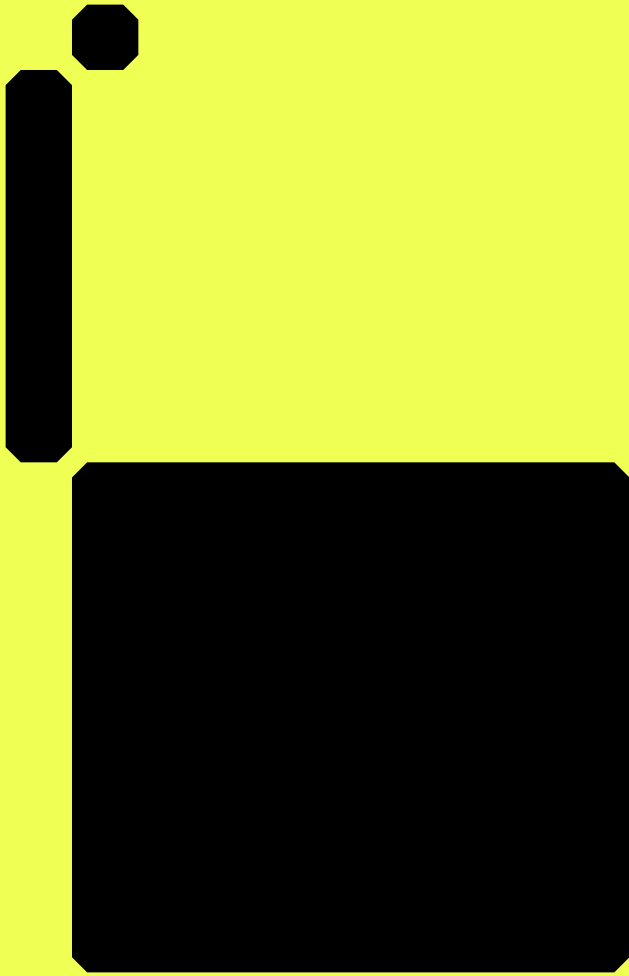


Digital Justice Every Day

THE
DIGITAL
JUSTICE
HOUSE

Implementing labour rights in the digital rights space

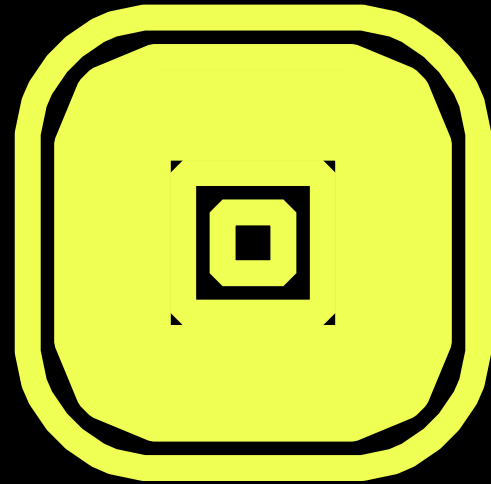
**□ Digital Justice Starts In The
Workplace □ We Must Improve
Labour Rights In The Digital Rights
Space □ Digital Rights Defenders
Are Burning Out □ Labour Rights
For Internet Freedom □ This Is
Digital Justice For Digital Rights
Defenders**



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We have a world of pleasures to win, and nothing to lose but boredom.

Raoul Vaneigem



Most of us like to talk about freedom in the abstract, even claim that it's the most important thing for anyone to fight or die for, but we don't think a lot about what being free or practicing freedom might actually mean.

David Graeber

Introduction

Life in the 21st century feels full of frustrations. There's a general sense of defeat when we think that we are existing at the pinnacle of technological development and realising that all these advances have contributed not to our liberation but to realities of precarisation, depression and climate chaos. Analysts from all over the globe examine these situations and provide structural diagnoses, identifying problematics such as surveillance capitalism or many forms of neo-imperialism and although the act of blaming the system means a brief moment of consolation, in the long term, those perspectives seem to only increase our anxieties about living in environments that we cannot control nor change.

In this scenario where public actors compete with each other to come up with big concepts and planetary theories that would eventually explain our concerns as a society, there is less glamour in actual community organising and in the act of researching small scale contexts and the direct experience of individuals and groups. However the latter approach is the one with more impactful effects in people's lives and, furthermore,

it is also the approach that grants us more agency over possible changes in our direct environments.

More specifically, realities of work emerge then as an ideal territory to tackle this local/global dichotomy. Paid labour is an extremely transversal activity with manifestations at the level of intimacies (how tiring is your work routine, whether you like your job or not, etc.) as well as in dimensions of global work cultures (legislation, social values, carbon footprint, etc.).

The proposal of Digital Justice Every Day is that the implementation of transformations in the workplace can be extremely impactful. They immediately benefit workers, and, in the long term, contribute to larger cultural changes as well. In the context of digital rights, they significantly help us also advance the collective goals we have for digital rights and Internet Freedom.

The levels of stress, mental health issues, and frustration in our communities have reached such a high point that it seems almost immoral to keep offering theories with no practical implications. It is also impacting our ability to advance our critical work as it has been reported by Team CommUNITY researchers across several investigations¹.

