

EINDHOVEN UNIVERSITY OF TECHNOLOGY

Gender and age in software development

Version 4, last updated: 14-10-2021

USE OF YOUR PERSONAL DATA

For us, data protection is a very important issue, so we would like to inform you how we will use your personal data and what rights you can exercise under the applicable data protection legislation, EU Regulation 2016/679 (here also: "GDPR") and Dutch privacy laws.

Any capitalized word which is not defined in this document is used in the meaning stated in GDPR. Please refer to the official text, which you can read in the following website: [EUR-Lex - 32016R0679 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/eli/reg/2016/679/oj) If you don't understand the text of the relevant legislation and you want to understand more about this topic, please contact us at a.serebrenik@tue.nl.

Personal Data is every unique information about your person, regardless of the fact that your name or contact details are present. Personal Data is also, for example, an IP address, information about how you feel, the GPS coordinates of your location, information about your house, your personality evaluation, your performance assessment, your brain scan, and such.

Who controls your personal Data?

The person who controls your data and decides how your data will be used (Data Controller) is:

The Data Controller
Eindhoven University of Technology
Mathematics and Computer Science
Point of contact: prof. dr. A. (Alexander) Serebrenik
+31402473595 a.serebrenik@tue.nl

The Data Protection Officer (DPO)
Ms. A.H.J. (Annuska) van den Eijnden
+3140 247 6079
A. dataprotectionofficer@tue.nl

We obtained your data from Twitter, Microsoft Forms.

Whose Data do we collect?

We collect data from Twitter participants, interviewees and survey participants.

What personal data do we collect?

Depending on all the above, we collect:

Contacts	We collect your name, Twitter account and email address.
Gender identity	<ul style="list-style-type: none"> We collect information about your gender identity. When collecting data from Twitter we collect this information based on the pronouns or gender-specific words (e.g., “girl”, “mom”) used in your Twitter profile or gender-specific words used in public comments you have posted in the discussion thread started by Tracy Chou https://twitter.com/triketora/status/1333899081656229888. For interviews and surveys, questions about gender identity are asked as part of the interview/survey.
Age	We collect information about your age. For the Twitter study we collect the information about age based on the public comments you have posted in the discussion thread started by Tracy Chou https://twitter.com/triketora/status/1333899081656229888 . For interviews and surveys, questions about gender identity are asked as part of the interview/survey.
Profiling Information	We further collect information about the number of years in software industry and countries where you have worked in the software industry for six months or longer, as well as the experiences related to their work in the software industry.

How do we process your data?

Below you can find a table describing how we use your data.

The use of your data is called ‘processing’ and it includes, for example: reading, storing, analyzing, sharing, and modifying your data.

For each category of information regarding you, below it is specified why we use (process) your data (the purpose), why we are authorized to do so (the legal basis), and for how long we will keep your data (retention period).

We process these data:	with the purpose to:	with the legal basis of:	storing them for:
Contact information	communicate with you for interviews and surveys	legitimate interest (Twitter) and your consent (interviews, surveys)	as long as the research project is going. We will delete information if you do not reply once we have reached saturation (to avoid the problem of re-contacting someone). We also remove contact data after publication.

Contact information	allowing you to exercise your rights	law	as long as it is required by laws and regulations
Profiling	storing, analyzing, and pseudonymizing data to answer our research questions and to perform similar research in the future	legitimate interest (Twitter) and your consent (interviews, surveys)	as long as the research project is over and for additional 10 years
All your information	anonymize your data, creating a public dataset, allowing other researchers to perform additional research in the same field	legitimate interest	the data set will be published in a research repository

Profiling and automatic processing

The study does not involve any form of automatic decision making. Profiles are created to answer research questions. The results of this research will be made public.

For how long is my data stored? Can I change or delete my data?

We store personal data as long as needed for the purpose described in this document, as explained in the table above.

Data related to the Twitter study, pre-screening survey and interviews can be modified, updated or deleted during the research when you ask us to do so by email to a.serebrenik@tue.nl. We will comply with your request promptly and at the latest within 30 days. However, please note that, after the research is performed, we might be unable to change or delete your data if this requires a disproportionate effort or if this would impair our research.

Since the broad survey (Step #4) is anonymous, we cannot remove or modify data upon your request.

If you voluntarily provide us with your email address to receive a report, your individual survey results or our research findings, your email address will be deleted after 6 months (unless you ask us to keep it for a longer time).

Further use, sharing or disclosing

Communication. If you have asked to be notified of changes to our policy, to receive your individual report or to be informed about our research, we will use your email address or Twitter DM to communicate with you.

Publication of research. Our research results will be published and disseminated through journals, conferences, workshops, seminars, and teaching activities.

Publication of data set/anonymized or aggregate data set. We may disclose or use aggregated or de-identified data to enable other research group to perform further research on the same topics or in the same field.

