

EEAS PRIVACY STATEMENT - DATA PROTECTION NOTICE

FOR THE PURPOSE OF PROCESSING PERSONAL DATA RELATED TO SELECTION, RECRUITMENT AND ADMINISTRATIVE MANAGEMENT OF CONTRACT AGENTS (CAS) IN EU DELEGATIONS

1. INTRODUCTION

The protection of your personal data and privacy is of great importance to the European External Action Service (EEAS) and to the Delegations of the European Union. You have the right under EU law to be informed when your personal data is processed [collected, used, stored] as well as about the purpose and details of that processing.

When handling personal data, we respect the principles of the Charter on Fundamental Rights of the European Union, and in particular Article 8 on data protection. Your personal data are processed in accordance with Regulation (EU) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, aligned with Regulation (EU) 2016/679, the General Data Protection Regulation. In this privacy statement you find information about how the EEAS and EU Delegations process your personal data and what rights you have as a data subject.

2. PURPOSE OF DATA PROCESSING: Why do we process your data?

The purpose of the data processing activity is to manage selection procedures, recruitment and administrative procedures for contract agents in EU Delegations.

3. DATA PROCESSED: What data do we process?

I. Data, including personal data, processed from the contract agent:

- Full Name
- Address
- Gender
- Date and place of Birth
- Nationality
- ID
- Personal Number
- Status
- Current place of assignment (if applicable)
- Duration of contract
- Future place of assignment
- Data regarding professional experience, qualifications and skills, including CVs and motivational statements
- Results of the Interview/ selection panel reports

II. Data processed from the Head of Delegation, Head of Section, Head of Administration, Panel Secretary and the Staff Representative included in the report from the selection panel:

- Name
- Last Name
- Service/Function

4. DATA CONTROLLER: Who is entrusted with processing your data?

The data controller determining the purpose and the means of the processing activity is the European External Action Service. The service – EEAS Directorate / Division / EU Delegation – responsible for managing the personal data processing under the supervision of the Director / Head of Division / Head of Delegation is the following entity:

Division 'Selection and Recruitment' (BA.HR.2)

Each Delegation under the supervision of the Head of Delegation is responsible for controlling the processing activity related to the personal data in compliance with the provisions of Regulation (EU) 2018/1725.

5. RECIPIENTS OF THE PERSONAL DATA: Who has access to your data?

Recipients of the data, including personal data, in EU Delegations:

- Head of Delegation, Head of Administration

Recipients of the data, including personal data, in Headquarters:

- Division 'Selection and Recruitment' BA.HR.2 staff-processors of the data and other relevant BA.HR services dealing with contract agents (notably Division 'Field Security' /BA.SI.1/ – for RSOs/RSAs and Division 'IT' /BA.BS.3/ for RITOs)
- Appointing Authority
- Members of selection panels
- EC DG HR B2 - Unit dealing with recruitment of contract agents

Personal data is not intended to be transferred to a third country or international organisation. The given information will not be communicated to third parties, except where necessary for the purposes outlined above.

6. ACCESS, RECTIFICATION, ERASURE OF DATA: What rights do you have?

You have the right of access to your personal data and the right to correct any inaccurate or incomplete personal data. The right of rectification can only apply to factual data processed. Under certain conditions, you have the right to ask the deletion of your personal data or restrict their use as well as to object at any time to the processing of your personal data on grounds relating to your particular situation. We will consider your request, take a decision and communicate it to you. For more information, please see Articles 14 to 21, 23 and 24 of Regulation (EU) 2018/1725. In specific cases, restrictions under Article 25 of the aforementioned Regulation may apply. Special attention is drawn to the consequences of a request for deletion, in which case any trace to be able to contact the data subject will be lost. If you have any questions concerning the processing of your personal data, you may address them to the following functional mailbox of the Data Controller.

selection-and-recruitment@eeas.europa.eu

7. LEGAL BASIS: On what grounds we collect your data?

The processing of personal data related to the selection, recruitment and administrative management of Contract Agents is necessary for the performance of a task carried out in the public interest [Article 5(1)(a) of Regulation (EU) 2018/1725], as mandated by the Treaties, in particular by articles 5, 11, 20, 21-40, 42, 43 of the of the Treaty on European Union (TEU) and 2 (4) and (5), 205, 220-221, 326 – 334 of the Treaty on the Functioning of the European Union (TFEU).

Specific legal references:

- Good administration practices in the framework of the Treaty of Lisbon and the Council Decision of 26 July 2010 establishing the organisation and functioning of the EEAS (2010/427/EU), OJ L 201, 3/8/2010, p. 30.
- Conditions of Employment of Other Servants (CEOS/"RAA"): articles 79 and 80, 82 to 87 and 119.
- Decision of the High Representative of the European Union for Foreign Affairs and Security Policy of 22 November 2011 on general implementing provisions (GIPs) for giving effect to the Staff Regulations and to the CEOS.PROC HR(2011)013.
- General Implementing Provisions on the procedures governing the engagement and the use of contract staff at the Commission C(2011)1264 final, 2 March 2011
- Commission Decision of 16 December 2013 C (2013)8967 final amending the GIPs.
- Commission Decision of 16 December 2013 (2013)9054 final on measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff of the European Union.
- Decisions concerning the Mobility for EEAS Contract Agents in the Delegations of the European Union and the Implementing Guidelines.

8. TIME LIMIT - DATA STORING: For what period and how we process your data?

The data will be kept for a maximum of 10 years as of the termination of employment.

As for non-recruited applicants, data will be retained for a maximum of 2 years.

Security of data:

Appropriate organisational and technical measures are ensured according to Article 33 of Reg. (EU) 2018/1725. The collected personal data are stored on servers that abide by pertinent security rules. Data is processed by assigned staff members. Files have authorised access. Measures are provided to prevent unauthorised entities from access, alteration, deletion, disclosure of data. General access to personal data is only possible to recipients with a UserID/Password. Physical copies of personal data are stored in a properly secured manner.

9. EEAS DATA PROTECTION OFFICER: Any questions to the DPO?

In case you have queries you can also contact the EEAS Data Protection Officer at data-protection@eeas.europa.eu.

10. RECOURSE

You have at any time the right of recourse to the European Data Protection Supervisor at edps@edps.europa.eu.