

# Privacy at Workplace (PAW) Research Project

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# Basic facts

- ▶ Duration of the project
  - 01.01.2011 – 31.12.2012
- ▶ Participants
  - University of Pécs
    - Faculty of Law, Research Center of ICT Law
  - Georg–August University of Göttingen
    - Faculty of Law, Chair for Civil Law, Intellectual Property Law, Media Law and Information and Communications Technology Law



# Basic facts

## ▶ Project Staff

- Dr. BALOGH Zsolt György (project manager and researcher)
- Prof. Dr. Andreas WIEBE (coordinator)
- Dr. SZŐKE Gergely László (academic coordinator and researcher)
- Dr. Gábor POLYÁK – researcher
- Dr. Balázs RÁTAI – researcher
- Dipl.– Jur. Falk HAGEDORN – researcher
- Ms. Zita CSÁSZÁR – financial coordinator



# Basic facts

## ▶ Finance

- Total budget: 241 700 €
- European Union
  - Fundamental Rights and Citizenship Programme
- WBS Rendszerház Ltd.
- University of Pécs
  - Faculty of Law
- University of Göttingen
  - Faculty of Law



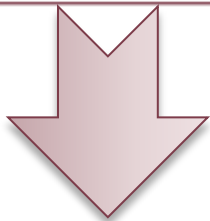
# Background

Employees are usually in the „weaker party” position

- they cannot effectively protect their right to privacy (e.g. the voluntariness of consent may be questionable)

Employers generally have the legitimate interest to

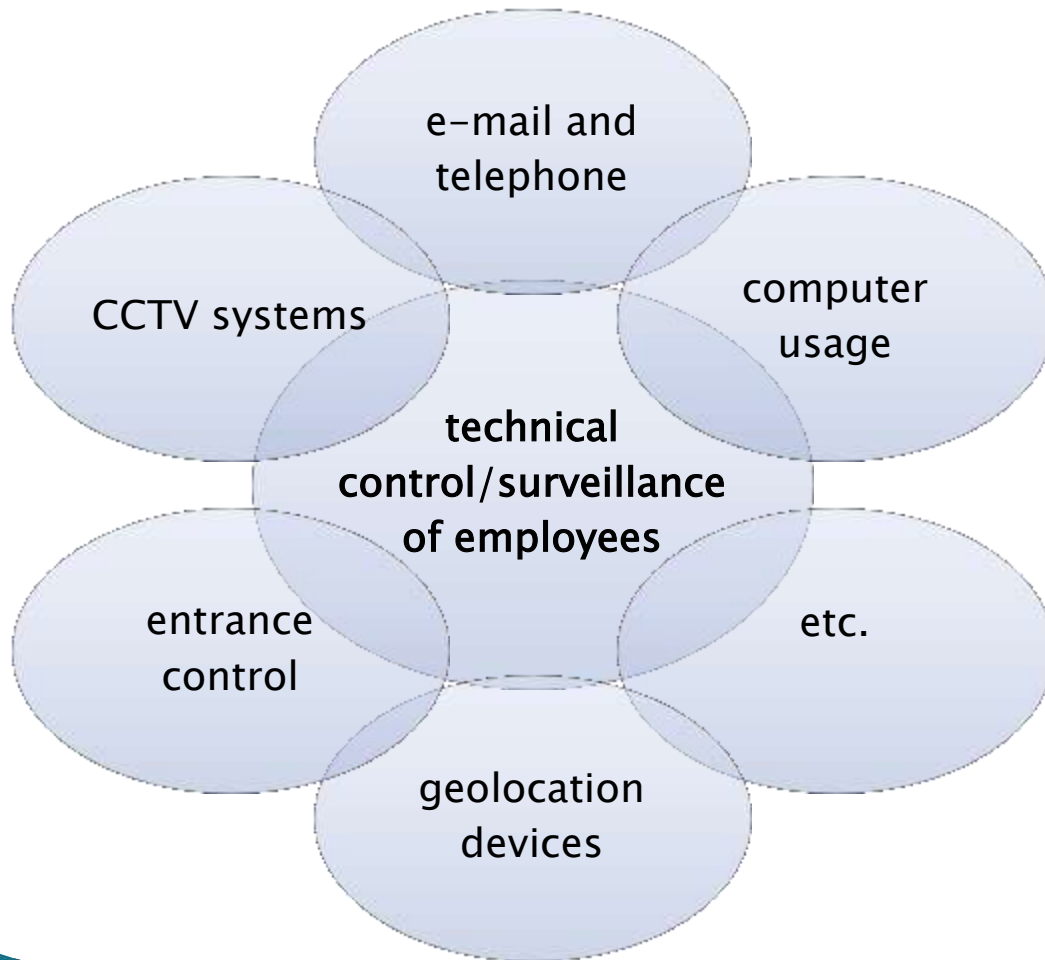
- control the work of their employees,
- to improve their effectiveness and
- to protect their property