Change of research team members. If students or researchers leave our team, for example because they change job, we may need to replace them. In that case, some or all your personal data may be shared or transferred to the new team members, provided that we will arrange all the appropriate security and confidentiality measures. We will ensure that the leaving persons don't have access to your data anymore.

Performing research activities. We may need to store your data in third-parties storage services such as SURF Research Drive, cloud solutions, or software, in order to perform our research. We will make sure that those parties arrange all appropriate security measures to protect your data.

To protect our rights. We have the right to disclose your data to enforce, protect and defend rights, property or safety of our group or third parties, including to enforce contracts. Please contact your attorney if you are not sure of how your national legal system allows the exercise of rights.

To comply with laws. We may disclose your data with our research data stewards, privacy team members, ITC support staff, and other professionals providing consultancy on research data compliance. If we receive a request for information or an inspection, we may disclose the data, if this is required by mandatory applicable laws, regulations, rules, or it is ordered by any public authority. Please check on your government website if you are not sure in what cases it is allowed by law to disclose personal data.

With your consent. We may share personal data and other data with third parties, such as companies involved in the research project when you gave your consent to do so.

Where is my data transferred and stored?

As this research is being conducted by an international team we will transfer your personal data to dr. Barcomb (University of Calgary, Canada) and dr. Baltes (University of Adelaide, Australia). While these countries cannot be considered as safe as the European Union, we take the necessary precautions to protect your data.

What are your rights?

- **Right to be informed.** You have the right to be informed about how we use your information. We do this through this document, by answering questions sent to us, and by providing reports about our research on request.
- **Right to access your data.** You may request a copy of your data by email to a.serebrenik@tue.nl if you would like to know what personal data we have about you. This copy of your personal data can also be given to you in a common (machine-readable) format. Due to anonymity we cannot provide you with a copy of answers to the survey at Step #4.

Right to rectification. You have the right to correct inaccurate or incomplete information about yourself which you can do by email to a.serebrenik@tue.nl. Please note that, after the research is completed, we might be unable to change your data if this requires a disproportionate effort or if this would impair our research results. Moreover, due to anonymity answers to the survey at Step #4 cannot be rectified.

Right to erasure. You have the right to request deletion of your personal data, for example when it is no longer necessary for us to process the data for the purpose it was collected, or when you have withdrawn your consent, which you request by email to a.serebrenik@tue.nl. Please note that, after the research is completed, we might be unable to delete your data if this requires a disproportionate effort or if this would impair our research results. Moreover, due to anonymity answers to the survey at Step #4 cannot be deleted.

- **Right to restrict processing of your data.** If you believe your information is incorrect or you believe we use your data unlawfully, you have the right to ask us to stop or limit the processing, which you request by email to a.serebrenik@tue.nl. Please note that, after the research is completed, we might be unable to restrict the use of your data if this requires a disproportionate effort or if this would impair our research results. Moreover, due to anonymity answers to the survey at Step #4 processing of your data cannot be limited.
- **Right to lodge a complaint.** You have the right to file a complaint with your national data protection authority, or the Dutch Data Protection Authority. Complaints to the Authority can be made at [Klacht melden bij de AP | Autoriteit Persoonsgegevens](#) or by sending written communication to the Authority for the Protection of Personal Data:

Autoriteit Persoonsgegevens
PO Box 93374
2509 AJ DEN HAAG
Telephone number: (+31) - (0)70 - 888 85 00
Fax: (+31) - (0)70 - 888 85 01
Visiting address (only by appointment):
Bezuidenhoutseweg 30
2594 AV Den Haag

Further information about your rights can be found on our website at: <https://www.tue.nl/en/storage/privacy/>

These rights can be exercised in accordance with GDPR by sending an e-mail to privacy@tue.nl

Age limit

The research is addressed to individuals who are at least eighteen years of age.

Research Code of Conduct

We process your data in accordance with the Netherlands Code of Conduct for Research Integrity. More information can be found at [Scientific Integrity \(tue.nl\)](https://www.scientificintegrity.nl/).

Changes to this document

If we need to make changes to the way we use your data, we will immediately contact you. If additional consent from you is required, we will ask you to sign the new document.

CONSENT FORM

PURSUANT TO ART. 7 OF THE EU REGULATION 2016/679

I declare that I have fully understood the information provided above by Eindhoven University of Technology (the Data Controller):

Yes ☐ No ☐

I declare that I am above the age of 18

Yes ☐ No ☐

I agree to the Data Controller processing my personal data:

Yes ☐ No ☐

I agree to the collecting, storing, and analyzing gender identity:

Yes ☐ No ☐

I agree that my data are used for further research:

Yes ☐ No ☐

(Place and date)

(Signature of the person concerned)