

<https://www.kvkk.gov.tr/Icerik/5410/Is-Basvurusu-Surecinde-Islenen-Kisisel-Verilerin-Hukuka-Aykiri-Sekilde-Paylasilmasi>

### **Illegally Sharing Personal Data Which Was Processed for Job Application**

- a) Following a job application by a data subject through a platform that belongs to the data controller who provides online human resources service; it is found out that the data controller shared the data subject's personal data including job application information, name- surname, e-mail with other job applicants.

Due to fact that the situation is contrary to the paragraph (1) of Article 12 of the Law on the Protection Personal Data ("**the Law**"), an administrative fine was applied to mentioned company pursuant to Article 18 of the Law.

- b) Transfer of personal data between data controllers that are organized under an enterprise system shall still be evaluated as transfer of personal data to third parties; in this respect, data transfer between the data controllers who are partaking in the same enterprise system must follow the requirements under Article 8 of the Law. Therefore;

Sharing of personal data of a job applicant without explicit consent, among data controllers that belong to the same enterprise system using the same database is contrary to the paragraph (1) of Article 12 of the Law and an administrative fine was applied to the mentioned company pursuant to Article 18 of the Law.