

Abstract

Personal data protection in employment relations is an up-to-date subject in the Czech Republic. It is one of the fundamental human rights. Right for privacy and its protection are guaranteed by constitutional law and then elaborated in several statutes and executive regulations.

The goal of the thesis is to analyze legal regulation of the matter in the Czech Republic and European Union. At the same time there is mentioned particular problems that arise in relation to personal data protection in employment relations and their possible solutions.

The thesis is divided into 10 chapters that consists of subsections. The subsections deal with particular aspects of the topic and analyze them more closely. First two chapters describe legislation that is dealing with privacy protection and personal data protection in the Czech Republic and European Union.

The third and fourth chapters focus on interpretation and definition of basic terms that are „personal data“ and „personal data processing“. In the subsections there is briefly described the substance of the terms and there are given examples of their possible interpretations.

The fifth chapter is dedicated to the subjects of personal data and those that participate in personal data processing. As to employment relations those are mostly employers and their employees.

Next part, the sixth chapter, concerns itself with particular duties that the employer has. Those are essential for the whole personal data processing all the way from the beginning to the end.

The seventh chapter enumerates rights of employees when their personal data are being processed and also their rights arising from the situation when the employer or some other subject of the process breach their duties and this unlawful breach disturbs personal life of the employee.

The eighth chapter closely looks at the matter of passing personal data abroad. In this chapter you can find the conditions under which is this possible and institutes developed to make the process easier.

The ninth chapter called Practical issues describes areas of employment relations where the manipulation with personal data is most frequent. In relation to this there is the biggest possibility of abuse or some other violation of rights of the employee.

At last, the tenth chapter deals with consequences of infringement of the law and describes penalties for the violations.

In the end it needs to be said the level of personal data legal protection in the Czech Republic is sufficient. Nevertheless in the future it would be useful to improve the legislation so that it would keep up with the technological and economical progress. There is also possible more intensive effort of the Office for Personal Data Protection especially in the area of prevention and interpretation.

Key words: personal data, personal data processing, personal data administrator