

COMMON TERMS AND CONDITIONS OF USE FOR EMPLOYERS ACCESSING CV/JOB SEEKER PROFILES RETRIEVED FROM THE EURES PORTAL CV DATABASE

These are the common terms and conditions that are must be applied by the European Coordination Office / European Commission as well as any EURES Member or Partner organisation who give access to employers to search and view CV/job seeker profiles of jobseekers who have uploaded their CV/job seeker profiles on the EURES portal or consented to have their CV/job seeker profiles transmitted there. The EURES portal and individual EURES Members and Partners may apply additional terms and conditions for access to EURES CV/job seeker profiles and to their e-services in general.

1. The European Coordination Office established within the European Commission's Directorate-General for Employment, Social Affairs and Inclusion is the "controller" under Regulation (EC) No 45/2001 and Regulation (EU) 2016/679 (The General Data Protection Regulation EURES Members and Partners providing access to data stored on or transmitted to the EURES portal act on behalf of the controller.
2. In accepting these terms and conditions, employers agree to use the EURES service solely to search for and contact jobseekers for the purpose of offering real and concrete jobs or assignments with the employer's own undertaking, or with an undertaking which the employer is directly representing. Any offer of employment shall be consistent with the wishes expressed by the jobseeker in his/her profile.
3. Employers may not demand a fee or any other form of payment from jobseekers for access to information on vacancies or to obtain an employment or other contract.
4. The information obtained may not, under any circumstances, be used to advertise or sell services or products, or to send out labour market information or offers of a general nature, such as requests for registration of CV/job seeker profile's in other CV databases.
5. Information received from the EURES portal CV database may contain personal information which must be treated in full compliance with current legislation in force regarding protection of personal data, in particular Regulation (EU) 2016/679. All data processing instructions received together with the data, such as data retention times, restrictions on further processing etc., must be fully respected.
6. Data that has been downloaded from the EURES portal CV database may only be stored for the time strictly necessary to contact potential candidates and to carry out the following steps in the recruitment process. If no other instructions regarding retention of data are provided together with the data received, all data must be completely erased as soon they are no longer needed for the initial purpose of finding and contacting candidates for a real and concrete job or assignment, as specified in point 2 above. The data about the jobseeker can only be stored by the employer for a longer period of time if the individual jobseeker has given his/her explicit consent to this.
7. Non-respect of these terms and conditions or any other processing instructions from the data controller or other bodies working on behalf of the data controller, may, without prejudice to any other administrative or judicial remedy, constitute an infringement of Regulation (EU) 2016/679.