

## **Abstract**

The topic of this thesis is the legal regulation of camera system in the workplace and characterization of its encroachment on personal rights of employees. The main emphasis is put on conditions, which employer must fulfil to install a camera system in the workplace in compliance with the legal order of Czech Republic. Furthermore this thesis is devoted to issues of discreet surveillance and of defence of employee options in case of illegal monitoring. This thesis is divided into three following chapters.

In the first chapter, technological development of video camera and its components as well its gradual using as surveillance equipment in public space and afterwards in private life of persons are described. This chapter deals with today's situation and number of video cameras in society, not only in Czech Republic but also in the whole world. Increasing amount of video cameras represents as its consequence a reason for legal disputes, especially neighborhood's legal disputes. Considering that mentioned fact, the relevant decisions of the Supreme Court illustrating attitude of judicature to camera surveillance are incorporated in the first chapter.

The thesis' core is set in the second chapter, which is focused on concrete conditions of installation of camera monitoring in the workplace and their interpretation. The first subchapter defines the elemental terms, which are "*workplace of employee*", "*camera system*" and "*camera's surveillance*." Next subchapters follow up relevant provisions of Czech law including focus on concept and idea of protection of private life enshrined in international conventions and in the law of the European Union. The thesis takes also into consideration current changes brought into the field of personal data protection by the Regulation (EU) 2016/679 (GDPR).

The third chapter, which is the last one, is dedicated to potential encroachment of camera system on personal rights of employees. The point of this chapter lies in a description of particular parts of personal rights, which could be breached by monitoring, and of options of defense against such an invasion. Discreet surveillance of employees and condition of its realizing are also topics treated by this thesis.

In the conclusion, the author of this thesis tries to assess the present legal regulation of the thesis' topic from the point of view of its comprehensiveness and efficiency and introduces her ideas of another possible expansion and use of new technologies in society.