

Decision

Diariennr

2020-10-09

DI-2020-6231

ABB AB

Supervision under the Data Protection Ordinance - ABB's

recruitment form

The Data Inspectorate's decision

The Data Inspectorate writes off the case.

Report on the supervisory matter

The Data Inspectorate has initiated supervision of ABB AB, 559193-0903

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

among other things, stated that the company in connection with recruitment asks

jobseekers fill in a form that contains questions about, among other things

alcohol and drug addiction, cases with the Enforcement Officer 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 who are asked to fill in the form and bring it completed

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

the candidate and the recruitment manager together through the answers in the form.

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

registered electronically by the company without the handling being done completely manually.

Postal address: Box 8114, 104 20 Stockholm

Website: www.datainspektionen.se

E-mail: datainspektionen@datainspektionen.se

Phone: 08-657 61 00

1 (2)

The Data Inspectorate

DI-2020-6231

Justification of decision

The Data Inspectorate's supervision only refers to the company's processing of personal data collected through the form provided by the Swedish Data Inspectorate taken part of.

Article 2 (1) of the Data Protection Regulation¹ states that the Regulation shall:

applied to such processing of personal data as in whole or in part

carried out by automatic means and on treatment other than automatic by

personal data that is included in or will be included in a register.

The company's handling of the personal data requested in the form

does not imply 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 scope of the Data Protection Regulation. The case must therefore be written off from further processing.

This decision has been made by the unit manager Catharina Fernquist after

presentation by the 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 individuals with regard to the processing of personal data and on that

free flow of such data and repealing Directive 95/46 / EC (General

Data Protection Regulation).

1

2 (2)