Privacy in employment in Canada.

The challenges of a pluralist architecture for the protection of fundamental rights in employment.
The right to privacy in the ‘New World of Work’
“Ineffectiveness' occurs whenever overlapping of the several layers of norms and institutions ensuring respect for fundamental rights opens up, and leaves unaddressed, gaps in the protection of human rights.’*
Ineffectiveness of the system can be ‘measured’, *inter alia*, by examining its scope of coverage, enforcement machinery/possible remedies and sanctions, and the extent to which the law is tied to the ’new world of work.’ **


**see France Houle, Lorne Sossin, *Powers and Functions of the Ombudsman in the Personal Information Protection and Electronic Documents Act: An Effectiveness Study*, p.151-152.
SOME ASPECTS OF INEFFECTIVENESS OF CANADIAN PLURALIST ARCHITECTURE

1. Public/Private bifurcation/asymmetry (limited personal scope of laws)
2. Limited material scope of laws
3. Sui generis privatization of privacy protection
The Janus Face of a pluralist architecture for the protection of fundamental rights in employment and the need for networked federalism