Evaluating the Permissions of Monitoring Mobile Applications for Remote Employees: Analyzing the Impact on Employer Trust and Employee Privacy Concerns

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Abstract: Amid the worldwide COVID-19 pandemic, there has been an extraordinary surge in remote work, bringing attention to its lasting effects on the modern workforce. This significant change has led organizations to adopt remote work as a permanent element, requiring them to develop flexible and robust work approaches. With the rapid increase in remote work, the use of monitoring apps to oversee employee tasks has become more common. However, the widespread adoption of these apps has raised significant concerns about the privacy of data and the rights of employees. This study focuses on examining the privacy problems associated with monitoring mobile apps designed for remote workers. We looked at 12 such apps. To assess the privacy issues linked with mobile applications utilized for supervising remote employees, we utilized a tool for conducting vulnerability assessments. Surprisingly, all 12 apps lacked privacy policies, and all had permissions that could potentially violate employees' privacy by revealing sensitive information about them. This research provides important insights into the areas of data privacy, employee monitoring, and remote work practices. It offers guidance to app developers and organizations on how to strike a balance between monitoring productivity and protecting employee privacy rights. By addressing the issues raised in this study, stakeholders can create a safe and supportive environment for remote workers while still respecting their privacy and building trust.

Keywords: employee monitoring, mobile applications, privacy issues, remote work, trust

Conference Title: ICLSPI 2023: International Conference on Legal, Security and Privacy Issues

Conference Location: Barcelona, Spain

Conference Dates: December 18-19, 2023