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EXTRO SKILLS LEGAL AND SOCIAL REQUIREMENTS INTERNAL DOCUMENT

*Developing New Skills for the Extroversion Specializations of Fashion Industry In Europe
Legal and Social Requirements Internal Document
Intellectual Output 11
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Gnosi Anaptixiaki NGO, Greece

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Executive Summary

The purpose of the present document is to provide a description of the Legal and Social Requirements of the EXTRO SKILLS platform. This platform aims at introducing novel technological tools to fashion industry education that will allow the exploration of knowledge and practices in exports activities of the textile and clothing industry.

More particularly, the platform will offer in-service training to staff of the companies interesting in training on exports on the use and effective integration of trends. Based upon the feasibility study conducted for the purposes of the present project, the platform will take full advantage of ICT that will be used as a tool to accomplish tasks like the following:

- Develop tools and resources supporting the creation of a strategic vision for training and learning in the textiles and clothing industry with capabilities of expansion also to other thematic.
- Engage and motivate staff of the sector to access the learning resources online.
- Provide opportunities to learn in alternative and challenging ways, using a wide range of sources of information and techniques to support critical thinking.
- Enable both collaborative and individual work.
- Enable users to improve their skills and knowledge.

The EXTRO SKILLS platform stores content from the educational specialists/trainers of the project team. The type of information exchanged can be static content, for instance, videos, documents, presentations etc., interactive content like quizzes for self-assessment, assignments and/or exercises and of course communication-type information in forums and/or chats.

From this point on, the term teacher refers to the educational specialist who prepares content for the EXTRO SKILLS platform whereas the term student refers to end users (staff, students) who want to participate in the EXTRO SKILLS platform and the term course refers to a set of interactive or non-interactive educational content prepared by the educational specialists.

The following paragraphs provide a presentation and analysis of the legal framework applicable to this project. The IO11 focuses in its scope on the privacy and data protection aspects of the project. It provides legal requirements in this area that should be adhered to

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during the project lifetime. The ultimate objective of this deliverable is to ensure that the EXTRO SKILLS Platform as the final outcome complies with European legislation in this area.

Introduction

Fashion industries need a flexible workforce that can respond to the development and the globalized market and the trend and need for internationalization. The workforce needs to be well qualified and ready to face the increased competition and rapid technological changes. To compete the global market, fashion industries have to be smarter and able to adapt to changes. To achieve this, fashion industries need new education and training systems and tools for their existing and potential workforce in order to respond to the demands of the labour market and the global competition. In a framework of global competition, innovation and development are crucial elements to provide fresh impetus to a sustainable and competitive industry.

Lifelong learning enables workers to adapt to the changing environment of their workplace and equip them with knowledge in order to raise their productivity. The construction of a Training Platform hosting e-courses that aim to fill the skill gaps of employees in fashion and textile companies to increase their extroversion, is the main goal of the EXTRO SKILLS project.

Also through the development of a digital training platform the project aims at:

- encouraging the dialogue and the relationships among different organisations, companies, training centres and institutions by matching the various needs;
- manage and match a great number of disparate information which is referred, on one hand, to the usage of tools functional to the transparency of qualifications (ECVET) and the joint setting out of training courses;

This deliverable gives an overview of the social and Legal and social requirements for the design, set-up and maintenance of the digital/ online Training Platform that will be developed as a core intellectual output (IO12) of the project EXTRO SKILLS.

On the other hand, the information aims at keeping the sector-based aspects (possibility to build SQFs) and developing community approaches functional to match the demand with the offer and to take in and shift the changes from the labour market to the training.

This deliverable aims to provide a coherent view of the current legal framework regarding privacy protection. An overview is provided of the current legal framework regarding privacy

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protection in the EU. More in detail, the main focus of this deliverable lays out the EU framework regarding data protection found in Directive 95/46/E

1. Legal Framework

Privacy regulations have only become widespread and commonly accepted since the second half of the 20th century. The right to privacy therefore is a relatively young notion. The modern privacy benchmark at an international level can be found in the 1948 Universal Declaration of Human Rights¹, which specifically protects territorial and communications privacy.⁴ Within Europe, the right to privacy can mainly be found in article 8 of the European Convention on Human Rights (ECHR)⁵ which dates back to 1950. This provision concerns the private and family life, home and correspondence of the citizen. The Convention created the European Commission of Human Rights and the European Court of Human Rights to oversee enforcement. Both have been particularly active in the enforcement of privacy rights and have consistently viewed the Article's protection expansively and the restrictions narrowly. Although this article is still one of the foundations of European privacy protection, its value in the field of data privacy has been surpassed by the more enforceable instruments of the EU. Furthermore, the EU has included the right to privacy, as well as the right to data protection, in the Charter of Fundamental Rights of the European Union⁶, anchoring the value of human rights protection in the Treaty on the European Union⁷. Finally, the right to privacy can be found in two directives: the Data Protection Directive 95/46/EC and the ePrivacy Directive 2009/136/EC⁸.

