

# P7005

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**Type of Project:** New IEEE Standard

**PAR Request Date:** 09-Feb-2017

**PAR Approval Date:** 23-Mar-2017

**PAR Expiration Date:** 31-Dec-2021

**Status:** PAR for a New IEEE Standard

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**1.1 Project Number:** P7005

**1.2 Type of Document:** Standard

**1.3 Life Cycle:** Full Use

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**2.1 Title:** Standard for Transparent Employer Data Governance

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**3.1 Working Group:** Employer Data Governance working group (C/S2ESC/EDG-WG)

**Contact Information for Working Group Chair**

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**Contact Information for Working Group Vice-Chair**

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**3.2 Sponsoring Society and Committee:** IEEE Computer Society/Software & Systems Engineering Standards Committee (C/S2ESC)

**Contact Information for Sponsor Chair**

**Name:** Paul Croll

**Email Address:** [pcroll@computer.org](mailto:pcroll@computer.org)

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**Contact Information for Standards Representative**

None

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**4.1 Type of Ballot:** Individual

**4.2 Expected Date of submission of draft to the IEEE-SA for Initial Sponsor Ballot:** 12/2017

**4.3 Projected Completion Date for Submittal to RevCom**

**Note: Usual minimum time between initial sponsor ballot and submission to Revcom is 6 months.: 08/2018**

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**5.1 Approximate number of people expected to be actively involved in the development of this project:** 35

**5.2 Scope:** The standard defines specific methodologies to help employers to certify how they approach accessing, collecting, storing, utilizing, sharing, and destroying employee data. The standard provides specific metrics and conformance criteria regarding these types of uses from trusted global partners and how vendors and employers can meet them.

**5.3 Is the completion of this standard dependent upon the completion of another standard:** No

**5.4 Purpose:** This standard is designed to provide organizations with a set of clear guidelines and certifications guaranteeing they are storing, protecting, and utilizing employee data in an ethical and transparent way. It is also designed to help employers with an understanding that most individuals may not be tech-savvy enough to understand underlying issues of data usage, but still must be properly informed about the safety of their employee data to be provided with tools and services that provide proper opportunities for content based, pre-informed choice regarding how they share their information in the workplace. Modelled after the EU GDPR legislation, this Standard will be designed to be a form of "GDPR for Employees" guaranteeing that workers facing widespread automation issues potentially displacing their jobs will have control and influence over the personal information that directly represents a core asset of their identity and lives whether derived from work-flow monitoring or personal data storage.

**5.5 Need for the Project:** Today, employees are at the whim of their employers in terms of how their personal data is stored, tracked, and utilized while on the job. In many situations, biometric or other employee data is monitored in good-intention efforts for health or other programs but organizations may lack the adequate knowledge or tools to implement these efforts in a safe and trusted manner for long-term care of worker's digital information. Furthermore, as digital technologies develop, the necessity of transparent, ethical and responsible handling and utilization of all forms of personally identifiable information (PII) that can be used to distinguish one person from another and can be used

for de-anonymizing anonymous data, will rise.

In addition, as an increasing number of organizations monitor employee activities during working hours to optimize work flows and processes, employees should have insight into how this data is stored, used and applied. This also applies to data and PII derived from activities outside of work. Ideally, to improve transparency and work place trust, employees and their representatives should have access to the data store and influence over what data can be collected.

**5.6 Stakeholders for the Standard:** The stakeholders include all stakeholders within the value chain of an organization, including but not limited to shareholders, C-Suite level management, Managers, HR, CSR, and all other staff, their trade unions, shop stewards and representatives. Central stakeholders including employees whether full time or part time to provide education, training, and ongoing support to ensure they have the tools and knowledge to protect and utilize their data to their own best advantage while also ensuring trusted information exchange with their employers.

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### **Intellectual Property**

**6.1.a. Is the Sponsor aware of any copyright permissions needed for this project?:** No

**6.1.b. Is the Sponsor aware of possible registration activity related to this project?:** No

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**7.1 Are there other standards or projects with a similar scope?:** No

### **7.2 Joint Development**

**Is it the intent to develop this document jointly with another organization?:** No

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### **8.1 Additional Explanatory Notes:**