

APPENDIX 2 – PRIVACY NOTICE FOR RESEARCH PARTICIPANTS

JYU, UCPH, UNIPD, UMCS, ZRC SAZU, and EUROPEAN CENTRE

A description of the processing of personal data for scientific research purposes (privacy notice; Articles 13, 14 and 30 of Regulation (EU) 2016/679)

1. Personal data processed in:

- a) (SMUG WP2 Research) Investigating social protection in the pan-EU labour market through the lens of posted workers using individual biographical narratives.
- b) (SMUG WP3 Research) A multi-stakeholder analysis of practices and policies regulating posted worker social protection the pan-EU labour market

Explain briefly what is the scientific goal of the research (why is it necessary to process personal data).

The goal of SMUG's research is to improve the evidence base for posting policy through empirical research with posted workers and key stakeholders in intra-EU worker posting in the research countries. SMUG aims to (a) identify the ways in which the variegated regulatory framework in which posted workers operate affects their economic security, and (b) suggest specific measures, which will improve this. Specifically, this SMUG research will:

- i. document the specific forms of precarity experienced by posted workers in the European Union, resulting from their movement between national systems;
- ii. map the structure of the posted worker labour market, by finding out the factors segmenting it into more and less precarious segments;
- iii. identify specific rules that might be changed, or practices enacted to better protect posted workers and reduce labour market segmentation; and
- iv. disseminate these findings and proposed solutions, through direct interactions with social actors, via a transnational workshop, conference, consortium team meetings and published policy documents.

All of SMUG research is about, and will involve as research participants, individual persons participating in intra-EU posting as workers, employers, or regulation enforcers. The personal data of these individuals will be obtained in order to recruit them as participants, recruited participants will share further personal data during the course of the research, and lastly, personal data will be collected during biographical interviews with posted workers as part of research data. Such data will be stored securely, for stipulated periods as stated above, and will be duly anonymised when used in study reports and other research publications for public consumption.

The following personal data may be requested from you, not all types will be asked of research participants.

- a) Name, b) email address, c) phone number, d) residence address, e) employer details, f) employment details, g) age, h) marital and family status, i) Photos, j) Journals, k) audio recordings, l) Nationality/ethnic Origin.

All personal data is considered confidential and will be anonymised. Anonymized data personal information will only be available to SMUG researchers and officials participating in the analysis. You can decide not to give us certain types of data, which you choose not to reveal; for example, if you decide not to talk about one or your employers, or about your family, you can leave that out.

This privacy notice has been published on the following SMUG project webpages (<https://www.jyu.fi/hytk/fi/laitokset/yfi/en/research/projects/research-groups/smug>; www.slang-unipd.it, <https://www.euro.centre.org/projects/detail/3932>), and a paper copy/electronic link to the privacy notice is attached to consent form that all participants must read/are read for, before consenting to be a part of a SMUG study.

2. Legal grounds for the processing of personal data for research/archiving purposes

JYU, UNIPD, UMCS, and ZRC SAZU

☒ The processing of your personal data is necessary for scientific research purposes in the public interest based on section 4, paragraph 3 of the Data Protection Act (1050/2018). Special categories of personal data are processed for scientific purposes in accordance with section 6, subsection 1, and paragraph 7 of the Data Protection Act. This is the legal basis for data processing in Finland, Italy, Poland and Slovenia.

UCPH

☒ The legal basis for processing of personal data by University of Copenhagen (Denmark) is Article 6, paragraph 1, a) of GDPR. Special categories of personal data are processed according to Article 9, paragraph 2, a). The processing of personal data will be based on consent.

ZRC SAZU

☒ The processing of your personal data is necessary for scientific research purposes in the public interest based on article 89 of the GDPR.

EUROPEAN CENTRE

☒ The legal basis for processing of personal data by the European Centre is Article 6, paragraph 1, a) of GDPR. Special categories of personal data are processed according to Article 9, paragraph 2, a). The processing of personal data will be based on consent.

The following special categories of personal data or personal data about criminal activities or convictions will be processed/collected during the study:

- ☒ Race or ethnic origin
- ☒ Membership of a trade union

Transferring personal data outside the EU/EEA

JYU, UCPH, UMCS, ZRC SAZU, EUROPEAN CENTRE

During this study, your personal data will not be transferred outside the EU/EEA.

UNIPD

In no case, during the study, your personal data will be communicated, disseminated, sold or otherwise transferred to third parties for illegal purposes and, in any case, without obtaining your prior consent, where required by law.