1.1. Review of the Data Protection Directive

The Data Protection Directive, officially known as “Directive 95/46/EC on the protection of individuals with regard to the processing of personal data and on the free movement of such data», is a European Union directive adopted on 24 October 1995, which regulates the processing of personal data within the European Union members. According to the Data Protection Directive, all Member States must bring into force the laws, regulations and administrative provisions which are necessary to comply with this Directive. Furthermore, the Directive 95/46/EC, requires Member States neither to restrict, nor to prohibit the free flow of personal data between them for reasons connected with such protection. Both obligations

¹ Universal Declaration of Human Rights, 1948 (<http://www.un.org/en/documents/udhr/>).



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are closely interrelated. They aimed to bring about an equivalent high level of protection in all Member States with a view to achieving a balanced development of the internal market.

Later, in April 2016 was adopted the General Data Protection Regulation (officially Regulation 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data²), which supersedes the Data Protection Directive and is going to be enforceable on 25 May 2018.

Specifically, the Data Protection Directive is an important component of EU privacy and human rights law, which aims to establish a regulatory framework in order to ensure high level of privacy, during the processing of personal data by automatic means, and non-automatic means.

However, the above EU Directive is not applicable to the processing of personal data regarding activities outside Community Law such as public security, defence, and state security, as well as in the case of data processing by a natural person in the course of a purely personal or household activity².

1.2. Lawfulness of the processing of personal data

In general, the Directive 95/46/EC aims to protect the rights and freedoms of natural persons with respect to the processing of personal data by setting specific criteria for legitimate processing and general principles of data quality.

According to Article 7 of the Directive, processing of personal data will be lawful only if:

- the data subject has unambiguously given his consent; or
- processing is necessary for the performance of a contract to which the data subject is party; or
- processing is necessary for compliance with a legal obligation to which the controller is subject; or

² See art. 3 of Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (O.J. L 281/ 23.11.1995, p. 0031 - 0050).



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- processing is necessary to protect the vital interests of the data subject; or
- processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller or in a third party; or
- processing is necessary for the purposes of the legitimate interest pursued by the controller or by the third party, except where such interests are overridden by the interests for fundamental rights and freedoms of the data subject which require protection.
- the key criteria for making processing lawful and the principles of data quality.

Additionally, concerning the data quality, personal data must be processed in a fair and lawful way, and must be collected for specified, explicit and legitimate purposes. Furthermore, personal data must be adequate, relevant and not excessive as well as accurate and (where necessary) up-to-date. Last but not least, personal data must be kept in a form for no longer than is necessary and only for the purposes for which the data were collected or for which they are further processed.

Moreover, it is illegal to process personal data which reveals racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, health or sex life, unless the person whose data are processed has given his explicit consent to the processing operation, or the processing is required for vital subjects and on emergency and special conditions.

1.3 Data Subject's rights³

First of all, the data subject has the right to obtain certain information about the controller or his representative who collects or records personal data such as: the identity of the controller, the purposes of the processing, the recipients of the data, whether his replies are obligatory or voluntary and his right to access and rectify, erasure or blocking the data concerning him.

Furthermore, the data subject has the right to access processing data relating to him and take confirmation from the controller whether data is being processed or not and also to obtain from the controller any notification to third parties to whom the data have been disclosed.

³ See art. 12,13,14 of Directive 95/46/EC



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In addition, the data subject has the right to raise objections to the processing operation of data relating to him at any time, as well as to raise objections, on request and free of charge, to the processing of personal data that the controller operated for the purposes of direct marketing. What is more, the data subject has the right to be informed before personal data are disclosed to third parties for the purposes of direct marketing and to object to such disclosures.

Exemptions and restrictions from data subject's rights can be constituted in order to safeguard aspects such as national, public security and defense, prosecution of criminal offences, important economic and financial interest of a Member State or the European Union as a whole, etc.

