

# PUBLIC OPINION SURVEY ON WORKPLACE PRIVACY IN GERMANY AND HUNGARY

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# AGENDA

**1**

**USE OF WORKPLACE COMMUNICATION AND IT EQUIPMENT**

**2**

**PRIVACY AWARENESS**

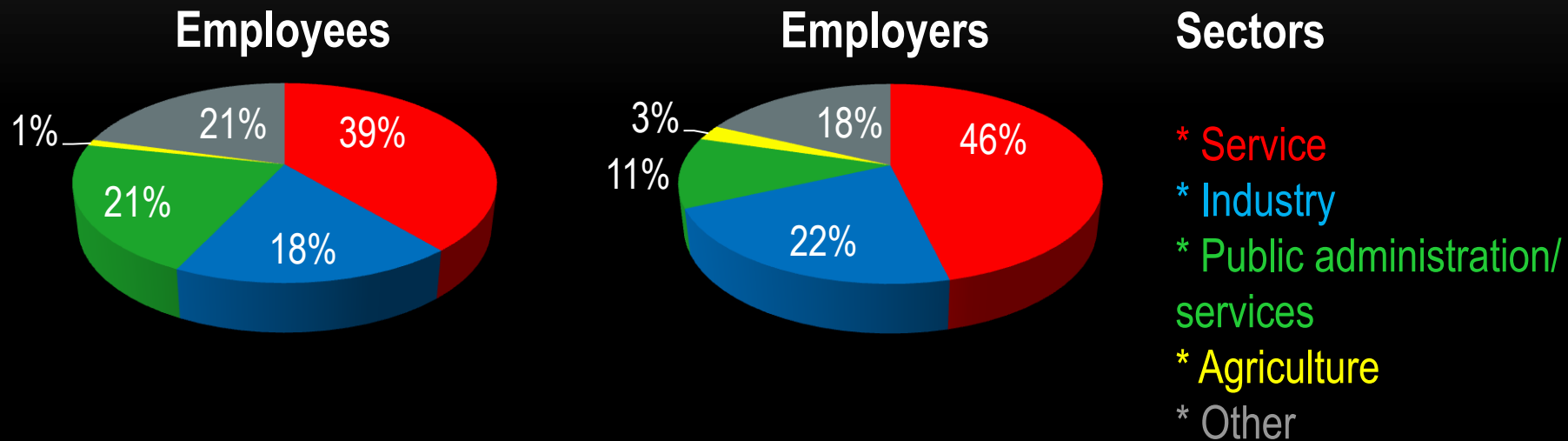
**3**

**SANCTIONS AND REMEDIES**

# SAMPLE COMPOSITION (1) – COMPARATIVE SURVEY

- Financing: European Union, Universities of Pécs and Göttingen, WBS Rendszerház Ltd.
- Sample Size: 500 employees, 200 employers (each)
- Education employees: 94 % secondary or higher

