature, extent and reasons for monitoring**



**having a clearly defined purpose and using the least intrusive means to achieve it**



**having a lawful basis for processing workers data, e.g. consent or legal obligation**



**telling workers about any monitoring in a way that is easy to understand**



**carrying out a Data Protection Impact Assessment for any monitoring that is likely to result in a high risk to the rights of workers**



**making the personal information collected through monitoring available to workers if they make a Subject Access Request (SAR)**

**SOURCE:**

<https://ico.org.uk/for-organisations/uk-gdpr-guidance-and-resources/employment-information/employment-practices-and-data-protection-monitoring-workers/>