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Do You Know Where Your Employees Are? Managing Mobile Devices and Employee Monitoring for a Mobile Workforce

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THE SHOCKING DEMOGRAPHICS OF CELL PHONE USE

Are you addicted to your cell phone? Statistics show an ever-increasing number of people are displaying addictive behaviors when it comes to cell phone use. Today, there are more than 4.8 billion cell phones in use, more than 370 times the number in use in 1990.

- **Canada**
  - Cell phones per person: 1.64
  - Total cell phones: 21,458,000

- **United States of America**
  - Cell phones per person: 0.97
  - Total cell phones: 270,000,000

- **Mexico**
  - Cell phones per person: 0.67
  - Total cell phones: 75,304,000

- **United Kingdom**
  - Cell phones per person: 1.02
  - Total cell phones: 75,565,000

- **Russia**
  - Cell phones per person: 1.3
  - Total cell phones: 187,500,000

- **Japan**
  - Cell phones per person: 0.86
  - Total cell phones: 110,395,000

- **China**
  - Cell phones per person: 0.47
  - Total cell phones: 634,000,000

- **Australia**
  - Cell phones per person: 1.0
  - Total cell phones: 22,120,000
Multi-tier Considerations for Mobile Deployments

Productivity

Privacy

Security
<table>
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<th>Levels of Obligations for Employee Monitoring</th>
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<tr>
<td>Notice</td>
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<td>General Consent</td>
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<td>Specific Consent</td>
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Practical Fictions of Personal Device Deployment

1. “Your company will save money”
   - Employees buy their own hardware
   - Employees pay for their own data plan
   - Lower support
2. “Your company will reduce its support infrastructure”
3. “Your company will be able to eliminate your corporate device programs”

**TRUTH**

Some of your employees will find it **more convenient**

A personal device program alone will **not** save your company money
Implementing a Mobile Device Strategy

• Leverage your information security program, including IT asset management policies

• Require encryption of mobile devices, while being mindful of export control restrictions

• Consider local country requirements prior to developing and rolling out your program

• Make use of personally-owned devices voluntary

• Obtain signed agreement to personal device usage policy prior to allowing network access
Resources

• Selected articles on BYOD trends and tips:
  – http://www.itworld.com/mobile-wireless/293313/how-byod-has-changed-it-landscape?page=0,0
  – http://www.itworld.com/mobile-wireless/293313/how-byod-has-changed-it-landscape?page=0,0

• Morrison & Foerster privacy library
  http://www.mofo.com/privacylibrary/