Meeting: Future of Work (Employment)
Committee: Ethical concerns
Country: Gibraltar

1. Topic background and Introduction

Over the last two decades, the world witnessed the most rapid growth in the usage and application of Information and Communications Technology (ICT) and invariably the use of the internet both personally and institutionally. The use of the internet through devices and big data analytics continue to dominate our everyday affairs, perpetually becoming the preferred mode of interconnectivity and the exchange of ideas among us, this new phenomenon is known as Internet of Things (IoT). International Telecommunications Union (ITU) defined IoT as "a global infrastructure for the information society, enabling advanced services by interconnecting (physical and virtual) things based on existing and evolving interoperable information and communication technologies"[1].

Following the spread in the usage of internet and reduction in its price in Gibraltar, the internet today remains unavoidable as 94.44% of the country's population is connected to the internet while over 50% is connected to broadband[2]. Internet usage in Gibraltar is gradually becoming the mechanism for actualizing the innovation, automation and improvement of productivity, communication and collaboration in our work places. The internet is currently creating virtual workplaces where work is made easier and flexible; workers can work from home or anywhere and anytime of the day. Globally, it is believed that it can lead the way to economic revolutions in the not too distant future.

As much as we at Gibraltar acknowledge that IoT impacts the lives of our people and the country at large positively, there is need for concern in respect to the risks posed by this latest technology on work ethics, privacy and security of citizens and our country's data, employee autonomy and the influence of IoT over employees outside work place. IoT involves the exchange of personal and institution information across the web accessible by a number of people which make data trading, data mining, data sharing and data hacking a possibility. Therefore, we believe that ethics is a major concern in this present age of ICT which needs appropriate and immediate attention.

2. Country policy

Gibraltar is a country of about 33,000 population spanned over 6.5 sq. km of land space. We are one of the countries with the lowest rate unemployment in Europe. Our country largely relies on tourism, sea service and global financial services. Gibraltar like many other countries around the world is concerned about the privacy of our citizens and our institutional data. Without doubt, we follow the privacy and ethics concerns regulations around the world. Our regulatory authority (Gibraltar Regulatory Authority (GRA)) constantly reviews the collection and use of personal data through collected through the internet with a particular focus on the information given to agencies and companies in relation to the processing of personal data.

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[1] ITU-T Recommendation Y .2060, note, s .8 .4.

[2] ITU 2017 Report Harnessing the Internet of Things for Global Development

Previously, our country is part of the Global Privacy Enforcement Network (GPEN) which regulates online services for children, website privacy policies and mobile phone applications led by the Information Commissioner's Office in the United Kingdom.

It is important to reiterate that we believe that the personal information of individuals should be kept confidential and they should be informed about how their information is used so they can make informed choices.

Our present legal framework in respect to data protection is born out of the European Union Data Protection Directive (95/46/EC) and the European Union E-Privacy Directive (2002/58/EC). These two frameworks form the bedrock of the Gibraltar law on privacy and security of data. Being a member of the European Union, Gibraltar is afforded the opportunity of excelling in international law on ethics, privacy and security. In addition, The Gibraltar Regulatory Authority keeps an online Data Protection Register, which is searchable by the public. Gibraltar supports the European Agenda on Security, according to which fighting cybercrime is one of the top three priorities (together with tackling terrorism and disrupting organized crime). Gibraltar also complies with Organisation for Economic Cooperation and Development (OECD) Common Reporting Standards, Foreign Account Tax Compliance Act and Financial Action Task Force requirements and guidelines for the prevention of crime, tax evasion and the financing of terrorist activities.

3. Possible solutions

In as much as we believe in technology to drive us into economic prosperity, and acknowledging the risks associated therein, it is important to effectively mitigate these risks to maximally benefit from the positives. Having underscored the efforts our individual countries have put into this feat, it is equally important to come up with global comprehensive governance frameworks that will help in this regard without hurting our regional and local policies. Governance in key to achieve this, global powers must come together to legislate critical legal frameworks. Given the fluid nature of the internet, it is imperative to protect global citizens across the world. The international labour market is now more diverse and interconnected than before; it will be more meaningful if members of this assembly can legislate for the protection of data, information and jobs of employees within their domain. The International Labour Organization (ILO) has done considerable well in this regard but more needs to be done.

Thank You