



Contact: EMPL-EURES-INTEROP@ec.europa.eu

EURES formats and standards specification

Part 2: EURES job seeker profile data standard description

Subject	EURES formats and standards specification - part 2 Job seeker profile data standard description
Version	1.2
Release Date	11/09/2017
Filename	EFSS_v1.02_part_2_JSP.docx
Document Reference	EFSS_JSP



EURES Job Application Data Standard description

Abstract

The purpose of this document is to describe in detail the EURES Job Application Data Standard Specification, which is the format used for the exchanges of CVs between the national partners and the EURES central system. This document defines the structure, the code lists to be used and the Business Rules that apply for each of the elements.

Change log

Version	Description	Author	Creation Date	Required review date	Reviewed By	Approval date
0.01	First draft of the document	EVERIS	1/03/2013			
1.00	Publication of the document	ARHS	9/11/2016			
1.01	Update of inconsistencies	ARHS	27/03/2017	27/03/2017	Sébastien Deru	
1.02	Update of inconsistencies and Change requests logged in PORT-6701, PORT-6702 and PORT-6733	ARHS	31/07/2017	31/07/2017	Sébastien Deru	

Table of Contents

1	Introduction	8
2	Background	9
3	CV Model Approach	10
4	EURES CV “Static” Standard Description	17
5	Annex 1. Ordered List With all Code Lists	193
6	Annex 2. Ordered List With all Elements of CV Schema.....	194
7	Annex 3. Treatment of Unfulfilled Business Rules	196
7	Annex 4. Examples	199

Table of Contents: Parts of the Model

1	Introduction	8
1.1	Document Scope	8
1.2	Intended Audience	8
1.3	Document Structure	8
2	Background	9
2.1	Design Approach	9
3	CV Model Approach	10
3.1	Layers Approach	10
3.2	Design Criteria	12
3.3	Specific Topics	14
4	EURES CV “Static” Standard Description	17
4.1	Overall View	17
4.2	/Candidate (level 0)	18
4.3	/ID (level 1)	20
4.4	/Processing Information (level 1)	23
4.5	/Supplier (level 1)	25
4.6	/Supplier/Contact (level 2)	29
4.7	/Person (level 1)	36
4.8	/Person/Name (level 2)	40
4.9	/Person/Communication (level 2)	42
4.10	/Person/Disability (level 2)	51
4.11	/Profile (level 1)	54
4.12	/Profile/Person Availability (level 2)	60
4.13	/Profile/Education History (level 2)	62
4.14	/Profile/Qualifications (level 2)	75
4.15	/Profile/Experience Summary (level 2)	85
4.16	/Profile/Employment History (level 2)	88
4.17	/Profile/Employment References (level 2)	103
4.18	/Profile/Certifications (level 2)	109
4.19	/Profile/Employer Preferences (level 2)	118
4.20	/Profile/Position Preferences (level 2)	120
4.21	/Profile/Licenses (level 2)	139
4.22	/Profile/Military History (level 2)	145
4.23	/Profile/Patent History (level 2)	151

4.24	/Profile/Publication History (level 2).....	160
4.25	/Profile/Organization Affiliations (level 2).....	162
4.26	/Profile/Speaking History (level 2)	164
4.27	/Profile/Attachment (level 2)	168
4.28	Code Lists.....	171
5	Annex 1. Ordered List With all Code Lists	193
6	Annex 2. Ordered List With all Elements of CV Schema.....	194
7	Annex 3. Treatment of Unfulfilled Business Rules	196
7	Annex 4. Examples	199
7.1	Example 1 [EX-01].....	199
7.2	Example 2 [EX-02].....	200
7.3	Example 3 [EX-03].....	207

Reference and Applicable Documents

The following contents or documents may be relevant for better understanding the project and the contents of this document.

REFERENCE DOCUMENTS					
Ref.	Title	Reference	Version	Release	URL
RD01	EURES Job Vacancy Data Standard description	EURES-JV- StandardStaticModel	1.02	2017	

Abbreviations and Acronyms

BR	Business Rule
Card.	Abbreviation of Cardinality
CV	Curriculum Vitæ
CVO	CV Online
EEA	European Economic Area
ES	Employment Services
ESCO	European Skills/Competences, qualifications and Occupations
EURES	EUropean Employment Services
HR-XML	Human Resources Open Standards
JV	Job Vacancy
N/A	Not Applicable (or Not Available)
PES	Public Employment Services
PRES	Private Employment Services
XML	eXtended Markup Language

1 Introduction

1.1 Document Scope

EURES Job Application Data Standard is used to describe data models and business rules that are needed to communicate Job Applicant's information (CV) within EURES Network and are further based on HR Open "Candidate" specification version 3.2.

The scope of this document is to provide a detailed description of the EURES Job Application Data Standard "**static**" model.

The "static" part describes the model as it is, including its elements, cardinality and necessary business rules without considering its interaction with other external systems. The description of this external interaction is known as the "dynamic" part of the model and is outside the scope of the present document.

1.2 Intended Audience

The present document is intended to be read by the following teams, among others:

- The **DG EMPL Team**;
- **Technical integrator users from Employment Services (ES)** interested in interoperating with the Interoperability Platform, with the responsibilities of adapting the CVs XMLs from the ES to the new standard;
- **Interoperability Platform developers**, responsible for implementing the different scenarios defined.

1.3 Document Structure

This document is structured in a comprehensible way, in order to facilitate implementation of the new CV standards defined. It includes:

- The **CV standard model approach**
- A **detailed description of the EURES CV "static" standard**, including examples of its application

2 Background

2.1 Design Approach

The **technical solution is designed** to take advantage of the information contained in the JV and CV.

The approach was to:

- Not reinvent the wheel.
- Re-use an existing business language.
- Select an international standard.
- Have an open and royalty-free standard.
- Have, if possible, a HR domain-related standard.

The standards adopted are **HR-Open Standards**, as:

- It is an open and free international standard.
- It is not a merely generic business language.
- It covers a large part of the EURES business domain.
- It is already being used by Employment Services.

3 CV Model Approach

The static defined standard includes a **tree of elements**, where each element contains the following information:

- **Cardinality**, which measures the number of possible occurrences of the element (1, 0..n, ..).
- **Attributes**: it indicates the elements' features. Only the most important attributes are shown in this tree of elements.
- Each element of the model tree has a **type of layer** (see "3.10 Layers Approach") describing its relationship with the Interoperability Platform. It is represented by the colour of the elements.

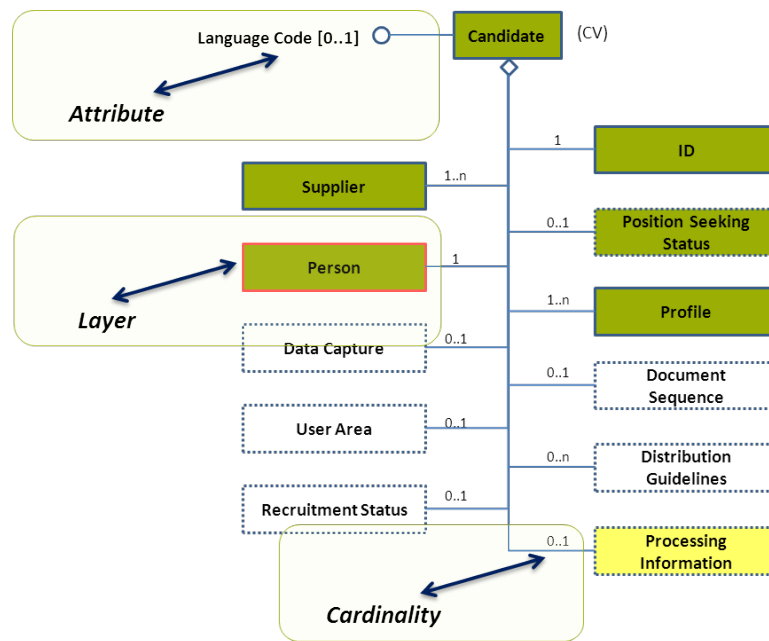


Figure 1: Example of a tree of elements representing the CV standard

3.1 Layers Approach

This model starts from the HR-Open Standards template. This template determines the structure and the number of fields possible. The EURES version of this model considers all elements of this standard template and assigns them in 3 layers. Some of the layers will impose extra requirements for certain fields.

- **Green colour**: This indicates that this information is essential to the EURES standard, and should be provided by the source of this job vacancy. The information could be essential for job matching and the lack of it can influence our main goal.
- **Yellow colour**: The information elements in this layer are optional for the use by the EURES system. They will be checked and can be used to display additional information or improve some optional search/matching features. The EURES partners are free to decide if they send in this information. However when they do so, the information needs to follow the rules of this standard.
- **White colour**: The remaining part of the template that is there to be fully compliant with the standard, but these elements are not used by the EURES System.

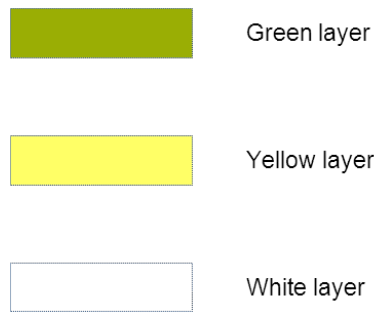


Figure 2: Description of the layer colours

An example:

Employer X can hand over a job vacancy in the HR-Open Standards to an employment agency Y. This EURES partner Y will adapt the information if needed and send it in to the EURES interoperability platform. This means that they will make sure the green and yellow parts are in line with the expectations specified in this document. The white part (information send in by the employer but outside of the matching scope) will not be removed; it just remains in the job vacancy. If the job vacancy would be retrieved by another player, they may still want to use the other layers.

To understand the layers that have been added to this implementation of the HR-Open Standards, you have to consider the **2 main targeted user groups**:

- The model is designed to be used by the EURES partners to exchange information and perform matching according to an agreed set of data.
- Next to this, the model will be used by interested industry partners to exchange data beyond the boundaries of the EURES partners. They can benefit from the advantages of the open standard, and a fast exchange opportunity from or to a EURES partner.

Next to this division in 3 layers, the model can represent each element with some special indicators (dotted/solid lines, red border). These details are more important for the **technical implementation of validation rules**.

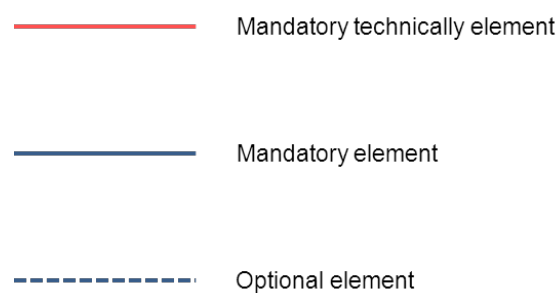


Figure 3: Description of the layer lines types

The diagram below provides a detailed overview:

	EURES Conformant layer			EURES optional layer		HR-Open Standards optional layer
	EURES technical minimum	EURES conformant mandatory	EURES conformant optional			
Description	Elements that are mandatory for technical acceptance of the message.	Elements that are needed to EURES and should be there.	Elements that are needed to EURES but could not be filled for business reasons.	Optional entities for the EURES model.		Elements that EURES does not need but the ES could need the information for their needs.
Graphical representation						
Cardinality	1/1..n	1/1..n	0..n	1/1..n	0..n	
Target users of this layer	EURES platform (involved in Matching)	EURES platform (involved in Matching)	EURES platform (involved in Matching)	EURES platform (displayed only) + PES and PRES applications		Rest of the world
Treatment of the lack of values	The XML will be rejected.	Lack of data will be stored with a flag of non-conformance. A conformance score will be obtained including the % of unfilled values.	If data are not received it will not be penalised. But if data are provided and the information is missing it will be flagged as bad quality. A conformance score will be obtained including the % of unfilled values within the ones that are provided.	If they are not received it will not be penalised, but if they are received they will be considered. Lack of data will be stored with a flag of bad quality. A quality score will be obtained including the % of unfilled values.		The data will not be stored.
Examples of elements in this layer	Jobseeker given name	Contact address and education	"Work experience" can be empty in a CV for someone that had no job before.	Photo or availability dates		Recruitment status

Figure 4: Detailed description of EURES layers

The ES will be able to share CV information with the EURES Hub using any of the layers.

3.2 Design Criteria

The following **design criteria** have been followed:

TREE DECOMPOSITION:

- Each diagram will have one decomposed sub-element. This means, that the root element will be repeated (e.g. profiles, languages, etc.), in each decomposed diagram.

ASSIGNMENT OF THE LAYER TYPE

- The layer type of an element will be constrained by its parent's layer, meaning that a sub-element may have the same layer type than its parent, or a less restrictive one.
- In this example, the root element belongs to the "EURES conformant layer" (green). However, its sub-elements may be "EURES conformant layer" (green), but also they may be "EURES optional layer" (yellow) or "HR-Open Standards optional layer" (white), regardless of their cardinality (i.e. 1, 1..n or 0..n):

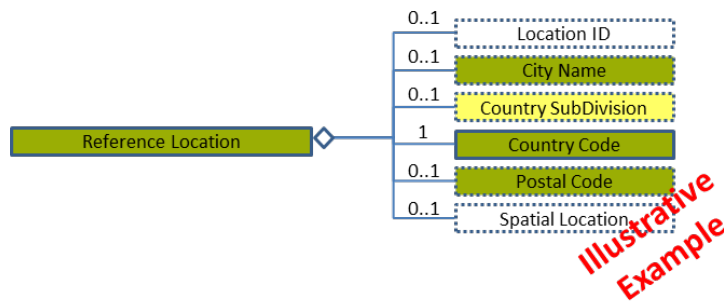


Figure 5: Example of tree of elements applying "EURES conformant layer" design criteria

- The same applies to an element that belongs to the "EURES optional layer" (yellow), which its sub-elements may be "EURES optional layer" (yellow) or "HR-Open Standards optional layer" (white). They can't be green any more:

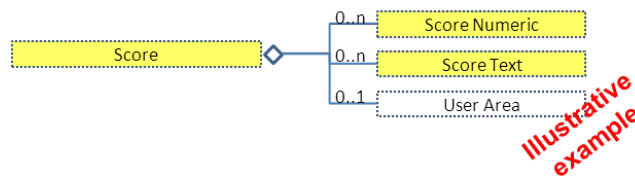


Figure 6: Example of tree of elements applying "EURES optional layer" design criteria

ASSIGNMENT OF THE CARDINALITY

- An element may be mandatory (cardinality 1 or 1..n) or optional (cardinality 0..1 or 0..n). However, its assignment does not depend on its layer type.
- A mandatory element is required to appear, as long as its parent also appears. According to the layer type, the lack of values of a mandatory element is treated in a different way.

For example, a mandatory element which layer is "EURES conformant layer" (green) may imply:

- The XML will be rejected if the element is "EURES technical minimum".
- "EURES conformant mandatory": the lack of data will be stored with a flag of non-conformance and a conformance score will be obtained including the % of unfilled values.

On the other hand, a mandatory element as "EURES optional layer" (yellow) implies:

- Lack of data will be stored with a flag of bad quality. A quality score will be obtained including the % of unfilled values.
- The design criterion implies that a mandatory element should meet one of the criteria in order to not have an empty element:
 - At least one of its sub-elements should be mandatory (cardinality 1 or 1..n):

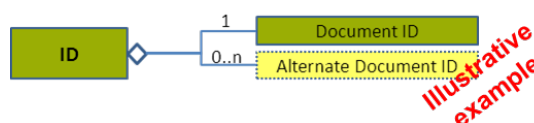


Figure 7: Example of tree of elements applying "EURES mandatory" design criteria

- A Business Rule (BR) will be applied pointing out that at least one of its sub-elements must be filled in:

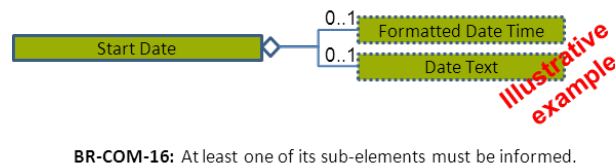


Figure 8: Example of tree of elements applying "EURES mandatory" business rule

MISSING VALUES

- Information could be missing because of 2 reasons. First because the Employment service does not have this information in its database at all. A second reason is when the database could have the information, but it was not provided by the jobseeker for this specific CV. The Interoperability Platform will differentiate between these 2 cases by the following rule:
 - Not including the tags of an element in the XML file means that the Employment services do not have this information in their database for all CV's.
 - Including an element's tags in the XML file, but leaving them empty (e.g. `<EmploymentHistory></EmploymentHistory>`) means that the Jobseeker did not provide any work experience.

Please note that this differentiation may be used by matching engines in certain rules.

3.3 Specific Topics

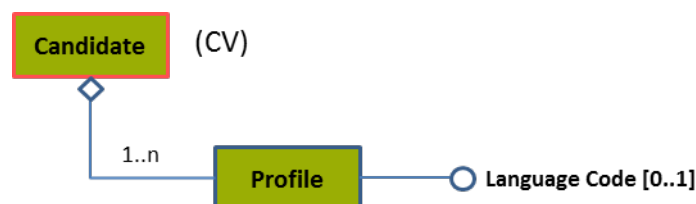
The following **topics** impact on the whole model:

3.3.1 CV in Multiple Languages

How should EURES check that a Candidate has the same CV in different languages?

The agreed solution is that:

- It will be controlled at the Candidate Profile level and each language will have a profile (see section "4.11.2 Profile Attributes").
- This decision will include the following Business Rules:
 - **BR-COM-01:** If not otherwise specified, "EN" (English) is used as the default language.
 - **BR-COM-02:** Multiple profiles are allowed, but it must be expressed in different languages.



Please, see section "4.11.3 Profile Examples" for more examples.

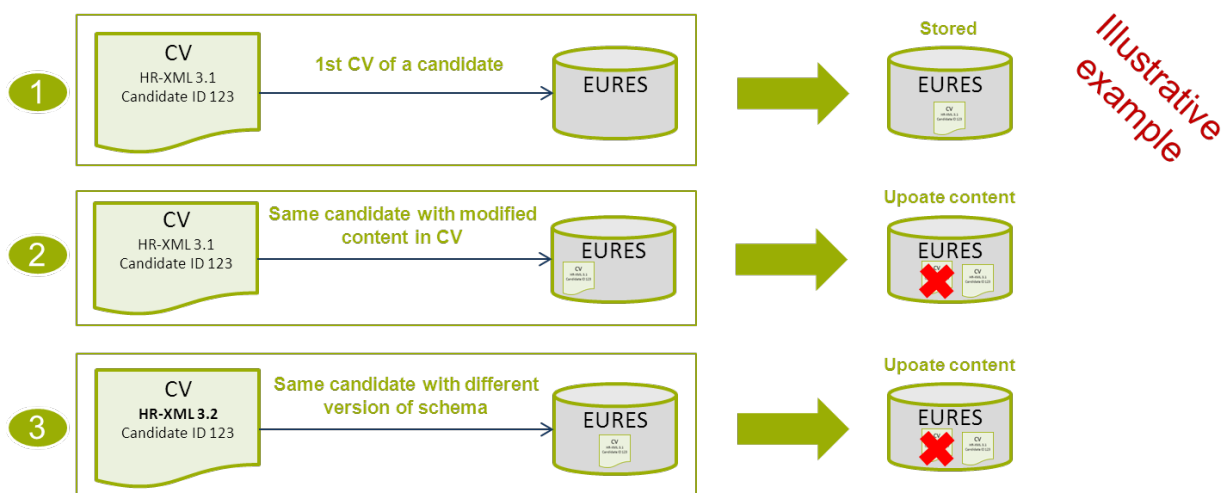
3.3.2 Content Versioning

Versioning is involved at the level of the **standard template** used for exchanging the data and at the level of changes in the **content of a CV** (changes in the content of one or more fields of a CV).

- The Interoperability Platform will not store the history of **content versions**. This means that when a CV is updated (for instance the address of the jobseeker is changed), its old content will be removed and lost **inside** the interoperability platform storage.

This does NOT mean that the owner of this CV can't keep a history of all changes in a CV in its own system. However when sending the data to the interoperability platform, it is expected to represent only the most recent information and no history of changes.

- In each exchange also the version of the EURES schema (template) being used needs to be expressed (i.e. 3.1, 3.2).



3.3.3 Code List Version

Codes are used to identify concepts. The standard EURES CV and JV use codes intensively, as codes are one of the most powerful solutions for ensuring interoperability.

Which version of these code lists will this standard use?

- For each **code list**, the latest available version of the current versions of the standard being designed is used. Only one version for each code list is used.
- However, for specific cases, a code list may be limited or a specific version may be chosen; this will be explained where the code list is specified.

3.3.4 Identifiers

A CV can pass from partner to partner before entering the interoperability platform. Each system may want to add its own identifier to the document for traceability. This way the EURES partner that puts the document on the platform can trace back to the owner when needed for referral. Therefore this document will set the rules to enable all parties to trace back when needed.

The document identifiers are stored in the Document ID:

- The **Document ID element will store the original document identifier**. Any additional identifiers will be stored in Alternate Document ID.
- The following Business Rule (**BR-CV-01**) establishes the identifier order:
 - The *SchemaAgencyID* attribute of the *DocumentID* and *SupplierID* elements must be the same.
 - The Supplier's *Precedence* element must store the identifier's order of arrival.

Please see sections “4.3 /ID (level 1)” and “4.5 /Supplier (level 1)” for more examples.

4 EURES CV “Static” Standard Description

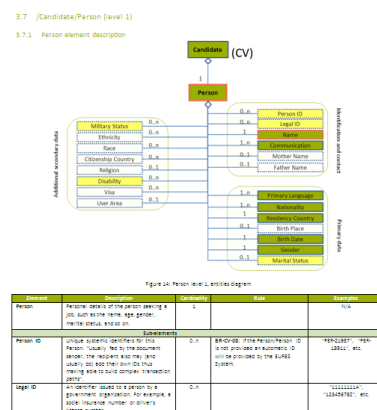
The EURES CV model is based on the HR-Open Standards 3.2 “Candidate” specification¹.

It has the following characteristics:

- This specification has been customised in order to better meet the information exchange and matching objectives defined in EURES.
- The elements which are not described in this specification are not allowed
- The XSD specifies that the elements of the XML implementation MUST appear in a sequence. One of the validation rules is to check that the sequence of the elements is compliant with the XSD

The model is shown in the diagram level by tree level:

- An overall view of the entities diagram.
- A description of how the entity diagrams correspond to details of the relevant information elements with business semantics (only when not previously disaggregated).
- Names and descriptions for each of these elements, their restrictions and when relevant Business Rules should be taken into consideration.
- An examples column where some elements are complex (including different sub-elements) and are represented with N/A.



