

Issues of Biometric Data Processing in Employment

Abstract

The topic of the thesis is the Issues of Biometric Data Processing in Employment. In the context of the adoption of Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of individuals with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation) and development of modern technologies, it has become an increasingly pressing problem which has to be faced by a growing number of employers, but also the European legislators. The first part of this thesis deals with the concept of biometric data and its definition. Subsequently, this thesis describes individual problems that may occur in the context of biometric data processing. These problems are embedded into the labor-law context. Further, the specific part of this thesis describes particular technologies for processing of biometric identifiers in the workplace and the means how these technologies solve or fail to solve the outlined problems of personal data protection. In its conclusion, this thesis briefly discusses the possible future legislative developments in the field of biometric data processing in employment context.

Key words: biometric data, employment relationships, protection of personal data