

# Course description

<b>Course abbreviation:</b>	KPP/OÚPP	<b>Page:</b>	1 / 4
<b>Course name:</b>	Personal data protection		
<b>Academic Year:</b>	2023/2024	<b>Printed:</b>	11.07.2025 04:26

<b>Department/Unit /</b>	KPP / OÚPP			<b>Academic Year</b>	2023/2024
<b>Title</b>	Personal data protection			<b>Type of completion</b>	Exam
<b>Long Title</b>	Personal data protection in regard of employment relations				
<b>Accredited/Credits</b>	Yes, 3 Cred.			<b>Type of completion</b>	Combined
<b>Number of hours</b>	Tutorial 2 [Hours/Week]				
<b>Occ/max</b>	Status A	Status B	Status C	<b>Course credit prior to</b>	No
<b>Summer semester</b>	0 / -	19 / -	0 / -	<b>Counted into average</b>	YES
<b>Winter semester</b>	0 / -	0 / -	0 / -	<b>Min. (B+C) students</b>	10
<b>Timetable</b>	Yes			<b>Repeated registration</b>	NO
<b>Language of instruction</b>	Czech			<b>Semester taught</b>	Summer semester
<b>Optional course</b>	No			<b>Internship duration</b>	0
<b>Evaluation scale</b>	1 2 3 4				
<b>No. of hours of on-premise</b>	0				
<b>Auto acc. of credit</b>	Yes in the case of a previous evaluation 4 nebo nic.				
<b>Periodicity</b>	every year				
<b>Specification periodicity</b>					
<b>Substituted course</b>	None				
<b>Preclusive courses</b>	N/A				
<b>Prerequisite courses</b>	N/A				
<b>Informally recommended courses</b>	N/A				
<b>Courses depending on this Course</b>	N/A				

## Course objectives:

To offer students a basis for understanding and correctly grasping the legislation on the protection of personal data. After acquaintance with the general legislation on the protection of personal data (its history, meaning and purpose, basic rules) is followed by typical cases of personal data processing (especially in employment relationships).

## Requirements on student

The student draws one question.  
It is not possible to use the text of legal regulations or other aids.

List of exam questions:

1. Constitutional and international legal aspects and sources of personal data protection
2. European law on the protection of personal data
3. Legal regulation on the protection of personal data and its position in the legal order
4. General Data Protection Regulation and its scope and application in employment relationships
5. Controller and processor
6. The concept of the personal data, the concept of sensitive data
7. The concept of processing, purpose of processing of personal data and basics concepts of legal regulation of personal data
8. Basic obligations of controller
9. Consent to the processing of personal data
10. Legal title to the processing of personal data (except for consent)
11. The employee as a data subject and his rights according to the legislation on the protection of personal data
12. Office for the Protection of Personal Data, its position and jurisdiction
13. Control activity of the Office for Personal Data Protection
14. Data protection officer
15. Transfer of personal data to third countries
16. Security Breach Notification

17. Security of personal data processing, including preliminary impact assessment
18. Means of defense of the data subject in case of illegal processing of personal data
19. Offer of business and services in terms of personal data protection
20. Liability consequences in case of breach of obligations in the area of personal data protection
21. Selection procedure and processing (protection) of personal data upon the creation of an employment relationship
22. Processing (protection) of personal data during the duration and after the end of the employment relationship
23. Personal file of the employee
24. Camera systems with recording and other means of control and monitoring (employees)
25. Reporting harmful actions in labor relationships

## Content

1. Protection of personal data - historical origins, meaning and purpose of legislation.
2. The right to privacy and related constitutional aspects of the issue.
3. Basic terminology of personal data protection
4. International aspects of personal data protection
5. Protection of personal data in EU law
6. General regulation on the protection of personal data - scope and terminology
7. Basic rights and obligations in the area of personal data protection
8. Office for the Protection of Personal Data, Status, Importance and Competence
9. Procedural aspects of personal data protection
10. Protection of personal data in application practice - ÚOOÚ and NSS
11. Protection of personal data in employment relationships
12. Protection of personal data in other cases

## Fields of study

## Guarantors and lecturers

- **Guarantors:** doc. JUDr. Jakub Morávek, Ph.D. (100%)
- **Tutorial lecturer:** doc. JUDr. Jakub Morávek, Ph.D. (100%)

