



SCIENTIFIC RESEARCH DATA FILE  
PRIVACY NOTICE

EU General Data Protection Regulation (2016/679),  
Articles 13 and 14  
Created: 29.5.2023

**1. Controller of the study**

Vaasan yliopisto/ University of Vaasa  
Wolffintie 34  
65200 VAASA  
Business ID 0209599-8  
Telephone: 029 449 8000  
e-mail tietosuoja@uwasa.fi

**2. Parties and their responsibilities in research collaboration**

N/A

**3. Director or team responsible for the study**

Liisa Mäkelä  
E-mail: [liisa.makela@uwasa.fi](mailto:liisa.makela@uwasa.fi)  
Telephone: 029 449 8447

**4. Contact details of the Data Protection Officer**

Sami Kinnunen  
Email: tietosuojavastaava@uwasa.fi

**5. Persons processing personal data in the study**

*Liisa Mäkelä, Aija Siiriäinen, Laura Urrila, Researchers of the University of Vaasa's  
Human Resource Management Research group*

**6. Contact person in matters concerning the research data file**

Name Liisa Mäkelä  
E-mail: [liisa.makela@uwasa.fi](mailto:liisa.makela@uwasa.fi)  
Telephone: 029 449 8447



## 7. Name and nature of the research data file, duration of the study

Name of the study:

One-time research

Monitoring study/longitudinal study

Duration of the study (duration of the processing of personal data): 2023-2028

## 8. Purpose of the processing of personal data

Conducting scientific research. The aim of this research is to gather versatile information on how the new remote/hybrid employees have socialized into the organization and by what actions it has been promoted and can be promoted.

## 9. Lawful basis of processing

The processing of personal data is based on Article 6 or Article 9 of the EU General Data Protection Regulation.

EU General Data Protection Regulation, Article 6(1) (choose one basis for each purpose of processing):

Consent of the data subject

Compliance with a legal obligation to which the controller is subject  
legal acts:

Performance of a task carried out in the public interest or the exercise of official authority vested in the controller

Scientific or historical research or statistics

Archiving of research materials and cultural heritage materials

Legitimate interests pursued by the controller or by a third party  
description of the legitimate interest:

EU General Data Protection Regulation, Article 9 (special categories of personal data):

Consent of the data subject

Archiving purposes in the public interest, scientific or historical research purposes or statistical purposes

## 10. Personal data included in the research data

The research material contains the following types of data: interview recordings and informed consent forms, and basic information: name, gender, year of birth, name of the employer, email address, content of the interview



### **11. Sources of personal data**

Information is collected from the participant's employer (name and contact information) and from the subject herself (other information described above).

### **12. Transfer or disclosure of personal data to third parties**

Participants' names, contact information and employers' names will not be disclosed outside the research group. Basically, the research material is not handed over outside the research group, when doing so, it is agreed upon in a separate agreement.

### **13. Transfer or disclosure of personal data to countries outside the EU or European Economic Area**

Information is not transferred or disclosed outside the EU or the European Economic Area.

### **14. Automated decisions**

The information is not used for automated decision-making.

### **15. Safeguards to protect the personal data**

The data is confidential

Protection of manual material:

Personal data processed in IT systems:

Username  Password  Logging  Access control

other, please specify:

Processing of direct identifiers:

Direct identifiers will be removed in the analysis phase

The material to be analysed includes direct identifiers. Reason: (reason for the retention of direct identifiers)

### **16. Processing of personal data after the completion of the study**

The research material will be deleted



The research data file will be archived  without identifiers  with identifiers

Where will the material be archived, and for how long:

After the end of the research, the research material will be archived for ten years on the secure servers of the University of Vaasa. The research parties also have the opportunity to further use the research material for other research purposes. Before the new research use, the controller ensures that the new research use is compatible with the original purpose of use of the material. A new data protection notice is sent to the data subjects regarding the new research use of the research data, except if the data controller is no longer able to identify the data subjects from the research data. A notification of a new study cannot be sent to the data subject even if the provision of information would be impossible or unreasonably difficult or if it would prevent or make it very difficult to achieve the research purposes (Article 14, paragraph 5, subparagraph b of the data protection regulation).

## 17. Rights of the data subject and their restrictions

Data subjects have the right to withdraw their consent provided that the processing of the personal data is based on consent.

Data subjects have the right to lodge a complaint with the Data Protection Ombudsman's Office if they think their personal data has been processed in violation of applicable data protection laws.

Derogation from the rights of the data subject under the EU General Data Protection Regulation in scientific research is possible subject to the following safeguards:

1. The processing of personal data is based on a research plan.
2. A person or team responsible for the study has been appointed.
3. The personal data will only be used and disclosed for purposes of historical or scientific research or other compatible purposes. Data relating to any specific individual will not be disclosed to third parties.
4. If the study includes processing of personal data referred to in Article 9(1) (special categories of personal data) and Article 10 (personal data related to criminal convictions and offences) of the Data Protection Regulation, in addition to complying with sections 1–3 above, a data protection impact assessment under Article 35 of the Data Protection Regulation must be made and submitted to the Data Protection Ombudsman's Office 30 days before the start of the study.

This study will derogate from the following rights of the data subject under the EU General Data Protection Regulation:

- Right of access (Article 15).
- Right to rectification (Article 16).
- Right to erasure (Article 17). The right to erasure shall not apply to scientific or historical research where it is likely to prevent or impede the processing.
- Right to restriction of processing (Article 18).
- Right to object (Article 21).



Vaasan yliopisto  
UNIVERSITY OF VAASA

The contact person for matters concerning the rights of data subjects is the Data Protection Officer, whose contact information is provided in section 4 of this notice.