# SAMPLE COMPOSITION (2) – COMPARATIVE SURVEY



# FURTHER INFORMARTION

<http://pawproject.eu>

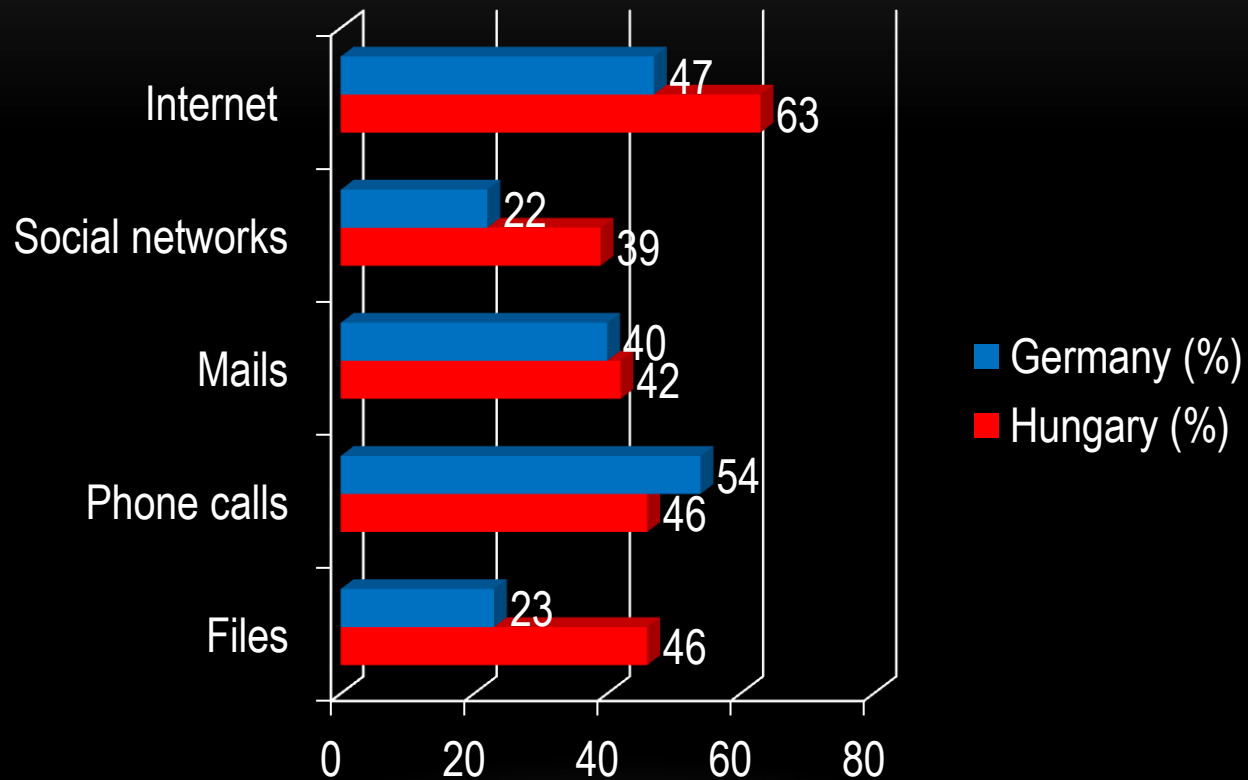
# I. THE USE OF WORKPLACE COMMUNICATION AND IT EQUIPMENT

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‘Let anyone among you who is without sin  
cast the first stone.’

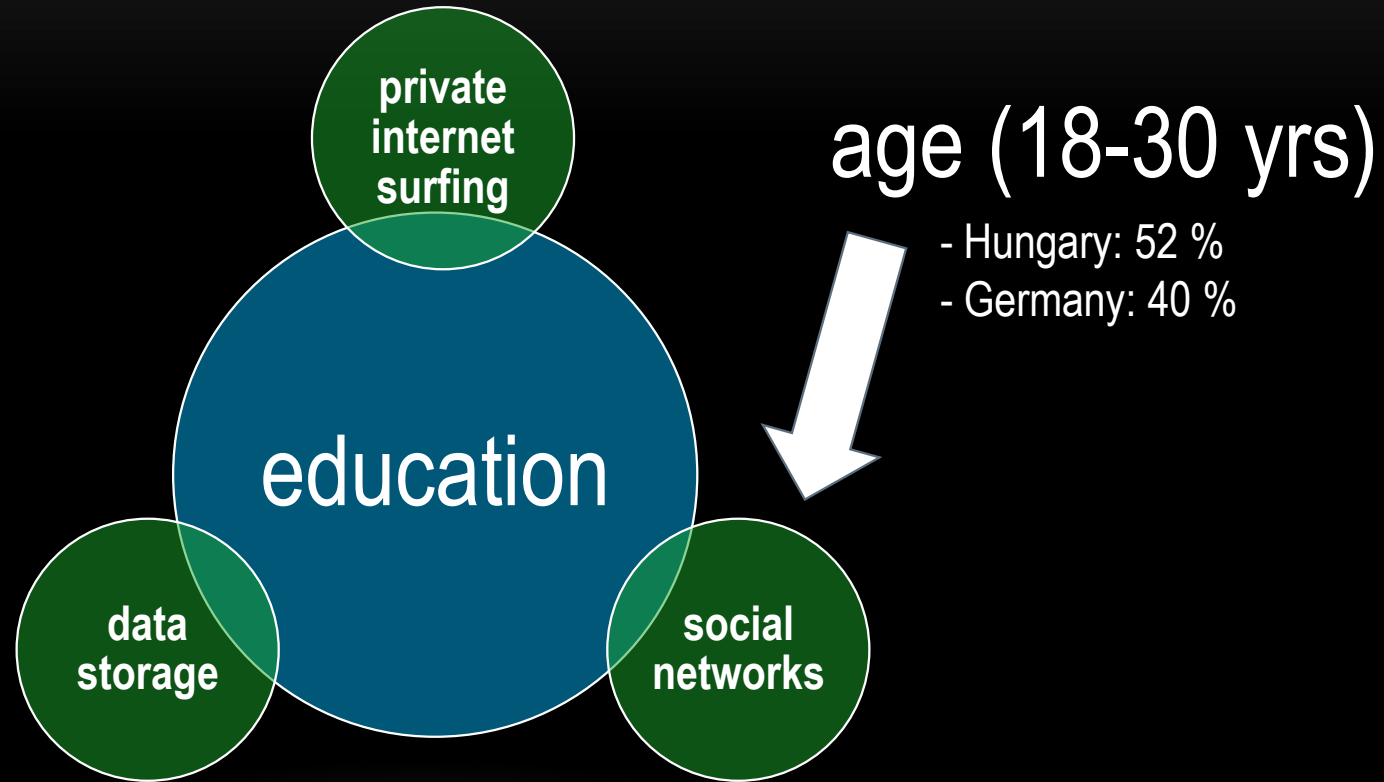
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# FREQUENCY OF PRIVATE USE