4.1 Overall View

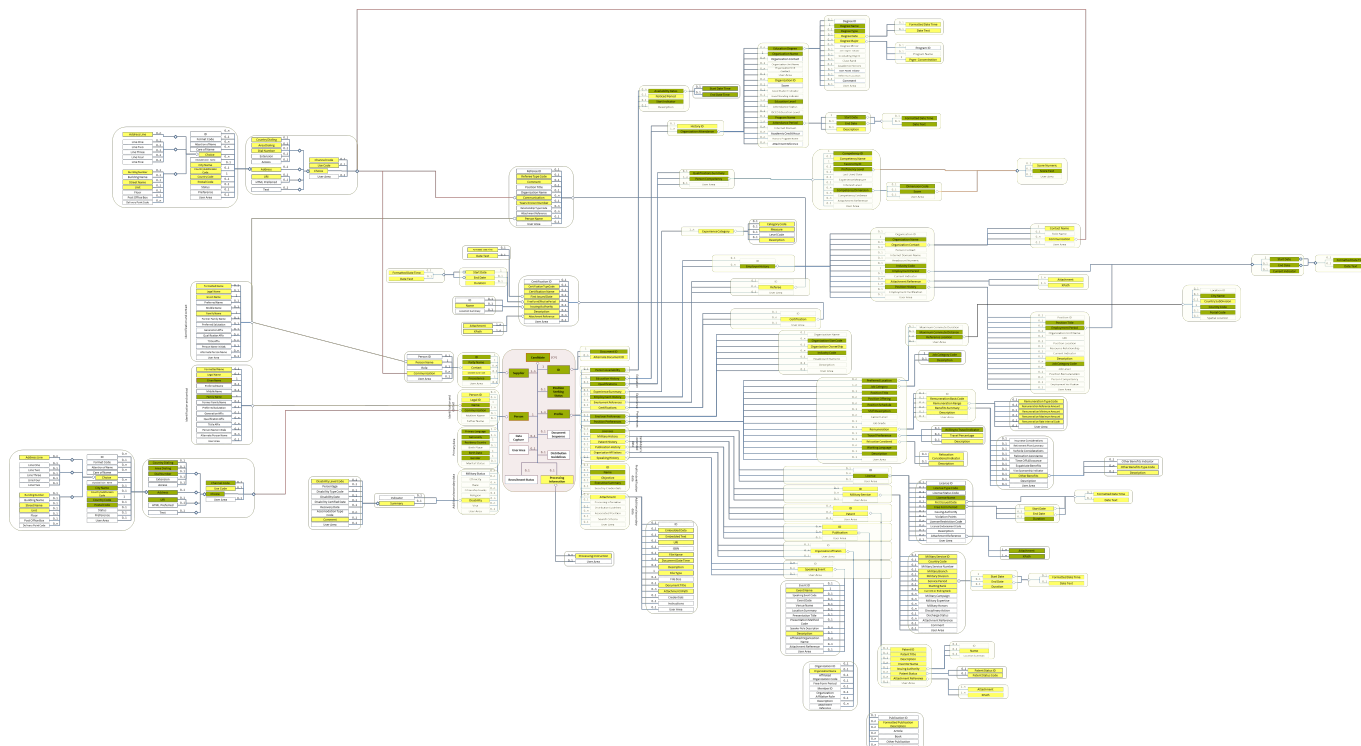


Figure 9: Overall view Entity Diagram

¹ “Candidate” is the HR-Open Standards Noun of the GetCandidate package: http://ns.hr-xml.org/Schemas/org_hr-xml/3_2/Documentation/indexes/index.php

4.2 /Candidate (level 0)

4.2.1 Candidate Element Description

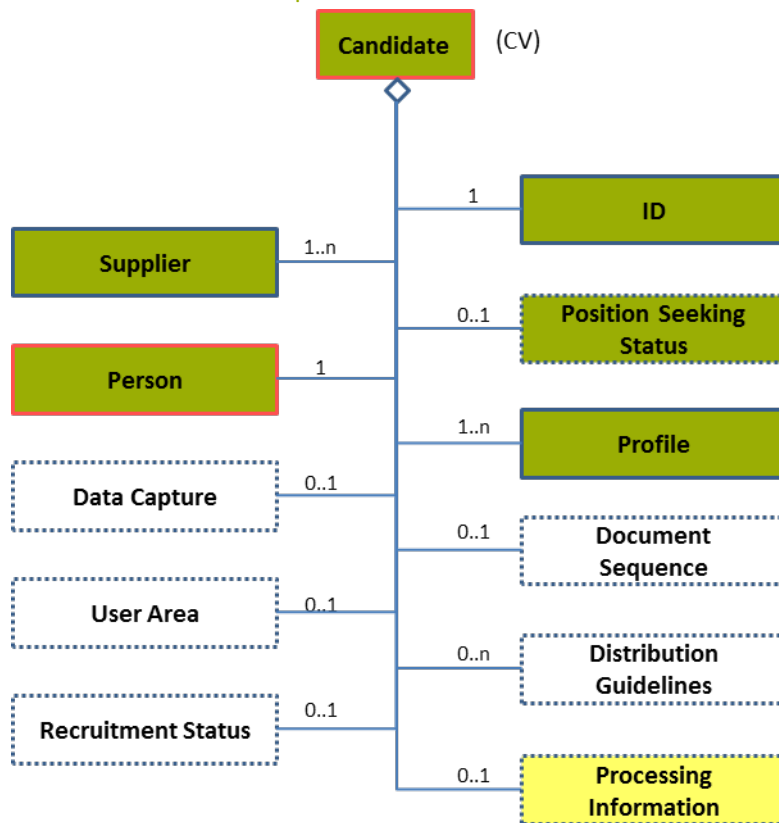


Figure 10: Candidate Level 0 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Candidate	The root element containing the definition of a candidate, i.e. jobseeker or Job changer's CV that is exchanged between an ES and Interoperability Platform and that is to be matched with open Job Vacancies. Only one candidate element is allowed.	EURES Technical Minimum / 1	BR-CV-02: Only One Candidate (CV) per XML document instance is allowed.	N/A
Sub-elements				
ID	Provides the Identifier(s) of the document being communicated. It only identifies the Document within the sender organisation.	EURES Conformant / 1	N/A	N/A
See section "4.3 /ID (level 1)" for more information.				
Processing Information	Includes the target system codes that are related to document processing. In EURES, this element is used to carry "visibility" and "data protection" instructions to the Interoperability Portal. See the description of this element for more details.	EURES Optional / 0..1	BR-CV-03: If the /Candidate /Processing Information element is not present in a Candidate's XML document instance, no visibility restrictions concerning this CV will be applied (i.e., all fields will be visible).	N/A
See section "4.4 /Processing Information (level 1)" for more information.				
Supplier	Information about the supplier of the candidate details. This can be the	EURES Conformant	N/A	N/A

Element	Description	Layer / Cardinality	Rule	Examples
	candidate him/herself through the EURES Portal, or a third party (a PES, for instance).	/ 1..n		
See section “4.5 /Supplier (level 1)” for more information.				
Position Seeking Status	A code classifying the candidate's job search pattern or disposition. This is an HR-Open Standards open list.	EURES Conformant Optional / 0..1	BR-CV-04: The “PositionSeekingCodeContentType” HR-Open Standards Code List must be used to codify the /Candidate /Position Seeking Status.	“Active”, “Passive”, “NotConsideringPositions” Full code list: “4.28.26 Position Seeking Status Enum Type [CL39]”
Person	Personal details of the person seeking a job, such as his/her name, age, gender, and so on.	EURES Technical Minimum / 1	N/A	N/A
See section “4.7 /Person (level 1)” for more information.				
Profile	The candidate's structured set of characteristics, such as his/her Qualifications, Work Experience, and so on. More than one profile is allowed in order to provide the information in different languages. Thus the need for cardinality 1..n. It is the responsibility of the person who builds up the CV to make sure that a profile is expressed in the same language and those different profile language versions contain exactly the same information.	EURES Conformant / 1..n	BR-COM-01: If not otherwise specified, “EN” (English) is used as the default language. BR-COM-02: Multiple profiles are allowed, but it must be expressed in different languages.	N/A
See section “4.11 /Profile (level 1)” for more information.				

4.2.2 Candidate Attributes

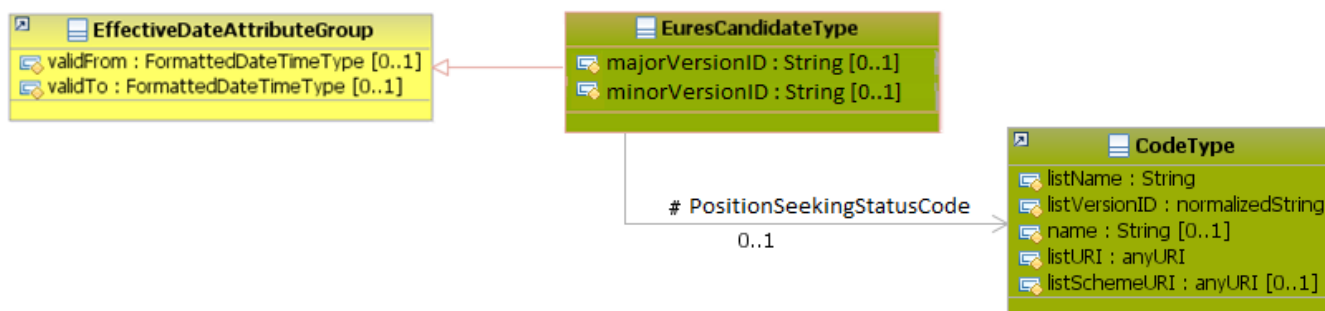


Figure 11: Candidate Attributes Schema

Attributes	Description	Card.	Rules/Comments	Examples
majorVersionID	Identifies the major version of the HR-Open Standards schema.	0..1	N/A	“3”
minorVersionID	Identifies the minor version of the HR-Open Standards schema.	0..1	N/A	“2”
validFrom	Specifies the date of reception of the document in the Interoperability Platform.	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2012-10-10”
validTo	Specifies the last date when the CV will be active.	0..1	BR-COM-07: If not specified, the “validTo” date will be decided by EURES depending on the transaction context.	“2014-08-01”

Attributes	Description	Card.	Rules/Comments	Examples
			BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	
PositionSeekingStatusCode sub-element				
Attributes	Description	Card.	Rule/Comments	Examples
listName	The code list name	1	N/A	N/A
listVersionID	The code list identification	1	N/A	N/A
name	The text equivalent of the code content component	0..1	N/A	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located.	1	N/A	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located.	0..1	N/A	N/A

Please notice that the Schema version is identified in EURES. It is based on the Schema namespace, which contains both the name and the version of a specific Schema. It consists in parsing the Schema namespace and isolating the version identification from the name. Therefore, EURES Schema names are compounded based on a strict compulsory pattern:

[http://ec.europa.eu/eures/standards/\[Year\]/\[SchemaName\]-\[IntegerVersionDigit.DcimalVersionDigit\]](http://ec.europa.eu/eures/standards/[Year]/[SchemaName]-[IntegerVersionDigit.DcimalVersionDigit])

as in “http://ec.europa.eu/eures/standards/2012/Candidate-1.0”.

The EURES schema uses the following namespace definitions:

- `xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/Candidate.xsd"`
- `xmlns="http://www.hr-xml.org/3"`
- `xmlns:oa="http://www.openapplications.org/oagis/9"`
- `xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"`

4.3 /ID (level 1)

4.3.1 ID Element Description

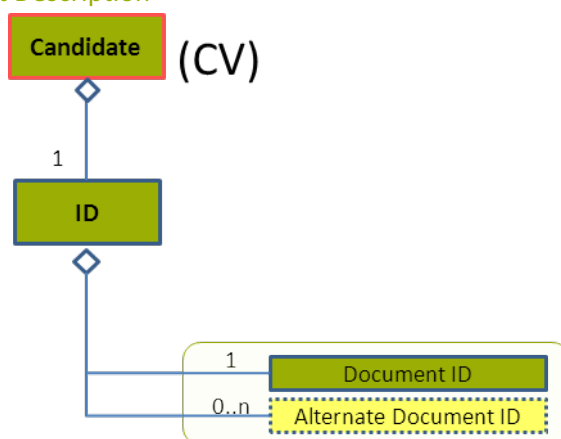


Figure 12: ID Level 1 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
ID	A structured set of Identifier(s) of the document being communicated. It only identifies the document within the	EURES Conformant	N/A	N/A

Element	Description	Layer / Cardinality	Rule	Examples
	supplier organisation and facilitates document identification based on other stakeholder identification systems (such as the receiver's, i.e. EURES), but is also the originator of the document (not the supplier's system identifier) and other intermediate systems (the broker system, for example).	/ 1		
Sub-elements				
Document ID	This only identifies a document within the Candidate's supplier organisation. Typically there is only document IDs within supplier organisation systems. It stores the original identifier of the document.	EURES Conformant / 1	BR-COM-08: The Document ID identifier must be a UUID and it must be provided by the first sender of the document.	"DOC-1828217"
Alternate Document ID	Additional identifiers for this document. If EURES has to exchange this document with third parties, a EURES alternate ID (only an identifier within the EURES information system) is added. This construct is designed to allow for these different identifications.	EURES Optional / 0..n	N/A	"ES-DOC-1828217"

Please, see section "3.3 Specific Topics" for more information about how to establish the order of identifiers.

4.3.2 ID Attributes

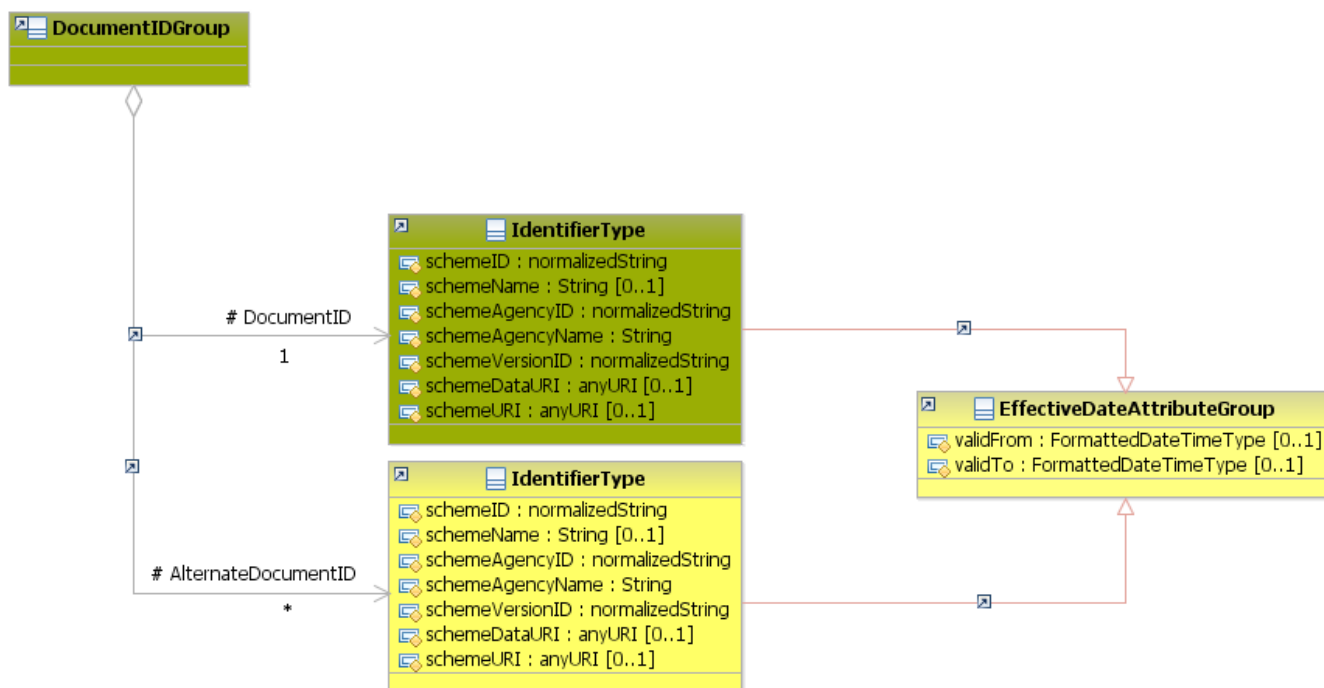


Figure 13: ID Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
DocumentID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The version of the EURES HR Standards.	1	BR-COM-45: Compulsory use of EURES HR Standard version Version Codes [CL55]
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A

Attributes	Description	Card.	Rule
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity starting date for this ID	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity ending date for this ID	0..1	BR-COM-07: If not specified, the “validTo” date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
AlternateDocumentID sub-element			
Attributes	Description	Card.	Rule
It is the same as the “DocumentID” sub-element.			

4.3.3 ID Examples

This example shows that the original document identifier is provided by a PES, named PES01 in this example, on January 1st 2014 and an additional identifier was provided by EURES the same day.

```
<Candidate xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" xmlns="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3"
minorVersionID="2">

  <!-- Original identifier provided by the PES -->
  <DocumentID
    schemeID="ID-1234"
    schemeName="DocumentIdentifier"
    schemeAgencyID="PES01"
    schemeAgencyName="PublicEmploymentService01"
    schemeVersionID="1.2"
    schemeDataURI="http://ec.europa.eu/eures/standards/2014/DOC/Data/ID"
    schemeURI="http://ec.europa.eu/eures/standards/2014/DOC/ID"
    validFrom="2015-12-10">
    DOC-1828217
  </DocumentID>

  <!-- Additional identifier provided by the PES -->
  <AlternateDocumentID
    schemeID="EURES"
    schemeName="DocumentIdentifier"
    schemeAgencyID="EURES"
    schemeAgencyName="EURES"
    schemeVersionID="1.0"
    schemeDataURI="http://ec.europa.eu/eures/standards/2014/DOC/Data/ID"
    schemeURI="http://ec.europa.eu/eures/standards/2014/DOC/ID"
    validFrom="2015-12-12">
    EURESID-1234
  </AlternateDocumentID>
</Candidate>
```

4.4 /Processing Information (level 1)

4.4.1 Processing Information Element Description

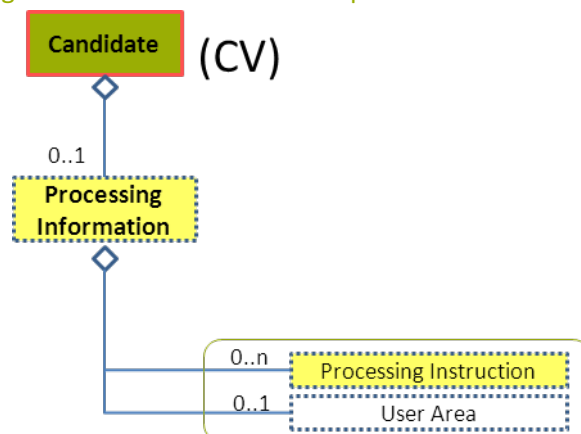


Figure 14: Processing Information Level 1 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Processing Information	Includes codes relevant to a target system related to document processing. In EURES, this element is used to provide “visibility” and “data protection” instructions to the Interoperability Portal. See the description of this element for more details.	EURES Optional / 0..1	BR-CV-03: If the /Candidate /Processing Information element is not present in a Candidate’s XML document instance, no visibility restrictions concerning this CV will be applied (i.e., all fields will be visible).	N/A
Sub-elements				
Processing Instructions	Codes relevant to a target system (such as a resume parser or transformation engine) related to document processing. The Interoperability Portal uses this element to hide certain CV data, such as the Candidate’s name, phone number, etc., and to define which the data protection information is. A hidden element cannot be searched on the platform.	EURES Optional / 0..n	BR-CV-03: If the /Candidate /Processing Information element is not present in a Candidate’s XML document instance, no visibility restrictions concerning this CV will be applied (i.e., all fields will be visible). BR-CV-05: Compulsory use of the “EURES_ProcessingInstructionsCod-CodeList.gc” list defined by EURES. BR-COM-43: Multiple entries of this code list are allowed.	“hideCandidateName”, “hideCandidateDateOfBirth”, “hideCandidatePhoto”, etc. Full code list: “4.28.29 Processing instruction codes [CL43]”

4.4.2 Processing Information Attributes

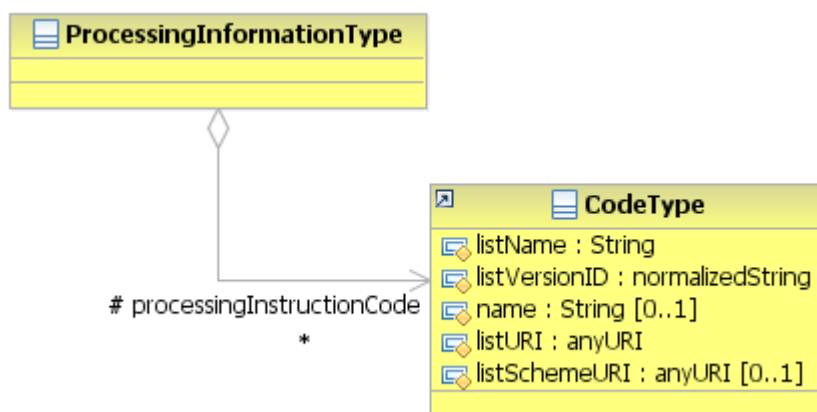


Figure 15: Processing Information Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
ProcessingInstructionCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located.	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located.	0..1	N/A

4.4.3 Processing Information Examples

These examples show that no visibility restrictions are applied.

1. The element is not displayed in XML file:

```

<Candidate xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" xmlns="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3"
minorVersionID="2">
    ...
</Candidate/>

```

2. The element is displayed, but it is empty.

```

<Candidate xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" xmlns="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3"
minorVersionID="2">

    <ProcessingInstructionCode listName="EURES_CV_ProcessingInstructionsCodes"
listURI="https://ec.europa.eu/eures" listVersionID="1.0">

    </ProcessingInstructionCode>

</Candidate/>

```

This is an example of how to add visibility and searchability restrictions from different code lists:

- From the EURES Standard code list.
- From another standard not provided by EURES (e.g. Monster or LinkedIn). In this case, this information will not be saved.

```
<Candidate xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" xmlns="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3"
minorVersionID="2">

  <!-- EURES Standards code list -->
  <ProcessingInstructionCode listName="EURES_CV_ProcessingInstructionsCodes"
listURI="https://ec.europa.eu/eures" listVersionID="1.0">
hideCandidateName
  </ProcessingInstructionCode>

  <!-- Another standard not provided by EURES -->
  <ProcessingInstructionCode
    listName="Monster_Visibility"
    listID="Monster_Visibility"
    listURI="https://monster..."
    listVersionID="1.0">
hide_Jobseeker_name
  </ProcessingInstructionCode>
</Candidate/>
```

4.5 /Supplier (level 1)

4.5.1 Supplier Element Description

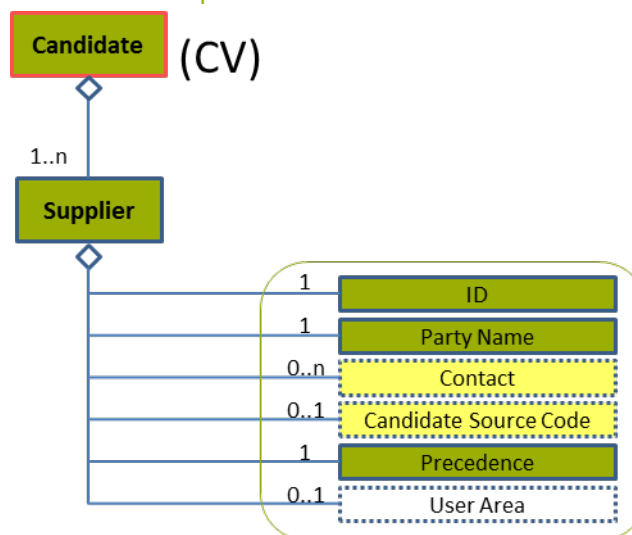


Figure 16: Supplier Level 1 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Supplier	Information about the supplier of the candidate details. This can be the candidate through the EURES Portal, or a third party (a EURES network member, for example).	EURES Conformant / 1..n	N/A	N/A
Sub-elements				

Element	Description	Layer / Cardinality	Rule	Examples
ID	Only an identifier that distinguishes a party system involved in a transaction. This identifier must be provided by the Interoperability Platform once registered.	EURES Conformant / 1	BR-CV-06: The /Candidate /SupplierID must be an UUID provided by the sender system.	"SUP-34833"
Party Name	The name of the company supplying the candidate.	EURES Conformant / 1	N/A	"Randstad", "Temp Jobs"
Contact	A detailed set of data about one or more people who should be contacted in order to communicate with the candidate's supplier.	EURES Optional / 0..n	N/A	N/A
See section "4.6 /Supplier/Contact (level 2)" for more information				
Candidate Source Code	A code classifying the source that supplied the candidate. This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-CV-07: The HR-Open Standards Code List "CandidateSourceCodeType" must be used to codify the /Candidate /Supplier /Source.	"JobBoard", "StaffingAgency", "Intermediary", "Referrer" Full code list: "4.28.1 Candidate Source Type Codes [CL04]"
Precedence	As more than one supplier can be provided, this set of enumerations indicates the identifiers' order of arrival. This is an HR-Open Standards open list.	EURES Conformant / 1	BR-CV-08: The HR-Open Standards Code List "PrecedenceEnumType" must be used to codify the /Candidate /Supplier /Precedence.	"1", "2", "3", "4", "5" Full code list: "4.28.28 Precedence Enum-Type Codes [CL41]"

