

It's time we

GIVE WORK A REALITY CHECK

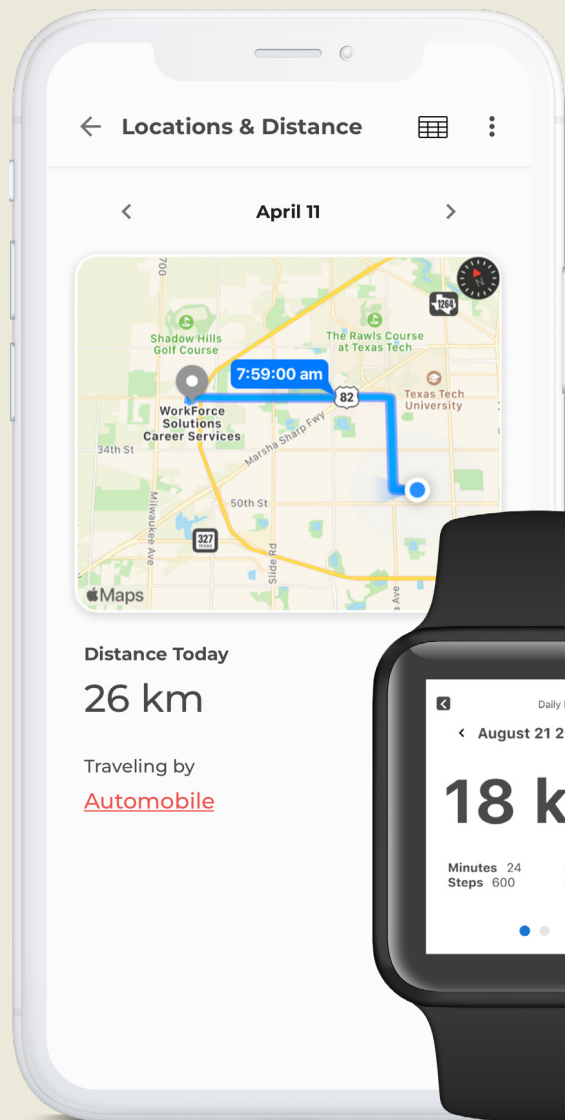
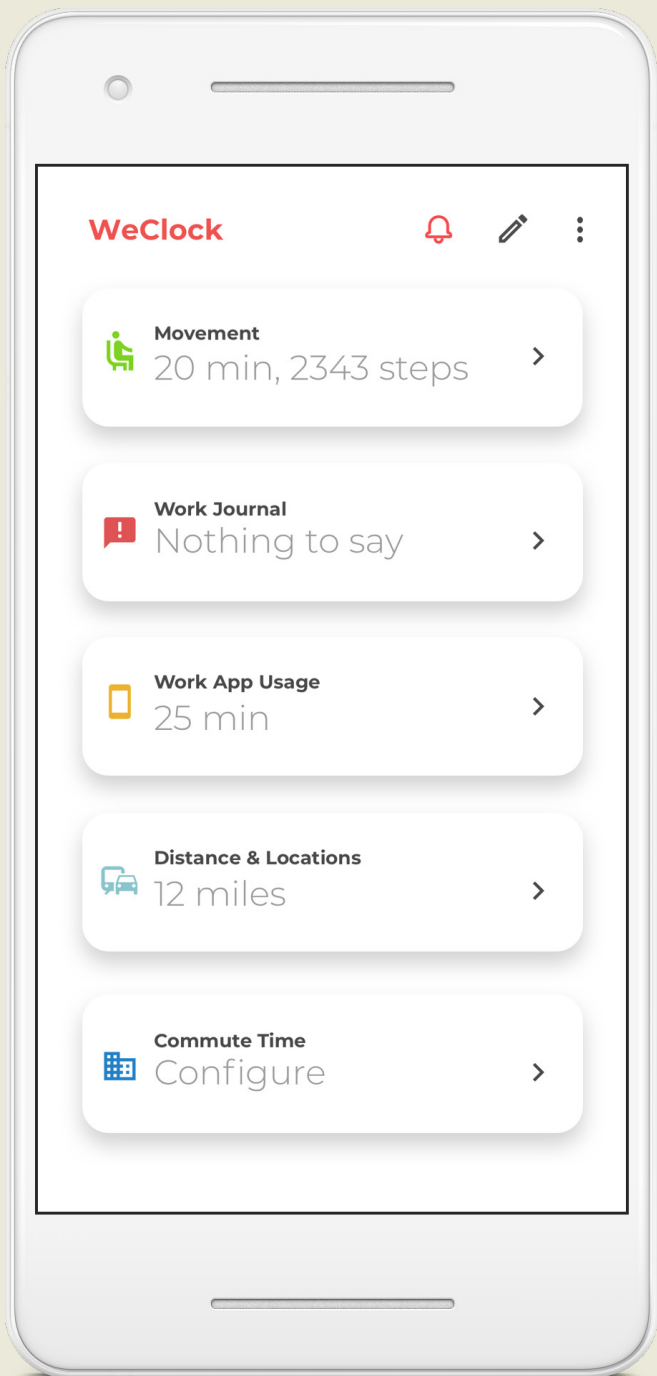
The work landscape is changing. Technology is placing increasing demands on workers' lives, many of which go unpaid or cause stress. WeClock is a self-tracking app to fight wage theft and foster worker wellbeing.



