

Abstract

This thesis aims to analyze problems of employee monitoring in constitutional frameworks as well as in terms of the most used types of employee monitoring. The goal is to point out that employee surveillance underwent a considerable evolution in last few years. To illustrate that considerable evolution, there is a comparison of Supreme courts of Czech Republic judgement from 2012 and European Court of Human Rights Grand chambers judgement from 2017. After a comparison of those two judgements there is a conclusion of the Supreme court's judgement from 2012 to analyze whether it is still up-to-date.

This thesis is divided into six chapters. In the first chapter there is an analysis of constitutional frameworks and explanation which constitutional rights and freedoms should be took into consideration, compared with each other and what are reasons to do so. In the second chapter, there is an analysis of relevant Czech Republic law and EU regulation well known under abbreviation GDPR and there are also examples of relevant law usage on particular situations. In third chapter, there are concrete methods of employee monitoring. There is an analysis of CCTV systems with record and without record between which there is a huge difference in employer duties required by law. There is also analysis of employee car monitoring and employees themselves being monitored via GPS system. For illustration, there is a case from the decision making practice of the office for personal data protection. Furthermore, there is an analysis of email monitoring, telephone designed for working usage monitoring and employee behavior on internet monitoring.

In fourth chapter there is analysis of relevant judgements related primarily to the monitoring of employee internet behavior. Through those judgements, there is a demonstration of employee monitoring evolution in a past few years. In the penultimate chapter, there is analysis of administrative supervision over observance of employee monitoring laws and changes of that administrative supervision in last few years. Those changes improved the position of Labour inspection office which is now capable of inspecting employee monitoring law observance effectively. This thesis concludes with an evaluation of current law and *de lege lata* thoughts.