

# Workplace Investigations

## Contributing Editors

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## 08. Can the employer search employees' possessions or files as part of an investigation?

### Finland

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Only the police can search employees' possessions (assuming that the prerequisites outlined in the legislation are met).

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### Thailand

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Electronic information created during employment would generally be owned by the employer and would be the employer's assets. If an employee is given a computer or laptop to use for work, the employer has the right to log into that device and take any data that is stored therein, provided that the data does not contain sensitive information of that employee and PDPA requirements are met.

To avoid any potential issues regarding physical data such as documents on the employee's desk, it is advisable to search those areas with the subject employee to show good faith. In practice, the employee normally agrees to search those areas with the employer, or allows the employer to search alone.

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