MEET WECLOCK

Empower Your Members

WeClock equips workers with a way to quantify their workday. Introduce it to your members to ignite a conversation and spur collective action.



WE CLOCK SUPPORTS



WAREHOUSE WORKERS

Inhumane expectations of worker 'efficiency.'



RETAIL WORKERS

Long shifts on their feet and unpaid extra work.



GIG WORKERS

Long work hours with variable rates of pay.



CONSTRUCTION WORKERS

High productivity demands, skipped breaks.



SECURITY GUARDS

Vulnerable and exhausted. Long hours without breaks.



CLEANERS

Feeling invisible and overworked. Long hours on their feet.



BANK OR FINANCE WORKERS

Seeking a better balance of work and life.



HOME CARE WORKERS

Drive more than they're paid for.



DELIVERY WORKERS

Unrealistic routing means no time left for breaks.



WAITRESSES

High productivity demands with long hours and skipped breaks.



FILM PRODUCTION WORKERS

'Off days' aren't off days. Answering emails and planning constantly.



CASEWORKERS

Underpaid, overworked and undervalued.



SOFTWARE DEVELOPERS

Keen to show the benefits of remote work.



OFFICE WORKERS

Long sedentary days at their desk.



CALL CENTER WORKERS

Stressful job with limited movement.



EDUCATORS

Unrealistic demands and long working hours.



Anyone

Gain insights about your workday.

WE CLOCK GIVES

Answers

With daily results, WeClock helps answer the questions your members are asking.



HOW MUCH TIME IS FREELY GIVEN TO WORK?

See if people are unable to disconnect or if they're working extra unpaid hours.



WHAT'S GOING UNSEEN IN THE WORKPLACE?

The app gives a safe way to report how people feel at the workplace and about their jobs.



ARE WORK DEMANDS IMPACTING HEALTH?

Find out if productivity demands are causing physical, mental or personal strain.



IGNITE A *Conversation*

Fuel a conversation around the everyday reality of work. Have members band together in a group chat or on social media to share what they're learning.



Theatre production workers in London face a 1.5 hour commute each way after long working days. They're upset but negotiations with management have stalled. A creative intervention is needed.

