

Abstract

The submitted thesis deals with personal data protection in the context of labour-law relationships. This is an actual and discussed issue in current society, which has constitutional aspects as well.

Due to the extensiveness of the topic, the aim of this thesis is not giving a comprehensive explanation of the personal data protection in labour-law relationships area. My effort is to perform the reader with this issue from the general introduction including a survey of the legislation and explanation of main concepts to outlining the fundamental principles of the legislation and focusing more thoroughly on the several selected questions.

The thesis itself is divided into four chapters. In my thesis I am trying to point out to the most important court decisions and also the opinions of The Office for Personal Data Protection and The Article 29 Working Party.

In the first chapter I deal with the concept of privacy, because I consider it to be a “foundation stone” of the whole issue of personal data protection. This chapter demonstrates how the concept of privacy has developed in the course of time, in the next chapter the legislation of privacy protection and, as well, a conflict with other values are pointed out.

In the second chapter I focus on the legislation of privacy and personal data protection, at first on the international one and subsequently on the Czech legislation, within which I divide the constitutional and the statutory level.

In the third chapter there are analyzed the main concepts of the legal regulation of personal data protection, for example personal data, a controller, a processor and others. Explanation of these concepts is very important for their understanding and subsequent application.

The last, fourth chapter of this thesis is devoted to the several selected issues of the area of personal data protection in labour-law relationships. These issues are related to the monitoring of the employees at work, which is more and more common. At the beginning of this chapter, I provide more general introduction to this selected issue, where I specify also employer’s legal obligations during the personal data processing, then I deal with these manners of employees monitoring – camera surveillance systems, internet use screening and monitoring of electronic correspondence.