1.4 Confidentiality and Security of personal data processing

As far as confidentiality and security matters are concerned, the Directive dictates⁴ that anyone acting under the authority of the controller or the processor himself, who has access to personal data can start the processing operation, only after taking instructions from the controller, unless he is required to do so by law.

What is more, the controller is obliged to implement appropriate security measures (both technical and organizational) in order to avoid accidental or unlawful destruction or loss, alteration, unauthorized disclosure and access on personal data.

Concurrently, the controller must notify the national supervisory authority before carrying out any processing of personal data. After the receipt of the notification, prior checks must be carried out by the supervisory authority, in order to determine specific risks on the rights and freedoms of data subject. Besides that, all the appropriate measures must be taken to ensure that all processing operations are publicized and the supervisory authorities must keep a register of the processing operations notified.

In accordance with Article 22 of the Directive, every data subject has the right to get a judicial remedy for any breach of his rights applicable to the processing operation of personal data that are guaranteed by the national law, and besides has the right to receive compensation if he suffered damage due to unlawful processing operation.

⁴ See art. 16, 17 of Directive 95/46/EC



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Moreover, in article 25 of the Directive it is stated that only transfers of personal data (which are under processing) from a Member State to a third country with an adequate level of protection are authorized. On the contrary, transfers of personal data to a third country with ambiguous protection level are allowed only if the data subject agrees to the transfer, or if it is stated on a contract. Additionally, those transfers are allowed if it is necessary for public interest grounds, but also if Binding Corporate Rules or Standard Contractual Clauses have been authorized by the Member State.

1.5 Codes of conduct and Supervisory issues

Member States and the Commission must encourage the drawing up of codes of conduct, in order to contribute to the proper implementation of the national provisions adopted by every Member State, pursuant to this Directive, by taking into account the specific features of the various sectors. Furthermore, each Member State must provide one or more independent supervisory public authorities, which will be responsible for monitoring the afore mentioned implementation procedure within its territory.

For this reason, was set up a Working Party on the Protection of Individuals in accordance with the Processing of Personal Data, which is composed of:

- representatives of all national supervisory authorities, designated by each Member State.
- representatives of the supervisory authorities of the Community institutions and bodies.
- a representative of the Commission.

The Working Party will be responsible for promoting the consistent application of the Directive in all EU state members and providing expert advice to the Commission on issues regarding data protection level in the Community and in third countries, codes of conduct drawn up at Community level, as well as on any proposed amendment of the Directive.



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2. Review of the e-Privacy Directive

The e-Privacy Directive, officially known as “Directive 2002/58/EC on Privacy and Electronic Communications⁵”, as amended by Directive 2006/24/EC⁶ “on universal service and users’ rights relating to electronic communications networks and services” and Directive 2009/136/EC “on cooperation between national authorities responsible for the enforcement of consumer protection laws⁷”, is the central legislative instrument on the data protection and privacy issues on the electronic communications sector throughout the Community.

Specifically, in accordance with Article 3 of the Directive 2002/58/EC, it applies to the “processing of personal data in connection with the provision of publicly available electronic communications services in public communications networks in the Community, including public communications networks supporting data collection and identification devices”.

The scope of e-Privacy Directive, as it is stated in Article 1 of the Directive 2002/58/EC, is to protect fundamental rights and freedoms and more particular it aims to ensure the right to privacy and confidentiality, with respect to the processing of personal data in the electronic communication sector and the free movement of users’ corresponding data in the Community.

2.1 Security of processing services and Confidentiality issues

⁵ Directive 2002/58/EC of the European Parliament and of the Council of 12 July 2002 concerning the processing of personal data and the protection of privacy in the electronic communications sector (Directive on privacy and electronic communications)

⁶ Directive 2006/24/EC of the European Parliament and of the Council of 15 March 2006 on the retention of data generated or processed in connection with the provision of publicly available electronic communications services or of public communications networks and amending Directive 2002/58/EC

⁷ Directive 2009/136/EC of the European Parliament and of the Council of 25 November 2009 amending Directive 2002/22/EC on universal service and users’ rights relating to electronic communications networks and services, Directive 2002/58/EC concerning the processing of personal data and the protection of privacy in the electronic communications sector and Regulation (EC) No 2006/2004 on cooperation between national authorities responsible for the enforcement of consumer protection laws



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As far as the security of processing⁸ is concerned, the Directive 2002/58/EC indicates that the provider of a publicly available electronic communications service is responsible for taking all the necessary technical and organizational measures in order to ensure the security level of its services. At the same time, the subscribers should be immediately informed by the provider of the electronic communications services, in case of a particular risk of a breach of the security of the network. Moreover, providers should maintain an inventory of personal data breaches with sufficient history information so as to facilitate national authorities to verify compliance with the necessary security conditions provisions.