## Literature

- **Basic:** *NAŘÍZENÍ EU 2016/679, o ochraně fyzických osob v souvislosti se zpracováním osobních údajů a o volném pohybu těchto údajů.*
- **Basic:** Morávek, J. *Ochrana osobních údajů podle obecného nařízení o ochraně osobních údajů (nejen) s zaměřením na pracovněprávní vztahy.* Praha: Wolters Kluwer, 2019.
- **Recommended:** Pichrt, J. a kol. *Pracovní právo.* Praha: C. H. Beck, 2021.
- **Recommended:** Morávek, J. *Přehled judikatury vztahující se k právní úpravě na ochranu osobních údajů a k souvisejícím aspektům.* Praha: Wolters Kluwer, 2016.
- **Recommended:** Pichrt, Jan; Drápal, Ljubomír. *Případové studie pracovněprávní.* 2015. ISBN 978-80-7400-582-4.
- **Recommended:** *Úmluva Rady Evropy o ochraně osob se zřetelem na automatizované zpracování osobních dat.*
- **Recommended:** *Vodítka a doporučení Úřadu pro ochranu osobních údajů.*
- **Recommended:** *Vodítka a doporučení WP 29 a Evropského sboru pro ochranu osobních údajů.*
- **Recommended:** *Zákon č. 110/2019 Sb., o zpracování osobních údajů.*
- **Recommended:** *Zákon č. 198/2009 Sb., o rovném zacházení a o právních prostředcích ochrany před diskriminací.*
- **Recommended:** *Zákon č. 262/2006 Sb., zákoník práce, ve znění pozdějších předpisů.*
- **Recommended:** *Zákon č. 435/2004 Sb., o zaměstnanosti, ve znění pozdějších předpisů.*
- **Recommended:** *Zákon č. 480/2004 Sb., o některých službách informační společnosti.*
- **Recommended:** *Zákon č. 89/2012 Sb., občanský zákoník.*

## Time requirements

### All forms of study

Activities	Time requirements for activity [h]
Preparation for an examination (30-60)	52

Contact hours	26
<b>Total:</b>	<b>78</b>

#### assessment methods

##### Knowledge - knowledge achieved by taking this course are verified by the following means:

Oral exam  
Written exam  
Test  
Seminar work

##### Skills - skills achieved by taking this course are verified by the following means:

Oral exam  
Written exam  
Test  
Seminar work

##### Competences - competence achieved by taking this course are verified by the following means:

Oral exam  
Written exam  
Test  
Seminar work

#### prerequisite

##### Knowledge - students are expected to possess the following knowledge before the course commences to finish it successfully:

It is advisable that the student to have completed or at least enrolled in the course Labor Law I.

##### Skills - students are expected to possess the following skills before the course commences to finish it successfully:

express clearly and understandably in spoken and written language; to present himself in a suitable way in front of a known or unknown audience; to use professional language; to make hypotheses, to propose solution, to use different methods to solve the problems

##### Competences - students are expected to possess the following competences before the course commences to finish it successfully:

N/A  
N/A  
N/A  
N/A

#### teaching methods

##### Knowledge - the following training methods are used to achieve the required knowledge:

Lecture with visual aids  
Individual study  
Self-study of literature

##### Skills - the following training methods are used to achieve the required skills:

Lecture with visual aids  
Individual study  
Self-study of literature

##### Competences - the following training methods are used to achieve the required competences:

Lecture with visual aids

Individual study

Self-study of literature

### learning outcomes

#### Knowledge - knowledge resulting from the course:

- analyze and, according to the legislation on the protection of personal data, solve basic typified cases of personal data processing (selection procedures, camera systems, offers of goods and services, GPS tracking, etc.)

#### Skills - skills resulting from the course:

- analyze and, according to the legislation on the protection of personal data, solve basic typified cases of personal data processing (selection procedures, camera systems, offers of goods and services, GPS tracking, etc.).

#### Competences - competences resulting from the course:

N/A

N/A

N/A

### Course is included in study programmes:

Study Programme	Type of	Form of	Branch	Stage	St. plan v.	Year	Block	Status	R.year	R.
Law and Legal Science	Undergraduate Master	Full-time	Law	1	19	2023	Elective subjects	B	4	LS
Legal Specialization	Bachelor	Full-time	Legal Specialisation	1	20	2023	Electives I.	B	3	LS