

## FINES AND PENALTIES

### What are the penalties for non-compliance with any applicable data protection laws?

Non-compliance with data privacy laws and data breaches may lead to sanctions, fines, and penalties.



The amounts are usually calculated according to the risk to which personal rights were exposed and the preventive measures taken by the data controllers,

processors and sub-processors in relation to their respective role in the chain of personal data processing.

In Serbia, data controllers, data processors and data users with the status of a legal entity can be fined for breaching Personal Data Protection Laws in the amount of RSD 50,000 to RSD 1,000,000 (roughly 500-10,000 USD). In addition, the responsible person can be fined for a misdemeanor in the amount of RSD 5,000 to RSD 50,000.

### HR Best Practices:

Before processing personal data make sure that you have received consent from employees (as needed) and approval from Serbia's data protection Commissioner. In addition, take all necessary steps to protect employee and applicant data.

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PeopleDoc is on a mission to make the difficult job of HR easier. The PeopleDoc HR Service Delivery platform helps HR teams more easily answer employee requests on demand, automate employee processes, and manage compliance across multiple locations. PeopleDoc cloud solutions include case management, process automation and employee file management.

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