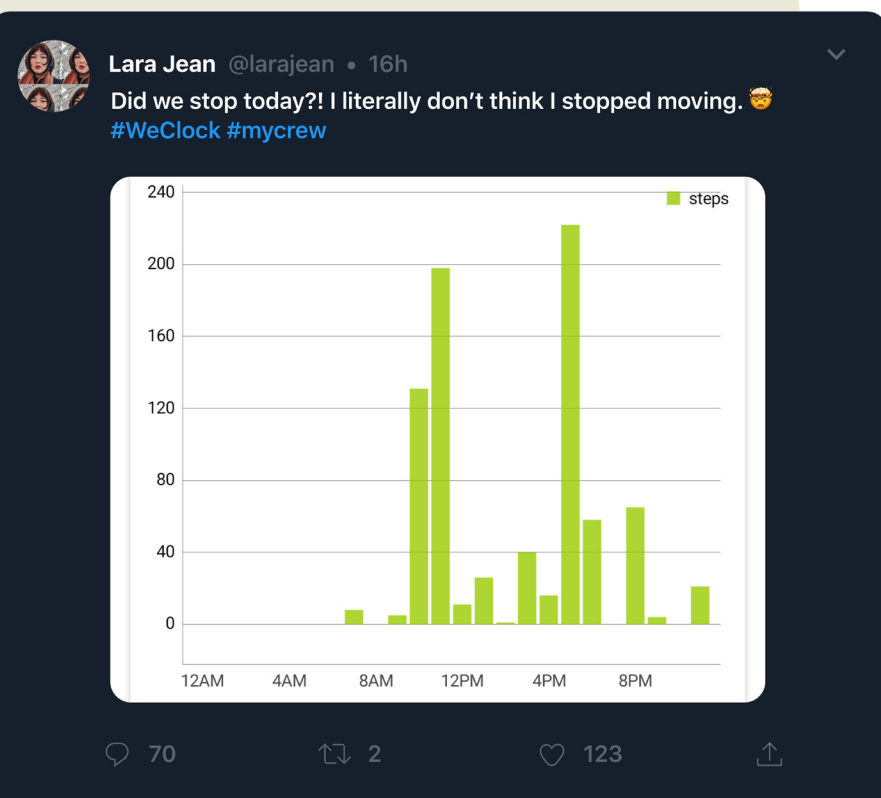
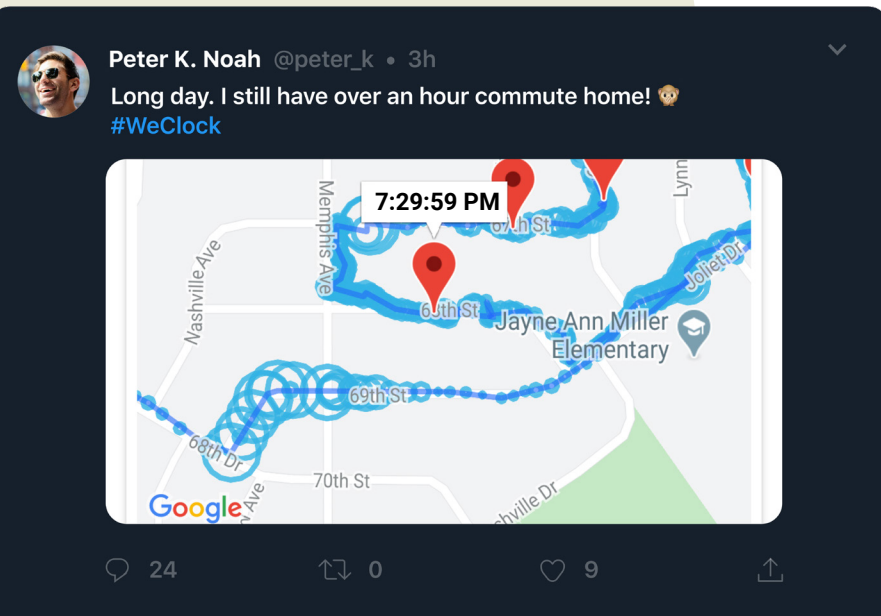
The workers run WeClock and share their findings with you. You cross-compare time on location with their commute time to prove the real amount of unpaid work hours they have. This provides a new bargaining chip during disputes.

Need

- 2-50+ people using WeClock
- Organiser or shop steward coordinating with communications team

Why It's Great

Behind the scenes, WeClock logs detailed information on your behalf. Cross analysing it can tell a powerful story. Find out where change is needed.

