



Swedish agency to crack down on processing of employee data



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If you have employees in Sweden, this alert is important for you. The Swedish Authority for Privacy Protection (Integritetskyddsmyndigheten) has outlined its 2025 agenda. A key focus is the scrutiny of employer's processing of employee personal data.

According to the Authority, a critical issue is the power imbalance between employees and employers. This imbalance limits employees' ability to influence how their personal data is processed and to oppose excessive or privacy-violating practices. The Authority will focus on two main areas:

1. **Monitoring of Employees** - Employers often have a legitimate interest in monitoring work performance and efficiency. However, this must be done with respect for employee privacy. New technologies have increased opportunities for extensive surveillance, such as real-time tracking and camera surveillance, which can deeply affect employees.
2. **Background Checks** - There is an alarming increase in demand for background checks to see if individuals have committed crimes or pose other risks. These checks carry significant privacy risks and can have substantial negative consequences for the individuals involved.

We recommend all employers review their data protection documentation and ensure it aligns with data protection legislation. Please contact us if you have any questions.