4.5.2 Supplier Attributes

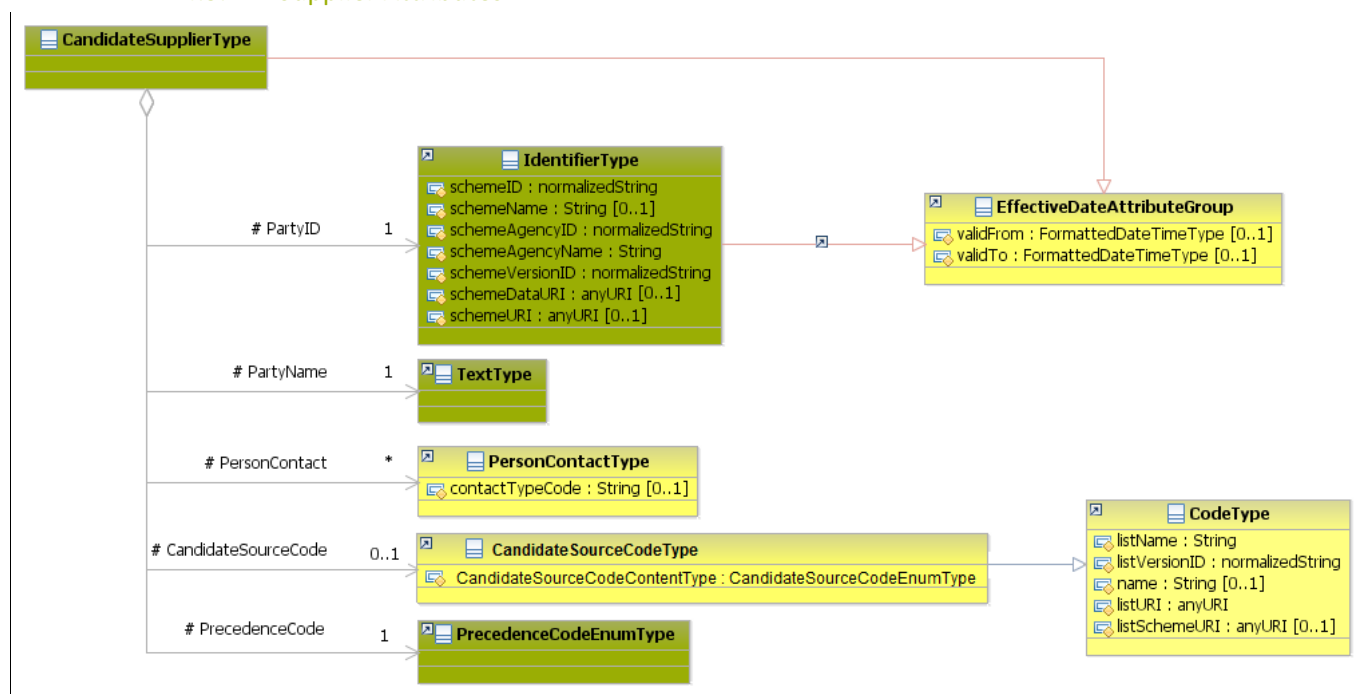


Figure 17: Supplier Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this Supplier	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

Attributes	Description	Card.	Rule
validTo	Validity end date for this Supplier	0..1	BR-COM-07: If not specified, the “validTo” date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PartyID sub-element			
Attributes	Description	Card.	Rule
schemeID	The identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	The identification of the agency that maintains the scheme.	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity starting date for this ID	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity ending date for this ID	0..1	BR-COM-07: If not specified, the “validTo” date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PartyName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
PersonContact sub-element			
Attributes	Description	Card.	Rule
See section “4.6.2 Contact Attributes” for more information			
CandidateSourceCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
PrecedenceCode sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.5.3 Supplier Examples

This example shows two document identifiers provided by a PES, named PES01 and EURES, and how are they ordered through the `PrecedenceCode` element. Firstly, PES01 sends the CV; because it is the 1st identifier, its `PrecedenceCode` is 1. The second identifier is provided by EURES, and its `PrecedenceCode` is 2.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd">

  <!-- 1st identifier of the document, send by PES01 1st January 2014 -->
  <DocumentID
    schemeID="ID-1234"
    schemeName="DocumentIdentifier"
```

```

        schemeAgencyID="PES01"
        schemeAgencyName="PublicEmploymentServices01"
        schemeVersionID="1.2"
        schemeDataURI="http://ec.europa.eu/eures/standards/2014/DOC/Data/ID"
        schemeURI="http://ec.europa.eu/eures/standards/2014/DOC/ID"
        validFrom="2014-01-01" >
1067482948
</DocumentID>

<!-- 2nd identifier of the document, provided by EURES 31st January 2014 -->
<AlternateDocumentID
    schemeID="EuresID"
    schemeName="DocumentIdentifier"
    schemeAgencyID="EURES"
    schemeAgencyName="EURES"
    schemeVersionID="1.00"
    schemeDataURI="http://ec.europa.eu/eures/standards/2014/DOC/Data/ID"
    schemeURI="http://ec.europa.eu/eures/standards/2014/DOC/ID"
    validFrom="2014-01-31" >
EURESID-1234
</AlternateDocumentID>

<CandidateSupplier>
    <PartyID schemeID="Party-IDs"
        schemeName="PartyIdentifier"
        schemeAgencyID="PES01"
        schemeAgencyName="PES01"
        schemeVersionID="1.00"
        schemeDataURI="http://ec.europa.eu/eures/standards/2014/Supplier/Data/ID"
        schemeURI="http://www.pes01.eu"
        validFrom="2014-01-01"
        validTo="2016-12-31">
Supplier-1234
    </PartyID>
    <PartyName>PES01</PartyName>
    <CandidateSourceCode listName="CandidateSourceCodeType" listVersionID="1.0"
name="Intermediary supplier" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd">
Intermediary</CandidateSourceCode>
    <PrecedenceCode>1</PrecedenceCode>
</CandidateSupplier>