At last, in an effort to safeguard all recommended security measures about the notifications of personal data breach, the Commission may adopt technical implementing measures concerning the circumstances, format and procedures applicable to the information and notification requirements regarding the Possessing of Personal Data, along with the European Network and Information Security Agency (ENISA), the Working Party and the European Data Protection Supervisor⁹.

According to Article 5 of the Directive 2002/58/EC, confidentiality of communication actions through public communications network and corresponding electronic services and traffic data, must be based on the national legislation of each EU Member.

Any action of interception or surveillance of communication and traffic data is not allowed without the consent of the user who is concerned. Exemptions and restrictions can be constituted in order to safeguard aspects such as national, public security and defense, prosecution of criminal offences, important economic and financial interest of a Member State or the European Union as a whole, etc¹⁰.

Furthermore, the technical storage of information, or the gaining of access to information that have been already stored in the terminal equipment of a user, is only allowed under permission from the user or for the sole purpose of carrying out the transmission of a communication over an electronic communications network.

In addition, organizations that offer telephone services must enable end users to prevent the calling line identification during calls to third countries originating in the Community and vice versa. However, these organizations must have the authority to temporary overrule the

⁸ Article 4 of the Directive 2002/58/EC as amended by the Directive 2009/136/EC

⁹ Established by Article 29 of Directive 95/46/EC

¹⁰ Article 15 of the Directive 2002/58/EC



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above-mentioned service in case of subscriber's request about tracing of malicious or nuisance calls or on emergency calls (law enforcement issues, ambulance and fire brigades services¹¹.

2.2 Processing of data and other issues

The processing of traffic data that is used for the subscriber's billing, must be permitted to the provider of the communication system, when the bill is being disputed or a payment is pursued.

Furthermore, traffic data may be available for marketing electronic communications services by the provider under the permission of the end-user. On both occasions end users must be informed about the types of traffic data which are processed and about the duration of such processing.

According to Article 9 of the Directive 2002/58/EC, location data related to subscribers, can only be processed anonymously or with the consent of subscribers to the extent and the duration necessary for the provision of a value-added service. The subscribers must be informed prior to their location data's processing and also, they have the right to withdraw their consent about their data processing availability at any time.

According to Article 12 of the Directive 2002/58/EC all subscribers (natural persons or not), must be informed about the purpose of a publicly available electronic or printed directory before their personal data is included in, and they should be able to determine what kind of data could be included, as well as to verify, correct or withdraw any data without charge. On the other hand, on the occasion of a public directory, it could be required to get additional consent by the subscribers in order to ask them the minimum of their personal data (e.g. name, etc).

Similarly, any unsolicited communication that is performed by automatic means (e.g. fax, electronic mail) for marketing purposes are allowed only under the consent of the subscribers¹².

According to Article 14 of the 2002/58/EC, there are no mandatory equipment requirements regarding specific technical features for electronic communication equipment. On the

¹¹ Article 8 of the Directive 2002/58/EC

¹² Article 13 of the Directive 2002/58/EC



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occasion that electronic communication networks have special features that must be imposed in terminal or in other electronic communication equipment, Member States should inform the Commission in accordance with the procedure provided by Directive 98/34/EC. Finally, the required terminal equipment should be constructed based on specific measures in order to comply with the right of users to protect and control their personal data¹³.

3. Review of Web Content Accessibility Guidelines

Nowadays, people with disabilities are facing barriers that affect their accessibility and interaction experience with the World-Wide Web. Web accessibility encompasses all disabilities that could affect access to Web applications, including visual, auditory, physical, speech, cognitive, and neurological disabilities. Additionally, web accessibility refers also to people without disabilities but with limited capabilities in certain situations, such as elderly people, people with broken arms, etc.

The Web Content Accessibility Guidelines (WCAG) 2.0, as it was published on December 11th, 2008, includes specific guidelines to web designers, authors and other developers of various web applications. The current version, WCAG 2.0, became an ISO standard, ISO/IEC 40500:2012 “Information technology – W3C Web Content Accessibility Guidelines (WCAG) 2.0” in October 2012.

