

Summary

This thesis deals with the protection of personal data in relation to the labour law relationships. Considering the extensiveness of the topic of personal data protection, the aim of this thesis is not giving an all-encompassing explanation, however, to introduce the general legal regulations together with the explanation of the principal legal concepts and their subsequent application on the labour law relationships.

The author divides this thesis into 6 chapters. Apart from the relevant legal regulations the author focuses on the main case law and opinions issued by WP 29 and UOOU (the Office for Personal Data Protection) as well, which interpret some legal uncertainties.

By reason that the personal data protection is integrally connected to the inviolability of the person and privacy itself, the first chapter focuses on the concept of privacy and its interpretation.

The second chapter discusses the privacy and data protection legal regulation. This chapter covers both international, regional and also Czech legislation, which particularly emanates from the European Parliament and Council Directive 95/46/EC.

In the third chapter, the author focuses on the basic concepts of the personal data protection. Its explanation is necessary not only for understanding of this topic, but also for the subsequent application to the specific cases.

The fourth chapter devotes to the employer's duties as a data controller and the rights of the employees as a data subjects. In this chapter, the author also outlines some changes which the General Regulation 2016/679 of the European Parliament and Council, introduces. The General Regulation will be effective as of the May 2018.

The fifth chapter describes the processing of the personal data before the beginning, in the course of and after termination of the employment contract.

Finally, the sixth chapter is focused on the monitoring of employees, which currently represents up to date topic. In this chapter, the author also describes particular types of employee monitoring, namely the screening of internet use,

checking of e-mail correspondence and telephones of employees, control of company cars and/or camera surveillance systems at workplace.