<CandidateSupplier>
    <PartyID schemeID="Party-IDs"
        schemeName="PartyIdentifier"
        schemeAgencyID="EURES"
        schemeAgencyName="EURES"
        schemeVersionID="1.00"
        schemeDataURI="http://ec.europa.eu/eures/standards/2014/Supplier/Data/ID"
        schemeURI="http://ec.europa.eu/eures/"
        validFrom="2014-01-31">
Supplier-1234
    </PartyID>
    <PartyName>EURES</PartyName>
    <CandidateSourceCode listName="CandidateSourceCodeType" listVersionID="1.0"
name="job board supplier" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd">
JobBoard</CandidateSourceCode>
    <PrecedenceCode>2</PrecedenceCode>
</CandidateSupplier>
</Candidate/>

```

4.6 /Supplier/Contact (level 2)

4.6.1 Contact Element Description

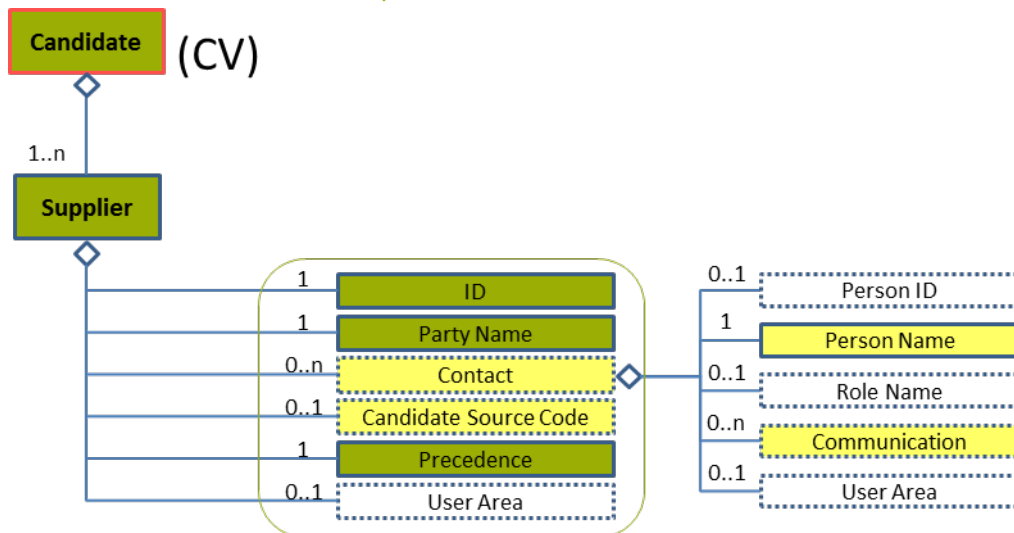


Figure 18: Contact Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Contact	A detailed set of data about one or more people who should be contacted in order to communicate with the supplier of the candidate	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Person Name	Name of the contact of the supplier	EURES Optional / 1	N/A	N/A
See section “4.6.3 Sub-element: /Name (level 3)” for more information				
Communication	A detailed set of data about communication data of the supplier contact person	EURES Optional / 0..n	N/A	N/A
See section “4.6.4 Sub-element: /Communication (level 3)” for more information				

4.6.2 Contact Attributes

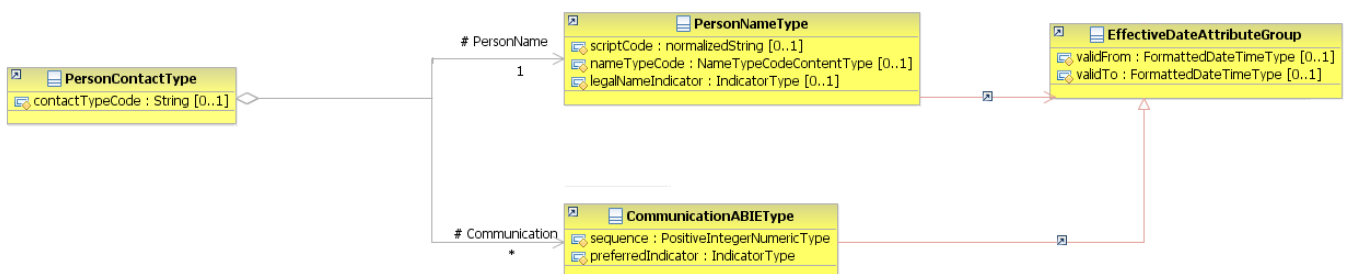


Figure 19: Contact Attribute Schema

Attributes	Description	Card.	Rule
contactTypeCode	The person’s type of contact, such as “CompanyManager” or “WorkplaceContact” This is a free text element.	0..1	N/A
PersonName sub-element			
Attributes	Description	Card.	Rule
See section “4.6.3.2 Name Attributes” for more information			
Communication sub-element			
Attributes	Description	Card.	Rule
See section “4.6.4.2 Communication Attributes” for more information			

4.6.3 Sub-element: /Name (level 3)

4.6.3.1 Name Element Description

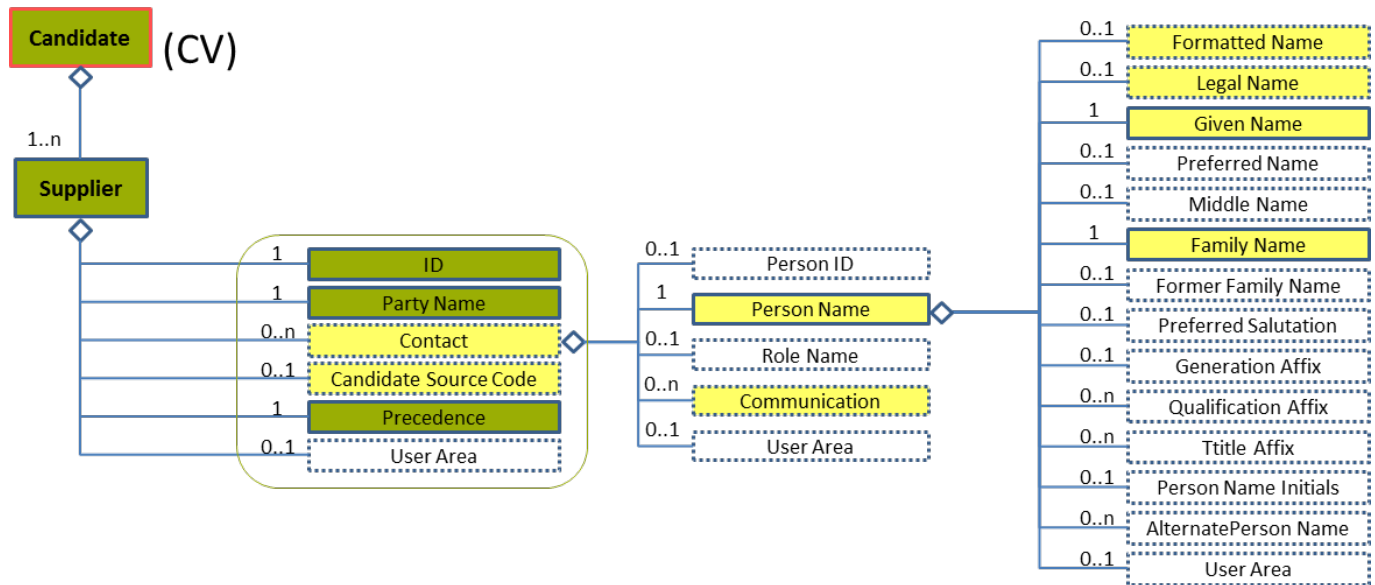


Figure 20: Name Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Example
Name	Name of the contact of the supplier	EURES Optional / 1	N/A	N/A
Sub-elements				
Formatted Name	This is a formatted presentation of a name (for example, a Person Name) that might alternatively be presented as discretely fielded components, or it could be a name with alternative formatted representations. The formatCode is an optional available attribute for specifying the applicable "mask" or type of format presentation to which the content conforms.	EURES Optional / 0..1	N/A	"Paula Cook", "James Black", etc.
Legal Name	The name that an individual is given at birth and/or is recognised by a government or other legal entity, or that appears on a birth certificate	EURES Optional / 0..1	N/A	"Paula Cook", "James Black", etc.
Given Name	A people given name or first name.	EURES Optional / 1	N/A	"Mark", "Silvia", etc.
Family Name	Contains a non-given name. This is an inherited name or one representing a family relationship, or in some cultural contexts a "Place Name" (where someone is from). In some cultural contexts, a single family name is typical, while in others there may be multiple family names. A "primary" attribute may be used in the case where there are multiple last names. A family name can have a "prefix," such as Von, De, Van, Al, etc. These can be represented using the FamilyName "prefix" attribute. Not all implementers may find it necessary to separate prefixes from the family name itself. Capturing the prefix and FamilyName as discrete fields can become important when formatting, or appearance may vary based on context. For example, in some cultural contexts it may be common to use a blank space as the delimiter between the prefix and the family name, while in others, a hyphen might be used. Separating the prefix from	EURES Optional / 1	N/A	"Smith", "Santos Tavares", "Van der Meyde", etc.

	the FamilyName allows such formatting requirements to be handled flexibly.			
--	--	--	--	--

4.6.3.2 Name Attributes

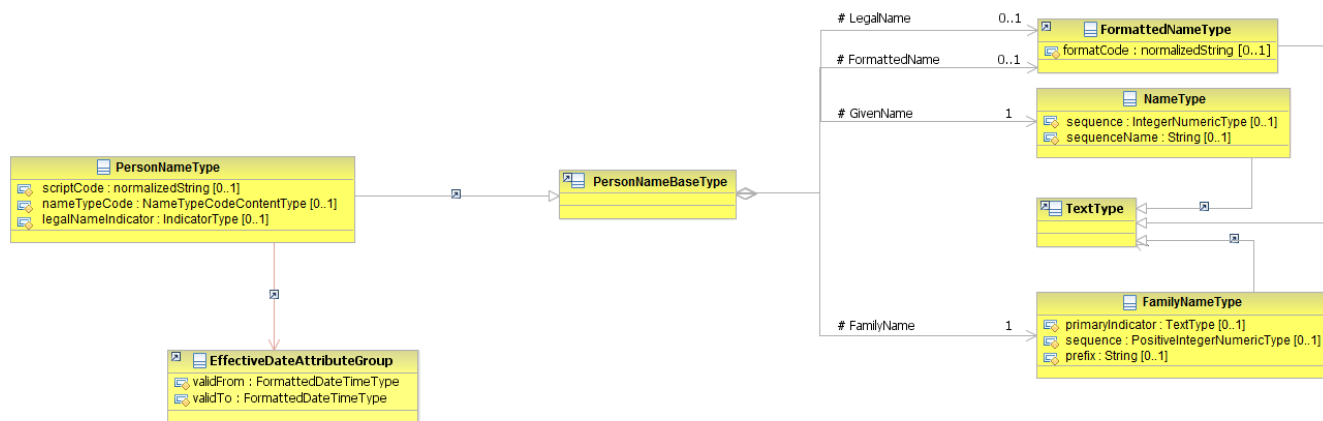


Figure 21: PersonName Attributes Schema

Attributes	Description	Card.	Rule
scriptCode	Type of alphabet that the name is written with such as “Roman”, “Kenji”, etc.	0..1	N/A
nameTypeCode	A code classifying the type of name, such as “CurrentName” or “FormerName” (full code list “4.28.19 Name Enum-Type Codes [CL32]”) This is an HR-Open Standards open list.	0..1	BR-COM-09: The Open HR-Open Standards Code List “NameTypeCodeEnumType” must be used to codify the /PersonName /NameTypeCode.
legalNameIndicator	Boolean indicating if it is the legal name or not	0..1	N/A
validFrom	Validity start date for this Person Name	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this Person Name	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
LegalName sub-element			
Attributes	Description	Card.	Rule
formatCode	Type of format shown	0..1	N/A
FormattedName sub-element			
Attributes	Description	Card.	Rule
The same as the “LegalName” sub-element			
GivenName sub-element			
Attributes	Description	Card.	Rule
sequence	Establishes the name order as an integer	0..1	N/A
sequenceName	Establishes the name order as a string	0..1	N/A
FamilyName sub-element			
Attributes	Description	Card.	Rule
primaryIndicator	Boolean indicating that it is a single name	0..1	N/A
sequence	Establishes the name order as an integer	0..1	N/A
prefix	A family name’s prefix	0..1	N/A

4.6.4 Sub-element: /Communication (level 3)

4.6.4.1 Communication Element Description

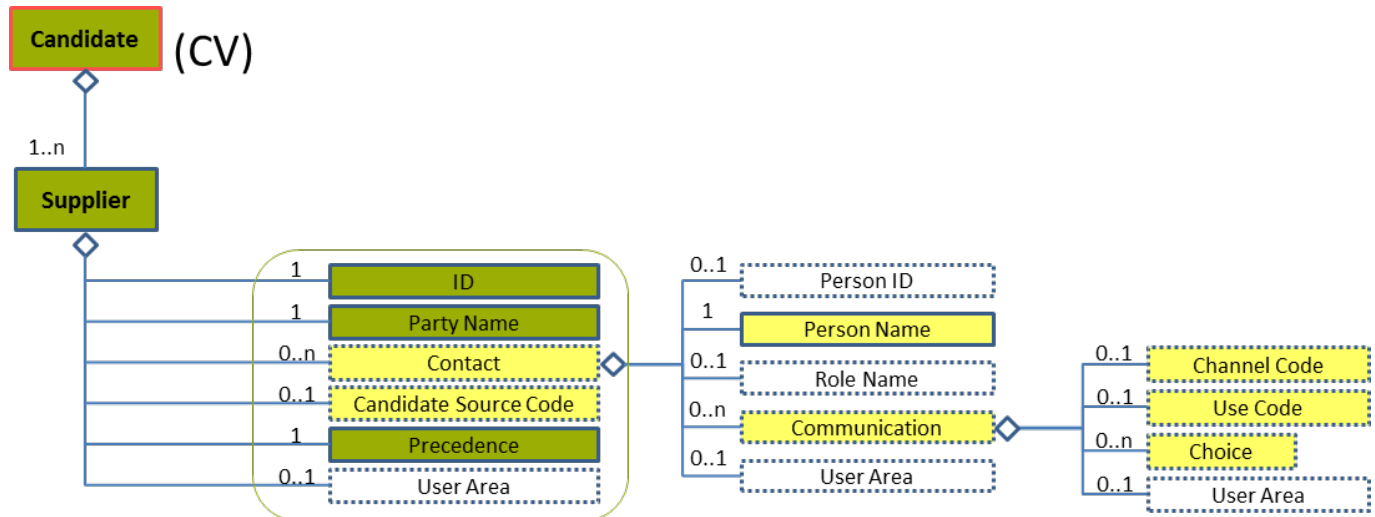


Figure 22: Communication Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Communication	A person's contact information: ChannelCode, Address, URI –for email, for instance—, etc.	EURES Optional / 0..n	BR-COM-10: If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A
Sub-elements				
Channel Code	The communication channel used to contact a person or an organisation This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-COM-13: The Open HR-Open Standards Code List "ChannelCodeContentType" must be used to codify the /ChannelCode element.	"Telephone", "MobileTelephone", "Fax", "Email", "InstantMessage", "Web" Full code list: "4.28.2 Channel Type Codes [CL05]"
Use Code	The type of use given to the communication channel used to contact a person or an organisation This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-COM-14: The Open HR-Open Standards Code List "ContactUseCodeContentType" must be used to codify the /UseCode element.	"Personal", "Business" Full code list: "4.28.3 Contact Use Type Codes [CL06]"
Choice	Selection between the types of communication channels.	N/A	N/A	N/A
See section "4.6.5 Sub-element: /Choice (level 4)" for more information				

4.6.4.2 Communication Attributes

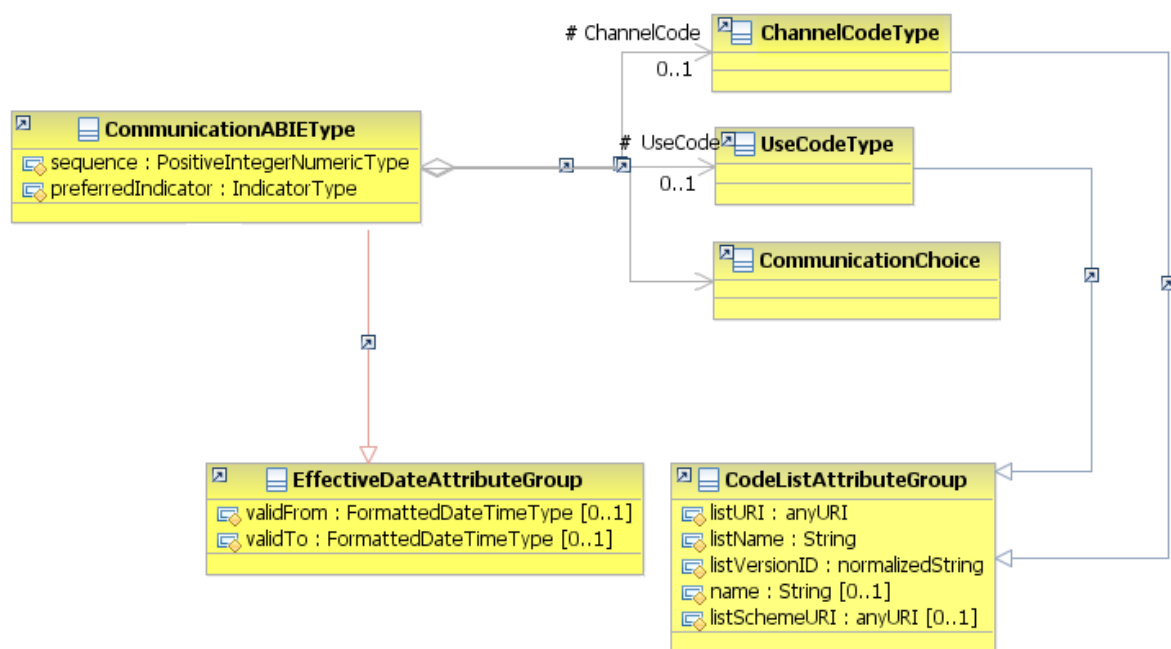


Figure 23: Communication Attributes Schema

Attributes	Description	Card.	Rule
sequence	Establishes the order of the contact data	0..1	N/A
preferredIndicator	Boolean indicating if the current contact data is the preferred one	0..1	N/A
validFrom	Validity start date for this Communication	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Date up to when the communication channel is available	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
ChannelCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
UseCode sub-element			
Attributes	Description	Card.	Rule
The same as the “ChannelCode” sub-element			
CommunicationChoice sub-element			
Attributes	Description	Card.	Rule
See section “4.6.5.2 Choice Attributes” for more information			

4.6.5 Sub-element: /Choice (level 4)

4.6.5.1 Choice Element Description

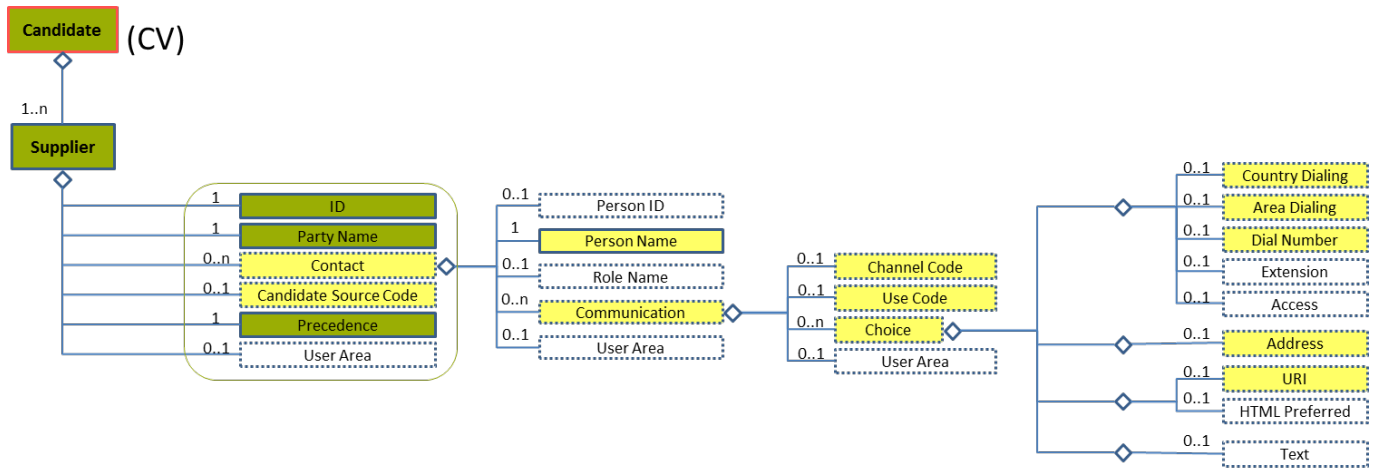


Figure 24: Choice Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Choice	Selection between the types of channels 1-Address 2-Telephone 3-URL 4-Text	N/A	N/A	N/A
Sub-elements				
Country Dialing	The country dialling code for a contact number	EURES Optional / 0..1	N/A	"0032", "0034", etc.
Area Dialing	The area dialling code for a contact number	EURES Optional / 0..1	N/A	"2", "71", "93", etc.
Dial Number	The contact number, not including country dialling or area dialling codes	EURES Optional / 0..1	N/A	"3445654", "1234567", etc.
Address	Properties specifying an entity's physical location	EURES Optional / 0..1	N/A	N/A
See section "4.9.4.1 Address Element Description" for more information				
URI	Uniform Resource Identifier Reference (URI). A URI value can be absolute or relative, and may have an optional fragment identifier (i.e., it may be a URI Reference). This type should be used to specify that the value is to fulfil the role of a URI, as defined by [RFC 2396] and as amended by [RFC 2732].	EURES Optional / 0..1	N/A	"mymail@test.org", "mymail@noreply.com", etc.

4.6.5.2 Choice Attributes

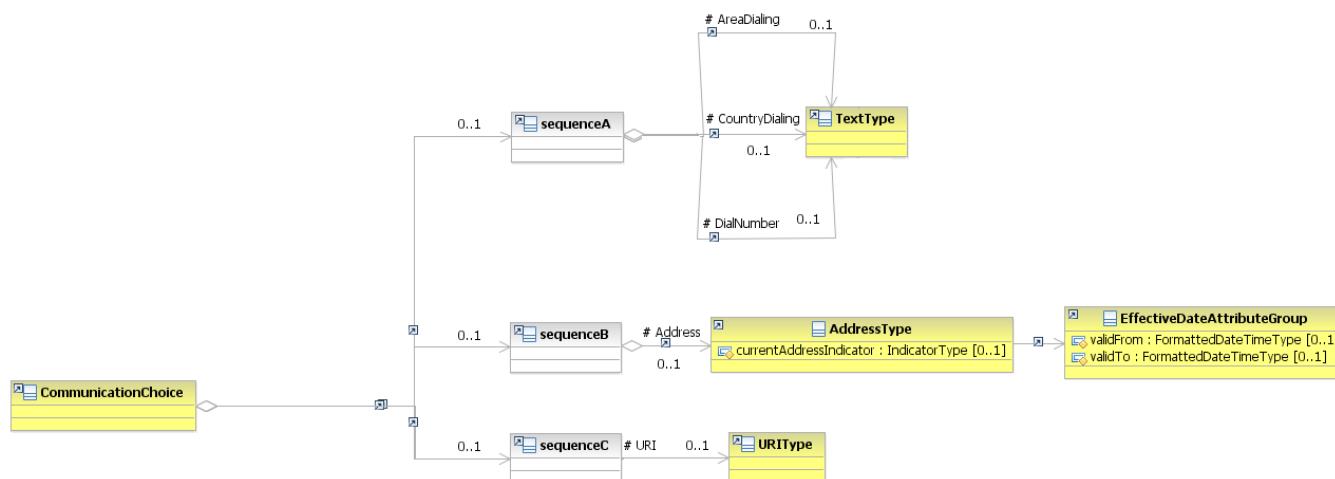


Figure 25: Choice Attributes Schema

Attributes	Description	Card.	Rule
	This element has no attributes.		
CountryDialing sub-element			
Attributes	Description	Card.	Rule
	This element has no attributes.		
AreaDialing sub-element			
Attributes	Description	Card.	Rule
	This element has no attributes.		
DialNumber sub-element			
Attributes	Description	Card.	Rule
	This element has no attributes.		
Address sub-element			
Attributes	Description	Card.	Rule
	See section “4.9.4.2 Address Attributes” for more information		
URIs sub-element			
Attributes	Description	Card.	Rule
	This sub-element has no attributes.		

4.7 /Person (level 1)

4.7.1 Person Element Description

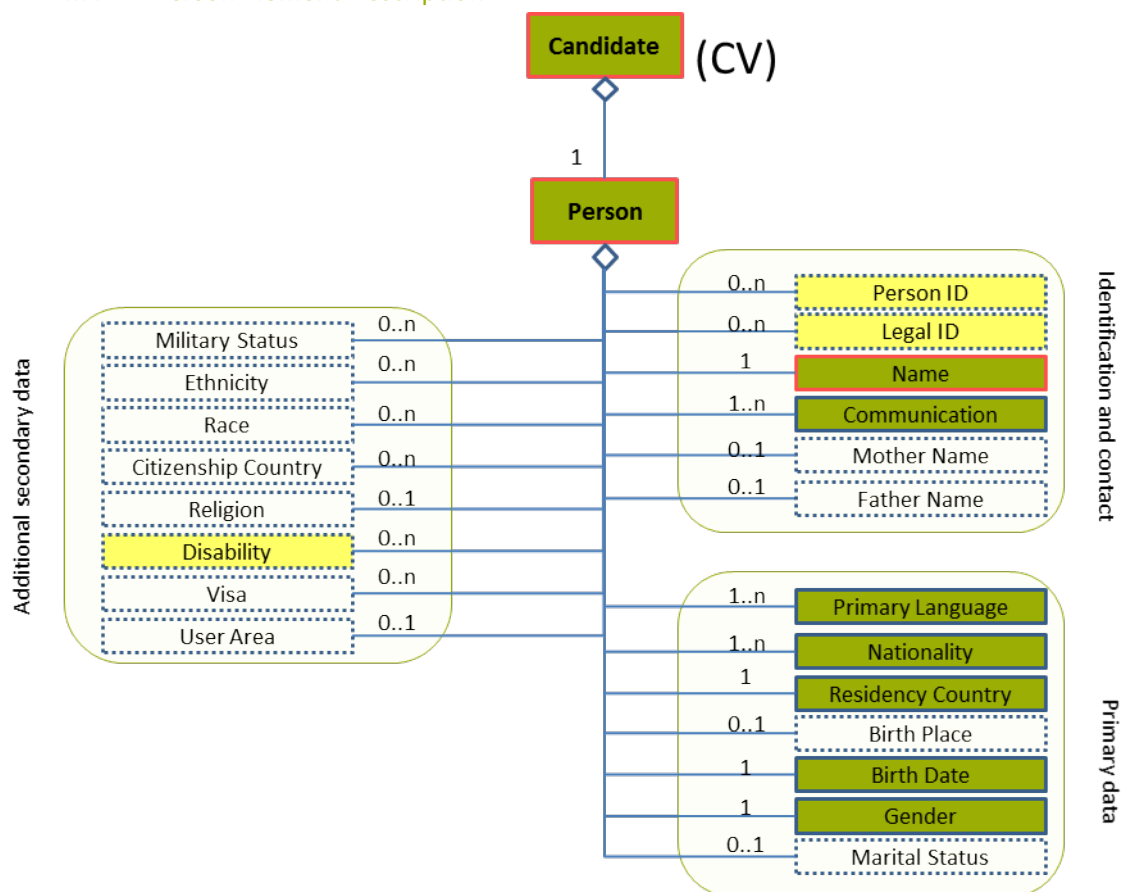


Figure 26: Person Level 1 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Person	Personal details of the person seeking a job, such as the name, age, gender, and so on.	EURES Technical Minimum / 1	N/A	N/A
Sub-elements				
Person ID	Systemic identifiers only for this person "Usually fed by the document sender, the recipient also may (and usually does) add his/her own ID, in order to build complex transaction paths".	EURES Optional / 0..n	BR-CV-09: If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	"PER-21987", "PER-18911", etc.
Legal ID	An identifier issued to a person by a governmental organisation, like a social security or driver's license number.	EURES Optional / 0..n	N/A	"11111111A", "12345678Z", etc.
Name	A detailed set of data about the candidate's names, such as his/her GivenName, FamilyName, MiddleName, Former Family Name, etc.	EURES Technical Minimum / 1	N/A	N/A
See section "4.8 /Person/Name (level 2)" for more information				
Communication	The candidate's contact information. ChannelCode, Address, URI –for email, for instance–, etc.	EURES Conformant / 1..n	BR-COM-10: If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A

	See section "4.9 /Person/Communication (level 2)" for more information				
Primary Language	The candidate's primary or preferred language or languages		EURES Conformant / 1..n	BR-COM-11: Compulsory use of the "LanguageCodes-CodeList.gc" list defined by EURES. This is based on ISO-639-1:2002 Alpha-2, which includes all world languages. BR-COM-43: Multiple entries of this code list are allowed.	"AA" = Afar, "AB" = Abkhazian, etc. Full code list: "4.28.15 Language Codes [CL24]"
Nationality	Code specifying the candidate's nationality		EURES Conformant / 1..n	BR-COM-12: Compulsory use of the "Countries-CodeList.gc" list defined by EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world. BR-COM-43: Multiple entries of this code list are allowed.	"AR" – Argentina, "AU" – Austria, "CS" – Costa Rica, etc. Full code list: "4.28.4 Country Codes [CL07]"
Residency Country	Code specifying the country where the Candidate usually lives		EURES Conformant / 1	BR-COM-12: Compulsory use of the "Countries-CodeList.gc" list defined by EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world.	"AR" – Argentina, "AU" – Austria, "CS" – Costa Rica, etc. Full code list: "4.28.4 Country Codes [CL07]"
Birth Date	The person's date of birth		EURES Conformant / 1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	1987-08-05
Gender	Code indicating the candidate's gender This is an HR-Open Standards open list		EURES Conformant / 1	BR-CV-10: Compulsory use of HR-Open Standards "GenderEnumType" to specify a Person's Gender.	"NotKnown", "Male", "Female", "NotSpecified" Full code list: "4.28.13 Gender Enum-Type Codes [CL18]"
Disability	Describes a disability associated with a specific person. The absence of a Disability element for a candidate will mean "No disabilities".		EURES Optional / 0..n	N/A	N/A
	See section "4.10 /Person/Disability (level 2)" for more information				

4.7.2 Person Attributes

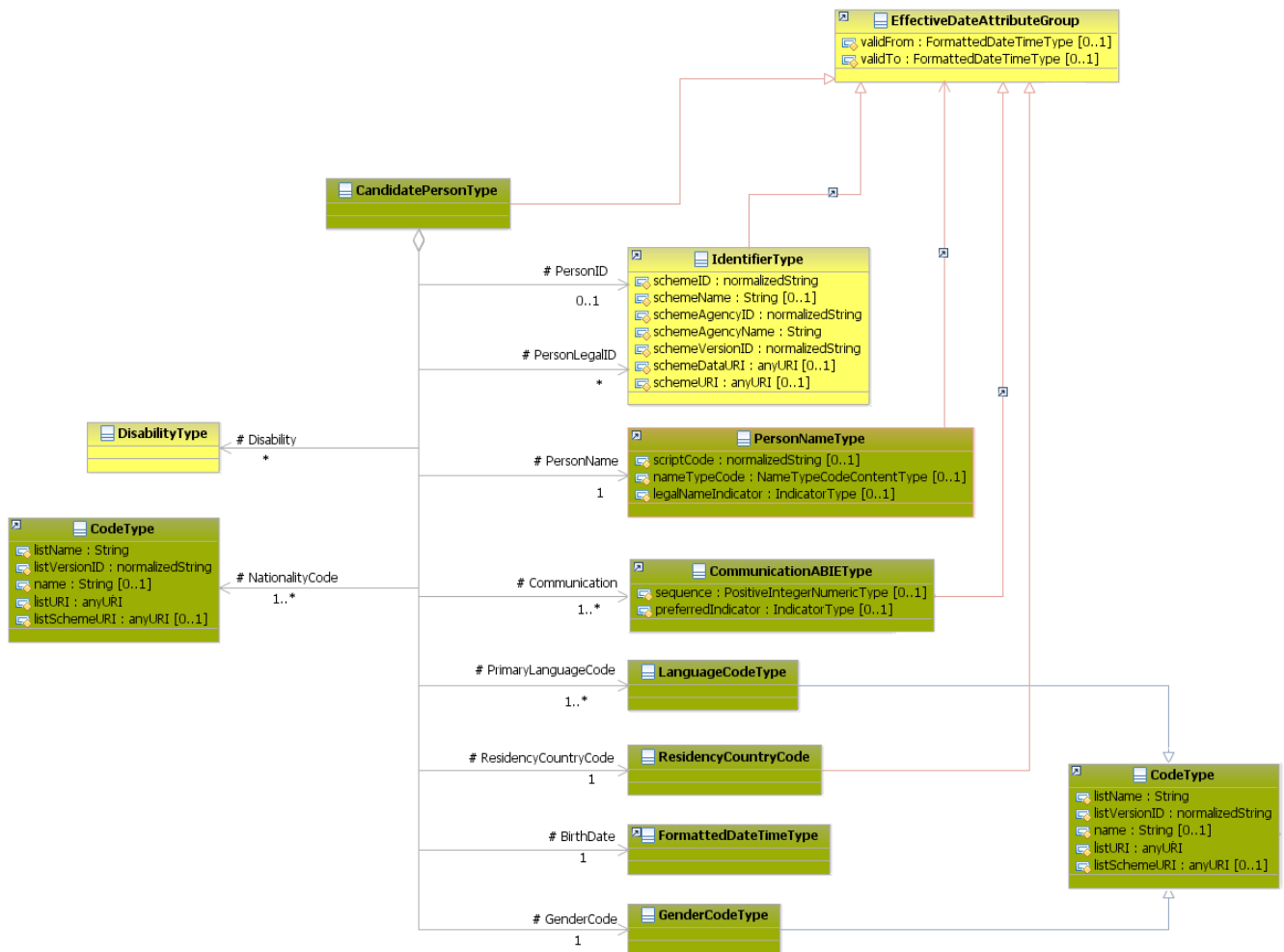


Figure 27: Person Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PersonID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier stating where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier stating where the scheme is located	0..1	N/A
validFrom	Validity start date for this ID	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this ID	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context.

			BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PersonLegalID sub-element			
Attributes	Description	Card.	Rule
The same as the “ <i>PersonID</i> ” sub-element			
PersonName sub-element			
Attributes	Description	Card.	Rule
See section “4.8.2 Name Attributes” for more information			
Communication sub-element			
Attributes	Description	Card.	Rule
See section “4.9.2 Communication Attributes” for more information			
PrimaryLanguageCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
ResidencyCountryCode sub-element			
Attributes	Description	Card.	Rule
validFrom	Validity start date as a resident of the country	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date as a resident of the country	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
BirthDate sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
GenderCode sub-element			
Attributes	Description	Card.	Rule
The same as the “ <i>PrimaryLanguageCode</i> ” sub-element			
Disability sub-element			
Attributes	Description	Card.	Rule
See section “4.10.2 Disability Attributes” for more information			
NationalityCode sub-element			
Attributes	Description	Card.	Rule
The same as the “ <i>PrimaryLanguageCode</i> ” sub-element			

4.8 /Person/Name (level 2)

4.8.1 Name Element Description

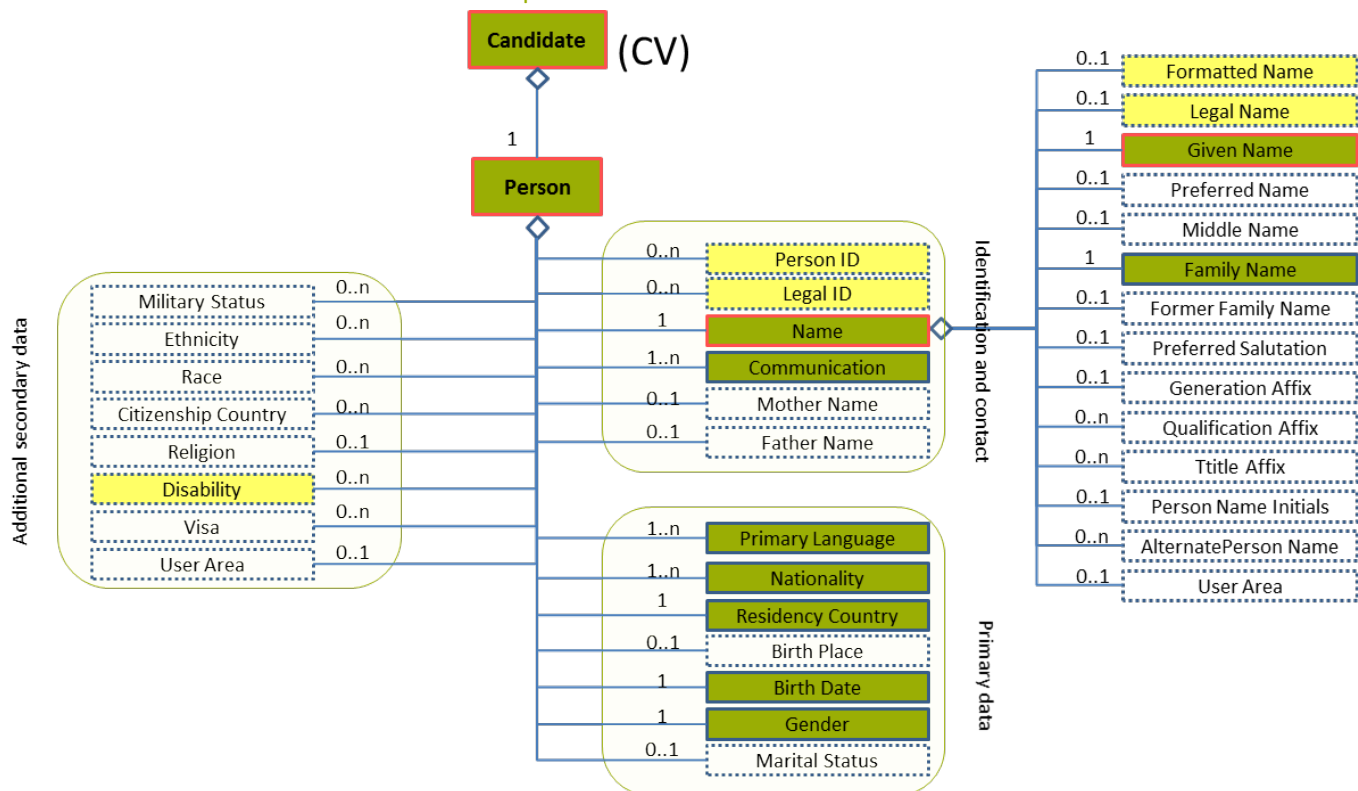


Figure 28: Name Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Example
Name	A detailed set of data about the names of the person's names, such as his/her GivenName, FamilyName, MiddleName, FormerFamilyName, etc.	EURES Technical Minimum / 1	N/A	N/A
Sub-elements				
Formatted Name	This is a formatted presentation of a name (for example, a Person Name) that might alternatively be presented as discretely fielded components, or it could be a name with alternative formatted representations. The formatCode is an optional available attribute for specifying the applicable "mask" or type of format presentation to which the content conforms.	EURES Optional / 0..1	N/A	"Paula Cook", "James Black", etc.
Legal Name	The name that an individual is given at birth and/or is recognised by a government or other legal entity, or that appears on a birth certificate	EURES Optional / 0..1	N/A	"Paula Cook", "James Black", etc.
Given Name	A people given name or first name.	EURES Technical Minimum / 1	N/A	"Mark", "Silvia", etc.
Family Name	Contains a non-given name. This is an inherited name or one representing a family relationship, or in some cultural contexts a "Place Name" (where someone is from). In some cultural contexts, a single family name is typical, while in others there may be multiple family names. A "primary" attribute may be used in the case where there are multiple last names. A family name can have a "prefix," such as Von, De, Van, Al, etc. These can be represented using the	EURES Conformant / 1	N/A	"Smith", "Santos Tavares", "Van der Meyde", etc.

	FamilyName "prefix" attribute. Not all implementers may find it necessary to separate prefixes from the family name itself. Capturing the prefix and FamilyName as discrete fields can become important when formatting, or appearance may vary based on context. For example, in some cultural contexts it may be common to use a blank space as the delimiter between the prefix and the family name, while in others, a hyphen might be used. Separating the prefix from the FamilyName allows such formatting requirements to be handled flexibly.			
--	---	--	--	--

4.8.2 Name Attributes

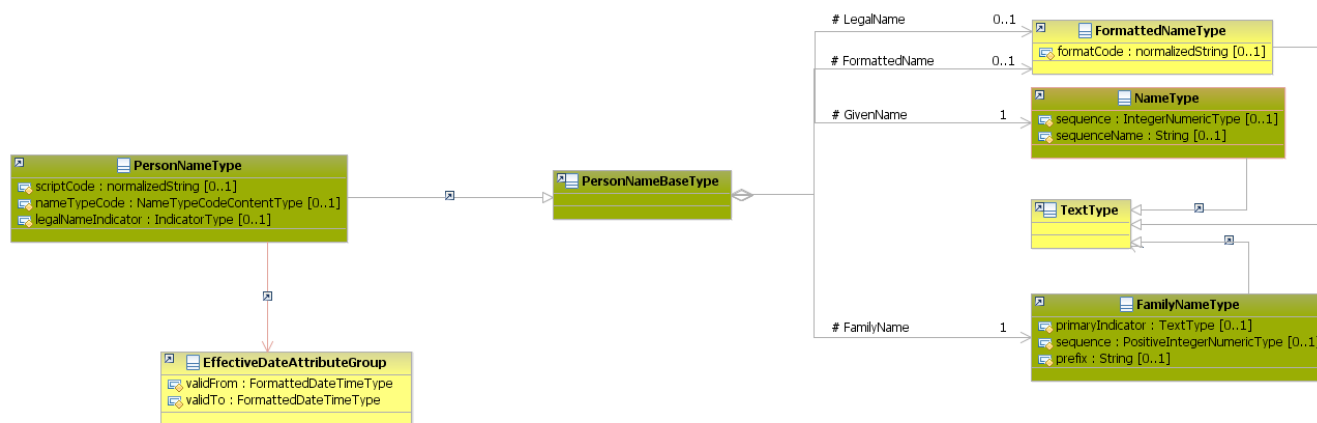


Figure 29: PersonName Attributes Schema

Attributes	Description	Card.	Rule
scriptCode	Type of alphabet that the name is written with such as "Roman", "Kenji", etc.	0..1	N/A
nameTypeCode	A code classifying the type of name, such as "CurrentName" or "FormerName" (full code list "4.28.19 Name Enum-Type Codes [CL32]") This is an HR-Open Standards open list.	0..1	BR-COM-09: The Open HR-Open Standards Code List "NameTypeCodeEnumType" must be used to codify the /PersonName /NameTypeCode.
legalNameIndicator	Boolean indicating if it is the legal name or not	0..1	N/A
validFrom	Validity start date for this Person Name	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this Person Name	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
LegalName sub-element			
Attributes	Description	Card.	Rule
formatCode	Type of format shown	0..1	N/A
FormattedName sub-element			
Attributes	Description	Card.	Rule
The same as the "LegalName" sub-element			
GivenName sub-element			
Attributes	Description	Card.	Rule
sequence	Establishes the name order as an integer	0..1	N/A
sequenceName	Establishes the name order as a string	0..1	N/A
FamilyName sub-element			
Attributes	Description	Card.	Rule
primaryIndicator	Boolean indicating that it is a single name	0..1	N/A
sequence	Establishes the name order as an integer	0..1	N/A
prefix	A family name's prefix	0..1	N/A

4.8.3 Name Examples

This example shows how to fill in the candidate's legal and current name within the Name element.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidatePerson>
    <PersonName legalNameIndicator="true" nameTypeCode="CurrentName">
      <!-- EURES Optional layer -->
      <FormattedName formatCode="Family Name, Given Name">
        Van Whye, John
      </FormattedName>
      <LegalName formatCode="Given Name Family Name">Johann Van
        Whye</LegalName>

      <!-- EURES Conformant layer required and optional -->
      <oa:GivenName>John</oa:GivenName>
      <FamilyName prefix="Van">Whye</FamilyName>
    </PersonName>
  </CandidatePerson>
</Candidate/>
```