Employer – employee relationship is special from the aspect of privacy



# Research focus



differentiating between  
legal control and illegal  
monitoring/surveillance



# Target groups

## Employees

- in order to draw their attention for their rights
- raise their privacy awareness

## Employers

- show them the legal possibilities and the barriers of controlling employees
- raise the actual level of privacy protection



# Target groups

Experts  
(researchers,  
practitioners)

- draw attention to the issue of privacy at workplace
- show our results and get feedback

Students

- teach them our results and experiences

Legislator

- present our results
- show a possible way how to change legal regulation



# Phases of the project

## I. Mapping the current state of workplace privacy

Research of the Hungarian  
and German regulation

Public opinion survey

International conference



## II. Promote the actual level of privacy protection

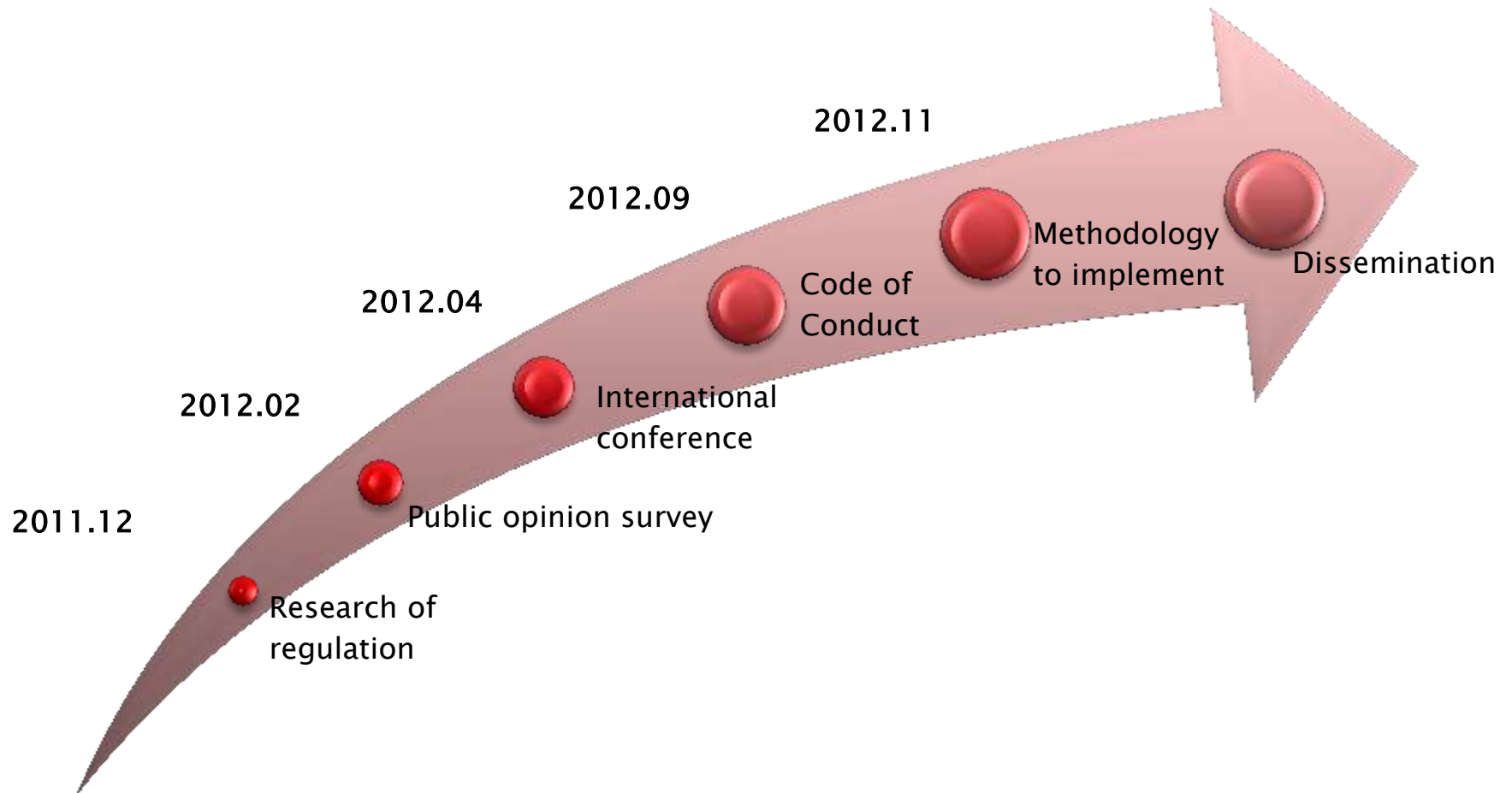
Code of Conduct

Methodology to implement

Dissemination



# Phases of the project



# Research – focus points

Show the basic context of workplace privacy

