Privacy Impact Assessment – Summary
Jobs Related Data Integration Project
August 2020

The ABS has conducted a Privacy Impact Assessment (PIA) for the integration of a range of datasets containing employment and labour market information (Jobs data) with the Multi-Agency Data Integration Project (MADIP).

The Jobs related data integration project has been prompted by a research proposal from the Treasury to undertake analysis of jobs related information to inform monitoring and policy evaluation as the economy recovers from the COVID-19 shock, in close to real-time. The project will combine frequently updated datasets received by the ABS from the Australian Taxation Office (including Single Touch Payroll and JobKeeper data), with social security payments data (including JobSeeker information) from the Department of Social Services, and high-level business characteristics from the ABS Business Longitudinal Analysis Data Environment (BLADE). The Jobs related data integration project will have the full protections of MADIP infrastructure and arrangements to ensure the data is kept safe.

The PIA considered the potential impacts that linkage of Jobs data will have on the privacy of individuals whose personal information has been provided to the ABS and whose de-identified information will be made available to authorised researchers through the ABS DataLab. The PIA covered the collection of the Jobs data, linkage of Jobs data (including to MADIP), using MADIP infrastructure and arrangements, and the increased frequency of linkage of Jobs data with MADIP. The PIA built on other privacy assessments (including the MADIP PIA Update, the Cloud DataLab PIA, and the Weekly Payroll Jobs and Wages in Australia PIA), which have considered privacy issues relevant to this project.

The ABS consulted with a small group of targeted stakeholders in July-August 2020 to gather information about the potential privacy issues and concerns. The stakeholders were selected based on their involvement in the project, understanding of MADIP data integration infrastructure and processes which protect integrated data, and privacy expertise. While this integration does not introduce any new types of data to those already integrated through MADIP, it does introduce new characteristics of data. Three potential privacy risks were identified and considered during stakeholder consultations:

- Greater risk of re-identification of personal information resulting from the recency and increased frequency of Jobs data;
- Risk of use of the integrated Jobs data for some types of "group compliance" purposes; and
- Minimal curation of the data and consequent risk of inappropriate analytical use or disclosure.

The stakeholders consulted were satisfied that the existing MADIP integration infrastructure and arrangements are likely to adequately mitigate the privacy risks identified.

The ABS also assessed the potential privacy risks of the project against the Australian Privacy Principles. Based on this assessment, the ABS considers the standard MADIP procedures for handling data for the purpose of integration will provide sufficient protections for the Jobs related data integration. Information on these procedures can be found in the MADIP PIA Update.

The PIA was conducted by the ABS, with independent privacy advice, review and assurance provided by privacy advisors Maddocks. Their assurance report confirmed that ABS conducted the PIA process consistent with the Office of the Australian Information Commissioner's *Guide to undertaking privacy impact assessments* and consistent with the requirements of Australian Privacy Principle 1 in the *Privacy Act 1988 (Cth).*