4.9 /Person/Communication (level 2)

4.9.1 Communication Element Description

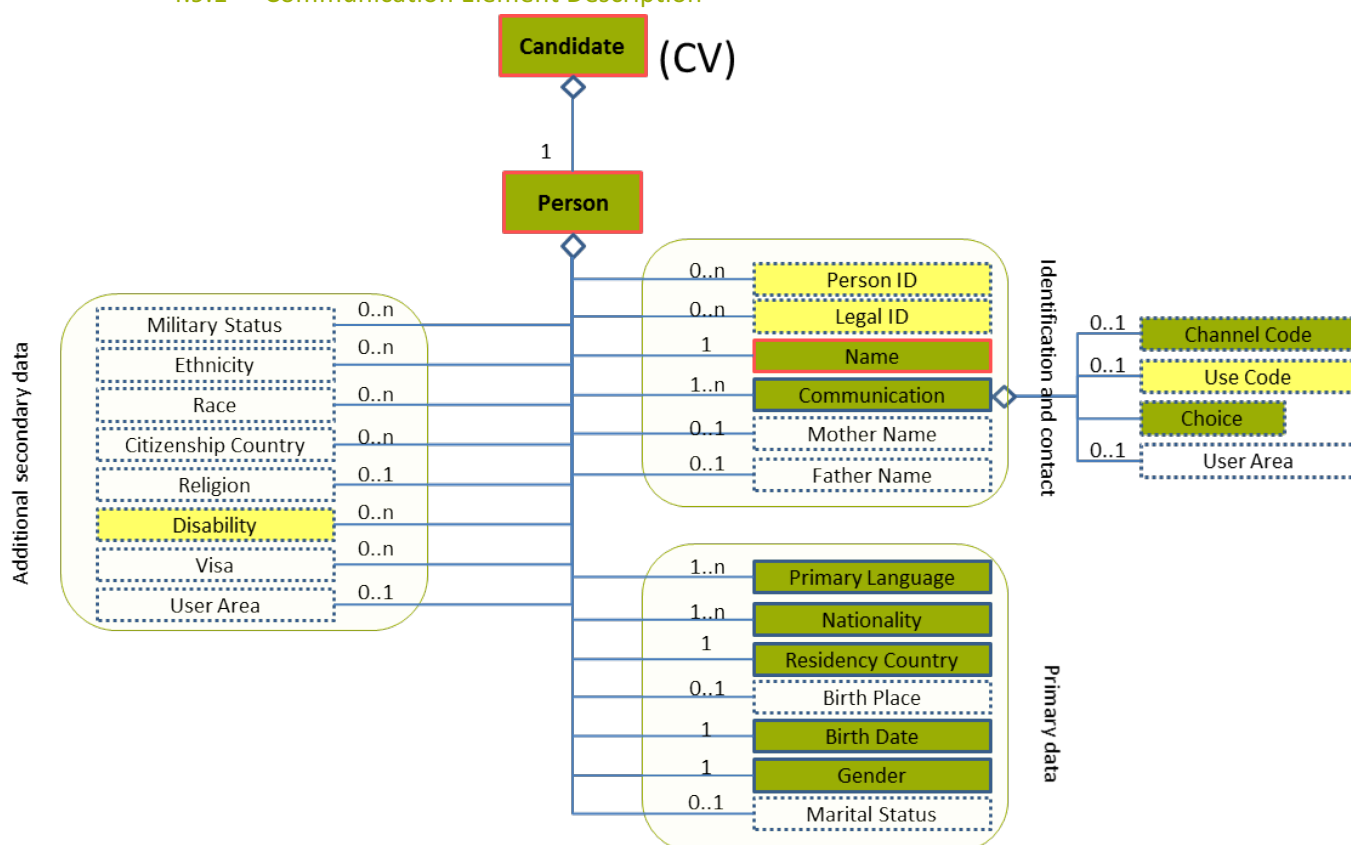


Figure 30: Communication Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Communication	A person's contact information: ChannelCode, Address, URI –for email, for instance–, etc.	EURES Conformant / 1..n	BR-COM-10: If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A

Element	Description	Layer / Cardinality	Rule	Examples
Sub-elements				
Channel Code	The communication channel used to contact a person or an organisation This is an HR-Open Standards open list.	EURES Conformant Optional / 0..1	BR-COM-13: The Open HR-Open Standards Code List "ChannelCodeContentType" must be used to codify the /ChannelCode element.	"Telephone", "MobileTelephone", "Fax", "Email", "InstantMessage", "Web" Full code list: "4.28.2 Channel Type Codes [CL05]"
Use Code	The type of use given to the communication channel used to contact a person or an organisation This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-COM-14: The Open HR-Open Standards Code List "ContactUseCodeContentType" must be used to codify the /UseCode element.	"Personal", "Business" Full code list: "4.28.3 Contact Use Type Codes [CL06]"
Choice	Selection between the types of communication channels.	N/A	N/A	N/A
See section "4.9.3 Sub-element: /Choice (level 3)" for more information				

4.9.2 Communication Attributes

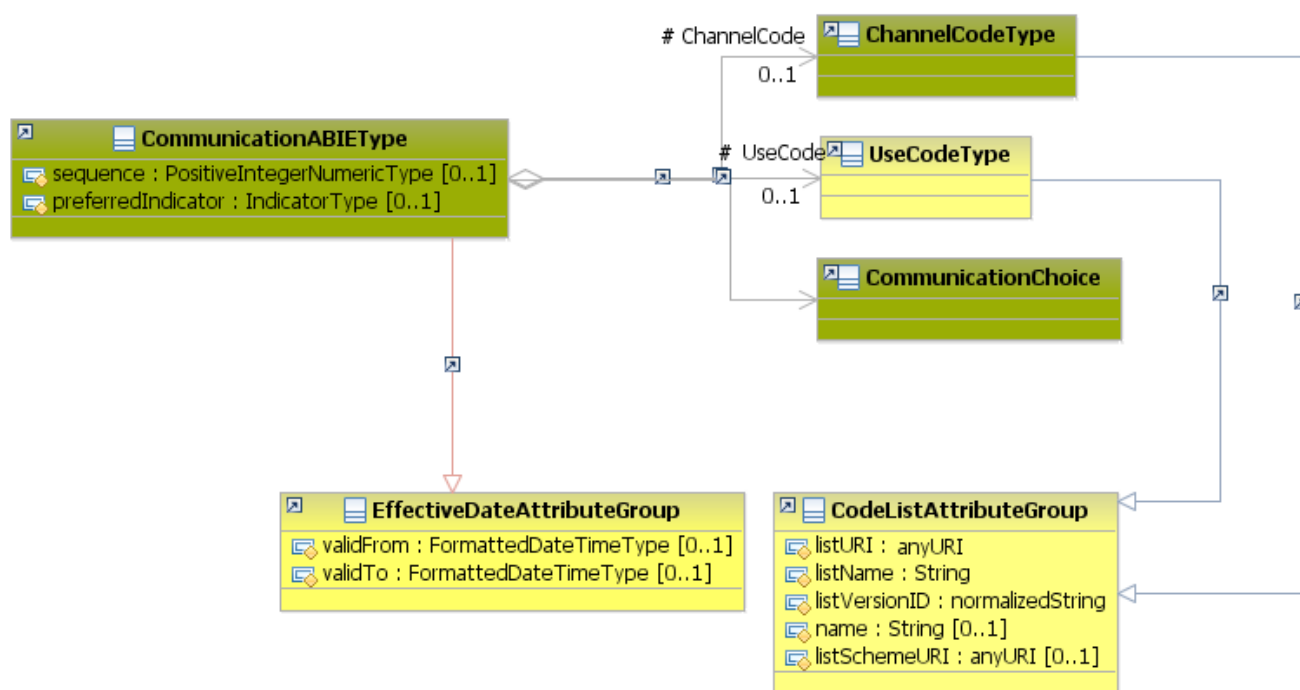


Figure 31: Communication Attributes Schema

Attributes	Description	Card.	Rule
sequence	Establishes the order of the contact data	0..1	N/A
preferredIndicator	Boolean indicating if the current contact data is the preferred one	0..1	N/A
validFrom	Validity start date for this Communication	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Date up to when the communication channel is available	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
ChannelCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content	0..1	N/A

Attributes	Description	Card.	Rule
	component		
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
UseCode sub-element			
Attributes	Description	Card.	Rule
The same as the “ChannelCode” sub-element			
CommunicationChoice sub-element			
Attributes	Description	Card.	Rule
See section “4.9.3.2 Choice Attributes” for more information			

4.9.3 Sub-element: /Choice (level 3)

4.9.3.1 Choice Element Description

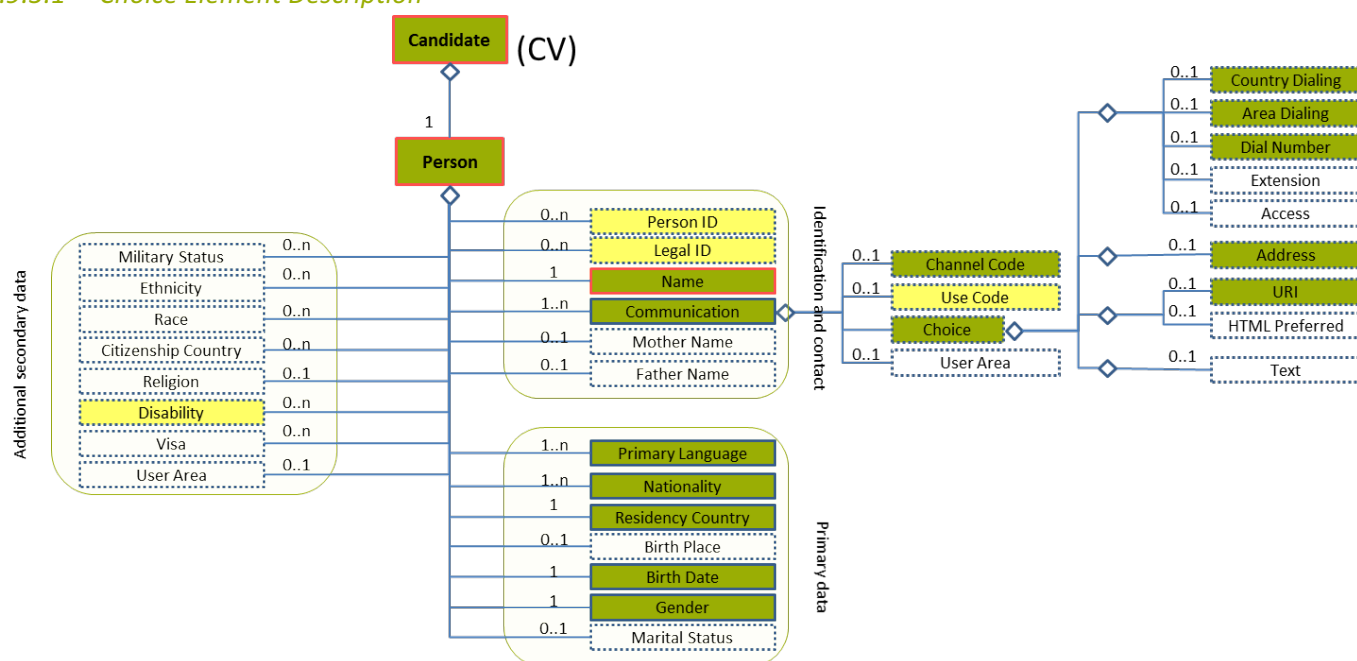


Figure 32: Choice Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Choice	Selection between the types of channels 1-Address 2-Telephone 3-URL 4-Text	N/A	N/A	N/A
Sub-elements				
Country Dialing	The country dialling code for a contact number	EURES Conformant Optional / 0..1	N/A	“0032”, “0034”, etc.
Area Dialing	The area dialling code for a contact number	EURES Conformant Optional / 0..1	N/A	“2”, “71”, “93”, etc.
Dial Number	The contact number, not including country dialling or area dialling codes	EURES Conformant Optional / 0..1	N/A	“3445654”, “1234567”, etc.
Address	Properties specifying an entity’s physical location	EURES Conformant Optional	N/A	N/A

			/		
			0..1		
	See section “4.9.4.1 Address Element Description” for more information				
URI	Uniform Resource Identifier Reference (URI). A URI value can be absolute or relative, and may have an optional fragment identifier (i.e., it may be a URI Reference). This type should be used to specify that the value is to fulfil the role of a URI, as defined by [RFC 2396] and as amended by [RFC 2732].		EURES Conformant Optional / 0..1	N/A	“mymail@test.org”, “mymail@noreply.com”, etc.

4.9.3.2 Choice Attributes

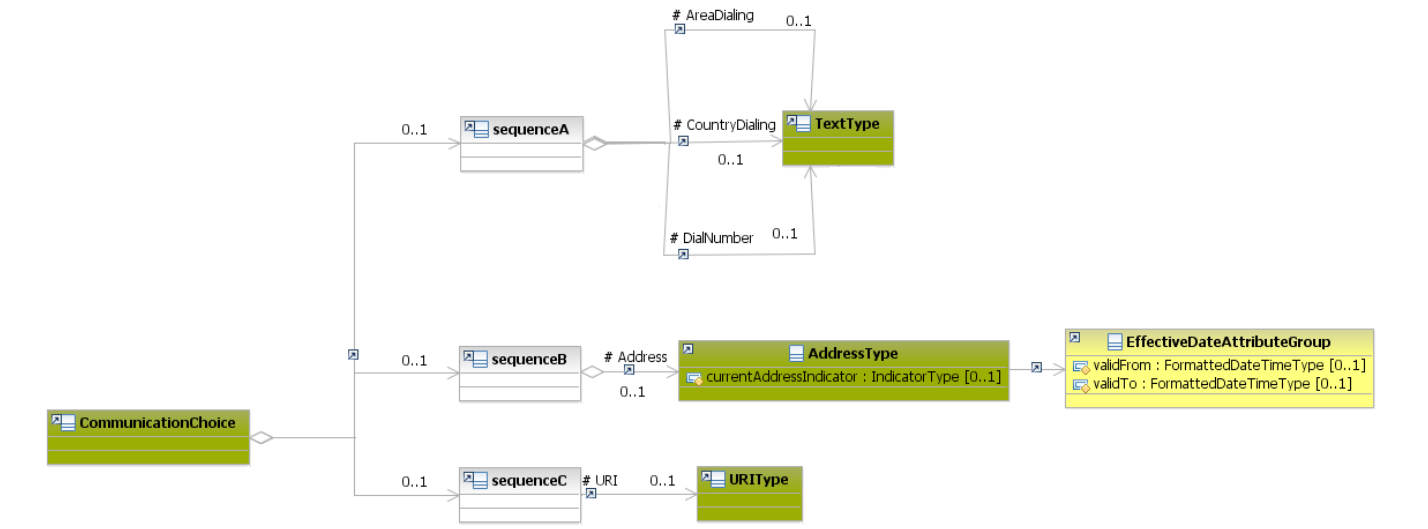


Figure 33: Choice Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
CountryDialling sub-element			
Attributes	Description	Card.	Rule
This element has no attributes.			
AreaDialling sub-element			
Attributes	Description	Card.	Rule
This element has no attributes.			
DialNumber sub-element			
Attributes	Description	Card.	Rule
This element has no attributes.			
Address sub-element			
Attributes	Description	Card.	Rule
See section “4.9.4.2 Address Attributes” for more information			
URIs sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.9.3.3 Choice Examples

This example shows how to fill in the candidate’s personal telephone number.

```

<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidatePerson>
    <Communication>
      <ChannelCode listName="ChannelCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Telephone</ChannelCode>
      <UseCode listName="ContactUseCodeContentType"
listURI="http://www.hr-xml.org/"

```

```

        listVersionID="1.0">Personal</UseCode>
        <oa:CountryDialing>34</oa:CountryDialing>
        <oa:AreaDialing>93</oa:AreaDialing>
        <oa:DialNumber>55445676</oa:DialNumber>
    </Communication>
</CandidatePerson>
</Candidate/>

```

This example shows how to fill in the candidate's business e-mail.

```

<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd">
    <CandidatePerson>
        <Communication>
            <ChannelCode listName="ChannelCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Email</ChannelCode>
            <UseCode listName="ContactUseCodeContentType"
listURI="http://www.hr-xml.org/"
listVersionID="1.0">Business</UseCode>

            <oa:URI>fake-account@aol.es</oa:URI>
        </Communication>
    </CandidatePerson>
</Candidate/>

```

4.9.4 Sub-element: /Choice /Address (level 4)

4.9.4.1 Address Element Description

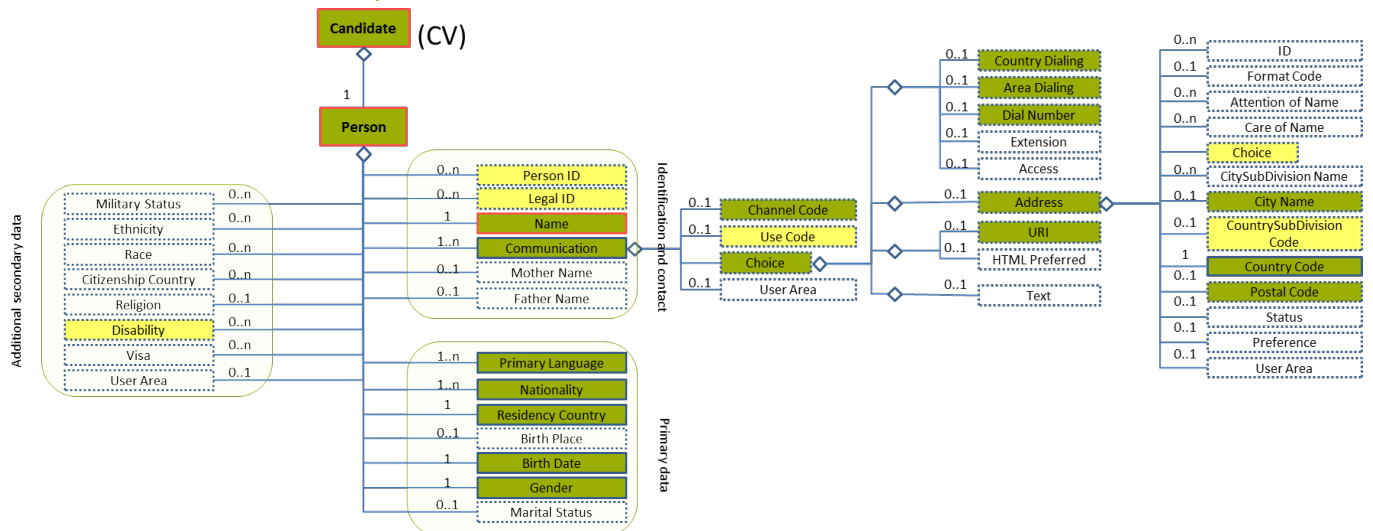


Figure 34: Address Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Address	Properties specifying an entity's physical location	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Choice	Selection between the types of addresses: 1-Address Line 2-Building Number 3-Street Name	N/A	N/A	N/A

	4-Unit			
	See section “4.9.5.1 Choice Element Description” for more information			
City Name	Identifies the town or city		EURES Conformant Optional / 0..1	N/A “Bruxelles”, “Roma”, etc.
Country Subdivision Code	Qualifies further division of the Member States of Europe, possibly into Districts, Regions, States, Provinces, etc.		EURES Optional / 0..1	BR-COM-21: Compulsory use of the “EURES_CountrySubdivisionCodes -CodeList.gc” list defined by EURES. This is based on NUTS 2013 – Level 3. Full code list: “4.28.5 Country Subdivision Codes [CL08]”
Country Code	The address’ Country Code This is an HR-Open Standards open list.		EURES Conformant / 1	BR-COM-12: Compulsory use of the “Countries-CodeList.gc” list defined by EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world. Full code list: “4.28.4 Country Codes [CL07]”
Postal Code	the Address’ Postal Code		EURES Conformant Optional / 0..1	BR-COM-22: Compulsory use of the “EURES_PostalCodes.gc” list defined by EURES. This is based on NUTS 2013 and National Institutes. Full code list: “4.28.27 Postcodes [CL40]”

4.9.4.2 Address Attributes

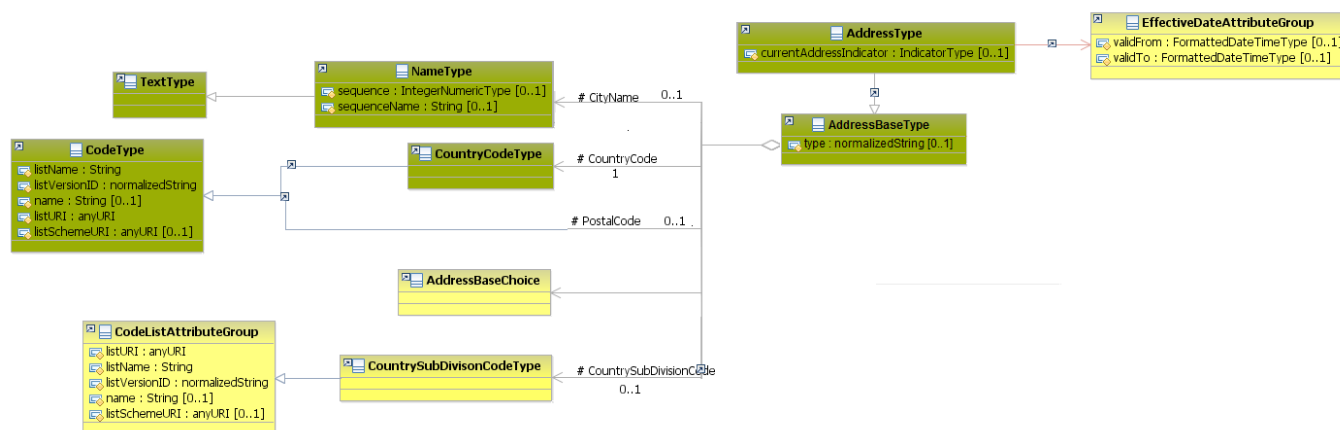


Figure 35: Address Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
CityName sub-element			
Attributes	Description	Card.	Rule
sequence	Establishes the order of the contact data	0..1	N/A
sequenceName	Establishes the order of the contact data	0..1	N/A
CountryCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A

listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
CountrySubdivisionCode sub-element			
Attributes	Description	Card.	Rule
The same as “CountryCode”			
PostalCode sub-element			
Attributes	Description	Card.	Rule
The same as “CountryCode”			

4.9.5 Sub-element: /Choice /Address /Choice (level 5)

4.9.5.1 Choice Element Description

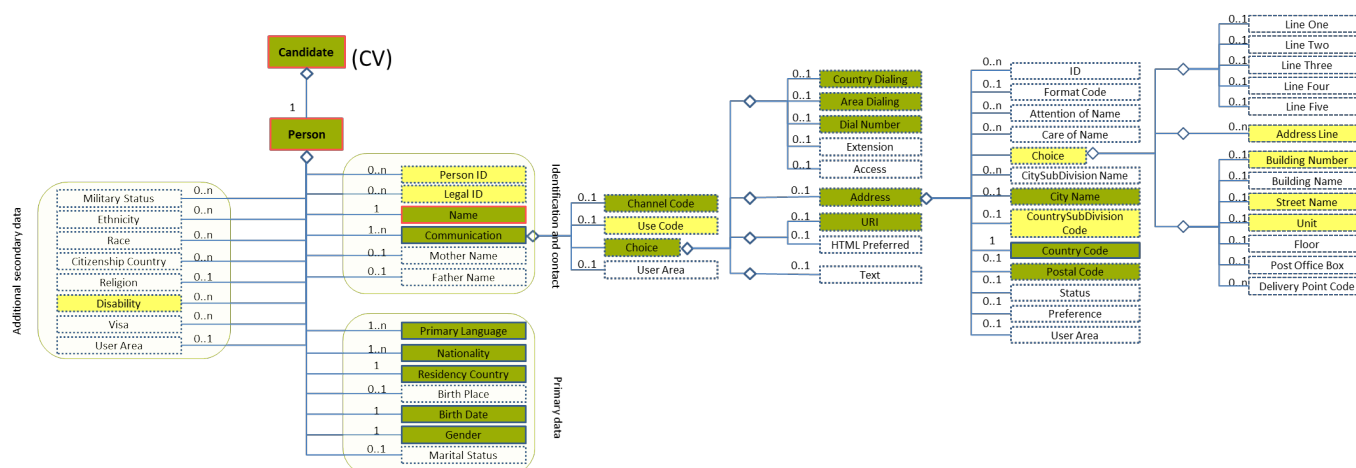


Figure 36: Choice Level 5 Entity Diagram

Element		Description	Layer / Cardinality	Rule	Examples
Choice		Selection between the types of addresses: 1-Address Line 2-Building Number 3-Street Name 4-Unit	N/A	N/A	N/A
Sub-elements					
A	Address Line	Full address text in a text field	EURES Optional / 0..n	N/A	“Apartment 10, Derp House, 20 Longstreet, Rotterdam, Netherlands, 3000 AA”, etc.
B	Building Number	The Building/house Number on the street that identifies where to deliver mail (for example, Building 300 on Standards Parkway)	EURES Optional / 0..1	N/A	“10”, etc.
	Street Name	The Street Name where the building/house is located	EURES Optional / 0..1	N/A	“Longstreet”, etc.
	Unit	The apartment number or office suite	EURES Optional / 0..1	N/A	“20”, etc.