- The general regulation of data protection
- The intersection of DP Law and Labour Law

Show the regulation of the single surveillance technologies

- Legal regulation
- Case law of the courts
- Case law of the DP authorities/commissioners
- Academic papers & opinions of experts
- Internal regulation (Code of Conducts)



# Research – output documents

## Research of the German regulation

- National Report on privacy at workplace in Germany
- Available (soon) in English and in German



## Research of the Hungarian regulation

- National Report on privacy at workplace in Hungary
- Available (soon) in English and in Hungarian



## Comparative research with EU dimension

- Final Report
- Available soon in English



# Public opinion survey

## Goal of the survey

- get know what is the level of privacy awareness of the employers and employees
- try to reveal the actual usage of surveillance technologies

## It was actually made by a

- subcontractor (Ipsos)
- based on a questionnaire worked out by us

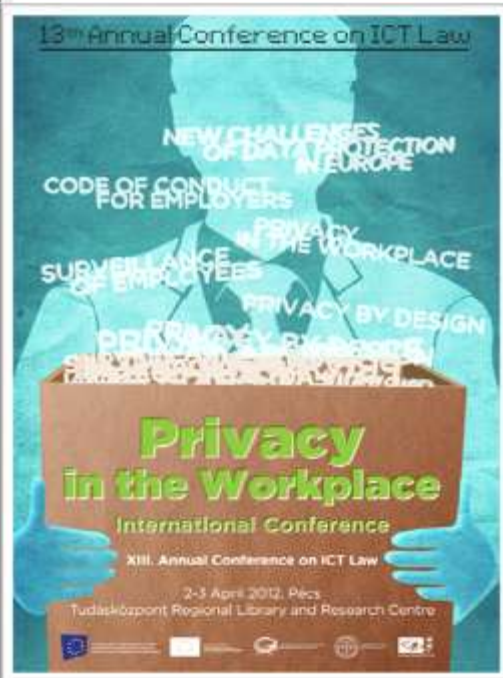
The results will be shown in the next presentation