Actually, the Web Content Accessibility Guidelines (WCAG) 2.0 which were originally developed by the World Wide Web Consortium (W3C), are a new version of the Web Content Accessibility Guidelines (WCAG) 1.0, that released on May 5th, 1999, and became merely obsolete due to technological advances.

The WCAG 2.0, determine the effective development of accessible web content, primarily for people with disabilities but also for end-users, regarding the use of corresponding web technologies. The scope of the WCAG 2.0 is:

- to provide equal access and equal opportunity to people with disabilities
- to promote Web accessibility to all users
- to make Web content more available to all users.

¹³ Directive 199/5/EC and Council Decision 87/95/EEC of 22 December 1986



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- to help people find information on the Web more quickly.

In October 2016, the European Parliament approved the Directive 2016/2102 that requires websites and mobile applications of public sector bodies to conform with WCAG 2.0 Level AA. New websites must comply from 23 September 2019 on, old websites from 23 September 2020 on and mobile applications from 23 June 2021 on.

3.1 Principle and Guidelines of WCAG 2.0¹⁴

The WCAG 2.0 involves twelve guidelines that are organized around four principles (perceivable, operable, understandable, robust) which are tested under specific levels of success criteria: A , AA, and AAA.

Principle 1: Perceivable

According to this principle, any digital information and other user interface components must be presented to end-users in ways they can perceive. This principle includes four guidelines:

- Guideline 1.1. Text alternatives: provide text alternatives for any non-text content in order to be changed into other forms that are suitable for disabled people, such as large print, Braille, speech, symbols or simpler language. Text can be rendered in a visual, oral or tactile way, as well as by any combination of them.
- Guideline 1.2. Time- based media: provide alternative electronic applications for time-based media.
- Guideline 1.3. Adaptable: create content that can be presented in different ways (for example simpler layout) without losing any information or the structure of the original layout.
- Guideline 1.4. Distinguishable: facilitate users to see and hear content including separation foreground from background.

Principle 2: Operable

¹⁴ http://ec.europa.eu/ipg/standards/accessibility/wcag-20/index_en.htm



According to this principle user interface components and navigation must be operable. This principle includes four guidelines:

- Guideline 2.1. Keyboard accessible: provide all functionality available through a keyboard.
- Guideline 2.2. Enough time: provide users enough time to read and use content.
- Guideline 2.3. Seizures: avoid designing content in a way that is known to cause seizures.
- Guideline 2.4. Navigable: provide ways to help users navigate, find content, and determine where they are.

Principle 3: Understandable

According to this principle, any information as well as and the operation of user interface must be understandable.

This principle includes three guidelines:

- Guideline 3.1. Readable: provide readable and understandable text content.
- Guideline 3.2. Predictable: design web pages in a way as to appear and operate in predictable ways.
- Guideline 3.3. Input assistance: provide users with necessary assistance in order to avoid and correct any mistakes.

Principle 4: Robust

This principle is evaluated in accordance with only one guideline:

- Guideline 4.1. Compatible: maximize compatibility with current and future user agents, including assistive technologies.

3.2 Similarities and differences between WCAG 1.0 and WCAG 2.0



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Although, WCAG 2.0 guidelines are similarly structured to those in WCAG 1.0, there are still differences between them.

- First of all, the determination methodology of the conformance level to the guidelines is different. Specifically, WCAG 1.0 is organized around fourteen guidelines which are evaluated by checkpoints of priority 1, 2, or 3. On the other hand, WCAG 2.0, as it was presented above, includes four categories of design Web accessibility principles with specific guidelines which have more than one testable success criteria at difference level (A, AA, or AAA). In addition, the guidelines have also a general character, though they refer to specific aspects of each basic principle.
- Furthermore, WCAG 2.0 is applicable to a wider range of web technology types, as it was designed in way, so as to meet the requirements of the new web technologies that will be developed in the future.
- Moreover, the WCAG 2.0 is more preferable on evaluation procedures with specific requirements and conformance criteria, as it can be performed either under automated testing or human evaluation, without ambiguity.
- Another notable difference between these two versions of web content accessibility guidelines is that WCAG 2.0 has extensive complementary supporting material with additional description of each success criterion (“Understanding WCAG 2.0”) and general technology-specific examples (“Techniques for WCAG 2.0”) and consequently it has higher level of usability.
- Las but not least, as it was previously mentioned, WCAG 2.0 has been approved as an ISO standard: ISO/IEC 40500:2012 “Information technology – W3C Web Content Accessibility Guidelines (WCAG) 2.0”.

