



Employee surveillance in Europe

Balancing privacy rights and management control

Conference November 3rd, Madrid, Spain: 09.00-17.40

European Privacy Officers Network DP Commissioner Roundtables

- ▶ Madrid, Spain
- ▶ Rome, Italy
- ▶ Czech Republic, Hungary and Poland in Prague
- ▶ Paris, France
- ▶ Berlin, Germany
- ▶ Dublin, Ireland
- ▶ Greece and Portugal in London
- ▶ Russia's new law with its principal author, London
- ▶ Stockholm, Sweden
- ▶ Helsinki, Finland
- ▶ Brussels, Belgium
- ▶ The Hague, Netherlands
- ▶ Luxembourg
- ▶ Warsaw, Poland
- ▶ Zurich, Switzerland

International Roundtables

- ▶ Argentina's Commissioner in Montreux, Switzerland
- ▶ Australia's Commissioner in Montreux, Switzerland
- ▶ BCRs, Washington DC
- ▶ European HR issues, Washington DC
- ▶ Canadian HR issues, Toronto
- ▶ Asia Pacific Briefing, London
- ▶ Asia-Pacific Conference, Strasbourg

Issues Meetings

- ▶ Employee monitoring
- ▶ Data protection training
- ▶ Data protection standards
- ▶ E-marketing
- ▶ Art 29 DP Working Party
- ▶ International data transfers
- ▶ Outsourcing
- ▶ Data breach laws in Europe
- ▶ Data protection management
- ▶ Review of the EU DP Directive
- ▶ Outsourcing projects to India and other countries without a DP law
- ▶ Binding Corporate Rules

Membership Fee
3 meetings and reports
£1,500 +15% VAT
Reports included in fee

08.30 Registration

09.00 Welcome and Introduction

Cecilia Alvarez Rigaudias, Counsel, Uría Menéndez, Madrid
Stewart Dresner, Chief Executive, *Privacy Laws & Business*, London

09.15 Getting started:
Pre-employment screening of job applicants

Hester de Vries, Attorney, Kennedy Van der Laan, Amsterdam, The Netherlands
Eduardo Ruiz Montoya, Regional Counsel Iberia and Central Europe, Hewlett-Packard

09.45 Use of CCTV cameras, storage of the images, and access by management and staff in different scenarios

Irene Agúndez Lería, Abogada del Estado (State Attorney), Agencia Española de Protección de Datos, (DPA, Spain)
David Smith, Deputy Information Commissioner, United Kingdom

10.45 Towards European harmony on Internet Service Providers' disclosures of file sharing

James Michael, Editor, *Privacy Laws & Business International Newsletter*, London

11.00 Coffee

11.30 Drugs and alcohol testing

David Smith, Deputy Information Commissioner, United Kingdom

12.00 Whistle blowing lines

Sophie Nerbonne, Directrice Adjointe, Direction des Affaires Juridiques, Internationales et de l'expertise, CNIL, (France's Data Protection Commission)
Cecilia Alvarez Rigaudias, Counsel, Uría Menéndez, Madrid
Dr. Jürgen Hartung, Partner, Oppenhoff & Partner, Köln, Germany
John Rigau, Legal Vice-President, Pepsico, Europe

13.00 Mergers, acquisitions, divestitures and privacy

Dr. Mark Watts, Partner, Bristows, London

13.30 Lunch

14.30 Interacting with Labour Unions and Works Councils

Ms. Belén Cardona, Professor of Labour Law, Valencia University, Spain and President, Asociación Profesional Española de Privacidad (APEP) – Spain's Privacy Professionals Association

(Presentation in Spanish with slides and questions and answers in English)

Peter Schaar, Federal Data Protection Commissioner, Germany
Dr. Jürgen Hartung, Partner, Oppenhoff & Partner, Köln, Germany
Sophie Nerbonne, Directrice Adjointe, Direction des Affaires Juridiques, Internationales et de l'expertise, CNIL, (France's Data Protection Commission)

15.30 Monitoring employees' use of telephone, e-mails, the Internet and social networking sites

Reijo Aarnio, Data Protection Ombudsman, Finland
Vanna Palumbo, Head, International Service, Garante (Data Protection Authority), Italy
Ana Higuera, Attorney, Uría Menéndez, Madrid
Dr. Jürgen Hartung, Partner, Oppenhoff & Partner, Köln, Germany
Pilar Aranguen, Executive Director – Compliance, Goldman Sachs, Spain

16.30 Tea

16.50 Constructing a Europe-wide employee surveillance policy

Javier García Carmona, Director, Security of Information and Communications, Iberdrola, Spain
(Presentation in Spanish with slides and questions and answers in English)

17.20 Exchange of ideas between the audience and the speakers on constructing a Europe-wide employee surveillance policy

Speakers and audience

17.40 Close

Followed by informal discussions on national issues with experts from Finland, France, Germany, Italy, the Netherlands, Poland, Russia, Spain, and the UK

In association with: **IBERIAN LAWYER** Host: **URÍA MENÉNDEZ**

Detailed programmes at: www.privacylaws.com/epon

About Privacy Laws & Business

Privacy Laws & Business has been providing data protection newsletters, conferences, advice and consultancy, privacy laws audits, and in-house training for over 22 years. The *Privacy Laws & Business* team works in a co-operative spirit with Privacy Commissioners worldwide and privacy policy staff in international organisations.

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November 3rd 2009, Madrid, Spain

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