Even though there are multiple improvements that can be implemented in the workplace, we have focused in three specific and already-tested policies that we want to promote with this pamphlet:

The four-day work week

The right to disconnect

Unlimited vacations

We have selected these three because our research demonstrates that they effectively tackle some of the most urgent demands regarding the health and wellbeing of workers in the digital rights space. This includes lack of leisure time, toxic power relations and dealing with fast-paced, hyper competitive environments, among others. Although we acknowledge that for many organisations in the field these practices may seem difficult to implement, our research shows that they are some of the most flexible workplace policies to carry out in terms of applicability across different contexts and work arrangements. Moreover; in the medium term, they contribute to a better quality of work, to attract new talent, to develop sustainable

businesses through the rejection of exploitative logics and to amend the existent exodus of digital rights workers looking for non-precarious work conditions. More importantly, they contribute to the critical goal of improving our work culture so we can more effectively build better digital ecosystems. Make no mistake, the current crisis that we are seeing internally at our diverse organisations is impacting our work significantly. A matter of organisational studies or labour rights, even though this resource is vastly informed by those areas and their many valuable contributions. Yet our main interest is closer to simpler concerns such as happiness, genuine freedom and the right of every person to live a fulfilling life. Hopefully we can become mediators between communities of workers and people in positions of power. Now it's the time to assemble from the roots and negotiate fairer conditions for work and advance towards a balance that is beneficial for the majority.

For Whom

This initiative originates in the global community of digital justice workers and it is this very community who we see as our main beneficiaries. Ours is a very heterogeneous circuit of people dedicated to topics in public interest technology that range from online privacy, the right to anonymity, the study of surveillance methods, internet governance and many other subjects. In organisational terms, we also find a variety of articulations within the community: private companies producing hardware and software, not-for-profit foundations dedicated to public advocacy, private businesses doing consultancy, freelance researchers, self-funded tech collectives, solitary hackers, and many many more.

This heterogeneity of course results in a multiplicity of workers profiles. For instance, it is not uncommon that at a digital rights conference convenes a program officer from a foundation in the US who makes a six-figure salary and a freelance researcher from Sub-Saharan Africa who charges a thousand dollars every once in a while for significant labour when their services are required. In between, there are thousands

of other circumstances. Therefore, the particularities of this industry and their members inspired us to create a resource with a strong vision of overcoming the many inequalities that exist in this space, but also with the aim of levelling up and working towards a unifying horizon. In a world where consumerist logics invite us to create multiple niches, encouraging us to be individualistic, separatist and exclusionary, we want to adopt the opposite viewpoint and propose ideas that are fair and beneficial to the majority of those of us who work in this unique industry.

Furthermore, because of the transversal values inherent to this pamphlet, we consider possible that people from other areas different from public interest technology could benefit from the contents presented here. Logics from open software have always been very central to our community and we can only encourage the free use of this material for anyone who finds it.

The Problem

Our societies are in the midst of a worldwide, general crisis of emotional health, global events such as the Covid-19 pandemic and all types of economic crises have increased the pressure over individuals who are facing the stressors of a system that requires them to present an accomplished version of themselves for social media and, at the same time, deal with very material concerns such as their capacity to pay their rising rents and financially support their families. As solutions, this same system offers us self-help products and therapy - ie, more individual consumption - that never leads to a position of tranquillity.

Those realities are not alien to the circuits of digital justice workers, actually this is an industry where people report high levels of anxiety as their most prevalent mental health struggle, with young people suffering the most. Moreover, recent research demonstrates that mental health is having a significant financial and economic impact, as well as impacting innovation, creativity and the ability of our colleagues to make sound decisions².

The organisational health problems we are experiencing in the digital rights field exist in a dialectical relation with the labour arrangements that workers are subjected to. Decent work policies are not encouraged and it is not uncommon to encounter different situations of precarity such as the lack of long-term contracts due to funding systems based on short projects rather than on sustained support, or structures of exploitation facilitated by the global grantmaking chain in which big-sized organisations create sub granting schemes where they pay medium-sized organisations to commission freelance workers, who end up doing the bulk of the work at unfair wages with rarely any benefits.

In addition, during our interviews with digital rights defenders, many people expanded about the strong and constant sense of urgency in the digital rights work culture that leads to situations where individuals simply accept unfair working conditions because the field promotes a culture of self-sacrifice, where individuals are rewarded for prioritising work before everything else in their life. This sense of urgency is also related to a scarcity mindset that encourages people to take extra work just because of fear or missing future opportunities.

Such a context produces both a heavily stressed workforce concerned with competition and financial insecurity, and a drain of talent coupled with the inability to properly attract and onboard new people. In addition, and as we are witnessing more than ever during the wake of the pandemic, many workers, who have been dedicated for years to digital rights and public interest technology, will simply prefer to migrate to other industries (usually big tech) offering better human resources policies so they can dedicate more time to their wellbeing, health, leisure and family life. This results in a professional sector that is heavily dependent on young precarious workers and a class of more seasoned members who are the few able to afford the stress and the financial inconveniences of the field in order to cling to the scarce roles with job security.

