

Decision

Diary no

2020-10-09

DI-2020-6231

ABB AB

Supervision according to the data protection regulation - ABB's

form for recruitment

The Swedish Data Protection Authority's decision

The Swedish Data Protection Authority writes off the case.

Account of the supervisory matter

The Swedish Data Protection Authority has started supervision of ABB AB, 559193-0903

(hereinafter the company) due to a complaint. The appellant has

among other things claimed that the company asks in connection with recruitment

Jobseekers fill out a form that contains questions about, among other things

alcohol and drug addiction, cases with the Crown Bailiff and convictions

criminal convictions. The form has been attached to the complaint.

The company has commented on the matter and stated, among other things, following. The current

the form has previously been used in recruitment. The form has been sent to

the candidates asked to fill the form and bring the filled

the form for the interview. In connection with the interview temporarily goes

the candidate and recruitment officer go through the answers in the form together.

The form is then destroyed or returned to the candidate. The form

is not saved by the company in any way. The intention is that the form should not

is registered electronically by the company, but the handling has taken place entirely manually.

Postal address: Box 8114, 104 20 Stockholm

Website: [www.datainspektionen.se](http://www.datainspektionen.se)

E-mail: [datainspektionen@datainspektionen.se](mailto:datainspektionen@datainspektionen.se)

Telephone: 08-657 61 00

1 (2)

The Swedish Data Protection Authority

DI-2020-6231

Justification of decisions

The Data Inspectorate's supervision only concerns the company's processing of personal data collected through the form that Datainspektionen took part in.

Article 2.1 of the data protection regulation<sup>1</sup> states that the regulation shall applied to such processing of personal data as whole or in part carried out automatically as well as other processing than automatic by personal data that is or will be included in a register.

The company's handling of the personal data requested in the form does not involve such automated processing, or non-automated processing in registers referred to in Article 2.1 of the Data Protection Regulation. The the current handling of personal data is thus not covered by the data protection regulation's scope of application. The case must therefore be dismissed from further action handling.

This decision has been made by the unit manager Catharina Fernquist after presentation by lawyer Albin Brunskog.

Catharina Fernquist, 2020-10-09 (This is an electronic signature)

REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on that free flow of such data and on the repeal of Directive 95/46/EC (general data protection regulation).

1

2 (2)