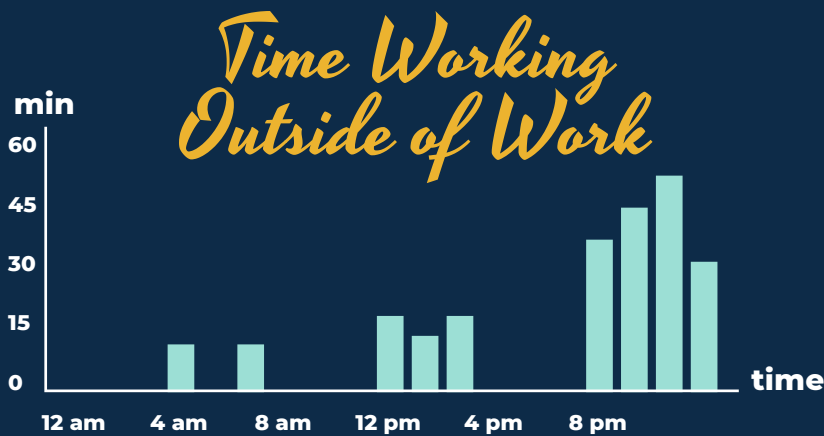


GO ALL IN

Tell a Data Story

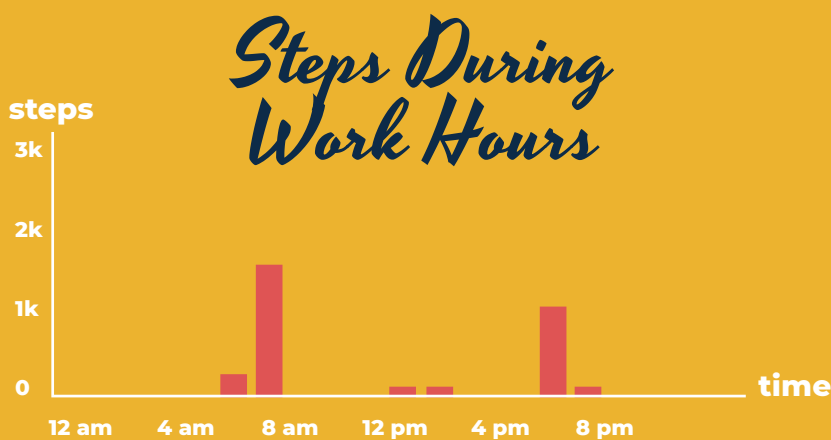


Unleash the full potential of WeClock by combining the data sets contributed by members. See what you can collectively learn.



INSIGHTS

- 32 times** – Average number of times people check their phone before work
- 45 min** – Average time spent using work apps while commuting
- 3 people** – Number of people using work apps in the middle of the night
- 35 min** – Average daily use of work apps



INSIGHTS

- 3h** – Average length of time at work without movement
- 2h** – Longest time at work without movement

Finance workers feel expected to work evenings, weekends or during their time off. This negatively impacts their mental health.

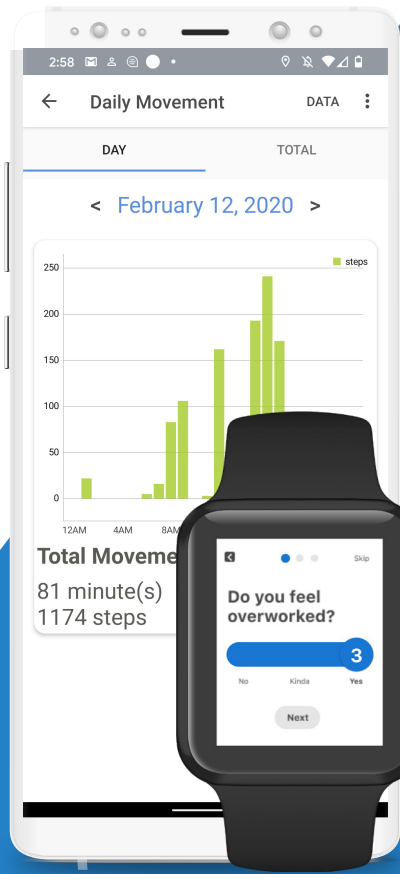
The workers' union promotes WeClock to see what percentage of people check in on work on their off hours.

Need

- 2-50+ people using WeClock
- Organiser or shop steward coordinating with a data scientist or an individual comfortable working with data tools.
- Policy department
- Communications team

Why It's Great

In trials, workers got new and often surprising insights into their workday through the power of WeClock. The app's information and visualisations opened their eyes to their work habits.



DIVE IN

Try It For Yourself

WeClock is the first of its kind. No other app provides workers and their unions with data that is not owned, controlled, seen or taken by any third party. Try it! Use it! Share it with your members!