Personal data will not be transferred abroad, to countries or international organizations not belonging to the European Union that do not guarantee an adequate level of protection, recognized, pursuant to art. 45 GDPR, based on an adequacy decision of the EU Commission. In the event that it is necessary the transfer of personal data to countries or international organizations outside the EU, for which the Commission has not adopted any adequacy decision pursuant to art. 45 GDPR, will take place only in the presence of adequate guarantees provided by the recipient country or organization, pursuant to art. 46 GDPR and provided that the data subjects have enforceable rights and effective remedies.

In the absence of an adequacy decision by the Commission, pursuant to art. 45 GDPR, or adequate guarantees, pursuant to art. 46 of the GDPR, including the binding corporate rules, the cross-border transfer will take place under the conditions indicated in art. 49 GDPR.

Protection of personal data

In this study, the processing of personal data is based on a proper research plan, and a responsible person has been appointed for the study. Your personal data will only be used and disclosed for purposes of conducting historical or scientific research or for other similar purposes (statistics), and it is otherwise ensured that no data about you is disclosed to unauthorised parties.

Prevention of identifiability

- ☒ Direct identification data will be removed as a protective measure when generating the data (pseudonymised data, in which case persons can be later identified on the basis of a code or similar data, and new data can be merged with the data)

For expert Interviews only:

- ☒ You will be requested to give your express consent to the publication of your personal data when reporting research results (e.g., expert interviews)

Personal data used in the study will be protected by means of

- ☒ username ☒ password ☒ access control (physical facilities)
- ☐ other, please specify: Personal data will be collected and recorded only using audio recording devices, and will be stored only on institution work computers and will be password protected.

A separate data protection impact assessment (DPIA) has been conducted/the Data Protection Ombudsman has been heard regarding the DPIA.

JYU, UCPH, UMCA

☒ No, because the scientist in charge has checked that DPIA is not mandatory for this research.

The researchers have completed data protection and information security training.

☒ Yes

Agreements have been signed with research assistants and/or processors/joint controllers of personal data.

☒ Yes

UNIPD

☒ No, because the scientist in charge has checked that DPIA is not mandatory for this research.

ZRC SAZU

☒ No, because the scientist in charge has checked that DPIA is not mandatory for this research.

Agreements have been signed with research assistants and/or processors/joint controllers of personal data.

☒ Yes

EUROPEAN CENTRE

☒ No, because the scientist in charge has checked that DPIA is not mandatory for this research

THE PROCESSING OF PERSONAL DATA AFTER THE STUDY

☒ The research register will be anonymised, i.e. all identifiers will be fully removed so that no persons can be identified from the data, and no new data can be merged with the data.

Controller(s) and researchers

The controller for this study are:

Joint controllers:

JYVASKYLAN YLIOPISTO (JYU), KOBENHA\TNS UNIVERSITET (DENMARK), UNIVERSITA DEGLI STUDI DI PADOVA (ITALY), UNTWERSYTET MARII CURIE-SKŁODOWSKIEJ (POLAND), ZNANSTVENORAZISKOVALNI CENTER SLOVENSKE AKADEMIJE ZNANOSTI, IN UMETNOSTI (SLOVENIA), EUROPAISCHES ZENTRUM FÜR WOHLFAHRTSPOLITIK UND, SOZIALFORSCHUNG (AUSTRIA)

Persons in charge of the study on behalf of partners:

Contact person(s):

Professor Nathan Lillie, + 358 40 024 7177, nathan.a.lillie@jyu.fi, Department of Social Sciences and Philosophy, University of Jyväskylä.

Jens Arnholtz, +45 35323214, jh@faos.dk, Department of Sociology, University of Copenhagen. This is the person who is in charge of conducting the study and complying with regulations on the processing of personal data.

Francesca Vianello, +393409755626, francescaalice.vianello@unipd.it of Department FISPPA, University of Padua.

Dominika Polkowska, dominika.polkowska@umcs.pl. UMCS, Maria Curie-Skłodowska University, Lublin, Poland.

Dr. Mojca Vah Jevšnik, +386(0)14706485, mojca.vah@zrc-sazu.si. ZRC SAZU, Slovenian Migration Institute.

Sonila Danaj, +4313194505-26, danaj@euro.centre.org. European Centre for Social Welfare Policy and Research.

Researchers:

JYU

Three: Nathan Lillie, Quivine Ndomo, and one additional researcher will process personal data on behalf of JYU. At that time, they will be in a contractual relationship with the university of Jyväskylä, and work at the department of Social Sciences and Philosophy. More information about these persons is available from the person in charge of the study.

UCPH

Two: Jens Arnholtz & Astrid Stampe Lovelady will process personal data on behalf of CPHU. At that time, they will be in a contractual relationship with the University of Copenhagen. More information about these persons is available from the person in charge of the study.

