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Challenge Title: Video Surveillance in the Workplace	
Use Case Author	<i>Adrián Palma Ortigosa, Universidad of Sevilla</i>
Topic	<i>Data Protection Law</i>
Overview	<p><i>Zapatiesta, S. L., is a Spanish company that designs and manufactures toys for children between the ages of 2 and 12. This company has a total staff of 155 employees, each employee is distributed in different areas according to their job functions. This company also has a nursery service where workers can leave their children while they do their work.</i></p> <p><i>In recent months, the company's management has been informed that some workers have robbed the company, so the production has decreased in the area dedicated to the manufacture of toys for babies.</i></p> <p><i>On the other hand, Zapatiesta, S. L., aims to develop new and better products that could have a great acceptance in the market. Before supplying the toys on the market, the company will analyze the behavior and reaction of the children, making this experiment with children of the workers who attend the nursery.</i></p> <p><i>In conclusion, the company have decided to install a video surveillance to check the performance of employees, analyze the market conduct in the company nursery and prevent the thefts.</i></p>
1. Engage	
Big idea	<i>Video surveillance in the workplace.</i>
Essential Question	<i>Does the implementation of a video camera system in the facilities of the company Zapatiesta, S. L., fit the purpose?</i>
Initial resources	<p><i>a) Report from the Marketing Department proposing the management of the company a real-time recording of the children's reactions to the delivery of toys in the testing phase designed by Zapatiesta, S. L.</i></p> <p><i>b) Report from the Quality and Control Department warning the company's management of the continuous loss of a large quantity of materials, both during working and non-working hours.</i></p> <p><i>Report from the Human Resources Department warning the company's management of a decrease in production in a specific area of the organization.</i></p>

Guiding Questions	<p><i>As the Data Protection Officer of Zapatiesta, S. L., the CEO would like to know if there is any kind of problem or objection regarding the installation of the cameras in the areas previously indicated.</i></p> <p>---</p> <p><i>What kind of questions should you ask yourself as this company DPO? What questions would you ask the CEO or any of the Departments to complete the necessary information to help you come to a decision?</i></p>
Reflections	<p><i>Complete your learning diary and answer the following questions:</i></p> <ol style="list-style-type: none"> <i>1. What is the most interesting part of this challenge?</i> <i>2. Were you satisfied with the list of questions that were proposed?</i>
Other notes	<p><i>Any other notes that teachers and students should be aware of when using this challenge.</i></p>
2. Investigate	
Activity Description	<p><i>Encourage students to map out a process of investigation for answering the questions above.</i></p>
Resources	<p><i>Some resources to get you going:</i></p> <p><i>Documents:</i></p> <ul style="list-style-type: none"> <i>• Opinion 4/2004 on the Processing of Personal Data by means of Video Surveillance. ARTICLE 29 Data Protection Working Party</i> <i>Available: http://ec.europa.eu/justice/article-29/documentation/opinion-recommendation/files/2004/wp89_en.pdf</i> <i>• Instruction 1/2006, of 8 November, of the Spanish Data Protection Authority, on the processing of personal data for surveillance purposes through camera or video camera systems.</i> <i>More information in: https://www.aepd.es/areas/videovigilancia/index.html</i>

	<div data-bbox="577 172 929 691" data-label="Image"> </div> <p>----</p> <p><i>Please provide a list of additional resources that you have found and are useful in the task. Do you need to collect any other form of data? How will you collect this? Develop and implement a plan for collecting this information. Ensure that you meet your own Data Protection and ethical requirements.</i></p>
Synthesis	<p><i>In order to find out the main impediments to the implementation of the video camera system in the above-mentioned places, the CEO asks you to write a short report (maximum 1-2 pages). Please note that this report will be submitted to the CEO and the other Departments involved, so you must avoid using legal language in excess.</i></p>
Reflections	<p><i>Please provide a reflective statement in your journal to summarise your answers to the questions below:</i></p> <ol style="list-style-type: none"> <i>1. What are the key problems to be overcome in this challenge?</i> <i>2. How did you organise the work involved in the investigation?</i> <i>3. How did you collect additional data? What worked well about this?</i> <i>4. What information gaps were still present at the end?</i> <i>5. How successful was the investigation process?</i>
Other notes	<p><i>Any other notes that teachers and students should be aware of when using this challenge.</i></p>

3. Act	
Solution Prototypes	<p><i>Prepare a complete legal report analyzing the legal consequences arising from the implementation of video surveillance systems in each of the areas proposed by the CEO. Keep in mind that the company is firmly convinced of the implementation of video cameras, hence the option of not installing the cameras is the least desired by the company.</i></p> <p><i>Therefore, you must assess the legal feasibility of such action. In order to achieve it, you must take into account:</i></p> <ul style="list-style-type: none"> • <i>Proportionality of the measure</i> • <i>Positioning of the cameras</i> • <i>Data Protection Impact Assessment</i> • <i>Processing principles involved</i> • <i>Necessary safety measures</i> • <i>Etc.</i>
Solution	<i>Please indicate your key recommendations to the CEO here:</i>
Implementation plan	<i>Please develop a plan for the implementation of the legal report.</i>
Evaluate	<p><i>Please develop a journal entry which answers the following questions:</i></p> <ol style="list-style-type: none"> <i>1. Among the measures you do propose to the company, which ones do you think will be the most rejected? Why?</i> <i>2. What were the strengths and weaknesses of your overall legal report?</i>
Other notes	<i>Any other notes that teachers and students should be aware of when using this challenge.</i>
4. Reflection and documentation	
Case notes	<i>Your notes and reflections on how this challenge could be developed in the future.</i>