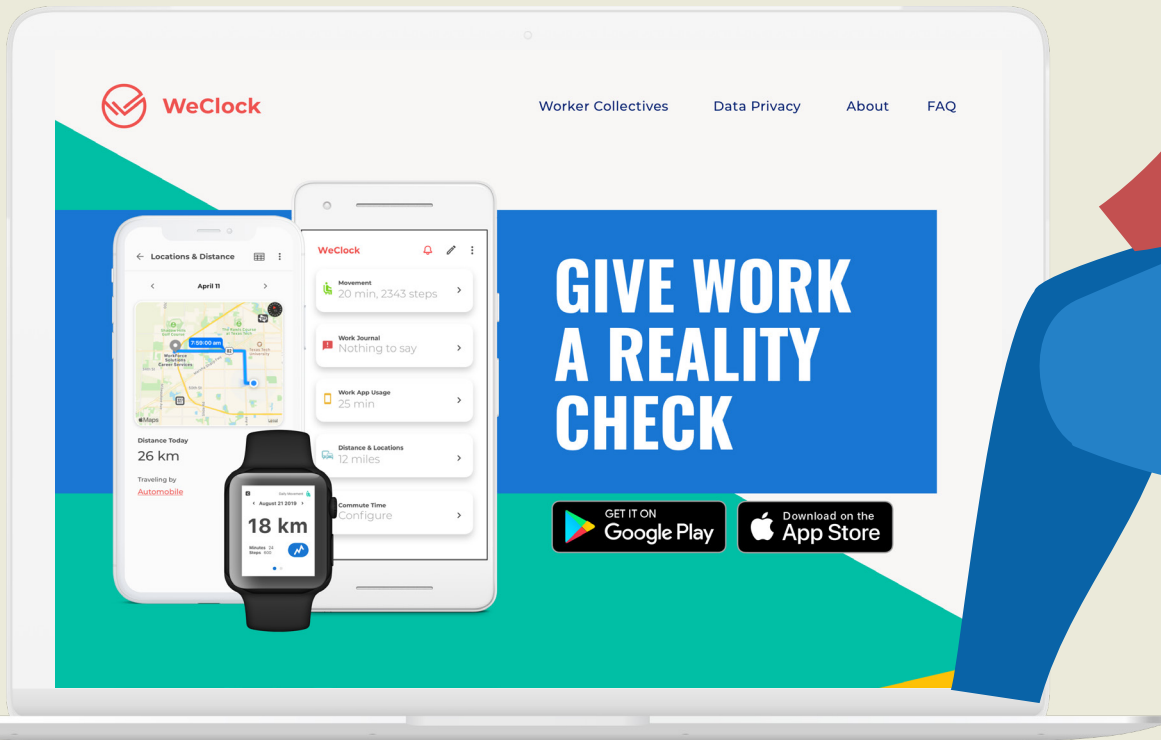
As with most new things, some parts work better than others. The more it's used, the faster there's an understanding of how to improve it. You can send feedback to support@guardianproject.info.



Explore

WHAT WECLOCK CAN DO FOR YOU.

Visit <https://weclock.it> to learn more.



THE STORY

Behind WeClock

We set out to ask how we can use new and emerging technology to strengthen the voice of (young) workers and their collective representation. WeClock is aimed to do just that. It offers a privacy-preserving way to empower workers and unions in their battle for decent work.

Whilst there are a small number of digital tools that aim to foster solidarity in a network, none yet provide an indication of the present and changing nature of work: of the presence or absence of decent work, fair work, working conditions, or work/life balance.

The data exists. Companies, data brokers, app developers, and big tech, are all leaching highly sensitive data about you. They analyse it, re-bundle it, and sell it to manipulate you. We set out to fight back on this data asymmetry. We, the workers and unions, need to create our stories of work reality

and let the wider world know about it. If we don't, we let companies define work according to their industry definitions. It will be their version of reality that gets normalised and mainstreamed. Not ours!

We aim to firmly put worker wellbeing back on the agenda. We need to create a new digital ethos, one that respects and upholds privacy rights and human dignity. A revised social contract—along with the digital systems that embody it—must assert the wellbeing of workers. People and planet above all else.

See the [2019 Connective Action: Digital Tools for Trade Unions](#) for a full survey of tools designed by and for trade unions to correct this imbalance. Also, see UNI Global Union's [Top Ten Principles for Workers' Data Rights](#) and [Top Ten Principles for Ethical AI](#).