4.9.5.2 Choice Attributes

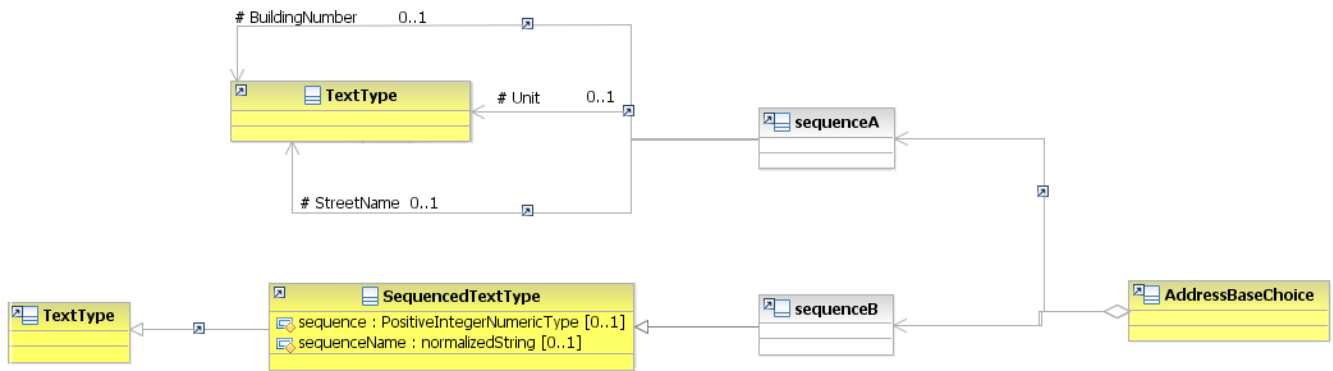


Figure 37: Address Choice Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
BuildingNumber, Unit, StreetName sub-elements			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
AddressLine sub-element			
Attributes	Description	Card.	Rule
sequence	Establishes the order of the contact data	0..1	N/A
sequenceName	Establishes the order of the contact data	0..1	N/A

4.9.5.3 Choice Examples

This is an example of how to fill in a post office address in a line:

Address example:

Les Marchands de Bruxelles SA
Boîte postale 10 Bruxelles 1
1000 BRUSSELS
BELGIUM

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd">
  <CandidatePerson>
    <Communication>
      <Address currentAddressIndicator="true" type="Residence">
        <oa:CityName>Brussels</oa:CityName>

        <oa:CountrySubDivisionCode
          listName="EURES_CountrySubdivisionCodes" listVersionID="2013-
          Level-3" name="Arr. de Bruxelles-Capitale"
          listURI="http://ec.europa.eu/eurostat"
          >BE100</oa:CountrySubDivisionCode>

        <CountryCode listName="Countries" listVersionID="3166-1-alpha-
          2" name="Belgium"
          listURI="http://ec.europa.eu/esco/ConceptScheme/country"
          >BE</CountryCode>
        <oa:AddressLine>Les Marchands de Bruxelles SA, Boîte postale
          10 Bruxelles 1, 1000 Brussels (Belgium)</oa:AddressLine>
      </Address>
    </Communication>
  </CandidatePerson>
</Candidate>
```

This is an example of how to fill in a standard address in specific fields:

Address example:

LOCAL 480, 4ème étage

ZONING INDUSTRIEL

Rue Louis Hap 25

1040 Etterbeek

Belgium

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd">
  <CandidateProfile languageCode="en">
    <EmploymentHistory><EmployerHistory><PositionHistory>
      <PositionLocation>
        <Address currentAddressIndicator="true" type="Residence">
          <oa:CityName>Etterbeek</oa:CityName>

          <oa:CountrySubDivisionCode
            listName="EURES_CountrySubdivisionCodes" listVersionID="2013-
            Level-3" name="Arr. de Bruxelles-Capitale"
            listURI="http://ec.europa.eu/eurostat"
            >BE100</oa:CountrySubDivisionCode>

          <CountryCode listName="Countries" listVersionID="3166-1-alpha-
            2" name="Belgium"
            listURI="http://ec.europa.eu/esco/ConceptScheme/country"
            >BE</CountryCode>

          <oa:BuildingNumber>25</oa:BuildingNumber>
          <oa:StreetName>Rue Louis Hap</oa:StreetName>
          <oa:Unit>Local 480, 4ème étage</oa:Unit>
        </Address>
      </PositionLocation>
    </PositionHistory></EmployerHistory></EmploymentHistory></CandidateProfile>
</Candidate>
```

4.10 /Person/Disability (level 2)

4.10.1 Disability Element Description

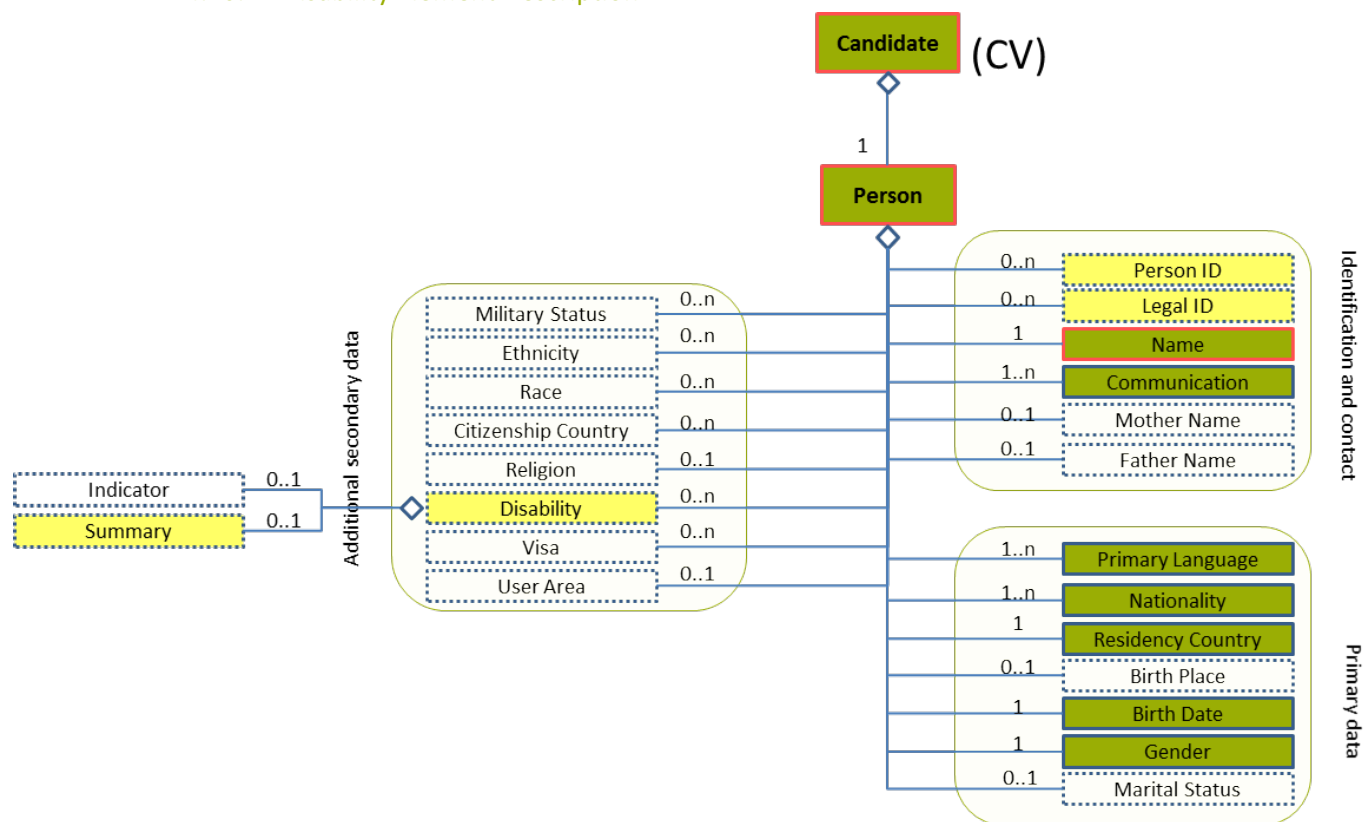


Figure 38: Disability Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Disability	Describes a disability associated with a specified person, lack of ability to discharge a function and incapacity in the eyes of the law. The absence of the Disability element will mean “No disabilities”.	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Summary	Describes a disability associated with a specified person, lack of ability to discharge a function and incapacity in the eyes of the law	EURES Optional / 0..1	N/A	N/A
See section “4.10.3 Sub-element: /Summary (level 3)” for more information				

4.10.2 Disability Attributes

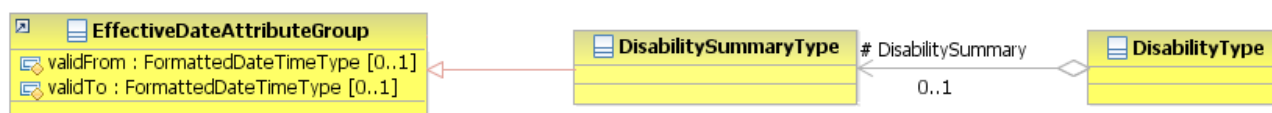


Figure 39: Disability Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
DisabilitySummary sub-element			
Attributes	Description	Card.	Rule
See section “4.10.3.2 Summary Attributes” for more information			

4.10.3 Sub-element: /Summary (level 3)

4.10.3.1 Summary Element Description

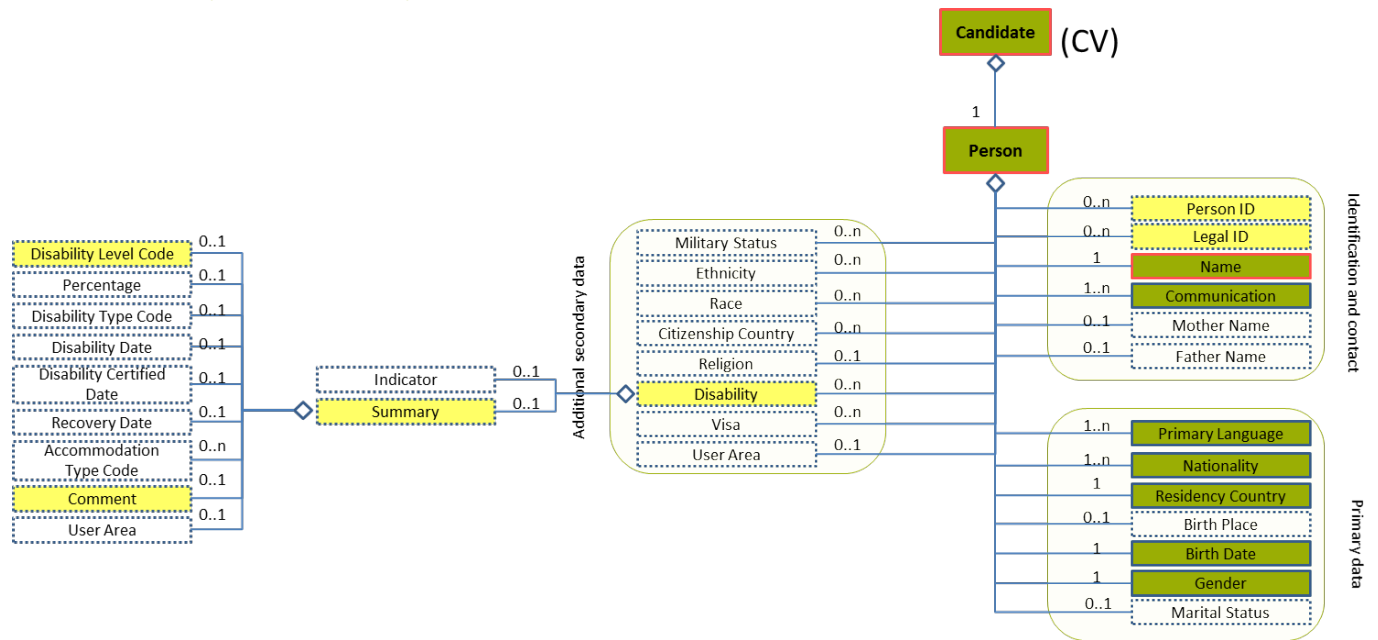


Figure 40: Summary Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Example
Summary	Describes a disability associated with a specified person, lack of ability to discharge a function and incapacity in the eyes of the law	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Disability Level Code	A value from an external code list classifying the level of disability	EURES Optional / 0..1	BR-CV-17: Compulsory use of the "EURES_DisabilityLevelCode-CodeList.gc" list defined by EURES.	"1" – need for another person's assistance with daily life tasks "2" – inability to perform one or more sensory or physical functions, etc. Full code list: "4.28.9 Disability Level Code [CL12]"
Comment	A free form for comments	EURES Optional / 0..1	N/A	"Comment about the free form"

4.10.3.2 Summary Attributes

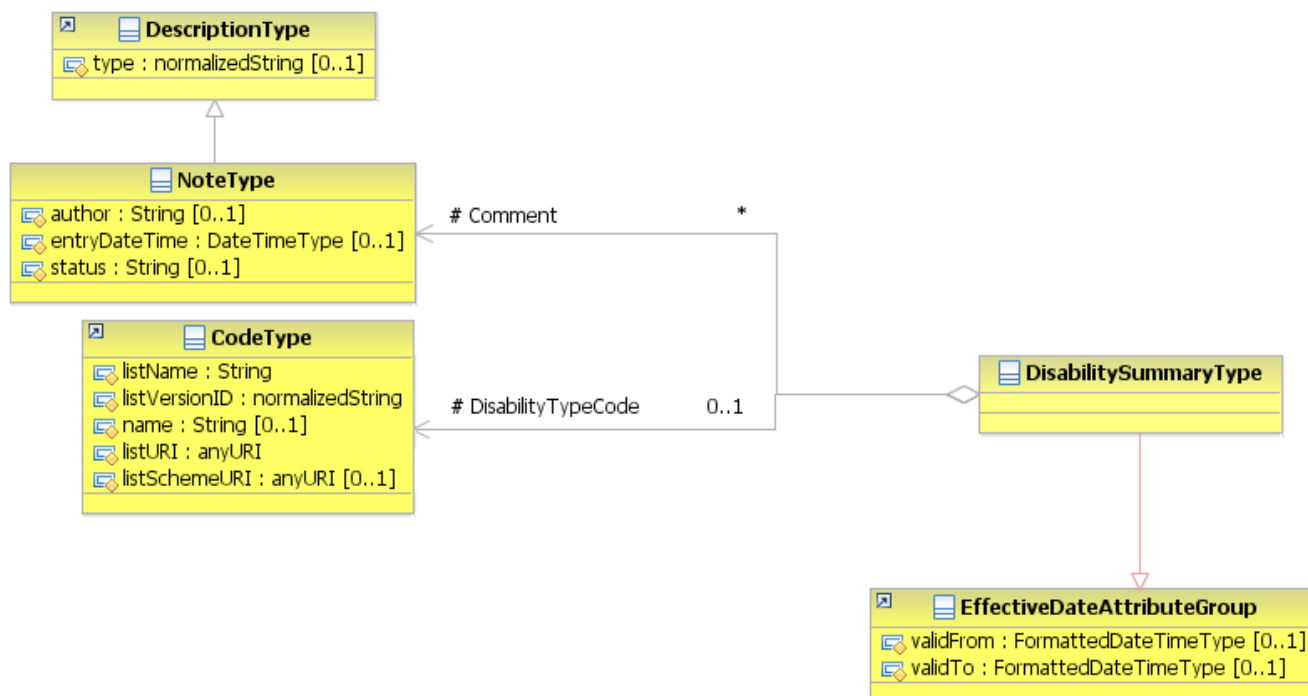


Figure 41: Summary Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Comment sub-element			
Attributes	Description	Card.	Rule
author	The author of the comment	0..1	N/A
entryDateTime	The date when the comment was entered or last modified	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
status	The status of the comment	0..1	N/A
type	The comment type	0..1	N/A
DisabilityTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A

4.11 /Profile (level 1)

4.11.1 Profile Element Description

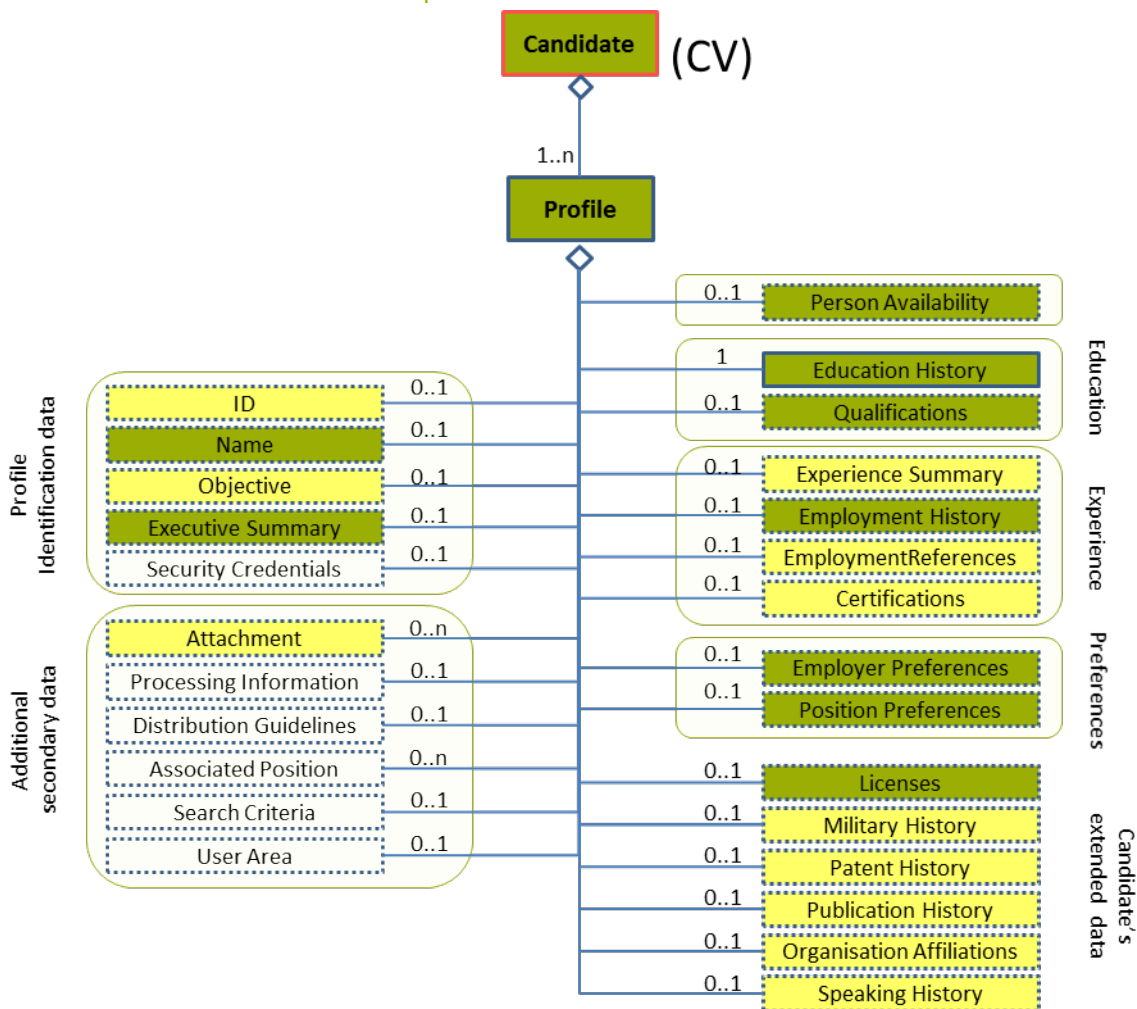


Figure 42: Profile Level 1 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Example
Profile	The candidate's structured set of characteristics, such as his/her Qualifications, Work Experience, and so on. More than one profile is allowed in order to provide the information in different languages. Thus the need for cardinality 1..n. It is the responsibility of the person who builds up the CV to make sure that a profile is expressed in the same language and those different profile language versions contain exactly the same information.	EURES Conformant / 1..n	BR-COM-01: If not otherwise specified, "EN" (English) is used as the default language. BR-COM-02: Multiple profiles are allowed, but it must be expressed in different languages.	N/A
Sub-elements				
ID	Unique systemic identifiers for this Profile	EURES Optional / 0..1	BR-CV-09: If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	"PR-009", "ID-111", etc.
Name	A descriptive name for this Profile	EURES Conformant Optional / 0..1	N/A	"Profile 1. English", etc.
Person Availability	A detailed set of data about the person's availability	EURES Conformant	N/A	N/A

		Optional / 0..1		
	See section "4.12 /Profile/Person Availability (level 2)" for more information			
Objective	Narrative description of the candidate's overall intentions	EURES Optional / 0..1	N/A	"Job search", etc.
Executive Summary	Narrative summary on the person and his/her competencies normally used as the CV presentation	EURES Conformant Optional / 0..1	N/A	"Presentation example", etc.
Employer Preferences	Information about a candidate's employer preferences	EURES Conformant Optional / 0..1	N/A	N/A
	See section "4.19 /Profile/Employer Preferences (level 2)" for more information			
Position Preferences	Information about a candidate's preferences in a position	EURES Conformant Optional / 0..1	N/A	N/A
	See section "4.20 /Profile/Position Preferences (level 2)" for more information			
Experience Summary	Categorisation of the candidate's Experience	EURES Optional / 0..1	N/A	N/A
	See section "4.15 /Profile/Experience Summary (level 2)" for more information			
Employment History	Prior and current details of a person's employment, work, or relevant experience that can be reported on a professional profile, CV, resume, employment application, or similar document	EURES Conformant Optional / 0..1	N/A	N/A
	See section "4.16/Profile/Employment History (level 2)" for more information			
Education History	Information documenting a person's education, including data relevant to verifying such education, continuous education, schooling or training in preparation for work life; by extension or training obtained as an adult.	EURES Conformant / 1	N/A	N/A
	See section "4.13 /Profile/Education History (level 2)" for more information			
Licenses	Contains details regarding one or more licenses (such as a driver's licence)	EURES Conformant Optional / 0..1	N/A	N/A
	See section "4.21 /Profile/Licenses (level 2)" for more information			
Certifications	Information about one or more certifications. Certifications are formal statements by an issuing authority that the certification holder has met educational or testing requirements associated with it.	EURES Optional / 0..1	N/A	N/A
	See section "4.18 /Profile/Certifications (level 2)" for more information			
Military History	Information about the person's military status	EURES Optional / 0..1	N/A	N/A
	See section "4.22 /Profile/Military History (level 2)" for more information			
Patent History	Information about the Patents owned by the person	EURES	N/A	N/A

		Optional / 0..1		
	See section “4.23 /Profile/Patent History (level 2)” for more information			
Publication History	Information about one or more publications text by the person	EURES Optional / 0..1	N/A	N/A
	See section “4.24 /Profile/Publication History (level 2)” for more information			
Speaking History	Information about one or more events in which the person has spoken (as keynote speaker, for example)	EURES Optional / 0..1	N/A	N/A
	See section “4.26 /Profile/Speaking History (level 2)” for more information			
Qualifications	Information related to matching capacities, knowledge, skills, abilities, awards and other resource deployment-related characteristics (including “competencies”) offered by a candidate	EURES Conformant Optional / 0..1	N/A	N/A
	See section “4.14 /Profile/Qualifications (level 2)” for more information			
Organization Affiliations	Details on one or more organisational affiliations, for example, membership in a trade or civic organisation, seat on a board of directors, membership in a union, etc.	EURES Optional / 0..1	N/A	N/A
	See section “4.25 /Profile/Organization Affiliations (level 2)” for more information			
Employment References	Contains information on one or more people who may be a source of information about a person’s skills, prior employment, character, or suitability for employment	EURES Optional / 0..1	N/A	N/A
	See section “4.17 /Profile/Employment References (level 2)” for more information			
Attachment	Allows for embedding or referencing external documents or digital objects	EURES Optional / 0..n	N/A	N/A
	See section “4.27 /Profile/Attachment (level 2)” for more information			

