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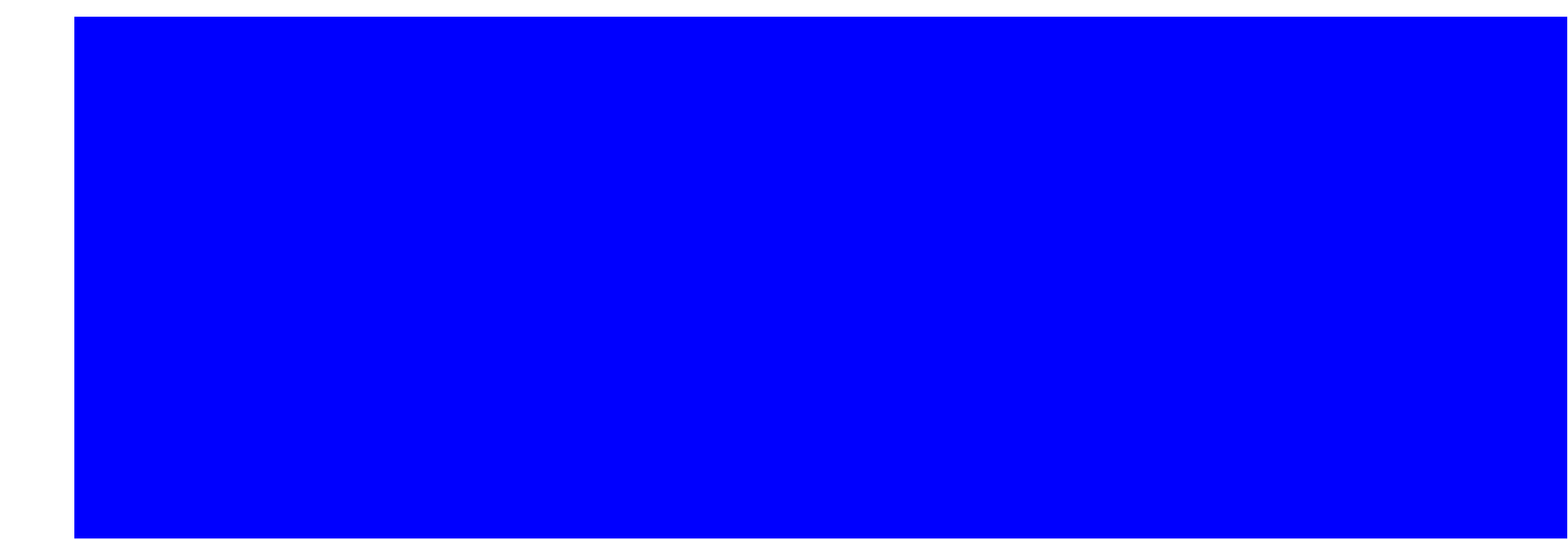
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# Treatment of personal data in working life

Here you can read about how personal data in working life is obtained processed in accordance with the Data Protection Regulation. The information is primarily aimed at employers in both private and public sector. It can also be helpful for workers, jobseekers, unions and industry associations.

In working life, personal data is used in many different contexts, ranging from payroll and address lists for authorization systems and competence databases. Certain types of processing of personal data are considered be sensitive to privacy, for example if the information being processed is very detailed or concerns health or sexual life. It is important to find one reasonable balance between employers' need to process personal data and employees' claims to privacy. You also need to think that an employee is in a position of dependence in relation to the employer. Consent to a particular treatment can therefore not be given the same meaning as in other contexts.

## What laws and regulations govern in working life?

The Data Protection Regulation applies when personal data is collected and processed fully or partially automatically, or on paper in manual register. Other rules that may also affect workers integrity in working life is, for example, labor law, The Swedish Work Environment Authority's regulations and general advice, court decisions (practice) and collective agreements.

## Who is responsible for the treatment of personal information?

The Data Protection Regulation does not normally require permission from the IMY to process personal data. Exceptions may apply to camera surveillance in some cases, or in the case of criminal information. Instead, be responsible the employer (the person responsible for personal data) for, and must be able to show, that processing of employees' personal data is carried out in a lawful manner. It is that is, the employer who is independently responsible and who decides on what personal data may be collected and how they may be used. This applies even if the personal data controller hires someone else to process the personal data (a personal data assistant) for example a supplier of an IT system. IMY is the supervisory authority and supervisor application of the provisions.

## Data protection officer at the workplace

Employers can appoint a data protection officer. In some cases it is a requirement. The representative shall assist the employer in complying with the Data Protection Ordinance, to example by giving advice and performing certain checks.

If the employer has appointed a data protection officer in his organization, the employees get information about this. The employees can contact the Data Protection Officer with questions concerning the employer's treatment of their personal data and about their rights in the processing.

Data Protection Officer

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