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Arbeitnehmer Berwachung Ffentlichen Verwaltung Pflicht Arbeitgebers

Dennis Stückmann-Selmanovic



Arbeitnehmer Überwachung Öffentlicher Verwaltung Pflicht Arbeitgebers:

Deutsche Nationalbibliographie und Bibliographie der im Ausland erschienenen deutschsprachigen Veröffentlichungen ,2003 *Arbeitnehmerüberwachung in der öffentlichen Verwaltung als Recht und Pflicht des Arbeitgebers* Andreas Gork,2015

Neue juristische Wochenschrift ,1983

Die Zulässigkeit der Videoüberwachung von Arbeitsplätzen mit öffentlich zugänglichen und nicht öffentlich zugänglichen Räumen

Dennis Stückmann-Selmanovic,2012-12-11 Studienarbeit aus dem Jahr 2012 im Fachbereich Jura Zivilrecht Arbeitsrecht

Note 1,3 Fachhochschule für öffentliche Verwaltung Nordrhein Westfalen Bielefeld Veranstaltung Datenschutz Sprache

Deutsch Abstract In den letzten Jahren ist ein sprunghafter Anstieg der Videoüberwachung zu verzeichnen. Dieser Anstieg ist sowohl im öffentlichen als auch im privaten Bereich zu beobachten. Grund hierfür stellen zum einen der technische Fortschritt, der die Installierung immer kleinerer und leistungsfähigerer Geräte zu verhältnismäßig geringen Kosten ermöglicht, als auch das steigende Sicherheitsbedürfnis der Bürger. In öffentlichen Bereichen wird die Videotechnik bereits seit einigen Jahren zur Überwachung von öffentlichen Straßen und Plätzen, öffentlichen Verkehrsmitteln und Bahnhöfen zur Prävention und Repression von Straftaten eingesetzt. Aber auch private Stellen setzen Videotechnik für diese Zwecke ein. Im Arbeitsleben machen sich Arbeitgeber diese technische Möglichkeit gern zunutze. Allerdings rückten in den letzten Jahren Skandale der heimlichen Mitarbeiterüberwachung bei Lidl⁵, Burger King und Ikea⁶ ins Licht der Öffentlichkeit. Dabei wurde nicht nur die Arbeitsleistung dokumentiert, sondern auch Toilettengänge oder Liebesverhältnisse unter den Mitarbeitern.⁷ Somit wurden intimste Bereiche der Mitarbeiter berührt. Ziel dieser Arbeit ist es festzustellen, ob die Videoüberwachung am Arbeitsplatz überhaupt zulässig ist und welchen Zulässigkeitsvoraussetzungen sie unterliegt. Insbesondere soll der Frage nachgegangen werden, ob eine heimliche Videoüberwachung von Mitarbeitern wie sie in den oben genannten Beispielen durchgeführt wurde, rechtlich zulässig ist. Anhand von Gerichtsentscheidungen des Bundesarbeitsgerichts und der Anwendung des Bundesdatenschutzgesetzes soll diese Frage beantwortet werden. Nachdem der Zweck der Videoüberwachung aus Arbeitgebersicht erläutert wird, soll zunächst eine Darstellung der Grundrechtsproblematik erfolgen. Im darauffolgenden Abschnitt wird das einschlägige Gesetz behandelt, welches die Zulässigkeitsvoraussetzungen regelt. Den Schwerpunkt der Arbeit bildet die Videoüberwachung durch private Arbeitgeber an Arbeitsplätzen mit öffentlich zugänglichen und nicht öffentlich zugänglichen Räumen. Wobei die bloße Überwachung des Arbeitsplatzes, als auch die gezielte Mitarbeiterüberwachung behandelt wird. Weiterhin wird die Videoüberwachung durch eine hoheitliche Stelle anhand des Beispiels der Verkehrskontrolle durch die Polizei dargestellt. Kern dieser Arbeit soll dennoch nur die private Videoüberwachung sein.

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