

Social Media and Employment

The Legal Implications

20th November 2015 | 14:45 | SmartCity Malta



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Social Media and Employment: The legal implications

An information seminar organised by [the Malta Information Technology Law Association](http://www.mitla.org.mt) (MITLA) and supported by [Microsoft Malta](http://www.microsoft.com/malta).

- **DATE:** 20th November 2015, 14:45
- **VENUE:** SmartCity Malta (Meeting Room 6), Ricasoli, Malta

Seminar abstract:

The incredible growth in popularity of social media platforms such as Facebook, Twitter and LinkedIn has truly changed almost every aspect of human life as we know it. In this regard, the Maltese workplace is no exception and social media use at the office and in HR-related matters is constantly creating novel legal scenarios which are challenging, interesting and potentially treacherous. This information seminar shall be touching upon a wide range of legal issues ranging from Data Protection and Privacy, to Intellectual Property and Employment legislation, discussing the wide use of such platforms in the workplace and providing the attendees with useful tips, guidelines and information to deal with these issues in a practical manner which is compliant with applicable legislation.

SECURING YOUR PLACE AT THE EVENT:

You can secure your place at the event by visiting: <http://www.mitla.org.mt/employment-law>
Event tickets are a €20 for members, €20 for students who are not MITLA members (the price includes one year membership as well as conference access) and €40 for individuals who are not MITLA members (the price includes one year membership as well as conference access).

PROGRAMME:

14:45-15:00	Registration & Welcome
15:00-15:15	Introduction – Social Media and Employment - <i>facts and figures</i> . - Dr. Antonio Ghio (MITLA President)
15:15-16:15	Social Media and the Employment Lifecycle - Dr. Paul Gonzi <ul style="list-style-type: none">• The recruitment stage - <i>privacy, data protection and discrimination</i>• Social Media use during Employment – <i>banning and monitoring</i>• Vicarious Liability and the Employer's responsibility - <i>victimisation, harassment and defamatory libel</i>
16:15-16:35	Skype for Business: Secure, compliant and productive - Uros Kastelic, Technology Solutions Professional, Microsoft CEE Multi-Country
16:35–16:55	Coffee Break
16:55–17:45	Evolving Legal Issues - Dr. Thomas Bugeja <ul style="list-style-type: none">• Ownership Disputes – <i>who owns your likes and followers?</i>• Social Media misconduct: your company's image at stake - <i>Human Rights considerations. Where to draw the line?</i>• Social Media Policies - <i>self-regulation as the way forward</i>
17:45-1800	Question Time
18:00	Closing remarks - Dr. Gege Gatt (MITLA Vice President)



WHO SHOULD ATTEND?

The seminar is open to anyone interested in the field and should be of particular interest to professionals working in Human Resources, Recruitment, Management, Technology, Media and Communications, In-house Lawyers and Legal practitioners.

Although this seminar is in essence a legal one, all efforts shall be taken to ensure that the seminar is informative, practical and useful to professionals working in both legal and non-legal environments.

WHY SHOULD YOU ATTEND?

The seminar will give attendees a general overview of the legal issues at play and an understanding of the risks created by Social Media use at work, bringing attendees up to speed with these realities which at times may be taken for granted.

The seminar also aims to equip attendees with the information and tools needed to act to protect their company's rights, reputation and image while at the same time respecting the limits imposed by applicable legislation in a Maltese context.

SPEAKER PROFILES

Dr. Paul Gonzi is a senior associate at Fenech & Fenech Advocates specialising in Labour Law, Data Protection and ICT Law. After graduating with a Doctor of Laws from the University of Malta in 2006 he earned his Master of Laws (LLM) in the subject grouping 'Computer and Communications Law' at Queen Mary and Westfield College, University of London. He has eight years of hands-on experience with the firm, also as a litigant in various fora, including before the Courts, the Industrial Tribunal, in Arbitration and also before the Appeal Tribunals in matters of industrial relations, public procurement and telecoms. He is also a contributor in various publications and also contributes towards several conferences and training sessions in his areas of specialisation.

Uros Kastelic is working at Microsoft as a Technology Solutions Professional for Productivity. His work is to connect customers with products and technology that will enable them better productivity and collaboration, while also addressing technical questions. His primary focus is the productivity solution Office 365, but he also loves digging into other technologies and areas, such as business analytics, Azure and software development. Before joining Microsoft, Uros earned his master degree in Computer Science and worked as a software developer on various projects, working closely with Microsoft technologies.

Dr. Thomas Bugeja is an associate within the International Practice department at Fenech & Fenech Advocates. He works mostly in Employment and Industrial Relations as well as



Technology, Media and Telecoms Law (TMT) and takes a particular interest in issues created by the interplay between these two legal fields. Thomas advises and assists clients in relation to employment conditions and unfair dismissals, industrial disputes, data protection matters, IT contracts, social media, telecoms and competition law as well as intellectual property matters. Thomas obtained his Doctor of Laws (LL.D) in 2014 after having submitted his thesis on the social media implications in the employment field



ABOUT MITLA

The Malta Information Technology Law Association has been set up late in 2014 and brings together various legal practitioners in the fields of information and technology law as well as an array of technology professionals. The objects and purpose for which the MITLA has been constituted are:

- To promote the advancement and development of information technology law, including but not solely limited to computer law, internet law, electronic communications law, information law, electronic commerce law, remote gaming law and cybercrime, (hereinafter referred to as “ICT Law”) in Malta and the advancement of Malta as an international centre of excellence in ICT Law;
- To actively research, discuss and circulate information on legal developments taking place on the international plane and within the European Union with respect to ICT Law and the knowledge economy;
- To promote with international and regional organisations or associations and other national government and non-government bodies legislative and regulatory changes related to ICT Law and to consider together with these entities proposals for legislative interventions having the same aim;
- To afford opportunities for the discussion and consideration of matters of interest to members of the Association and to undertake or assist in the preparation of legal instruments and papers in respect of such matters; and
- To collect and circulate statistical and other information of interest to the members of the Association and to form a collection of publications and documents accessible to the members of the Association.

More information can be found at <http://www.mitla.org.mt>

Become a member here: <http://www.mitla.org.mt/membership>