In this scenario, it is not surprising to detect symptoms of a stagnant community in which the lack of financial stability of workers produces an environment with many risks for employees that does not cultivate innovative ideas. In this context, the scope of work also ends up being influenced by the agendas of funders, as the field lacks the sustainability to provocatively identify and address emerging and critical issues as they arise.

Any attempt to tackle this major and multifaceted problem would need a dual approach in which at the individual level the first step should be a personal rejection of the values that force us to enter logics of self-aggrandisement and permanent competitiveness. After that comes a more difficult step: the unavoidable necessity of assembling collective efforts in the field to demand changes in our places of work, which is crucial and needed to enact the transformations.

Some analysts have identified a worrying trend: concerns about workplace conditions are only addressed in relation to personal interests³. In other words, individuals who want to change their conditions on their own terms instead of adopting collective tactics. Unfortunately this only advances the neoliberal logic in which we are consumers who protest at moments of annoyance rather than a class with common interests. And while this approach might have positive results for some in relatively privileged positions, it also reflects a myopia that prevents us to see that those who have leverage today will be in the disadvantaged position in the not-so-distant future when personal demands will no longer be met.

How To Use This Pamphlet

☐ **Start by reading this pamphlet critically,** examining the many ways in which the proposals presented in this document would be beneficial to your personal and professional life and those of your colleagues. Take notes, speculate and get rid of the idea that these types of policies are unreachable in your context, in fact, they are vastly implemented in many regions of the world.

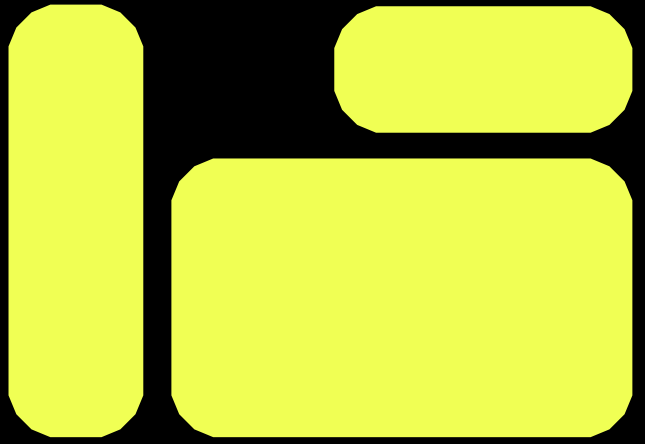
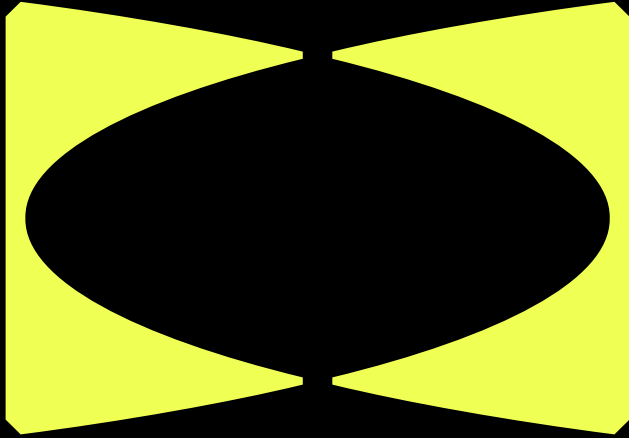
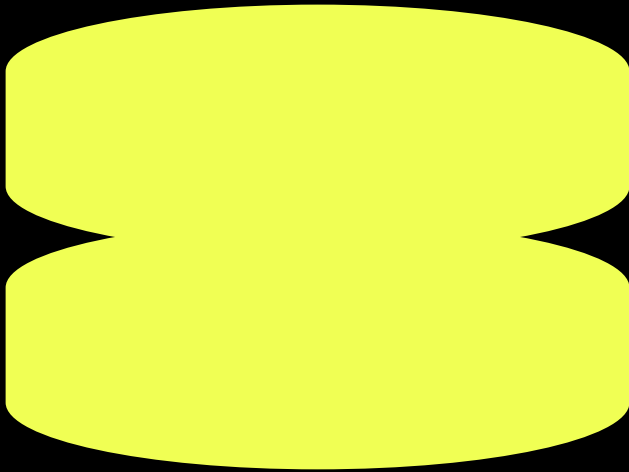
☐ **We also want to make sure this information is readily available, you can access this resource on our website <http://digitaljustice.house> and if you would like physical copies to share with your colleagues, you can email us at hello@digitaljustice.house (note, we may not be able to send them everywhere in the world, but we will do our best).**

☐ **Once you are familiar with the contents of this pamphlet, we encourage you to share it with your colleagues.** This is a resource that is meant to be read with time and attention since we intend to bring forth real changes in our organisations and networks, so our suggestion is to create reading groups to examine this document. In some contexts this may not be so easily achievable, for instance, your team may work remotely and physical interaction between co-workers may be discouraged for both positive and negative reasons. If that is your case, try to develop a relationship of trust with a couple of your colleagues and then share it with others virtually. It is important to note that not every workplace is safe or open to improving the health of their employees, and in some instances, may even be hostile to improving employee conditions. In those instances, make sure you are using secure communications or a safe platform to share this pamphlet.