3.3 WCAG 2.0 Conformance Requirements

In order to comply with WCAG 2.0, there are some important requirements that must be met before proceeding to evaluate compliance with the success criteria. These requirements set out a basic framework: conformance levels, scope, technologies and accessible uses.

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The five conformance requirements are¹⁵:

- ✚ Conformance Level: defines the meaning of levels (A, AA, AAA) and how to achieve conformance. One of the following levels of conformance must be fully met:
 - Level A: For Level A conformance, all the Level A Success Criteria must be satisfied (or a conforming alternate version must be provided).
 - Level AA: For Level AA conformance, all the Level A and Level AA Success Criteria must be satisfied (or a Level AA conforming alternate version must be provided).
 - Level AAA: For Level AAA conformance, all the Level A, Level AA and Level AAA Success Criteria must be satisfied (or a Level AA conforming alternate version must be provided).
- ✚ Full pages: defines what is considered a 'web page' and where to place alternatives for non-accessible content; Although, non-conforming content in WCAG 1.0 requires a separate alternative page, in version 2.0 the alternative can be part of the same page.
- ✚ Complete processes: defines the concept of 'process' (task) and how it affects to conformance of single web pages within the process. When a Web page is included in one of a series of pages that present a process, all corresponding pages in the process must conform at the specified level or better.
- ✚ Only accessibility-supported ways of using technologies: refers to the uses of technologies that are relied upon and the need of alternatives when these uses are not accessible. Any information or functionality that is provided in a way that is not accessibility supported, is also available in a way that is accessibility supported.
- ✚ Non-interference: defines how non-accessible content can interfere with or prevent access to other content that would otherwise be accessible. Specifically, if there are web technologies used in a way that is not accessible, or if they are used in a non-conforming way, then cannot affect the ability of users to access the rest of the Web

¹⁵ <https://www.w3.org/TR/WCAG20/#new-terms>



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page. In addition, the Web page as a whole continues to meet the conformance requirements if any technology that is not relied upon is:

- turned on in a user agent,
- turned off in a user agent,
- not supported by a user agent

ANNEX 1

Protection of personal information and Privacy Issues of web platforms

During the last years the growing use of electronic devices in the learning world has evolved tremendously.

The use of online tools is expanding constantly around the world and as the distances become smaller thanks to improved mobility, the problems around legal issues and also ethics and the different standards of morality in different regions of the globe become more and more relevant. Corresponding steps have to be taken by the institutions and the governments in the different countries. New approaches to use policy enforcement systems and “accountability for distributed systems” applied to e-learning scenarios will further improve tools and help to tailor and adapt procedures to the new circumstances.

<http://elearning-conf.eu/docs/cp15/paper-45.pdf>

Data protection: The website of the Information Commissioner's Office (<http://www.ico.gov.uk>) quotes eight principles of data protection that apply to all those processing and holding personal data. 'Personal data' encompasses both facts and opinions about an individual, and the Data Protection Act applies to any personal information held in a structured filing system. Data must be: fairly and lawfully processed, processed for limited purposes, adequate, relevant and not excessive, accurate, not kept longer than necessary, processed in accordance with the data subject's rights secure, and not transferred to countries without adequate protection.

E-Learning site software content and Internet applications have change mode of teaching and learning and have also make new issues around ethics and accountability. The extremity consequence of the eLearning sites has made both advocates and detractors. Some experts

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say that the successful utilization of eLearning programs appears to hinge primarily on the trust and honesty of the targeted remote learners. But while creating engaging software, program or content, the honesty and integrity of the students is not necessarily a major consideration. Therefore, like in any university traditional programs, the accuracy, right components, controls, activities and evaluation techniques have also become critical issues for eLearning sites. Therefore besides focusing on the look and fill of the e-learning site, close attention should be paid to the design, quality of content, delivery practices and management of eLearning (<https://www.ukessays.com/essays/information-technology/studying-the-ethical-issues-in-elearning-sites-information-technology-essay.php>)

<https://plato.stanford.edu/entries/it-privacy/>



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The Project Aims:

To bring the gap between fashion industry and lack of specific expertise and experts in fashion industry SME's and this is an innovation which the project brings and EU Fashion Industry urgently needed.

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