UNIPD

Three: Francesca Alice Vianello, Devi Sacchetto, and an additional researcher under recruitment will process personal data on behalf of University of Padua. At that time, he/she will be in a contractual relationship with UNIPD, and work at the FISPPA Department. More information about this person will be available from the person in charge of the study.

UMCS

Three: Dominika Polkowska and two additional graduate students at UMCS will process personal data on behalf of UMCS. At the time of engaging in SMUG research. All three will be in a contractual relationship with UMCS. More information about the 2 researchers can be obtained from the person in charge of the study at UMCS.

ZRC SAZU

Four persons will process personal data on behalf of ZRC SAZU. At that time, they will be in a contractual relationship with ZRC SAZU. More information about these persons is available from the person in charge of the study.

EUROPEAN CENTRE

Five persons will process personal data on behalf of the EUROPEAN CENTRE. At that time, they will be in a contractual relationship with the EUROPEAN CENTRE. More information about these persons is available from the person in charge of the study.

In this study, processors of personal data are:

JYU: Microsoft and Zoom

UCPH: Microsoft, Zoom and NVIVO

UNIPID: Zoom, Google, WhatsApp, Skype, TeamViewer, Microsoft, Atlas.ti, Nvivo, QDA

UMCS: Microsoft, Zoom, and QDA

ZRC SAZU: Microsoft and Zoom

EUROPEAN CENTRE: Microsoft, Zoom, WhatsApp, MaxQDA, Skype, LimeSurvey

Rights of data subjects

Right to access data (Article 15, GDPR)

JYU, UNIPS, UMCS, ZRC SAZU, and EUROPEAN CENTRE

You have the right to obtain information about whether your personal data is processed, and which personal data is processed. If required, you can request a copy of the personal data processed.

UCPH

The right to insight is not applicable to data processed by University of Copenhagen under the provisions of Article 22, paragraph 5, of the Danish Data Protection Act (Act no. 502, dated 23 May 2018).

Right to have data rectified (Article 16, GDPR)

JYU, UNIPS, UMCS, ZRC SAZU, and EUROPEAN CENTRE

If there are any inaccuracies or errors in the processing of your personal data, you have the right to request your personal data to be rectified or supplemented.

UCPH

The right to rectification is not applicable to data processed by University of Copenhagen under the provisions of Article 22, paragraph 5, of the Danish Data Protection Act (Act no. 502, dated 23 May 2018).

Right to have data erased (Article 17, GDPR)

You have the right to request your personal data to be erased in certain situations. However, the right to have data erased does not exist if the erasure prevents the purpose of processing from being fulfilled for scientific research purposes or makes it much more difficult.

Right to the restriction of processing (Article 18, GDPR)

JYU, UNIPS, UMCS, ZRC SAZU, and EUROPEAN CENTRE

You have the right to restrict the processing of your personal data in certain situations, such as if you deny the accuracy of your personal data.

UCPH

The right to restriction is not applicable to data processed by University of Copenhagen under the provisions of Article 22, paragraph 5, of the Danish Data Protection Act (Act no. 502, dated 23 May 2018).

Derogation from the rights of data subjects

Derogation from the aforementioned rights is possible in certain individual situations on the basis of the GDPR and the Finnish data protection act, as far as the rights prevent scientific or historical research purposes or statistical purposes being fulfilled or make it much more difficult. The need for derogation must always be assessed separately in each situation.

Profiling and automated decision making

In this study, your personal data will not be used in automated decision making. In this study, the purpose of the processing of personal data is not to assess your personal characteristics, i.e. profiling. Instead, your personal data and characteristics will be assessed from the perspective of broader scientific research.

Executing the rights of data subjects

JYU

If you have any questions about the rights of data subjects, please contact the university's data protection officer. All requests related to the execution of rights must be sent to the registry office of the University of Jyväskylä. Registry office and archive, P.O. Box 35 (C), 40014 University of Jyväskylä, tel.: +358 (0)40 805 3472, email: kirjaamo@jyu.fi. Visiting address: Seminaarinkatu 15, Building C (Main Building, 1st floor), Room C 140.

Any data breaches or suspicions of data breaches must be reported to the University of Jyväskylä.

<https://www.jyu.fi/en/university/privacy-notice/report-data-security-breach>

You have the right to file a complaint with the supervisory authority of your permanent place of residence or employment if you consider that the processing of personal data is in breach of the GDPR. In Finland, the supervisory authority is the Office of the Data Protection Ombudsman.

Contact for Office of the Data Protection Ombudsman: <https://tietosuoja.fi/en/home>

Submit the research notification and privacy notice to the research participant and in addition **to the university's registry office (email kirjaamo@jyu.fi)** when the University of Jyväskylä is a data controller, joint data controller or data processor in the study. Research notification and privacy notice will be stored (for 15 years) and used if the research participant or data protection authority contacts the university, for statistical purposes, for the monitoring of data privacy and to verify controller's accountability obligations.