☐ Some individuals may be lucky enough to work with managers who are open to improving the working conditions of their employees. **An important emphasis of this guide is to illustrate that these policies are beneficial for our field because they result in a reduction of problematic issues such as high employee rotation and internal conflicts**, not to mention that it will also improve the quality of their own lives as well. If you work in such an environment, ask the person in charge of personnel to consider starting a process to implement these measures. Since power hierarchies can be intimidating, we recommend that you make this request collectively with a group of your colleagues. Remember that you have a very pragmatic goal which is to improve your working conditions and that all workplace research is indicating that these policies are having incredibly favourable results in organisations that are implementing them.

☐ Moreover, it is logical that managers will want to take time to think about these policies and examine them carefully before committing. **Encourage them to talk to other organisations that have already implemented these types of policies.** If they don't know of any, or if your team would like help talking through these policies, you can also reach out to us using the email contact at the end of this pamphlet.

☐ **Whatever your situation or work arrangement is, talking with your colleagues and allies about the topics presented here will have a transformative effect on yourself and your team.** It will also allow you to see different viewpoints that will bring depth to whatever future steps your group takes to improve workplace conditions. Historically, most revolutions or real cultural transformations started with these types of conversation that people in power disregarded as gossip or laziness⁴, but those exciting dialogues served as the seeds of important changes and, more importantly, those are the moments in which we feel alive because we are taking part in something bigger than ourselves, and improving the working conditions of our field for future generations is a fantastic goal.



Three Proposals

Four-

Work

Day

Week

With the four-day work week employees gain an extra day of rest but with no reduction in pay.

Context

The current weekend is too short, it is not possible that in an era as technologically advanced as ours our work week has not been shortened. Two days per week are not enough to properly rest, especially considering the realities of most people working in the current context where the lines between work and personal lives continue to get more blurred. These negative effects of having an inadequate time to rest and take care of our personal business are felt even more by women, because they have the added responsibility of household responsibilities and family care. In the context of the emotional health crisis described in the previous sections, a longer weekend is a pragmatic solution that allows us to have time not just to improve the health and wellbeing of ourselves and our families, but also provides us space for personal cultivation, such as taking part in sports, cultural activities, and hobbies.

Many workplace experts agree that if entities organised their work more efficiently, it could be done in a shorter period of time, and dramatically improve employee health. In the UK, for example, several organisations have ascribed to the 4-Day Week campaign⁵, informed by abundant research and many pilot experiences. Those coordinating the campaign have

reported multiple benefits such as a better work-life balance for workers, higher performance (and profits), as well as improved talent retention. Moreover, the implementation of the four-day work week results in social benefits such as lower unemployment, increased productivity, boosts to tourism (because people will travel more on the weekends), better mental and physical health, strengthened communities, a more sustainable lifestyle and a significantly reduced carbon footprint.

The work of the journalist Johan Hari regarding the decreasing capacity of individuals to focus in our hyperconnected times is also highly relevant in the context of work weeks that are simply too long. In his book *Stolen Focus*⁶, Hari affirms that when people work less their focus significantly improves, and by that the quality of their work improves as well. He uses the metaphor of a football team: the team is simply not going to win if the players show up exhausted. This type of reasoning is encouraging more organisations to find ways to create environments that result in well-rested workers.

As examples, Microsoft in Japan reported a 40% improvement in productivity after adapting a four day work week,⁷; Buffer, a social media software company, reported that 91% of their employees were happier. This

year, an Oxford University-associated nonprofit, 4 Day Week Global, launched a pilot program with 22 US-based companies and 70 UK-based companies, which collectively employ thousands of workers, to execute and measure the impact of a four-day work week. **What initial research is showing is that a four-day work week is less costly for employers, not just in revenue, but also in productivity.**

What is unquestionable is that this policy provides digital rights defenders with a priceless asset to invest in the many interests and passions that go beyond their job. This is truly the most central arguments, since as the British think tank Autonomy states in their comprehensive report about the four-day work week⁸, productivity should not be the burden of workers alone.

Of the three policies that are presented in this pamphlet, the four-day work week has the most potential to transform lives in a sustainable way. In some contexts the fight for this change will be difficult but the mere act of start talking about this possibility could ignite the necessary spark that will slowly switch social values to the point that organisations would simply be compelled to implement this policy and see its worth, the same way it is now in countries where maternity leave is a standard.

Implementation

□ As in many cases, a four-day work week may be a significant transformation of organisational culture. Thus, clear communication is critical. We suggest starting with a series of talks between managers and workers explaining what to expect from this policy and the benefits and reasoning behind it. It is important to clarify that the change is to four days with no reduction in pay and not a five-day week with compressed hours resulting in four very long working days.

□ Some organisations start with a trial period for a few months before moving to permanent implementation. Other organisations opt for a progressive change starting with specific departments and then expanding the scheme to the entire workforce. Whatever option is decided upon, it will be important to be transparent about timelines and evaluation indicators that will be considered in order to move forward with permanent implementation.

