Yes, in the legislation of Finland the important rules are in the Constitution of Finland (731/1999):

Section 10 - The right to privacy

Everyone’s private life, honour and the sanctity of the home are guaranteed. More detailed provisions on the protection of personal data are laid down by an Act.

The secrecy of correspondence, telephony and other confidential communications is inviolable.

Measures encroaching on the sanctity of the home, and which are necessary for the purpose of guaranteeing basic rights and liberties or for the investigation of crime, may be laid down by an Act. In addition, provisions concerning limitations of the secrecy of communications which are necessary in the investigation of crimes that jeopardise the security of the individual or society or the sanctity of the home, at trials and security checks, as well as during the deprivation of liberty may be laid down by an Act.

The more specific laws are:

- Personal Data Act (523/1999)
- Information Society Code (917/2014)
- Act on Cooperation within Undertakings (725/1978)
- Act on Cooperation in Government Departments and Agencies (651/1988)
- Employment Contracts Act (55/2001)

Yes, the provisions may be applicable also to social networks and blogs.

The acts do not apply to personal data files containing, solely and in unaltered form, data that have been published by the media. The acts do not apply to personal data that is not open to public.

Yes, the acts protect during the recruitment phase.

Yes, the acts protect during the course of the employment.

General requirements for collecting personal data about employees and the employer’s
duty to provide information are prescribed in Act on the Protection of Privacy in Working Life, section 4:

(1) The employer shall collect personal data about the employee primarily from the employee him/herself. In order to collect personal data from elsewhere, the employer must obtain the consent of the employee. However, this consent is not required when an authority discloses information to the employer to enable the latter to fulfill a statutory duty or when the employer acquires personal credit data or information from the criminal record in order to establish the employee's reliability.

(2) The employer shall notify the employee in advance that data on the latter is to be collected in order to establish his/her reliability. If information concerning the employee has been collected from a source other than the employee him/herself, the employer must notify the employee of this information before it is used in making decisions concerning the employee. The employer's duty to provide information and the employee's right to check the personal data concerning him/herself are also subject to other relevant provisions of the law.

Information Society Code, section 135 prescribes:

(4) Whoever receives or obtains in any other way knowledge of an electronic message, radio communication or traffic data not intended for him or her shall not disclose or make use of the content or traffic data of such a message, or the knowledge of its existence, without the consent of a party to the communication, unless otherwise provided by law.

When the employee or job applicant is not collecting data the employer may obtain the data only if the data is necessary from the employment point of view. Second, the acquisition of personal data must be a definite criterion which involves determining the reliability of an employee or job applicant.

The reliability of detection without the consent of the employee or job applicant requires more stringent criteria than the usual work. Information may be required for the safety reports like in airports, nuclear power plants, telecom centers, public authorities, special production and research or in the case of a person who is directly financially responsible for the employer's property or when the employee would otherwise require special trust.

If the employer collects information about the employee or job applicant on the Internet, the employer must take care to inform the employee or job applicant in advance.

[4] Are the employees allowed to use social networks during working hours? If so, in which way?

In general terms the answer is yes. It is not usually forbidden to use social networks during working hours.

The employer has the right to direct and make networks operating rules of whether in the workplace it is possible to surf in net at all or only on certain pages. The employer may also block access to certain pages across the entire organization or to specific entities within the organization. In this regard, the employer must take into account equal treatment in the workplace.

On the other hand the employer has the right to control that employee is working and there are working duties when it is clear that using social network is in practice impossible.

[5] Can the employer monitor the use of social networks by his employees during working hours? Outside of the working hours?

The employee performs work for an employer under the employer's direction and supervision. During working hours the employer can control the use of social networks in the sense that employee performs his/her duties.

Outside of the working hours the employee is free to use of social networks.

The general guideline is that workers' web browsing experience and identification of that
data may not be used by the employer in such a way that workers are monitored, tracked or monitored by collecting and / or viewing of that identification data.

However, the employee must be loyal to his/her employer, and the employer must be able to trust employees.

The employer's trade or business secrets are secrets also in social media.

Scribbling on the Internet against the instructions of working place or other employees may lead to disciplinary actions. Criticizing the employer is unlikely to be sufficient to termination of the employment relationship without normal warning procedures.