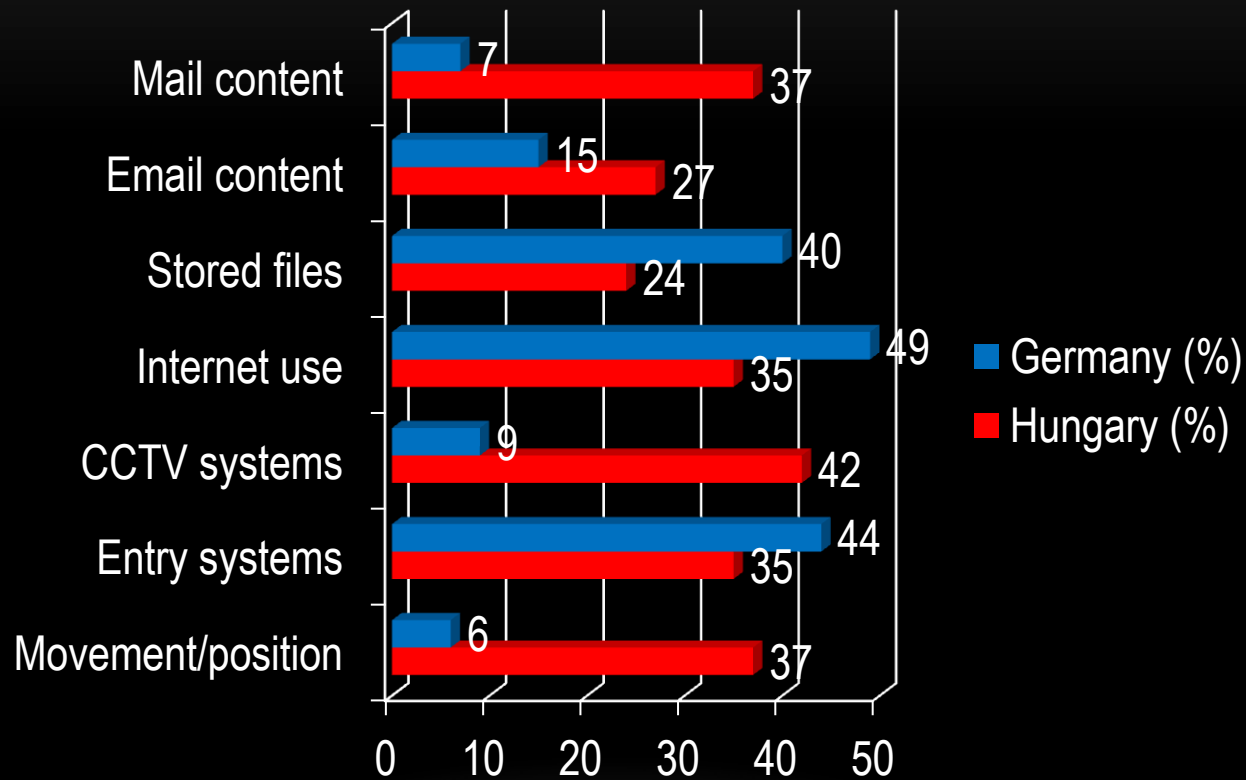




# SOCIO-DEMOGRAPHIC CORRELATIONS



# MONITORING OF DATA FLOW AND LOCATION



# IMPACT ON EMPLOYEES' EFFICIENCY

- Derogation of work performance
- Hungary: useful restrictions
  - policies, electronic entry systems, CCTV (≠ Germany)
- Privacy policies: no effects
  - Hungary: 49 %, Germany: 57 %

## II. DATA PROTECTION AWARENESS

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# DATA PROTECTION AWARENESS (1)

- Do you believe that your employer can rightfully hold and process the following types of data regarding your person?