□ In some cases, an organisation may need to reformulate their services. For instance, in the digital rights ecosystem a number of organisations offer rapid response services or security helplines which require a constant line of communication

between employees and “clients.” In these cases, the shortened working week emerges as an opportunity to reorganise the working hours. If this is not possible, organisations should look at redundancies of roles (ie, hiring more staff) so that there is adequate coverage. In this scenario, for example, while the reorganisation of schedules and budgets may seem overwhelming, the benefits are even more critical. This is because it will help staff dealing with work that is often stressful and traumatic, prevent burnout and think more clearly and make better strategic decisions about their sensitive work.

□ It is also possible and advisable to include contractors in this scheme, particularly since in some cases organisations may not be able to hire full time staff for every task for a variety of reasons. A useful tip is to prepare budgets based on weeks rather than hours. In fact, focus on outcomes and not on hours is also incredibly beneficial in the promotion of meaningful work.

□ It is advisable that, when possible, all team members have the same days of rest off during the week so people don’t feel the added stress of thinking they are missing out or dropping the ball. Each organisation should find the most convenient schedule for their staff and goals.

☐ In the digital rights field remote work has been common for many years, which is an advantage at the moment of optimising working time. In the case of our organisation, a smoother operational system that clearly states goals, objectives and timelines has contributed to improve our efficiency plus the cultivation of trust among teammates, who feel more confident to be honest about their work demands and workloads. Some recommended practices are:

- Having a common calendar and a common window of hours of the day in which all staff is available for meetings,
- Efficient use of text-based communication channels such as Mattermost,
- Setting expectations that meetings should be as short as possible and have clear agendas for them,
- Transparent project timelines based on objectives.

Note: Self-employed people can also adapt to the four-day work week, even though workers on low incomes with no official affiliation to a company may not afford a day less of pay. Still, many freelancers could incorporate some of the tips that we are presenting in this document into the proposals they draft for clients, such as the budgeting per week instead of days or hours.

In the long term, we expect that a transversal implementation of the four day work week policy will result in pressure on what is socially accepted as a working week and this would eventually have an impact on the relation between employers and freelancers



Right to Disconnect

The right to disconnect entitles employees to have clearly defined work hours, meaning that when those work hours are over, they can truly unplug from work and are not expected to answer work related communications.

Context

Smartphones may be the devices that have influenced our social behaviour most dramatically in the recent decades. Even children and elders have smartphones, and entire generations are incorporating this digital dimension in their daily lives. For many, this sustained connectivity represents a helpful convenience, for others it represents a source of intense social anxiety. Johann Hari in *Stolen Focus* points out that before smartphones, the only people who lived on permanent call were doctors, presidents and prime ministers. However, now that our work is dominated by email and other communication platforms, there is a growing expectation that workers will respond to their managers at all hours. Hari found that professionals feel that they can never unplug, and that the expectation to be permanently on call causes high levels of stress even if employees are not actually contacted. It also prevents them from being fully present in their personal lives. In the digital rights field, our community research confirms this reality, with a large percentage of members admitting that these practices are justified by the sense of permanent urgency prevalent in the working culture of activist circuits. Furthermore, some people in our community note that this bad practice plays a role at the moment of competing for better positions, privileging those

who appear more committed because of their perpetual availability. In other words, we erroneously equate those who are constantly connected as either being more committed or impactful.

A recent Prospect⁹ report indicates that Covid-19 lockdowns have intensified the use of technologies that blur the line between work and our personal lives. Moreover, Butts, Becker and Boswell affirm that many studies from before the pandemic demonstrate that 'always on' work culture is a major trigger and accelerator of ill health, both mentally & physically. Their research has found that people who responded to work communications after 9 p.m. had a worse quality of sleep and were less engaged the next day. The mere expectation of being in contact 24/7 is enough to increase strain for employees and their families¹⁰. These findings lead us to conclude that any attempt to address matters of mental health in specific digital rights communities should take into consideration the technological environments that members from these communities experience.

This connects with a sentiment of luddism or neo-luddism, which is related to the desire to get rid of technologies that can be considered as threats to our human existence. At face value, to promote luddism appears quite incoherent in circuits of professionals

dedicated to technology. However it is precisely in our environment where it is more common to find critical approximations to tech. In *Breaking Things at Work*, researcher Gavin Mueller proposes that "technology often plays a detrimental role in working life, and in struggles for a better one. Technological development leads to vast accumulations of wealth, and with that, power, for the people who exploit workers. In turn, technology reduces the autonomy of workers - their ability to organise themselves to fight against their exploiters. It robs people of the feeling that they can control their own lives, that they can set the terms of their world"¹¹. Specifically, in the digital rights field, we even witness the expectation that employees will be available to respond to communications during their time off. This means that they are unable to recharge even during the set time meant to help them recoup. Whatever our position is about the impact of technology in work life, it is clear that it enacts a complex relationship and this is why boundaries in the workplace should be pristine. **It is pointless to give workers self-help lectures about the benefits of unplugging unless you give them a legal right to do it.**

The right to disconnect emerges as an appropriate policy to tackle aforementioned problems, with several companies already having successfully implemented. Volkswagen was reportedly the first company to

implement a company-wide freeze on out-of-hours contact in 2012; it is also a law in France and the European Parliament in 2021 passed a resolution to implement the right to disconnect across the continent¹².

