

## NAV has made your CV available to employers on the arbeidsplassen.no site without obtaining permission to do so

We apologise that NAV has made your CV available to employers in the candidate search function on arbeidsplassen.no. An assessment has been made as to whether this is legal in relation to protection of privacy, and we have concluded that the sharing is a violation of your right to privacy.

### **Who is affected by this?**

You are affected because you have your CV registered on arbeidsplassen.no. We have now hidden your CV so that employers do not see it.

### **What personal data have employers had access to?**

Employers have been given access to information that you have provided in your CV. Examples of this is data such as your name, place of residence, date of birth, phone number, e-mail address, education, work experience, other experience, courses, driving licence, access to vehicles, approvals (certifications and the like), language, your summary, stated qualifications and your job wishes.

### **Who has had access to your personal data?**

Employers with the right access via Altinn have been able to find CVs. We do not have an overview of who has viewed your CV.

We know that on average, about two thousand employers log on to arbeidsplassen.no each month. Most of the employers who have used the candidate search function are from the recruitment and staffing industry, the construction industry, health and care services and wholesale and retail trade.

## **How has the personal data been used?**

Employers have used personal data to search for labour based on requirements for positions, qualifications and geography. It has not been possible to search by name or contact information.

Employers have been able to view a list of candidates that match their requirements for qualifications. From there, they may have clicked into your CV.

Employers have had the opportunity to save the CVs they have wanted in their own candidate lists in the service. It has not been possible to take information from the CVs out of the service, although this may have been done manually.

## **Possible consequences of the privacy breach**

We apologise for the consequences this may have had for you. Possible consequences may be:

- misuse of personal data for purposes other than recruitment, such as sales and marketing.
- that you have been contacted by employers.
- that you have been identified as a registered job seeker with NAV.
- that persons with sufficient skills may have had access to a code showing your citizenship.
- that it has had an impact on your economic benefits or other rights from NAV.
- that the solution may have been used by employers to search for persons for purposes other than recruitment for work (snooping).

## **What do I have to do?**

It is important to pay attention to unusual letters, peculiar online communication, and possibly other incidents that you think may have something to do with protection of your privacy. For more information about protecting your privacy, go to [slettmeg.no](https://slettmeg.no) or [nettrett.no](https://nettrett.no). You can also read more about what you can do at [politiet.no/rad/tyveri-og-vinningskriminalitet/id-tyveri/](https://politiet.no/rad/tyveri-og-vinningskriminalitet/id-tyveri/).

We have hidden your CV from employers' searches on arbeidsplassen.no. Consequently, you do not have to do anything to conceal your CV. You can see

at any time whether your CV has been shared with employers on arbeidsplassen.no.

NAV still has access to your CV in order to follow you up in the normal manner.

**What will NAV do next?**

We have reported the breach of privacy to the Norwegian Data Protection Authority and have shut down the possibility of employers viewing your CV. We are now in the process of notifying you and everyone else who is affected. NAV employees have been informed of the breach and we continue to shed light on the consequences this may have had for you.

**Do you have any questions?**

For more answers to frequently asked questions, see [nav.no/cv-questions](https://nav.no/cv-questions) . If you can't find an answer to your question, contact us at [nav.no/kontakt](https://nav.no/kontakt)

**With best regards,**

NAV