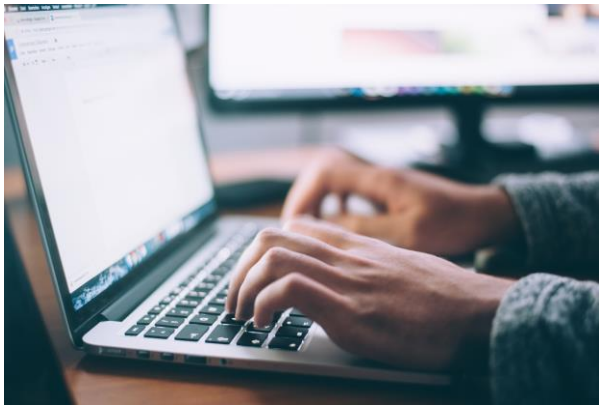
Employee Data Privacy – Serbia

Security Requirements

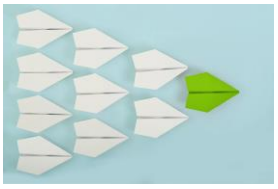
What security obligations are imposed on data controllers and data processors?

Security requirements may not always be included in the data protection law, but are key to guaranteeing lawful processing of personal data. The entity processing the data must take all useful precautions with respect to the nature of the data and the risk presented by the processing, to preserve the security of the data and, prevent alteration, corruption or access by unauthorized third parties. Appropriate technical and organizational measures should be implemented to ensure a level of security appropriate to the risk.



Employers should follow the general security standards outlined in the Serbian Data Protection Law (2018). When protecting employee and applicant data, employers should consider the risk to individuals, and take appropriate steps including:

- pseudonymization/encryption;
- measures to ensure the confidentiality, integrity, availability and resilience of information processing systems and services;
- measures to restore the system and access in case of a physical of technical incident;
- processes to regularly test, evaluate and assess the system to ensure the effectiveness of measures taken and the security of processing.



HR Best Practices:

Take all necessary measures to protect employee data, considering the risk if mishandled. In addition, ensure contracts with service providers detail the security and confidentiality measures that will be implemented.

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