



Employee Surveillance

Unilaterally imposed employer policies

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Surveillance & Automation

Examples

Cameras

- Front facing cameras.
- Driver facing cameras.
- Predictive AI.
- Lytx - AI cameras, visual & audio.
- Inspection automation.
- Drones.



Tracking and Automation

- Amazon
 - glasses
 - GPS
 - tracking of singing
 - body sensors
- Auto breaking / auto driving.
- Automation “inside the gate”.
- Logistics markets & data brokers.





Background

What drives worker surveillance?



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- Mistrust of workers (highly exploitative environments)
- Health and safety (discipline, not culture)
- High liability for product or service
- Work process mapping
- Desire to replace workers (unions)



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- Automation



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- Search for **productivity gains**



Economics of surveillance/automation

- Machines and technology are expensive.
- Implementation follows either a cycle of capital renewal or competition change.
 - Machines replaced (age or regulation).
 - New companies.
- More expensive than workers, but increased output.



Economics of surveillance/automation

- Automation reduces quality.
- Quality reduction fine if “good enough”.
- Investment flows to companies with higher profitability, not “better” products.
- Companies with more capital than labour results in higher productivity.



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- Bigger company, more tech, more surveillance.





Surveillance

Surveillance: means to an end

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- Surveillance is necessary to automate.
- Sees workers as robots.
- Surveillance: not just oppressive.
- Exploitation highest just before replacement of workers.
- Why we see worst conditions just before automation.



Surveillance and AI

- Artificial Intelligence & Machine Learning
- Based on data.
- Data only possible through surveillance.



Data is the difference: cameras vs. AI

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- Where is the data?
- Who has access to the data?
- How is the data collected?
- What regulates collection, storage, access and retention/deletion policies?





Health and Safety

Can automation/surveillance be good for workers?

- Does it help or cause harm?



Can automation/surveillance be good for workers?

- Does it help or cause harm?
- Profit-driven
 - Productivity-focused automation and surveillance.
 - Reduces number of employees.
 - Can create new jobs, **if industrial strategies exist.**
- Alternative: **Augmentation** of work process.



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- **Resilience**: support process that deals with tech failure



Tech failing: H&S implications

- Failure of tech is important, not just implementation.
- Dealing with malfunction of critical tech.
- Dealing with failures of tech relied on by workers.
- Human-machine interaction oversight.



National Security

- Data
- Internet connected
- Weaponization of assets
- Weaponization of individual surveillance (Blackmail)
- Weaponization of mass surveillance (logistics spying in parts, market & people manipulation)



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