4.11.2 Profile Attributes

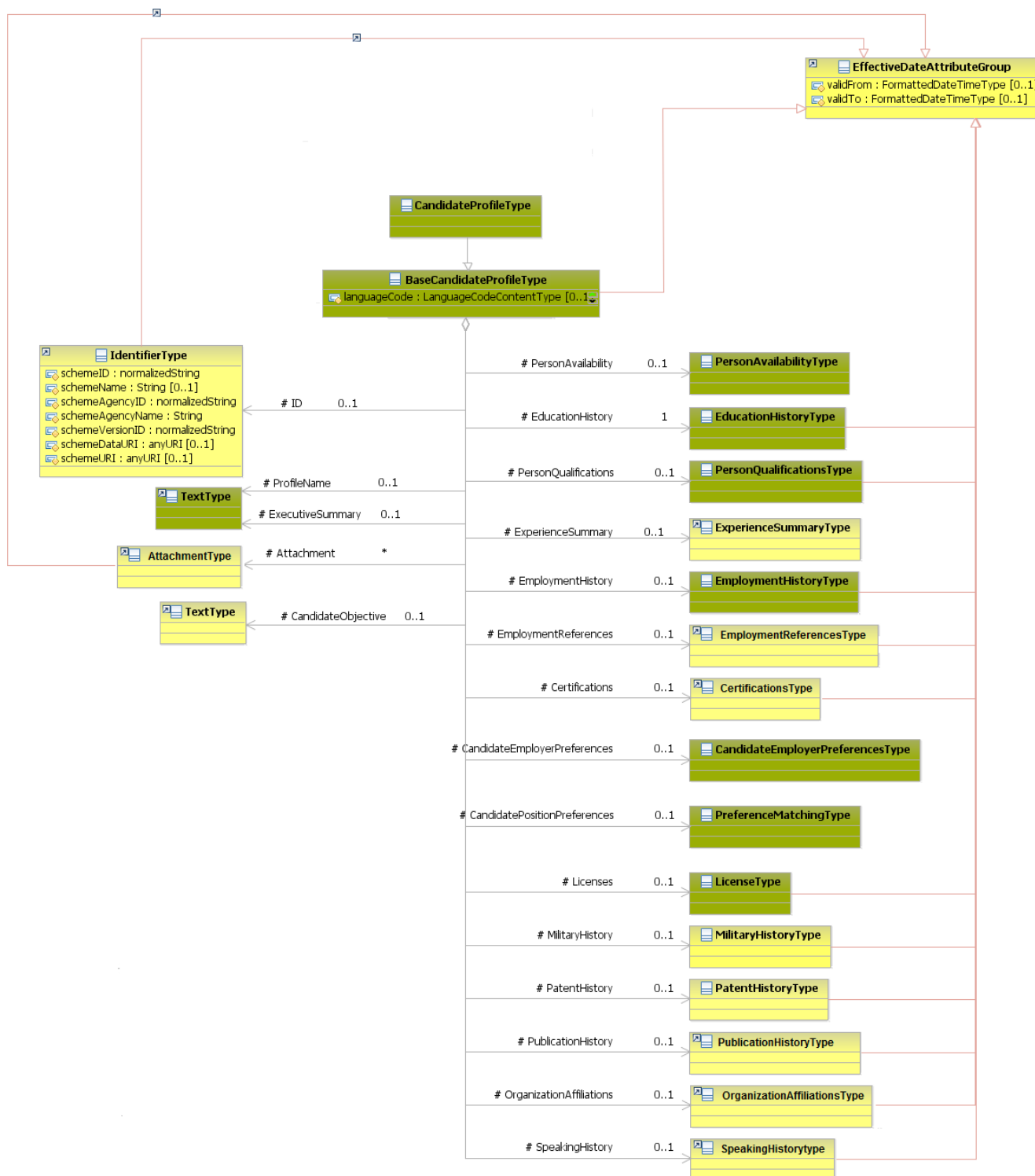


Figure 43: Profile Attributes Schema

Attributes	Description	Card.	Rule
languageCode	Language used throughout the whole document. Only official European Country languages are allowed.	0..1	BR-COM-01: If not otherwise specified, “EN” (English) is used as the default language. BR-COM-04: Compulsory use of the “EURES_EULanguageCodes-CodeList.gc” list defined by EURES. Adapted EU countries only are used, based on ISO 639-1:2002 Alpha-2. If there is a code specified

			which is not a valid one, this language version of the CV is rejected.
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PersonAvailability sub-element			
Attributes	Description	Card.	Rule
See section "4.12.2 Person Availability Attributes" for more information			
EducationHistory sub-element			
Attributes	Description	Card.	Rule
See section "4.13.2 Education History Attributes" for more information			
PersonQualifications sub-element			
Attributes	Description	Card.	Rule
See section "4.14.2 Qualifications Attributes" for more information			
ExperienceSummary sub-element			
Attributes	Description	Card.	Rule
See section "4.15.2 Experience Summary Attributes" for more information			
EmploymentHistory sub-element			
Attributes	Description	Card.	Rule
See section "4.16.2 Employment History Attributes" for more information			
EmploymentReferences sub-element			
Attributes	Description	Card.	Rule
See section "4.17.2 Employment References Attributes" for more information			
Certifications sub-element			
Attributes	Description	Card.	Rule
See section "4.18.2 Certifications Attributes" for more information			
CandidateEmploymentPreferences sub-element			
Attributes	Description	Card.	Rule
See section "4.19.2 Employer Preferences Attributes" for more information			
CandidatePositionPreferences sub-element			
Attributes	Description	Card.	Rule
See section "4.20.2 Position Preferences Attributes" for more information			
Licenses sub-element			
Attributes	Description	Card.	Rule
See section "4.21.2 Licenses Attributes" for more information			
MilitaryHistory sub-element			
Attributes	Description	Card.	Rule
See section "4.22.2 Military History Attributes" for more information			
PatentHistory sub-element			
Attributes	Description	Card.	Rule
See section "4.23.2 Patent History Attributes" for more information			
PublicationHistory sub-element			
Attributes	Description	Card.	Rule
See section "4.24.2 Publication History Attributes" for more information			
OrganizationAffiliations sub-element			
Attributes	Description	Card.	Rule
See section "4.25.2 Organization Affiliations Attributes" for more information			
SpeakingHistory sub-element			
Attributes	Description	Card.	Rule
See section "4.26.2 Speaking History Attributes" for more information			

ID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity start date for this ID	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this ID	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
ProfileName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
ExecutiveSummary sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Attachment sub-element			
Attributes	Description	Card.	Rule
See section "4.27.2 Attachment Attributes" for more information			
CandidateObjective sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.11.3 Profile Examples

The example below shows a CV XML with profiles in different languages, through the `LanguageCode` attribute.

```
<Candidate xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" xmlns="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3"
minorVersionID="2">
  <CandidateProfile languageCode="en">
    ...
    <CandidateObjective>Software engineer / Programmer</CandidateObjective>
    ...
  </CandidateProfile>

  <CandidateProfile languageCode="fr">
    ...
    <CandidateObjective>Ingénieur logiciel / Programmeur</CandidateObjective>
    ...
  </CandidateProfile>
</Candidate>
```

4.12 /Profile/Person Availability (level 2)

4.12.1 Person Availability Element Description

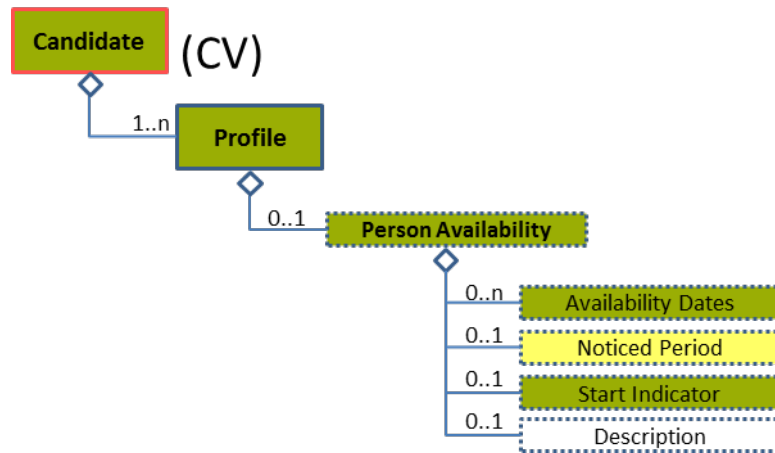


Figure 44: Person Availability Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Person Availability	Detailed set of data about the person's availability	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Availability Dates	Start and end dates of availability	EURES Conformant Optional / 0..n	N/A	N/A
	See section "4.12.4 Sub-element: /Availability Dates (level 3)" for more information			
Noticed Period	A period measured in number of days, weeks, or months in advance of which an employee must give notice of his or her intention to resign his or her employment	EURES Optional / 0..1	N/A	"5", "2", etc.
Start Indicator	An indicator as to whether the person is available to start immediately	EURES Conformant Optional / 0..1	N/A	"True" = This person is available to start immediately. "False" = This person is not available to start immediately.

4.12.2 Person Availability Attributes

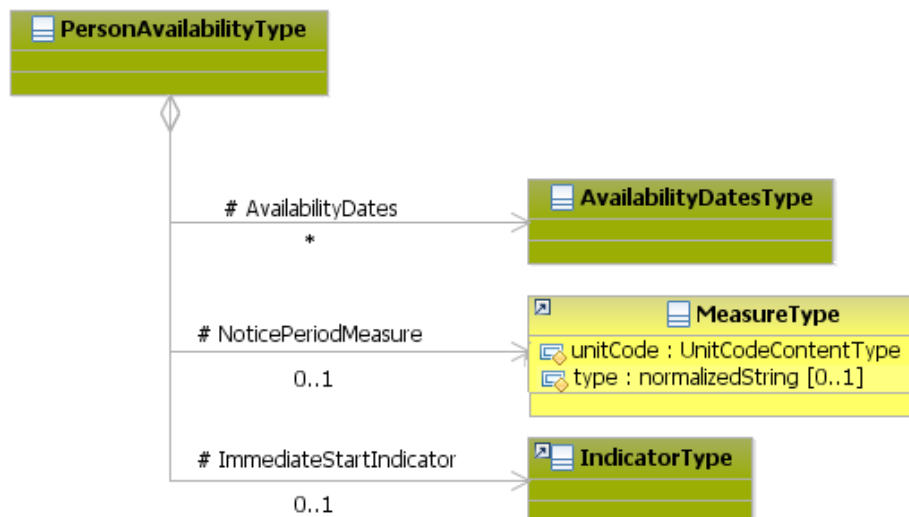


Figure 45: Person Availability Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
AvailabilityDates sub-element			
Attributes	Description	Card.	Rule
See section “4.12.4.2 Availability Dates Attributes” for more information			
NoticePeriodMeasure sub-element			
Attributes	Description	Card.	Rule
unitCode	Code indicating the type of unit measure, such as “minutes” or “hours” (full code list “4.28.36 Unit Codes [CL54]”)	0..1	BR-COM-36: Compulsory use of the “EURES_UnitCodes-CodeList.gc” list defined by EURES. This is based on EU – Units of Measurement.
type	The description type	0..1	N/A
ImmediateStartIndicator sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.12.3 Person Availability Examples

This example shows how to indicate that the candidate is available during certain dates, and that he/she needs to know it 2 weeks in advance.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <PersonAvailability>
      <AvailabilityDates>
        <StartDateTime>2014-07-30</StartDateTime>
      </AvailabilityDates>
      <AvailabilityDates>
        <StartDateTime>2014-02-01</StartDateTime>
        <EndDateTime>2014-04-01</EndDateTime>
      </AvailabilityDates>

      <NoticePeriodMeasure unitCode="week">2</NoticePeriodMeasure>

      <ImmediateStartIndicator>false</ImmediateStartIndicator>
    </PersonAvailability>
  </CandidateProfile>
</Candidate/>
```

4.12.4 Sub-element: /Availability Dates (level 3)

4.12.4.1 Availability Dates Element Description

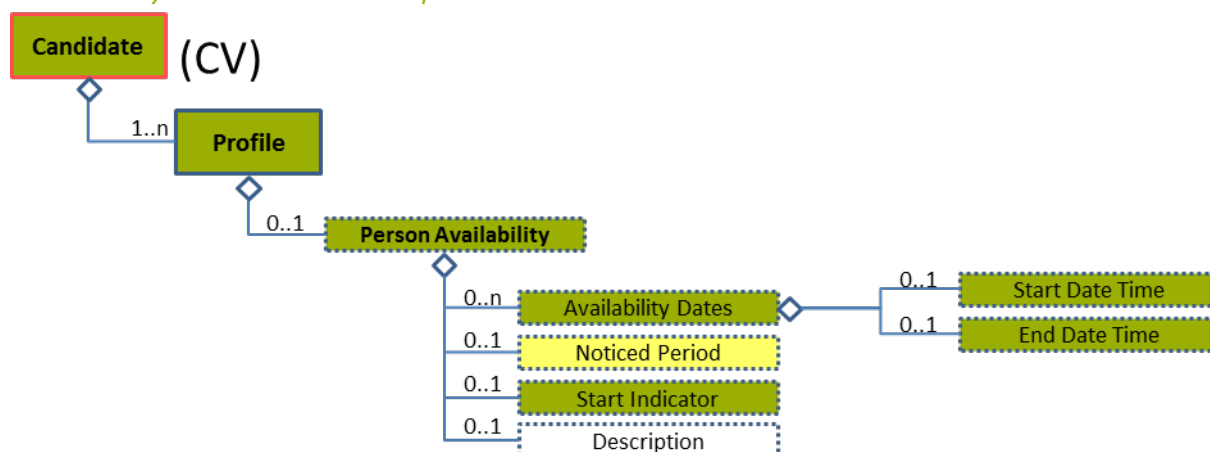


Figure 46: Availability Dates Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Availability Dates	Start and end dates of availability	EURES Conformant Optional / 0..n	N/A	N/A
Sub-elements				
Start Date Time	The timestamp marking the beginning of a time period during which a related entity or status is effective or applicable	EURES Conformant Optional / 0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	"2014-10-09"
End Date Time	The timestamp marking the end of a time period during which a related entity or status is effective or applicable	EURES Conformant Optional / 0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	"2015-10-09"

4.12.4.2 Availability Dates Attributes

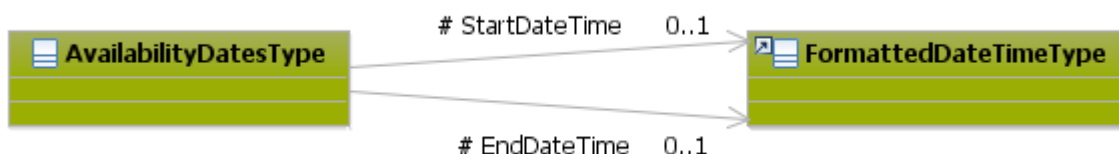


Figure 47: Availability Dates Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
StartDateTime sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
EndDateTime sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.13 /Profile/Education History (level 2)

4.13.1 Education History Element Description

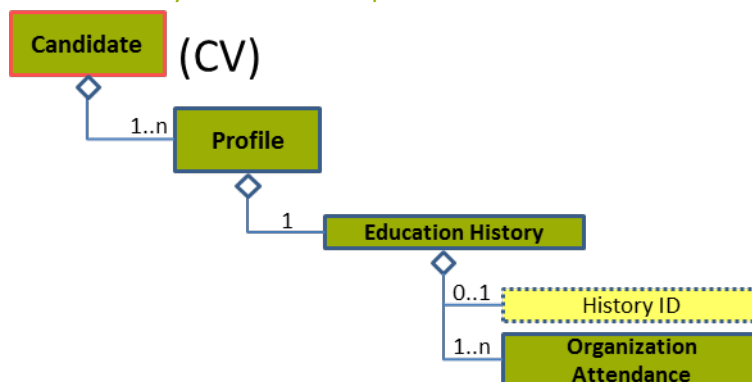


Figure 48: Education History Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Education History	A collection of information documenting a person's education, including data relevant to verifying such education, continuous education, schooling or training	EURES Conformant /	N/A	N/A

Element	Description	Layer / Cardinality	Rule	Examples
	in preparation for work life; by extension, similar instruction or training obtained as an adult.	1		
Sub-elements				
History ID	A key by which to distinguish or refer to information about a person's education.	EURES Optional / 0..1	BR-CV-09: If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	"ED-002", etc.
Organization Attendance	A detailed set of data with details regarding a person's attendance at an educational institution	EURES Conformant / 1..n	N/A	N/A
See section "4.13.3 Sub-element: /Organization Attendance (level 3)" for more information				

4.13.2 Education History Attributes

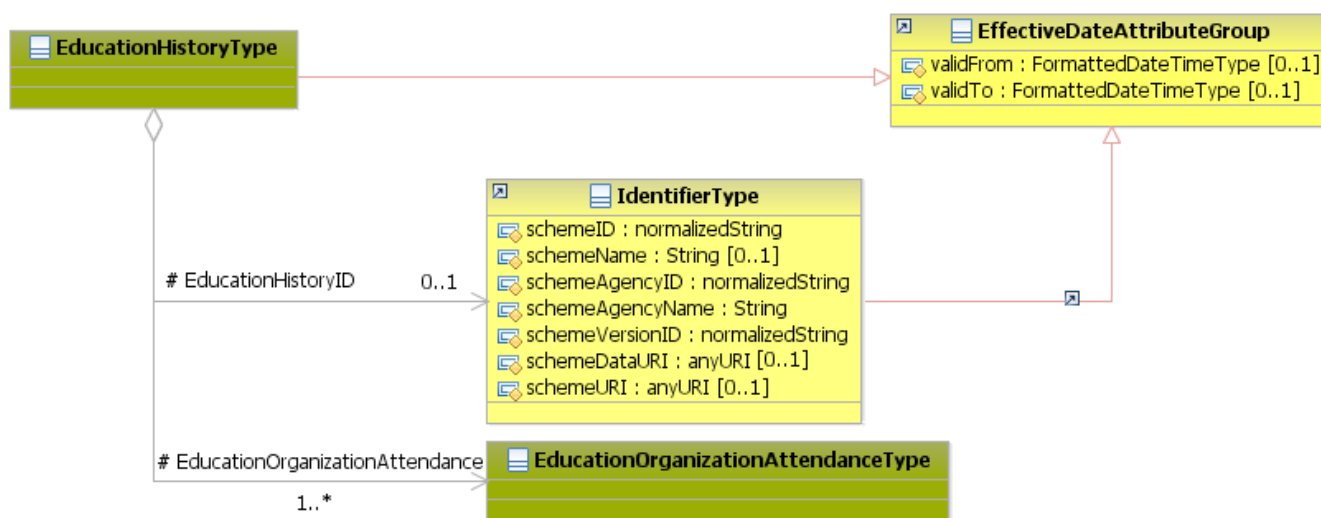


Figure 49: Education History Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
EducationHistoryID sub-element			
Attributes	Description	Card.	Rule
schemeID	The identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

EducationOrganizationAttendance sub-element			
Attributes	Description	Card.	Rule
See section “4.13.3.2 Organization Attendance Attributes” for more information			

4.13.3 Sub-element: /Organization Attendance (level 3)

4.13.3.1 Organization Attendance Element Description

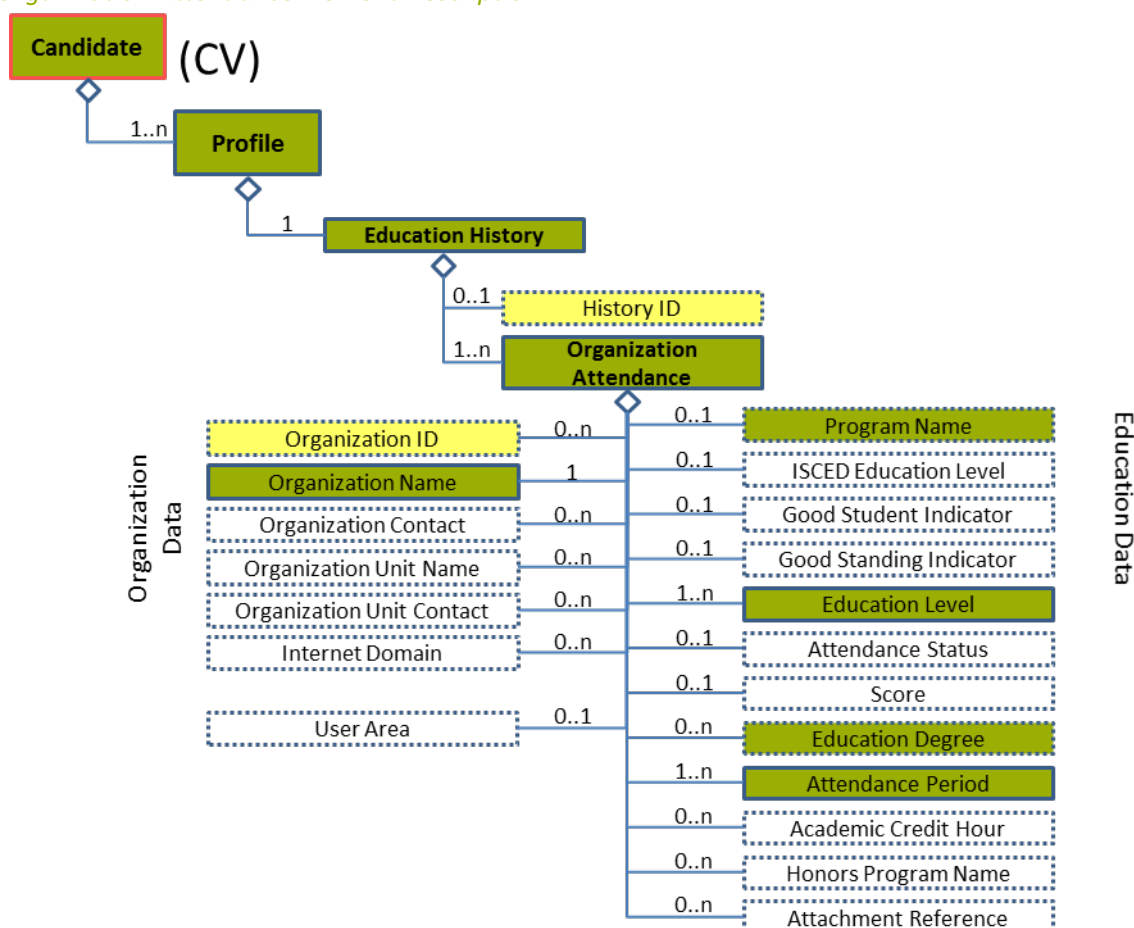


Figure 50: Organization Attendance Level 3 Entity Diagram

Element	Description	Layer / Cardinality		Rule	Examples
Organization Attendance	A detailed set of data containing details regarding a person's attendance at an educational institution		EURES Conformant / 1..n	N/A	N/A
Sub-elements					
Organization ID	Identifier of the Educational Organisation		EURES Optional / 0..n	BR-CV-09: If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	"ORG-122", etc.
Organization Name	The official or legal name by which to refer to an organisation		EURES Conformant / 1	N/A	"University of Brussels", etc.
Program Name	The title of the qualification		EURES Conformant Optional / 0..1	N/A	"Education Leadership Program", "Biomedical engineering", etc.
Education	A code classifying the level of		EURES	BR-COM-15: Compulsory use of the	"0", "1", "2", etc.

Element	Description	Layer / Cardinality	Rule	Examples
Level	educational organisation. In this case, the standard used could be EQF or ISCED.	Conformant / 1..n	“EURES_ISCEDEducationLevel-CodeList.gc” list defined by EURES. This is based on ISCED-2011 (UNESCO). Or “EURES_EQF-CodeList.gc”, list defined by EURES and based on EQF (EU). BR-COM-44: One value for each code list is allowed.	Full code list: “4.28.11 Education Level Codes [CL15]”
Education Degree	Details about the student's degree	EURES Conformant Optional / 0..n	N/A	N/A
See section “4.13.4 Sub-element: /Organization Attendance/Education Degree (level 4)” for more information				
Attendance Period	Free form options for representing attendance period data. If the <i>End Date</i> sub-element is not filled, it means that the candidate is currently studying.	EURES Conformant / 1..n	N/A	N/A
See section “4.13.7 Sub-element: /Organization Attendance/Attendance Period (level 4)” for more information				

4.13.3.2 Organization Attendance Attributes

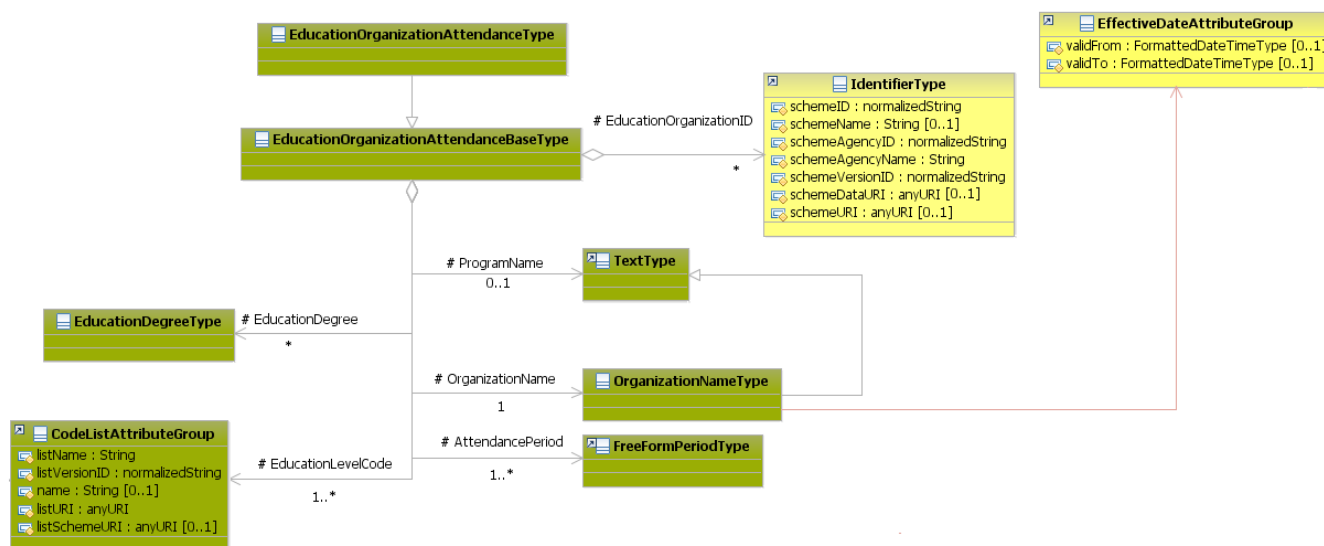


Figure 51: Organisation Attendance Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
EducationOrganizationID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”.

			BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
ProgramName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
EducationDegree sub-element			
Attributes	Description	Card.	Rule
See section "4.13.4.2 Education Degree Attributes" for more information			
OrganizationName sub-element			
Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
AttendancePeriod sub-element			
Attributes	Description	Card.	Rule
See section "4.13.7.2 Attendance Period Attributes" for more information			
EducationLevelCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name.	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A

4.13.3.3 Organization Attendance Examples

This example shows a candidate current bachelor studies.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <EducationHistory>
      <EducationOrganizationAttendance>
        <OrganizationName>UFR Amiens</OrganizationName>
        <ProgramName>Modern Literature</ProgramName>

        <EducationLevelCode listName="EURES_EQF"
listURI="http://ec.europa.eu/esco/ConceptScheme/EQF2012/Concept
Scheme" name="Short cycle" listVersionID="2008/C11/01">
          5</EducationLevelCode>

        <AttendancePeriod>
          <StartDate>
            <FormattedDateTime>2012-09-01</FormattedDateTime>
          </StartDate>
        </AttendancePeriod>
      </EducationOrganizationAttendance>
    </EducationHistory>
  </CandidateProfile>
</Candidate/>
```