The Team

Behind this work is a dedicated team of activists: UNI Global Union's [Young Workers' Lab](#) together with [Guardian Project](#) and their design partner [Okthanks](#). Researchers from Harvard University's Berkman Klein Center for Internet & Society, [world-leading digital experts](#) and [trade union organisers](#) from across the world have supported and advised us along the way.

Free and Open

WeClock is a free and open source project. The code is available for community use and contribution at gitlab.com/weclock.



FACILITATOR GUIDE



ORGANISE

Your Group

Using WeClock within a group provides a quick, low-impact overview of work conditions. It's ideal for organisers, shop stewards, and unions to build solidarity amongst workers. WeClock gives workers a tool that speaks to their reality while giving you the information you need to start campaigning!

Get Started

Choose your campaign goal. This is the purpose behind using WeClock. What is it you hope to learn?

EXAMPLES

- How many hours are employees working outside of working hours?
- How many workers take their breaks?
- How much time is spent commuting?
- Issues going unseen or unreported in the workplace?

TIPS

- WhatsApp, Wire or Signal group chats are helpful and secure ways to connect groups and stay in touch throughout the campaign.
- Avoid using workers' phones by providing separate affordable off the shelf phones.
- People will participate more if the goal seems inclusive of their goals or it seems fun! You can get creative and even set challenges.

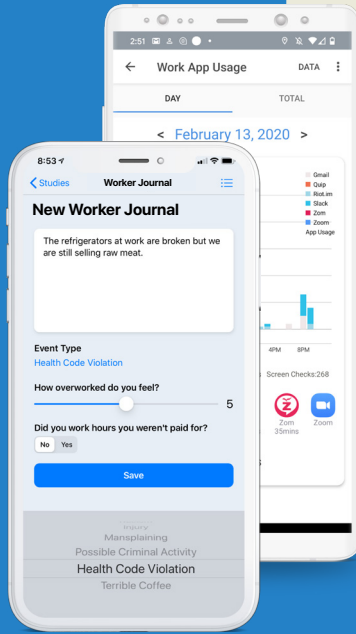
I've heard your complaints about commute times. WeClock can help us get the data we need to advocate for change. Are you in?

Great!

Now, get your group together. Send the download link out and have them install and setup WeClock. Include your campaign goal. **This is the time to generate excitement and persuade your members. Be intriguing!**

Wonderful!

Your group is assembled and ready. It's time to put WeClock to work! Tell your group which data to begin collecting and for how long (i.e. 1-2 weeks). Encourage workers to share screenshots, daily insights and take notes directly in the app using the **Work Journal**, which includes digital time-stamps.



TIPS

- Members can choose which data is tracked. By default, the app tracks daily movement, work app usage (Android only), location, distance and commute time. These can be easily adjusted.
- We all need a little motivation from time to time, so don't forget to check in!

“It's hot out. According to your step count did you get a break today?”

Congrats!

Your desired campaign time is up. Have members share results pertinent to the campaign goal directly with you. Aggregate these insights and share what was collectively learned.

TIP

- Remember - less is more. Just get the insights you need for the campaign you are running!

“Two weeks are up already! Time flies when you're having fun! I've aggregated some of the insights you all shared throughout the campaign! I can see you all are spending an average of 2.5 hours commuting right now. Let's speak to management about the extra time.”

“Well done team! We learned so much. Thank you for participating! I hope you learned something about your day. It's up to you if you want to delete WeClock or keep using it. Either way, thanks again. I'll keep you updated on talks with management.”

Thanks!

Gratitude goes a long way! WeClock is a great personal tool and members may choose to keep using it. However, others may choose to delete it when they're done. Either way, thank them for participating!

Collect & Analyse DATA

Ready to take it further? WeClock data is a powerful tool for change. Individual users or union organisers can share raw data that can be aggregated, analysed and visualised for impressive, data-driven results.

