

## **Abstract**

### **Personal Data Protection in Labour Law Relationships**

The thesis deals with personal data protection in relation to employees as a subject of data and an employer as a person processing such data. At the beginning, general issues of personal data protection are analysed, including a short overview of data protection regulations within both an international and domestic context. The introductory part also includes an explanation of terminology and a description of individual rights and obligations in the field of data protection.

In the following part the author concentrates on the regulation of disposal of particular types of personal data that are processed in relation to creation, duration or termination of labour law relationships, and also on the relationship between the Act No. 101/2000 Coll., on Personal Data Protection, and the Labour Code, as well as other related legislation. Attention is devoted to the extent of personal data that the employer may request from candidates for a vacancy, as well as to the necessity of the employee's consent to the processing of their personal data by the employer. This section also discusses inclusion of certain pieces of information, such as information about a health conditions, criminal convictions or photos, into a sensible data category.

The last and longest chapter focuses on specific questions that may represent topical problems for many modern employers. The author reviews the question of permissibility and conditions of different kinds of employee monitoring (video-surveillance systems, checking of electronic mail, screening of internet use as well as GPS monitoring), the problem of employees' personal data transfer abroad especially within international companies, and also a system of whistleblowing originally from the USA.

In the appendix the thesis contains templates of two frequently used documents in the field of data protection in labour law relationships – an agreement of an employee with personal data processing, and information for an employee about the use of a video-surveillance system in a workplace.