

Version 3.3



Introduction to data protection

Employee training

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INTRODUCTION

What is it all about?

DATA PROTECTION IS PROTECTION OF FUNDAMENTAL RIGHTS

In the EU

- ▶ Article 8 of the EU Charter of Fundamental Rights: “Protection of personal data”

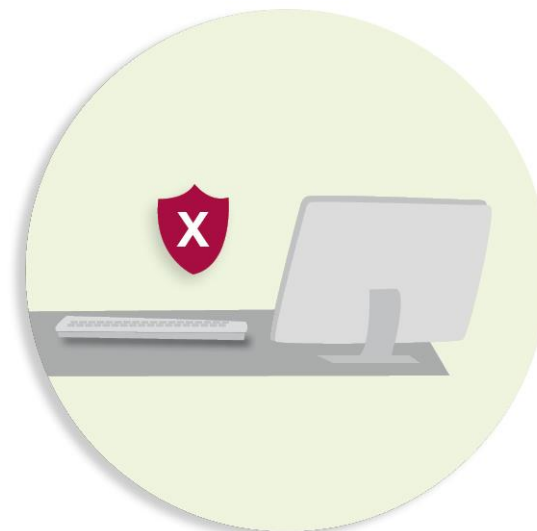
In Germany

- ▶ Right to data privacy



Protection of the individual

= data protection



Protection of data

= IT security

Individuals have a fundamental right
to make their **own decisions**
as regards the disclosure and use
of their personal data.

German Constitutional Court, Census Decision, 1983

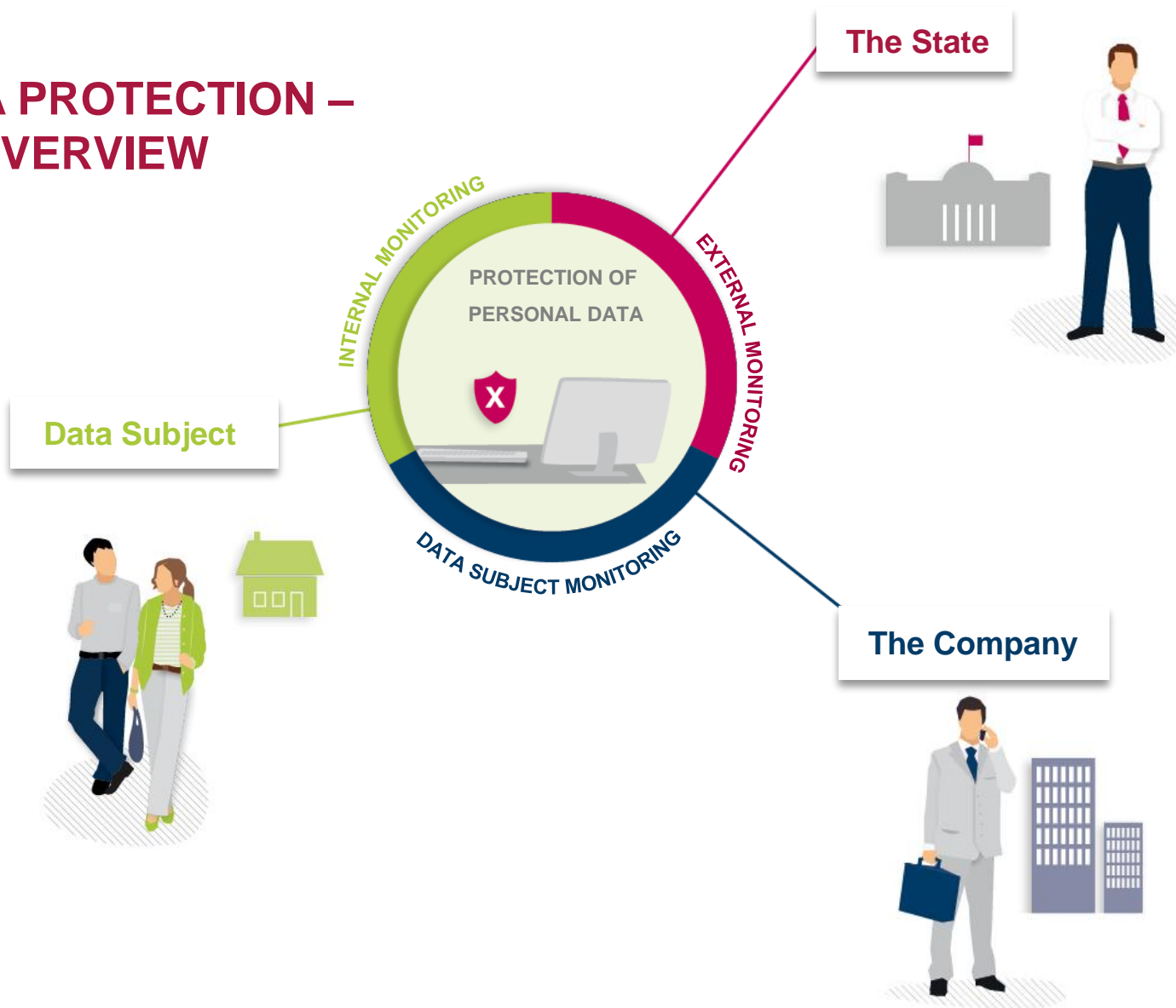
THE PROCESSING OF PERSONAL DATA IS GOVERNED BY DATA PROTECTION LAW

- ▶ This applies whenever you process data that can be **associated with a person**.
- ▶ Data protection law does not protect data concerning **legal entities**, organisations, industry associations, etc.



