

## PRESS RELEASE

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**Date** 17 July 2013

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### CMS publishes Guide to Data Privacy

Data privacy is one of the key legal issues of the internet age. Social media, electronic communications and data transfer are blurring the boundaries between public and private, business and personal information.

For companies, data privacy is now an increasingly important factor in the context of their relationship with their employees.

The CMS Guide to Data Privacy provides a comprehensive overview of data privacy laws in 22 countries across Europe, including Russia. It addresses key aspects of employer and employee rights and responsibilities in this vital area of labour law.

For each jurisdiction, the Guide addresses the following key questions:

- What laws govern employees' private use of the internet and company e-mails at work?
- What information can an employer collect and use during the recruitment process – from the individual and from social media?
- What can employers do to regulate the use of social media by employees?
- What data privacy issues are raised by GPS tracking and video surveillance?
- How does data protection law apply to data transfers between group companies?

Co-head of the CMS Employment and Pensions Practice Group Katja van Kranenburg-Hanspian of CMS Amsterdam comments: "Data privacy is an increasingly important area for companies in many areas of business today, especially in labour law. Our Guide will help companies operating in Europe understand the common ground, as well as some significant differences, between data privacy laws in key European jurisdictions."

The jurisdictions covered are: Austria, Belgium, Bulgaria, Croatia, Czech Republic, France, Germany, Hungary, Italy, Luxembourg, The Netherlands, Poland, Portugal, Romania, Russia, Serbia, Slovakia, Slovenia, Spain, Switzerland, Ukraine and the United Kingdom.

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