

# Privacy policy – Survey on discrimination on the grounds of pregnancy

The Ministry of Social Affairs and Health has commissioned Statistics Finland to carry out a survey on discrimination on the grounds of pregnancy in Finland. The survey will provide information about discrimination experienced in working life and about the fear of being discriminated due to pregnancy or family leave when looking for work, continuing an employment relationship or returning to work, for example. The survey will be carried out in 2024.

## 1. Controller and contact persons

Ministry of Social Affairs and Health  
Postal address: PO Box 33, FI-00023 GOVERNMENT, FINLAND  
Street address: Meritullinkatu 8, Helsinki  
Telephone: +358 29 516 001 (Government switchboard)  
Contact person: Milla Sandt, [firstname.lastname@gov.fi](mailto:firstname.lastname@gov.fi)

## 2. Data protection officer of the controller

Data protection officer: Lassi Kauttonen  
Telephone: +358 29 563 100 (registry)  
Email: [tietosuojavastaava.stm@gov.fi](mailto:tietosuojavastaava.stm@gov.fi)

## 3. Processors of personal data and contact persons

Statistics Finland  
Postal address: FI-00022 STATISTICS FINLAND  
Street address: Työpajankatu 13, Helsinki  
Telephone: +358 29 551 1000 (switchboard)  
Contact person: Henna Attila, tel. +358 29 551 3378  
[henna.attila@stat.fi](mailto:henna.attila@stat.fi)

## 4. Purpose and legal basis of the processing of personal data

Primary purpose: Conducting a statistical survey on the prevalence and characteristics of discrimination on the grounds of pregnancy.  
Personal data will be processed under Article 6(1)(e) of the EU General Data Protection Regulation.

## 5. Period for which the personal data is stored

The statistical data will be stored permanently in electronic form in accordance with the decision made by the National Archives of Finland.

## 6. Personal data to be processed

To make responding easier and to enable versatile use of statistical data for research purposes, the collected data will be supplemented with register data available from different times. The data will be processed in such a way that individual respondents cannot be identified based on the completed statistical data.

The survey responses and the data from administrative registers may contain information classified as sensitive about respondents' trade-union membership and their health and treatment.

The following information is stored in the register:

- for the purpose of collecting data (not included in the statistical data):
  - person's surname, forenames, home address, email and telephone
- for the purpose of analysing the results (included in the statistical data):
  - registered gender
  - age
  - marital status
  - nationality and origin
  - mother tongue
  - place of residence
  - family size
  - education
  - income, pensions, benefits and employment
  - primary occupation
  - information provided by the persons themselves about the possible discrimination they have experienced due to pregnancy and the discrimination reports they have submitted to the trade union or the authorities.

In future, the statistical data may also include the following for research purposes:

- health data.

## 7. Regular sources of data

### Controller and register

- Source of register data combined with the survey responses:
  - Statistics Finland's population database and the research material and statistical data compiled, produced or commissioned by Statistics Finland concerning housing, education, employment, income and healthcare and social welfare.
- Source of contact information used when collecting data:

- Publicly available sources, Statistic Finland's database that is based on the Population Information System, and those registers kept by public authorities from which data is obtained under the Statistics Act.

#### **Data subject's notification**

- Information on the work situation during pregnancies and possible family leaves resulting from them, discrimination experienced due to pregnancy or the fear of being discriminated against due to pregnancy, the reported cases of discrimination and the results of such experiences and reports over the preceding ten years.

### **8. Disclosure of data**

Personal data or the responses provided in the survey will not be disclosed in an identifiable form outside Statistics Finland.

In individual cases, a permit to use personal data may be granted for scientific or statistical research but in such cases the data enabling direct identification has been removed.

### **9. Transfer of data outside the EU or the EEA**

As a rule, personal data will not be transferred outside the EU or the EEA or to any international organisations. Personal data may be transferred to such third countries for which the European Commission has taken a decision on the adequacy of personal data protection.

The permit makes it possible to process data, using a remote user interface, from non-EU countries which the European Commission has, by its decision, deemed to offer an adequate level of data protection. A list of such countries is published in the Official Journal of the European Union and on the website of the European Commission.

### **10. Automated decision-making**

Personal data will not be used for automated decision-making.

### **11. Rights of data subjects**

Information on the rights of data subjects can be found, for example, on the Statistics Finland website:

[https://www.stat.fi/meta/tietosuoja/index\\_en.html](https://www.stat.fi/meta/tietosuoja/index_en.html)

### **12. Right to lodge a complaint with the supervisory authority**

You may lodge a complaint with the Office of the Data Protection Ombudsman if you consider that your personal data has been processed unlawfully.

Office of the Data Protection Ombudsman

Street address: Lintulahdenkuja 4, FI-00530 Helsinki



Postal address: PO Box 800, FI-00531 HELSINKI, FINLAND

Email: tietosuoja(at)om.fi

Tel. +358 29 566 6700 (switchboard)

Registry: +358 29 566 6768

Read more about lodging a complaint on the website of the Office of the Data Protection Ombudsman at <https://tietosuoja.fi/en/home>

### **13. More information:**

<https://stm.fi/en/data-protection>