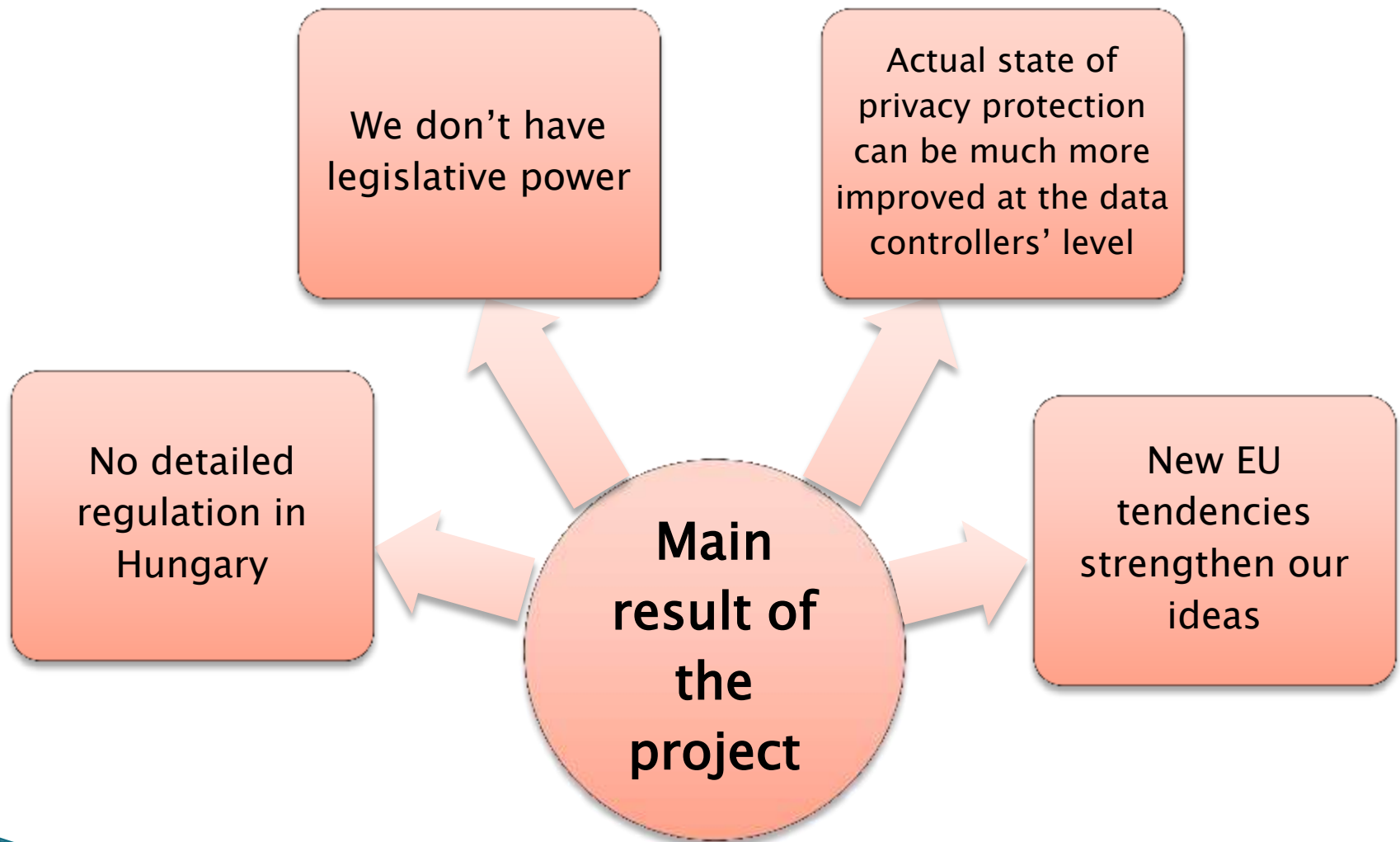
# International conference

2–3 April, 2012 – Pécs, Hungary

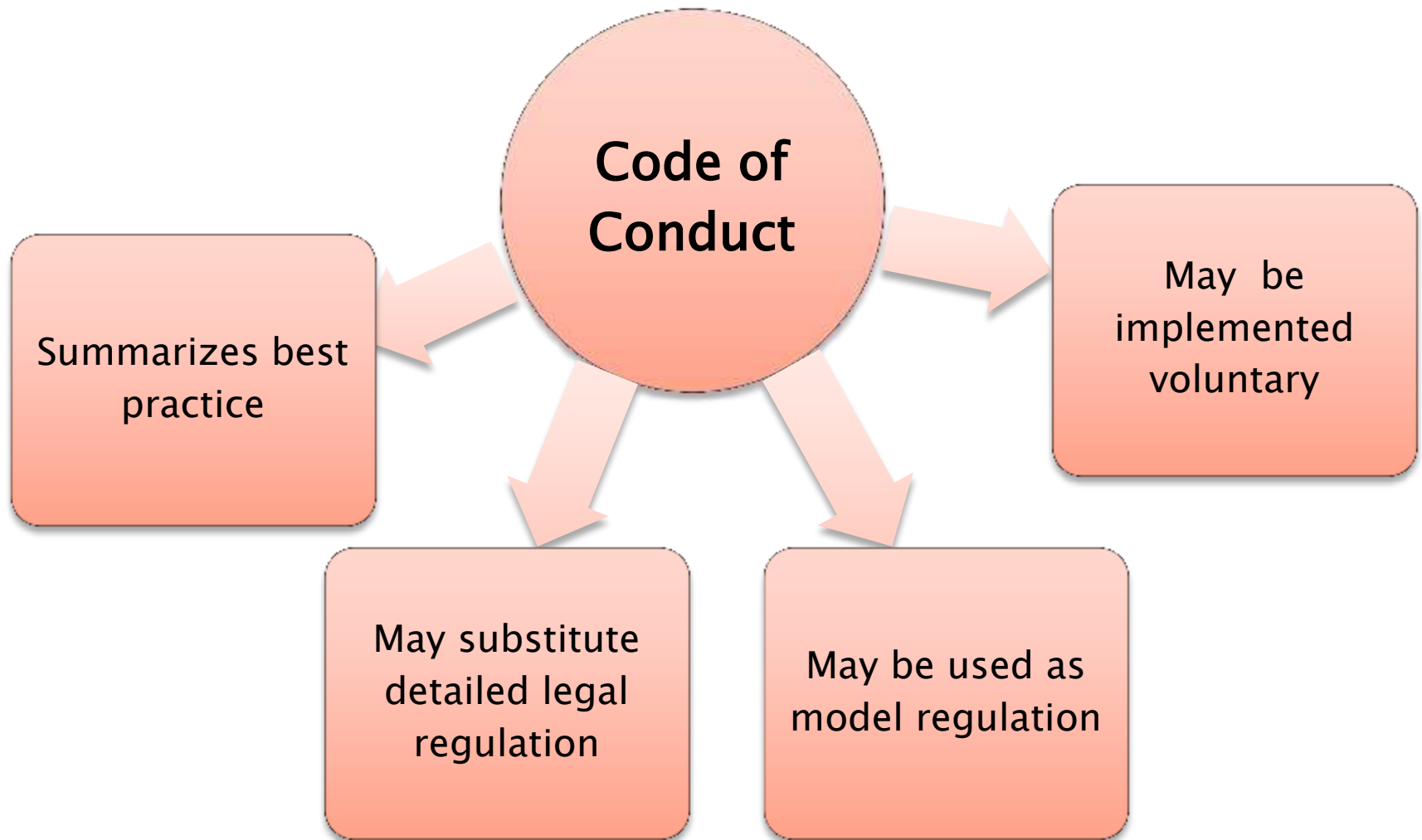
- Promoting the exchange of ideas
- Get some new ideas, and
- Some feedback to our research
- Present our project and interim results



# Code of Conduct



# Code of Conduct



# Methodology to implement

Ensuring the long term realization of our results

Working out a methodology for implementation

Work out how to implement the Code of Conduct itself

Work out a system which ensures an objective and detached standard to supervise later the level of privacy protection

Prepare organization for data protection audit

Focusing also on technology (and on possible use of Privacy Enhancing Technologies)



# Methodology to implement

Call an application for winning this award

Make (start) the actual implementation at two organizations (a private and a public one)

Privacy Friendly Workplace (PFW) pilot program in Hungary

Regarding with the new EU principles (like privacy by design)

In order to test our ideas in reality



# Dissemination

## Website [www.pawproject.eu](http://www.pawproject.eu)

- Available in English (full content), Hungarian and German (part of the content)
- All the outputs are/will be available free

## National conference

- November, 2012
- Both in Hungary and in Germany
- Presenting the results of the project

## Final Book

- Summarizing the most important output documents

## New courses and workshops

- Incorporating the results into education programmes



# Thank you for your attention!

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- ▶ Project website
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