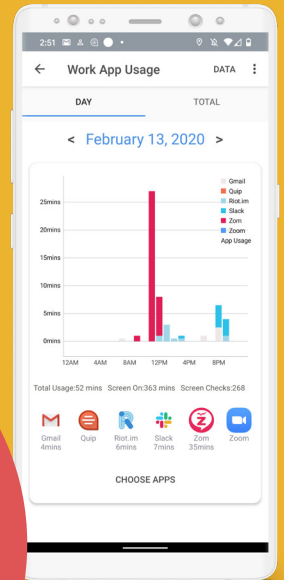
COLLECT DATA SECURELY AND ANONYMOUSLY

WeClock gives users full control over their data. Invite them to share it with you. Your members can share their data with you in a number of ways. Each has varying levels of security and privacy. Keep in mind—providing a secure, anonymous way to receive data sets instills confidence in your members.



TIPS

- Be sure to get consent.
- Members can select which data sets to share and the time period of each data set.



Together we can create change! Our collective data is a powerful tool accurately quantifying our demands. Contribute your data set, and we'll do the rest.



High Security

HIGHLY RECOMMENDED

Wire, an encrypted communication and collaboration app (like WhatsApp but better) that works without a phone number. Send results without any identifying information!

OTHER SECURE SOLUTIONS

Secure Drop, an open source whistleblower submission system that media organisations and NGOs can install to securely accept documents from anonymous sources. For the super techies in the room, use **Matrix**, an open source project for secure, decentralised, real-time communication. Fun fact: Matrix is **used by the French government**.

wire

[matrix]



Medium Security

Signal or **WhatsApp** are used by many workers. This is wonderful since both are end-to-end encrypted forms of messaging, which means a higher level of security. This also means adoption may be easier. But, accounts are linked to a phone number. Whilst less privacy-invasive, sending or uploading data through messaging apps may not be ideal.



Low Security

Tools like email, **Dropbox** or **Google Drive** ask for a user's email. Sending or uploading data into cloud storage is not ideal, since they are often tied to a personal or work email account, ensuring little anonymity.

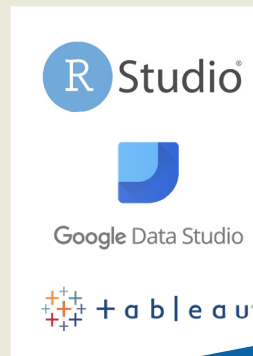


Connect the Dots

Once you have data collected it's time to analyse it. Use your in-house experts or one of these free tools:

- **R-Studio** - Check out the cool template created to make it easy to ingest WeClock data.
- **Google Data Studio**
- **Tableau**

By aggregating and analysing the group's logged data, you will be able to gain unique insights by cross comparing the various data readings. Compare these findings to your collective agreements or labour regulations and push for change.



DID YOU KNOW?
WECLOCK WORKS NICELY WITH LARGER CAMPAIGNS.



Connect **Work App Usage** with the right to disconnect campaigns.



Connect high levels of **Commute Time** to growing urban sprawl and gentrification.



Connect minimal **Movement** to the health dangers of sedentary office life.

You have data, GOVERN IT WISELY

Good data governance can help you organise your project's goals and risks, achieve deeper solidarity with your members, and build thoughtful,

sustainable power. Every union, project, and campaign will have different needs. The [Lighthouse](#) guide, developed for the trade union Prospect and kindly shared by them to all, is a great first step to take to put better data governance procedures in place in your union.

More Resources

1.

DATA POLICY

Check out the [Digital Data Toolkit](#) from Stanford's Digital Civil Society Lab. The toolkit includes worksheets to help you build good policies for governing and an inventory of your digital assets.

2.

DATA MINIMISATION

The UK's ICO office has produced a [helpful guide](#) explaining what it is and how to apply it to your work.

3.

DATA PROTECTION POLICY

The International Association of Privacy Professionals has produced a [template policy](#) to get you started. (Your needs may vary depending on your jurisdiction.)

4.

RISK MANAGEMENT TEMPLATE

Here is a simple risk management [template](#) (Excel) from the US Center for Disease Control.

LEGAL TEMPLATES

Talk with a lawyer in your context to ensure that you've done everything possible to protect you, your members and partners. This [Data Processing Agreement](#) offers a good starting point. Here you can find the [standard contractual clauses for data transfers between EU and non-EU countries](#).

SAMPLE

Marketing Materials

PROMOTE YOUR CAMPAIGN ON SOCIAL MEDIA

Marketing directly to your audience can be helpful for engagement. Facebook, Instagram, Twitter and LinkedIn are just a few of the platform options you have when choosing where to promote your campaign. Here are a few tips and a sample ad.

