

The internet rights Forum



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RECOMMENDATIONS

**"WORK RELATIONS AND INTERNET"**

**17 September 2002**

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This document covers the recommendations of the group's [final report](#)  
"Relationships at work and the Internet"

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### **Information technologies and the relationship with work**

- The Forum recommends defining precise rules between employers and employees for implementing working from home.
- The Forum recommends that mobile working (occasional working outside the enterprise) should be controlled by defining genuine, continuous and effective time off.

### **The use of Internet by employees in the work place**

- The Forum recommends that employees distinguish personal e-mails and files.
- The Forum recommends defining fair and proportionate monitoring by the employer of employees' electronic activities.
- The Forum recommends creating a special status for network administrators in order to safeguard the confidentiality of all information of a personal nature that they may come across in the course of their work. The law should recognise professional secrecy for network administrators.
- The Forum recommends that the rules of use for Internet are incorporated into an appendix to the internal regulations of enterprises in order to provide greater transparency and effectiveness.

### **The challenge in relation to industrial dialogue**

- The Forum recommends staff representatives have access to enterprise intranets and e-mail systems. Implementing security rules should not provide a pretext for removing the inherent interactivity of these tools.
- The Forum recommends that methods of implementing access for staff representatives to Internet and intranet are in the framework of a collective agreement.
- The Forum is in favour of the principle of electronic voting within enterprises if the technical conditions are able to guarantee the confidentiality and honesty of the ballot.
- The Forum recommends eventually revising the employment code to introduce greater technological neutrality in particular in the definition of the communication media.