

**PROTECTION OF A WORKER'S PERSONAL DATA:
THE THEORY AND PRACTICE**

The development of global information systems in the second half of the XX century with all its doubtless benefits, raised a problem concerning the maintenance of inviolability of a person's life of a person before a society. Now, when information systems and their technologies are widely used, information about any employed can become open to some extent, lead to infringement of his (her) rights and legitimate interests and inflict material damage and (or) moral harm. This and other possible circumstances predetermined the necessity of legal fastening of principles concerning the processing of a worker's personal data, regulations about the order of their storage and use in an organization, about the transfer of personal data, the rights of a worker to protect them, about the responsibility of persons who failed to meet requirements of the rules of law regulating specified questions.

The institute of the labour law - the personal data of a worker, has appeared rather recently, with the introduction into validity of the current Labour Code of the Russian Federation.

The Labour Code is the first codified act of the national legislation regulating protection of personal data. Chapter 14 of the Labour Code of the Russian Federation opens a concept about a worker's personal data, defines the general requirements to process personal data, regulates rights of a worker and determines the responsibility for infringements of norms of a worker's personal data protection.

In theory the institute to protect the personal data is insufficiently developed in the national legislation too. There are practically no fundamental works devoted to the above mentioned problem. There is still no separate Federal Law concerning the personal data. At present there is only a draft law of personal data.

If we compare the theory and practice in many European countries and in Russia, we'll see that the institute of personal data was greatly developed several decades ago and is continuing improving now. The institute of personal data protection was introduced, national laws on the personal data were adopted, and independent representatives on the personal data protection appeared in many European countries, including the USA and Canada, about 30 years ago.

There are also fundamental works devoted to protection of the personal data in foreign countries. For example, the book J.M. Court «Personal Data Protection». This book describes the factors which contribute to the protection of financial data on computer files, and explores the extent to which these factors also contribute to the protection of personal data in computing, word processing and other information technology systems. Other aspects of personal data protection are also examined in detail, in relation to legal and other requirements.

The scope and impact of data protection law are examined, but the book is not confined to a discussion of legislation. It also considers what is important in general in data protection and what is important in particular in relation to all categories of sensitive data (including personal data, the financial data).

The book also shows how data protection can improve, rather than inhibit, the use of computer systems. The author examines how data protection requirements may be built into all stages of development or acquisition, and into the operational use of computers.

The research has shown imperfection of the legislative base regulating protection of a worker's personal rights, there are blanks and collisions. It is necessary to make amendments, some alterations and additions to normative legal acts regulating the institute of the labour rights.