

LAWS  
THAT  
MAY  
APPLY

GDPR  The Communicable Diseases Act 

The Act on the Protection of Privacy in Working Life 

Other occupational safety legislation



FOR FINNISH  
EMPLOYERS

DISCLOSING INFORMATION  
INTERNALLY & EXTERNALLY

Do not name infected or quarantined employees. Give general information according to company practice, e.g.

**Ella is not available to work.**



# COVID-19 & PRIVACY

INFOGRAPHIC

Based on Finnish Data Protection Authority guidance at tietosuoja.fi

HEALTH DATA =  
SPECIAL CATEGORY DATA



Only employees whose job includes health data processing should process it. Health data is information e.g. about individual's health, diseases, disability or treatment.

Ella Employee has coronavirus.

HEALTH  
DATA

Ella returned from corona zone yesterday.

personal  
data

Ella is in quarantine.  
(no specifics given)

personal  
data

 Ensure that you have a legal base from the GDPR for special category data processing

CHECKLIST



- Consider what personal data is really necessary and strictly **minimise** it to what you need to combat COVID-19.
- Document decisions.
- Transparent and timely communication to employees about data use is important.
- Remember higher security measures for health data. Ensure personal data security during remote working.

MORE INFORMATION

[https://edpb.europa.eu/our-work-tools/our-documents/other/statement-processing-personal-data-context-covid-19-outbreak\\_en](https://edpb.europa.eu/our-work-tools/our-documents/other/statement-processing-personal-data-context-covid-19-outbreak_en)

[https://tietosuoja.fi/en/article/-/asset\\_publisher/tietosuoja-ja-koronaviruksen-leviamisen-hillitseminen](https://tietosuoja.fi/en/article/-/asset_publisher/tietosuoja-ja-koronaviruksen-leviamisen-hillitseminen)

<https://tietosuoja.fi/en/processing-of-special-categories-of-personal-data> <https://tietosuoja.fi/koronavirus>

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