

# **Reconciling work and personal life with focus on employee monitoring**

## **Abstract**

The thesis is devoted to the legal regulation of reconciliation of personal and professional life with a focus on employee monitoring. The interpretation of the thesis is primarily focused on the theoretical insight into both, at first sight unrelated, topics, which are subsequently linked in the thesis. The topic of work-life balance is outlined in the introduction in connection with the right to disengage, the enshrinement of which in legislation is widely discussed across the EU. Therefore, the thesis does not fail to critically evaluate the proposed legal regulation of the right to disengage and the importance of enshrining it in the Czech legal system. In view of the growing influence of information technology on the labour market, employers' attempts to control employees in the performance of their work are increasing. The aim of this thesis is therefore to summarise, evaluate and assess the legal regulation of monitoring, which at first sight seems too general, in relation to the right to privacy. Given the overall thrust of the thesis, the right to privacy itself, which is of considerable importance throughout the thesis, receives considerable attention. The thesis also highlights the shortcomings of the effective legislation and application practice, which does not always correspond to the overall concept of the right to privacy that is interfered with in the monitoring. Selected monitoring methods are also analysed, not only from the perspective of the Czech legislator. Due to the insufficient amount of case law in the Czech Republic, the thesis devotes a great deal of space to the case law of the European Court of Human Rights and selected EU countries. A separate chapter is therefore devoted to the legal regulation of monitoring in the European context. The conclusion of the thesis is enriched with *de lege ferenda* considerations based mainly on the analysis of European legal systems.

## **Key words:**

private, work-life balance, monitoring of employees