UCPH

If you have any questions about the rights of data subjects, please contact the university's data protection officer. In respect to data processed by University of Copenhagen, you may contact the data protection officer Lisa Ibenfeldt Schultz, University of Copenhagen, Professorvillaen, Nørregade 10, Post box 2177, 1017 Copenhagen K, phone: +45 35 33 56 88, email: lis@adm.ku.dk.

You have the right to file a complaint with the supervisory authority of your permanent place of residence or employment if you consider that the processing of personal data is in breach of the GDPR.

In respect to data processed by University of Copenhagen, you may contact the Danish Data Protection Agency, Datatilsynet. <https://www.datatilsynet.dk/>

Submit the research notification and privacy notice to the research participant and in addition **to UCPH (privacy@unipd.it)** when UCPH is a data controller, joint data controller or data processor in the study. Research notification and privacy notice will be stored (for 15 years) and used if the research participant or data protection authority contacts the university, for statistical purposes, for the monitoring of data privacy and to verify controller's accountability obligations.

UNIPD

If you have any questions about the rights of data subjects, please contact the university's data protection officer. All requests related to the execution of rights must be sent to the registry office of the University of Padua. Mrs Maria Rosaria Falconetti as Data-protection officer: privacy@unipd.it.

Any data breaches or suspicions of data breaches must be reported to the University of Padua.

Data security breach for UNIPD:

https://www.unipd.it/sites/unipd.it/files/2018/Procedura_segna_lazione_violazioni_dati.pdf

You have the right to file a complaint with the supervisory authority of your permanent place of residence or employment if you consider that the processing of personal data is in breach of the GDPR. In Italy, the supervisory authority is Garante per la protezione dei dati personali, address Piazza Venezia 11, IT-00187, Roma; e-mail: protocollo@gpdp.it; PEC: protocollo@pec.gpdp.it; tel: +39 06696771

Submit the research notification and privacy notice to the research participant and in addition **to UNIPD (privacy@unipd.it)** when UNIPD is a data controller, joint data controller or data processor in the study. Research notification and privacy notice will be stored (for 15 years) and used if the research participant or data protection authority contacts the university, for statistical purposes, for the monitoring of data privacy and to verify controller's accountability obligations.

UMCS

If you have any questions about the rights of data subjects, please contact the university's data protection officer. In respect to data processed by UMCS, you may contact the data protection officer Sylwia Pawłowska-Jachura, email: sylwia.pawlowska-jachura@mail.umcs.pl, tel. +48 81 537 51 19.

You have the right to file a complaint with the supervisory authority of your permanent place of residence or employment in Poland if you consider that the processing of personal data is in breach of the GDPR.

Submit the research notification and privacy notice to the research participant and in addition **to UMCS (sylwia.pawlowska-jachura@mail.umcs.pl)** when UMCS is a data controller, joint data controller or data processor in the study. Research notification and privacy notice will be stored (for 15 years) and used if the research participant or data protection authority contacts the university, for statistical purposes, for the monitoring of data privacy and to verify controller's accountability obligations.

ZRC SAZU

If you have any questions about the rights of data subjects, please contact ZRC SAZU data protection officer. All requests related to the execution of rights must be sent to) Data Protection Officer, Email: katja.novak@zrc-sazu.si

Any data breaches or suspicions of data breaches must be reported to the ZRC SAZU.

You have the right to file a complaint with the supervisory authority of your permanent place of residence or employment if you consider that the processing of personal data is in breach of the GDPR. In Slovenia, the supervisory authority is the Information Commissioner.

Contact for Office of the Data Protection Ombudsman: <https://www.ip-rs.si/>

Submit the research notification and privacy notice to the research participant and in addition **to ZRC SAZU (dpo@zrc-sazu.si)** when the ZRC SAZU is a data controller, joint data controller or data processor in the study. Research notification and privacy notice will be stored (for 15 years) and used if the research participant or data protection authority contacts the university, for statistical purposes, for the monitoring of data privacy and to verify controller's accountability obligations.

EUROPEAN CENTRE

If you have any questions about the rights of data subjects, please contact the EUROPEAN CENTRE. All requests related to the execution of rights must be sent to Email: ec@euro.centre.org

Any data breaches or suspicions of data breaches must be reported to the EUROPEAN CENTRE.

You have the right to file a complaint with the supervisory authority of your permanent place of residence or employment if you consider that the processing of personal data is in breach of the GDPR.

In Austria, the supervisory authority is the Austrian Data Protection Authority, Barichgasse 40-42, 1030 Vienna, Austria, dsb@dsb.gv.at.