Implementation

☐ Codify a clear policy that emphasises concrete aspects of the right to disconnect instead of wellness-like narratives. For example, what are the official working times, what is considered off hours.

☐ Employees should not be expected to routinely perform work outside normal working hours. While this can be difficult to achieve in contexts where people are working in different timezones, there are ways to coordinate the team that helps in this scenario. At our organisation, for example, we have staff members in virtually all regions of the world. As such, each team member is clear about and commits to working specific hours, which has made it incredibly useful to abide by this policy. In other words, staff members understand the parameters of when their colleagues are and aren't available. At the same time, there is a clear understanding of the windows of time when all staff members overlap, which are used to coordinate those meetings that involve several individuals from the team.

☐ Employees should not be penalised for refusing to attend to work matters outside of normal working hours. In fact, managers should actively discourage staff from working or communicating outside their working hours, including vacations.

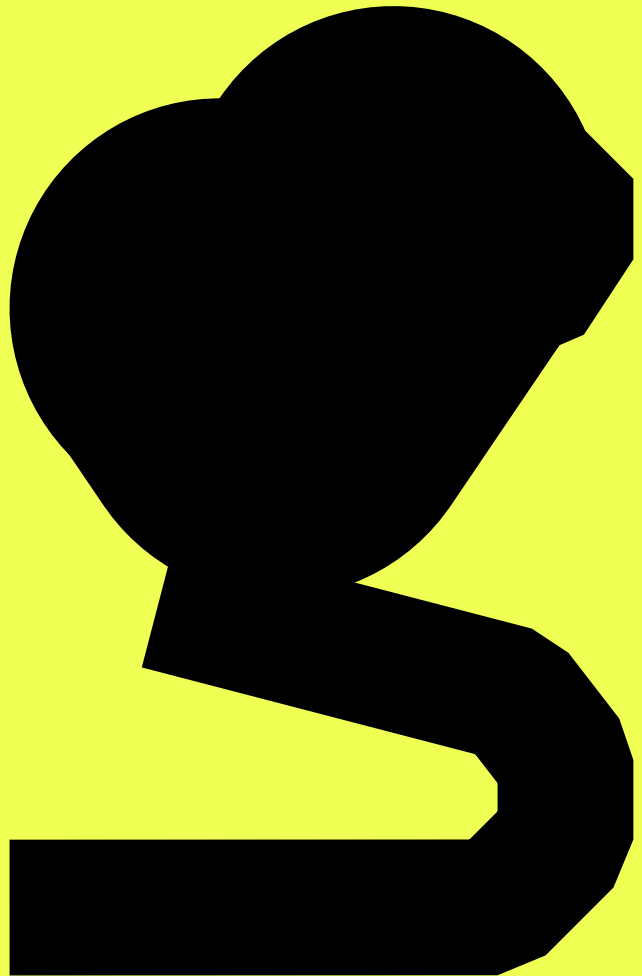
☐ An organisation and its members must respect another person's right to disconnect by not routinely contacting team members outside normal working hours. For email or chat platforms like Mattermost/Slack, they should expect that the person they are contacting will respond only during their working hours. In other words, staff members should become comfortable with asynchronous versus synchronous communication if they are contacting someone outside of their working hours.

☐ Workers should avoid installing apps related to work on their personal devices. Besides this being a huge security risk in some instances, it also creates a blur between work and personal life.

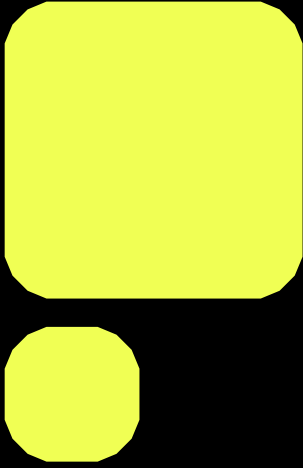
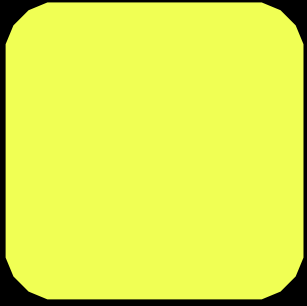
☐ Bosses should avoid contacting employees by personal messaging services such as Whatsapp. Instead, clear channels of communication must be implemented and work issues should be solved in those spaces. If Whatsapp or Signal are used on a consistent basis because of work, then this should be consented to and only used on work devices during set hours. These conditions should apply

to the entire workforce discouraging the creation of spaces where select employees are discussing official work affairs.

