

The processing and protection of workers' personal data

The present article deals with the issue of the protection of workers' personal data, which must be guaranteed by every employer processing this type of data. Although nowadays, of course, every company pursues this type of processing, which is essential to the payroll administration and to an efficient human resources management, it seems that, at this point in time, this aspect of human resources management does not yet receive all of the companies' required attention in spite of their legal obligation to set up a true protection policy regarding their workers' personal data.

After explaining the different - good - reasons why every company should set up such policy in an efficient manner, we shall place this issue in the more general context of the protection of privacy at work according to Belgian law, we shall determine the scope of the applicable legal provisions and shall analyze the mainly used concepts. Subsequently, we shall analyze the different obligations and possible exceptions to these obligations applicable to the companies and shall tackle the control and sanction apparatus before coming to a conclusion.