Summary

The development of technology provides employers with increasingly advanced tools to monitor employees. Along with these tools, new methods of control emerge, which may pose significant threats to the personal rights of employees. The main goal of this dissertation is to answer the question of when a monitoring employer infringes on the personal rights of an employee, and when and to what extent they are liable for such infringements. The thesis is divided into four chapters, which discuss the issue of the violation of employees' personal rights through employer surveillance. The first chapter addresses the concepts of personal rights, control, and the managerial role of the employer. Employee dignity and personal rights are protected under various branches of law. The legal basis for this protection, in the context of international law, European Union law, labour law, GDPR, and criminal law, is presented in the second chapter. A separate chapter is dedicated to the civil-law protection of employees' personal rights (chapter III). The third chapter also discusses the violation of personal rights in relation to selected forms of control, taking into account new regulations in the labour code. The final chapter, chapter IV, outlines theemployer's liability for violations of employees' personal rights, in the context of the protection measures available to employees. Conclusions are presented at the end of each chapter, and the dissertation concludes with a summary. The research methods used in this thesis include the dogmatic-legal and theoretical-legal methods. The author analyses and evaluates situations in which an employer monitoring their employees violates personal rights, as well as the extent of the employer's liability in such cases.