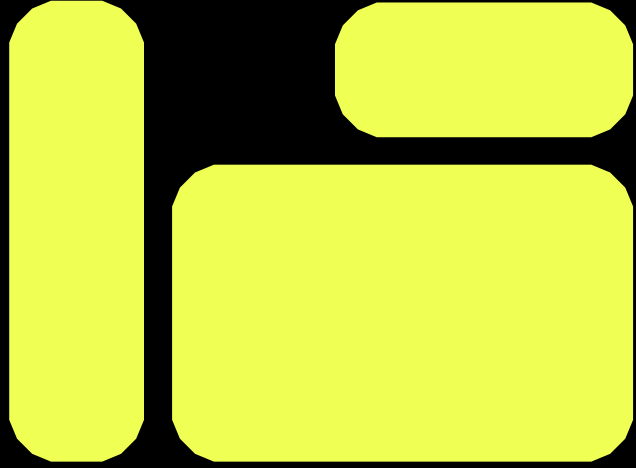
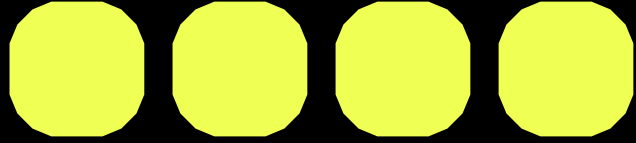
In cases of work emergencies or other urgent situations that would typically involve an employee on leave, there should be a clearly established and documented process and protocol for who may be their designee(s).



Unlimited



Vacations



Unlimited vacation allows employees to take time off whenever is necessary. During a calendar year, employees take a minimum of 25 working days off.

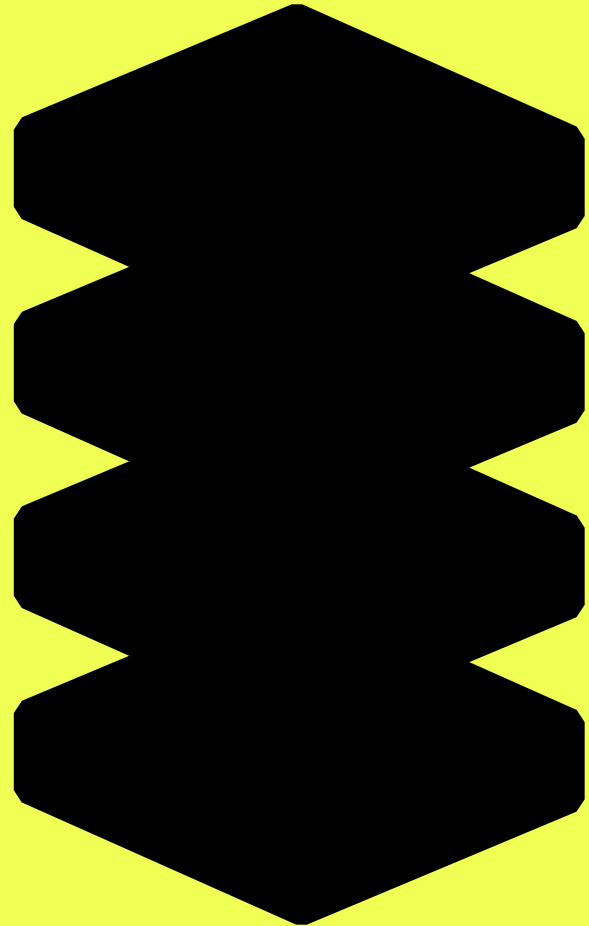
Context

The digital rights field rewards overworked employees which manifests in long work weeks, the inability to disconnect and the absence of appropriate time dedicated to vacations. It is not uncommon to see people who barely take vacation time. Our research shows that several people in the digital rights industry feel that they should not take vacations because of the urgent nature of the job. In fact, there is guilt around taking time off, as they feel they are failing or putting more burden on their colleagues and/or the communities they are serving. For some individuals in the digital rights space, their social life is very centred in their professional circuits, and thus they treat events such as conferences as vacations. In addition, freelancers in our field do not contemplate vacation days in their plannings leading to situations of multiple years with no vacations. Our community research also shows that in places like the United States, people refuse to slow down and go on holidays because they fear that they will lose their jobs or their status if they do,¹³. The lack of prioritising vacation is so strong in the digital rights field that even organisations that have an unlimited vacation policy fail at the moment of implementation - peer pressure leads workers to simply not take their days off¹⁴.

For the reasons listed above, the unlimited vacation policy must start with a minimum number of mandatory days off, which may differ depending on numerous factors. However, research shows that an ideal number would be 25 days, not including national holidays, sick days or office closures.

Plenty of studies demonstrate the multifactorial relevance of vacation, but what is more important is to understand that these are instances crucial for our human development. It provides us a time when life does not revolve around work but around an individual's passions, interests and connections with loved ones. In the digital rights space, where so many people have difficulty creating a life outside of work, this is an incredible tool to help encourage healthy lifestyles and practices. Specialists suggest that vacation days should be allocated together, in a two weeks minimum, so as to truly disconnect and enter a real state of rest.

Managers can contribute to this logic by promoting the importance of days off and offering extra allowances for holiday expenses if and when possible. In the Netherlands for instance, a popular policy is to pay a 13th month of salary before the summer which is to be used for holidays¹⁵. However, more importantly, managers must role model this behaviour in order to reinforce a culture of wellbeing.



Implementation

- ☐ While workers are allowed to take unlimited vacations, this must be done with the previous knowledge of their manager. To facilitate this, employees should alert managers at least one month in advance so they can plan coverage accordingly, minimising impact on the continuation of the work.
- ☐ It must be mandatory for employees to take at least 25 working days of vacation per year, not including sick days, national holidays or days off offered by the organisation. 25 days off is the national standard in many countries such as Finland, Denmark, Austria, India, Norway and others.
- ☐ To mitigate abuses, managers should implement timelines and work plans with clear objectives for each worker to ensure tasks and objectives are being achieved.
- ☐ A transparent and culturally appropriate calendar should be made available to staff listing holidays, and when teammates will be out of the office.