... are the legal basis of data protection.

DATA PROTECTION – AN OVERVIEW



PERSONAL DATA What's that?



PERSONAL DATA means all information relating to an identified or identifiable person.



Examples

ADDRESS
DATE OF BIRTH
PHONE NUMBER

ASSETS
PROPERTY
SALARY
PHOTO



WORK CONDUCT
PERSONNEL NUMBER
WORK PERFORMANCE

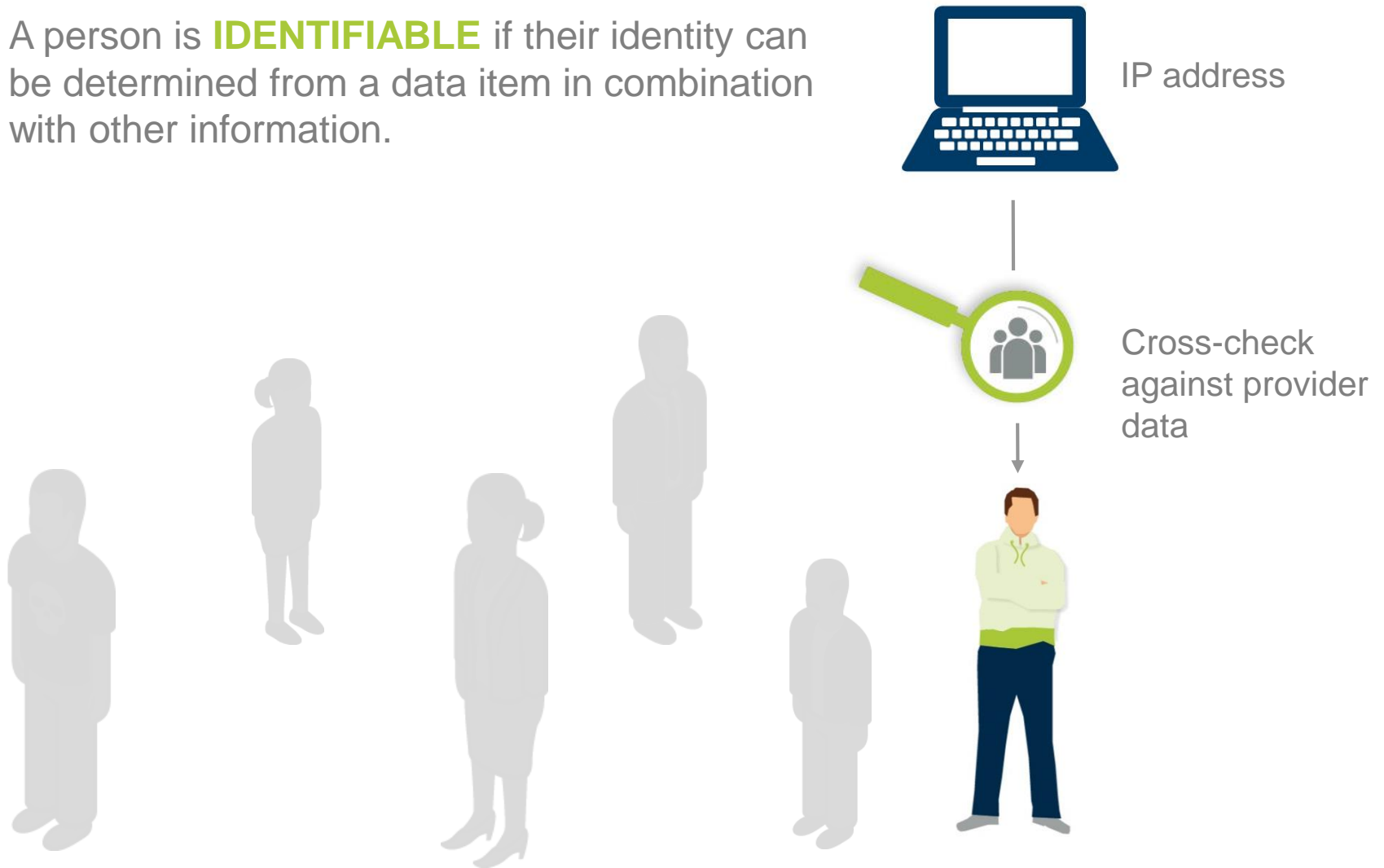


USER ID
MACHINE OPERATION
TIMES

A person is **IDENTIFIED** if their identity can be determined directly from a data item.



A person is **IDENTIFIABLE** if their identity can be determined from a data item in combination with other information.



Far stricter rules apply to the processing of **special categories of personal data** because these are subject to special protection.