TIPS

- Use one sentence to grab attention and explain the product.
- Emojis test well. So, add a few!
- Getting the right images is very important!
- Include your website for people to learn more.
- Provide three selling features. Make them short and simple.



YoungWorkers' Lab

Sponsored • 



 Satisfaction. Brought to you by WeClock. 

1 Self-tracking app

2 Daily insights

...See More



WECLOCK.IT

WeClock

Give work a reality check.

LEARN MORE

 Put wellbeing back on your agenda 

1 Expose unhealthy work habits

2 Compare striking insights with friends

3 Make change

FAQ

DATA

WHO HAS ACCESS TO THE WORKER'S DATA?

Short answer: no one. Unless the worker chooses to share the data with someone, they are the only ones who see it. All data collected by WeClock is kept locally on the device. There is no third party access. WeClock, unlike most other apps, is designed for the user to not only visually see the results of what it is collected, but also to have access to that data in a way that makes it easy to share. If a user wants to pool their data together with colleagues or with a union, then they can do so with the click of a button.

DO THE DEVELOPERS SEE THE DATA?

No. UNI Global Union and the Guardian Project do not have access to that information, nor would they ever ask for it. The data sets are entirely the users to consider and use.

HOW DO USERS SHARE THEIR DATA?

They can choose to share all or some of their data. To share all, click on the three dots (⋮) on the top right hand corner of the screen. Choose "All Data," then "Share All." Send using the medium of choice. To share some, tap on the type of data from the main screen (ex. Daily Movement or Work App Usage). Tap on the "Data" icon in the top right hand corner of the screen, then select "Share." Send using the medium of choice.

WHAT IF THERE'S A BLIP IN THE DATA?

This is natural and to be expected. If you're working on a study with a data scientist, they can judge what to do when those blips occur. If the data is just for you to see and visualise, we ask you to bear with us as we improve the service

and to take any inaccurate readings with a grain of salt. Phone sensors are not perfect so there will be imprecisions here and there.

HOW CAN THE USERS DELETE THE DATA?

Deleting data is easy! On the main screen, click the three dots (⋮) and then "All Data." Click (⋮) again and select "Delete All Data." This action is highly recommended after one is finished using the WeClock app.

OPTIMISE FOR ACCURACY

WECLOCK DOESN'T SEEM TO BE LOGGING MY WHEREABOUTS.

For WeClock to function, you need to ensure it has the right permissions. Enable location. Make sure your location permission is set to "Allow all the time." If you only allow location when you are using the app, it will not log your whereabouts accurately. In addition, in your app settings, check "Enable High-Res Location." Last, set your "Geo Resolution Display" to 100.

HOW DO I GET THE MOST ACCURATE LOCATION?

The best thing to do to get an accurate reading is to turn on all requested permissions and make sure you have any system level battery saving mechanisms turned off. Dense urban locations can interrupt sensors in unpredictable ways but every location is different so it's worth seeing if things clear up if you take the same recording two days in a row. Please feel free to reach out to us if you see where a change is needed.

WHAT IF I USE APPS FOR WORK AND PERSONAL?

This is something we hear from a number of users. Unfortunately there is no clear way around it except to download a second email app to separate, say, work emails and personal emails. This separation is relatively easy with email and calendar apps because there are many options available. It is

harder with Twitter, Facebook or other apps that do not offer a substitute.

ABOUT WECLOCK

WHY DID YOU BUILD WECLOCK?

We live in a world where the landscape of work is changing. We live in an age of inequality. Many things are needed to correct current power asymmetries. One of them is to ensure that those who generate data have access to what they've made. WeClock provides that access. Another reason is to provide the worker with a way to use data to advocate for change in the workplace. WeClock offers data-driven, insightful, and privacy-preserving ways to empower those most affected by the shifting landscape of work.

IS WECLOCK HARD TO USE?

No it's easy! Set it up once and leave the phone in your pocket. Give it a try and you will see that the app does all of the heavy lifting for you.

WHAT IF SOMETHING BREAKS OR ISN'T WORKING?

Please let us know and we will try to fix it. You could reinstall the app or, if you don't mind losing your existing WeClock data, delete it and start over.