- ☐ Managers should consider offering a set amount of time off following situations where employees are required to work outside of their standard schedule. For example, travel to conferences or retreats.
- ☐ Freelancers should budget vacation time. A solution is to offer proposals based on objectives versus hours, applying days off in proportion to our suggestions. Employers should include them in their calendar of days off and integrate them into the unlimited vacation policy. Taking the example of our organisation, it is also beneficial to create breaks where the entire team is off. We regularly provide staff with collective time off in August and December. These breaks have been important to advance the general idea that work can be paused, and have been really useful tools to recharge the entire staff.

Final Remarks From The Author

I cannot stress this enough, in order to implement these policies, all this must be documented. The good news is that in my conversations with managers many stated that they would support these requests if asked. However, agreeing to requests is not the same as having expectations codified into policies and made mandatory. This prevents toxic situations and power imbalances from hindering good intentions and/or practices.

Ultimately, labour rights are a problem of values, and many of our current organisational practices are not reflective of the values of digital justice that we want to promote. We are aware that capitalistic extractivist values are also present in the non-profit sector, actually it is quite impossible to escape a pervasive global economic system, and we do not expect to solve the complexities of the global economic system we are part of with this humble pamphlet. Simply, this is just a resource to help workers and organisations navigate the real challenges that the global system presents to our community and hopefully achieve scenarios of harmony and collaboration.

In the digital rights field, we are often asked to save the world, to save technology, to save the internet. and after years in this field you realise that those affirmations are not possible to achieve by a single individual, nor by a one-year project, nor in a

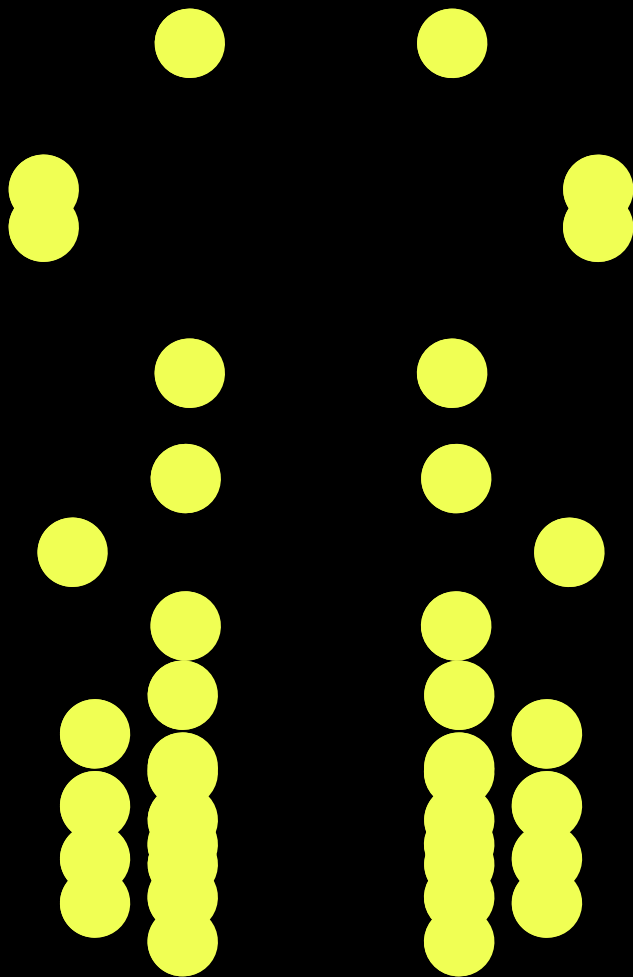
10-month fellowship. What we do know is that through collective assemblage and a sense of solidarity we help and strengthen each other, and are able to push this field to have a more satisfactory professional environment.

If you are a manager, we would be more than happy to assist you to embark on the implementation of these policies. This is because you play a crucial role in helping improve the conditions of this ecosystem.

If you are a worker, one of the most effective things you can do is organise with your colleagues and engage in an honest negotiation with your organisation.

Even with all its faults, the digital rights field is doing much better than other fields where workers have been forced to organise because the oppressive conditions were beyond intolerable. Be inspired by those groups and examine your work environment and the individuals that are part of it. Are there individuals that have a more precarious situation than yours, such as the cleaning staff? How are they being treated? What are their working conditions?

Trading your time and labour for money puts you in a complex situation that might carry lots of existential burden. It is normal that you find trouble in this exchange, especially considering the annoying social expectation to pretend that you are doing excellent and having so much fun when you are not. And while this is a valid feeling, it is also important to be pragmatic, your job shouldn't be a burden, and if you're in the public interest technology industry chances are that you have access to an exciting and dynamic field, it is more than fine to enjoy this, you are allowed to enjoy your life.



Digital Justice Every Day
The Digital Justice House
Written by Danae Tapia
Design by Andrés Tapia
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this pamphlet at [hello@
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**A project by Team
CommUNITY housed at
Article 19**

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