<b>Types of data</b>	<b>Hungary (%)</b>	<b>Germany (%)</b>
Personal data (name, identification data, codes)	76	53
Movements and whereabouts		
- during working hours	73	27
- off work	5	3

## DATA PROTECTION AWARENESS (2)

- Do you believe that your employer can rightfully hold and process the following types of data regarding your person?

Types of data	Hungary (%)	Germany (%)
Video footage	37	6
Visited websites	45	23
Email content		
- send	41	25
- receive	44	24
Posted comments	24	9

# LEVEL OF REGULATION VS. BREADTH OF EMPLOYER'S RIGHTS

- Hungary
  - Internet restriction – 73 % (Ø 45 %)
  - Email inspection – 72 % (Ø 43 %)
  - ≠ Germany
- Employer size -> perceiving entitlements

# WORKPLACE PRIVACY – A QUESTION OF PERCEPTION? (EMPLOYEES)



- Trust (employer)
- Application procedure
- Enforcement of rights



- Privacy awareness
- Organization (employer)
- Privacy complaints (employer)



# WORKPLACE PRIVACY – A QUESTION OF PERCEPTION? (EMPLOYERS)

## Similarities

- Covert monitoring
- Private use

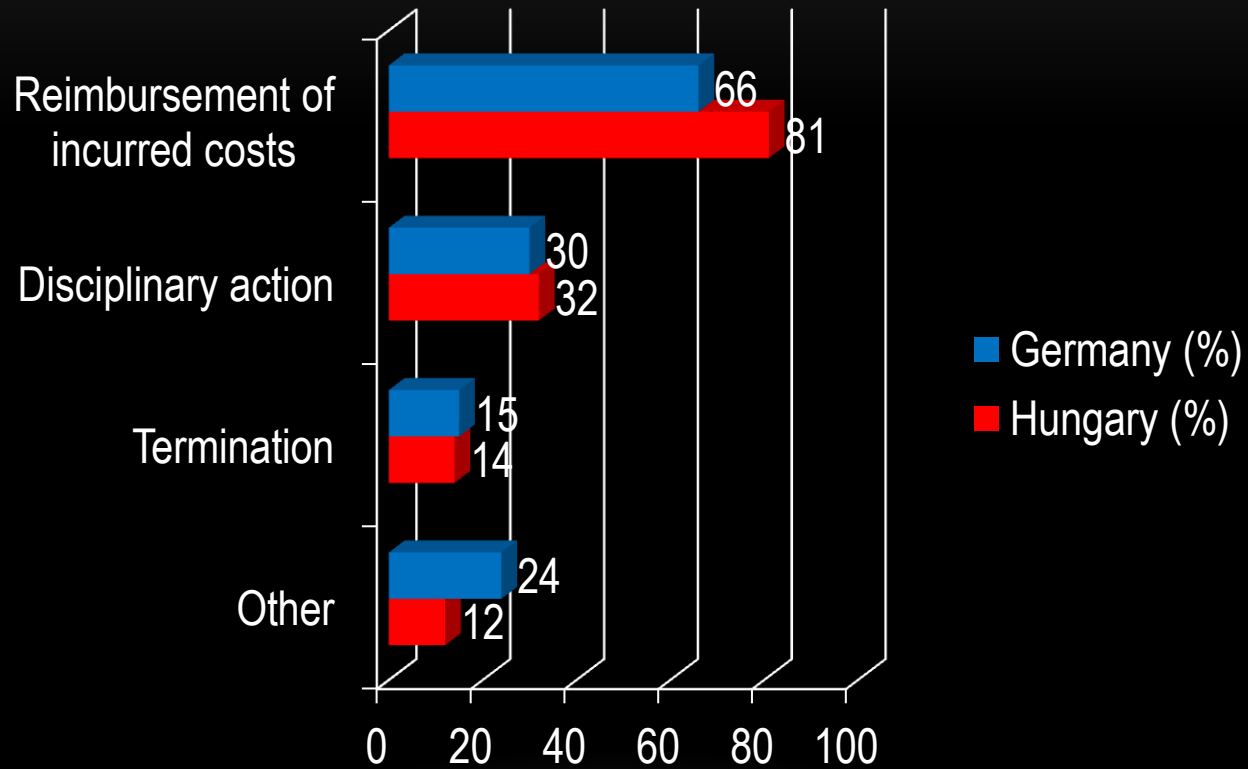
## Differences

- Organization 
- Monitoring and surveillance 
- Respect for privacy 

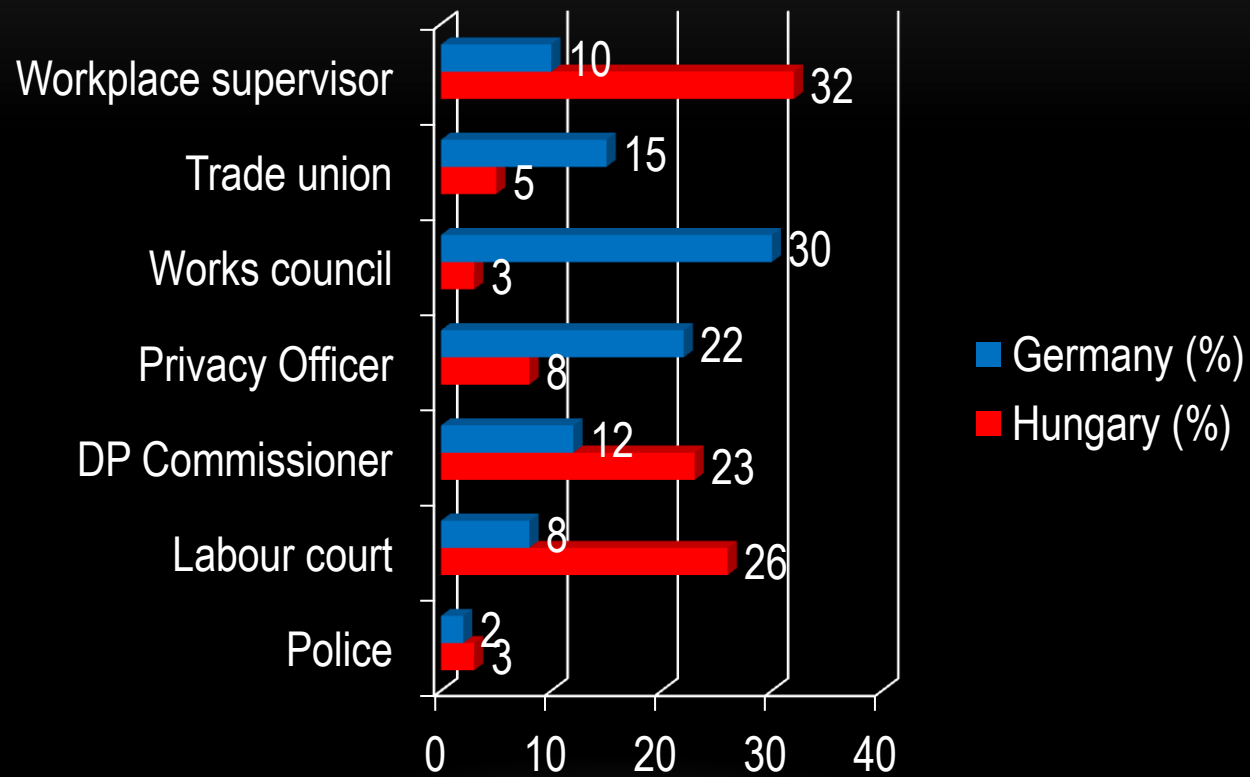
# III. SANCTIONS AND REMEDIES

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# MOST POPULAR SANCTIONS



# REMEDIES



## IV. SUMMARY

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# SUMMARY

- 1** EXTENSIVE PRIVATE USE
- 2** WIDESPREAD MONITORING AND SURVEILLANCE
- 3** DIFFERENT ATTITUDES
- 4** NO HARSH SANCTIONS
- 5** TRUST

ENJOY YOUR STAY!

