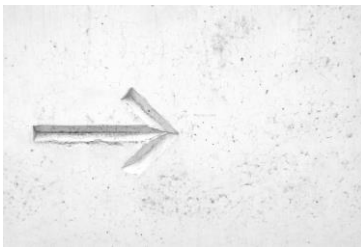


GDPR Related National Laws & Modifications

The European Union's General Data Protection Regulation, going into effect May 25, 2018, sets a common standard for protecting personal data across the EU. It also allows member nations some flexibility to create additional provisions and limitations.

Some examples, which may impact HR teams, include the ability for EU member states to:

- provide "specific rules to ensure the protection of...employees' personal data in the employment context" (Art. 88);
- limit the transfer of "specific categories of personal data to a third country or international organization" if the country (or international organization) is deemed not to have adequate protections in place (Art. 49, (5)); and,
- "determine the specific conditions for the processing of a national identification number or any other identifier of general application" (Art. 87).



Derogations in Finland

EU member nations are reviewing their current data protection policies in advance of the GDPR going into effect. Finland is working on a draft bill for GDPR legislation, which has not yet been published.

Last updated April 2018.

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