4.13.4 Sub-element: /Organization Attendance/Education Degree (level 4)

4.13.4.1 Education Degree Element Description

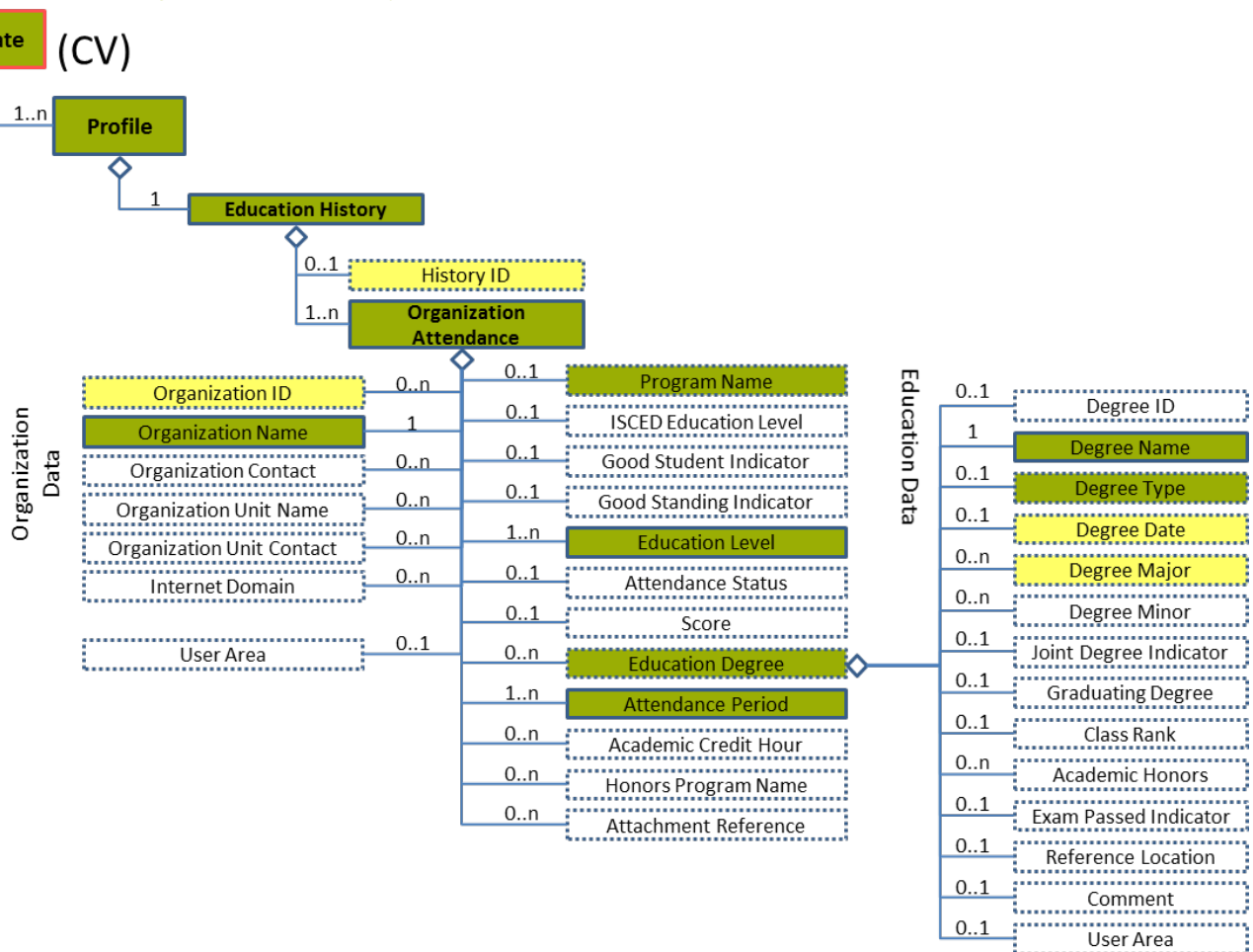


Figure 52: Education Degree Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Education Degree	Contains details about the student's degree	EURES Conformant / 0..n	N/A	N/A
Sub-elements				
Degree Name	Narrative details of the degree awarded	EURES Conformant / 1	N/A	"B.B.A.", "PhD", etc.
Degree Type	The certificate obtained with the degree, or award granted for the successful completion of requirements of an academic program	EURES Conformant Optional / 0..1	BR-COM-17: Compulsory use of the "EURES_DegreeType-CodeList.gc" list defined by EURES. This is based on ESCO Qualifications – version 1.0 ²	"23938", "23399", etc. Full code list: "4.28.7 Degree Codes [CL10]"
Degree Date	The date in which an educational degree is awarded or conferred	EURES Optional / 0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
	See section "4.13.5 Sub-element: /Organization Attendance/Education Degree/Degree Date (level 5)" for more information			
Degree Major	The degree specialisation	EURES Optional /	N/A	N/A

² In version 1.2, ESCO Qualification are not validated

		0..n	
	See section “4.13.6 Sub-element: /Organization Attendance/Education Degree/Degree Major (level 5)” for more information		

4.13.4.2 Education Degree Attributes

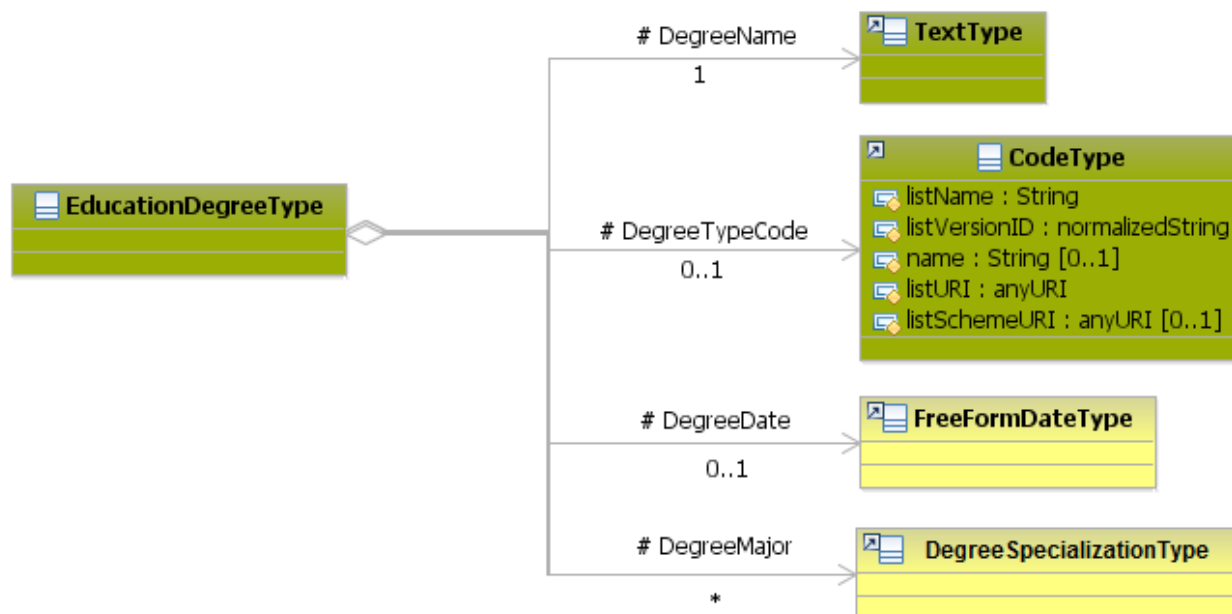


Figure 53: Education Degree Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
DegreeName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
DegreeTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
DegreeDate sub-element			
Attributes	Description	Card.	Rule
See section “4.13.5.2 Degree Date Attributes” for more information			
DegreeMajor sub-element			
Attributes	Description	Card.	Rule
See section “4.13.6.2 Degree Major Attributes” for more information			

4.13.5 Sub-element: /Organization Attendance/Education Degree/Degree Date (level 5)

4.13.5.1 Degree Date Element Description

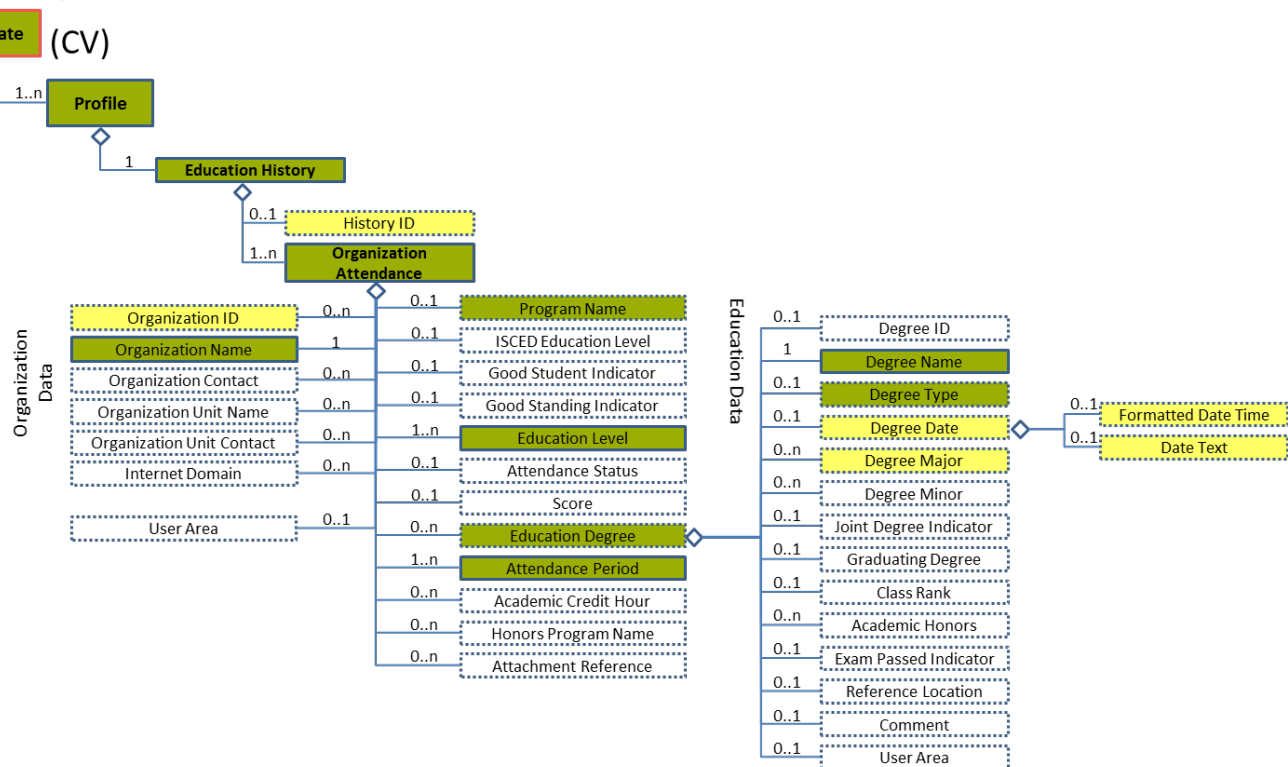


Figure 54: Degree Date Level 5 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Degree Date	The date in which an educational degree was awarded or conferred	EURES Optional / 0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
Sub-elements				
Formatted Date Time	A formatted representation of a date, which may be specified as a date, date/time, year, or year/month	EURES Optional / 0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	"2009-04-01" or "2009-04", etc.
Date Text	A text or formatted representation of a date or date information	EURES Optional / 0..1	N/A	"January 4, 2009" or "Two Years Ago"

4.13.5.2 Degree Date Attributes

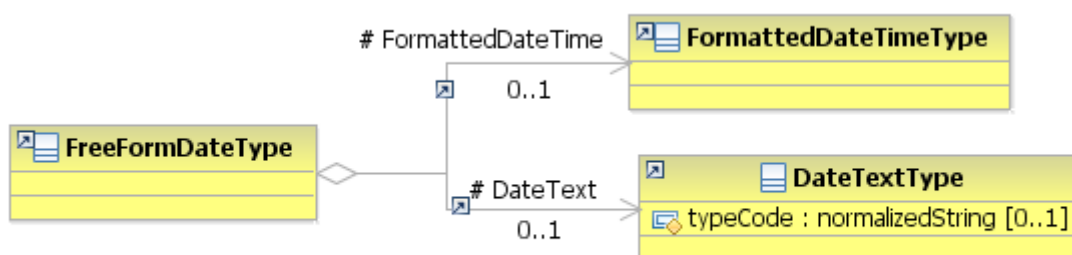


Figure 55: Degree Date Attributes Schema

Attributes	Description	Card.	Rule
------------	-------------	-------	------

Attributes	Description	Card.	Rule
This element has no attributes.			
DateText sub-element			
Attributes	Description	Card.	Rule
typeCode	The type of date text	0..1	N/A
FormattedDateTime sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.13.5.3 Degree Date Examples

This example shows how to fill in the degree date as a formatted representation of a date.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <EducationHistory>
      <EducationOrganizationAttendance>
        <EducationDegree>
          <DegreeDate>
            <FormattedDateTime>2010-06-30</FormattedDateTime>
          </DegreeDate>
        </EducationDegree>
      </EducationOrganizationAttendance>
    </EducationHistory>
  </CandidateProfile>
</Candidate/>
```

This example shows how to fill in the degree date as a text representation of a date.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <EducationHistory>
      <EducationOrganizationAttendance>
        <EducationDegree>
          <DegreeDate>
            <DateText typeCode="Month,YYYY">June,
              2010</DateText>
          </DegreeDate>
        </EducationDegree>
      </EducationOrganizationAttendance>
    </EducationHistory>
  </CandidateProfile>
</Candidate/>
```

4.13.6 Sub-element: /Organization Attendance/Education Degree/Degree Major (level 5)

4.13.6.1 Degree Major Element Description

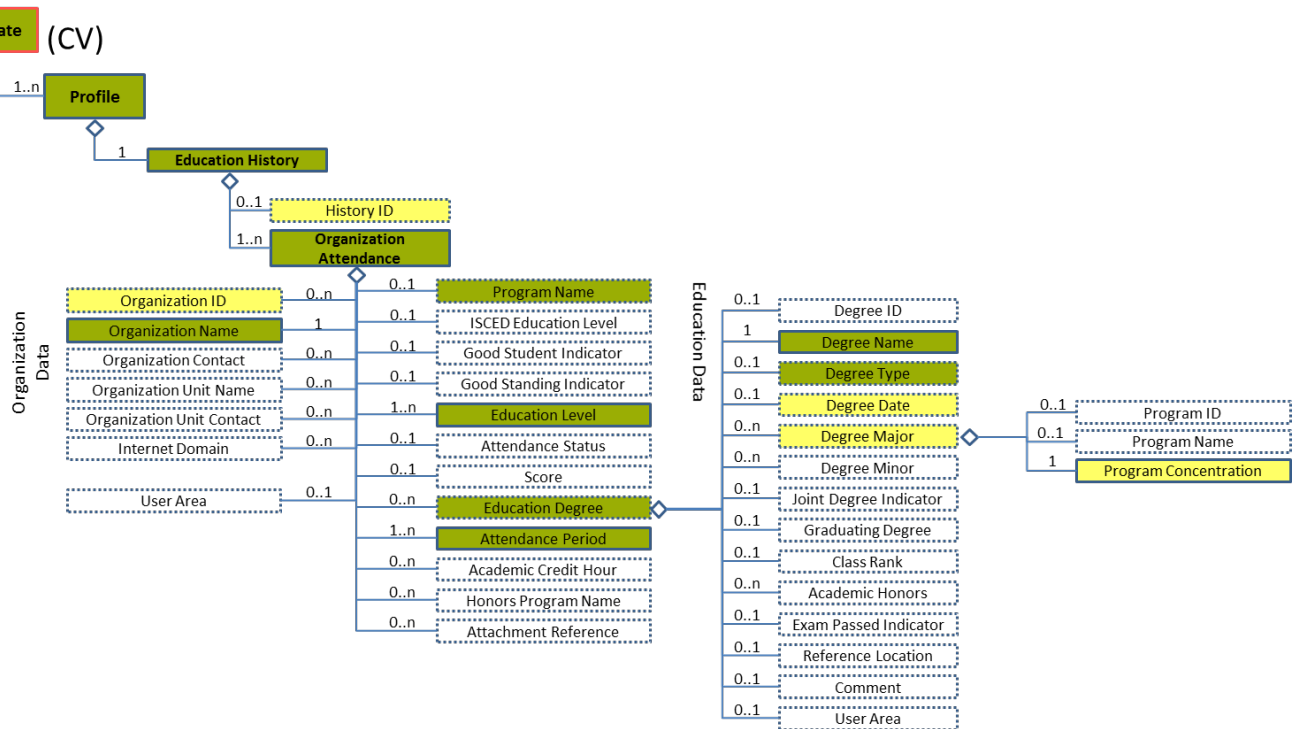


Figure 56: Degree Major Level 5 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Degree Major	The degree specialisation	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Program Concentration	Degree specialisation	EURES Optional / 1	N/A	"A masters degree in Mathematics and specialist in Bioinformatics"

4.13.6.2 Degree Major Attributes



Figure 57: Degree Major Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
ProgramConcentration sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.13.7 Sub-element: /Organization Attendance/Attendance Period (level 4)

4.13.7.1 Attendance Period Element Description

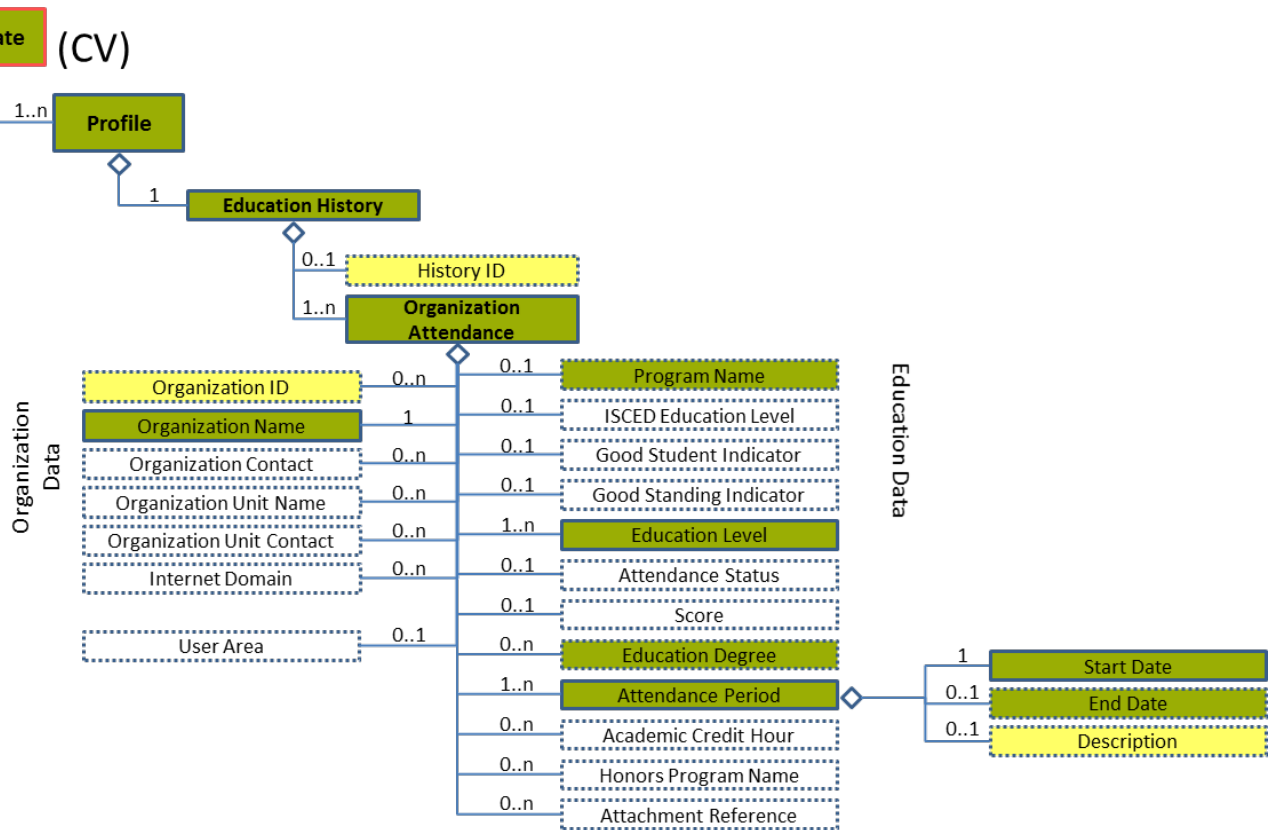


Figure 58: Attendance Period Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Attendance Period	Provides Freeform options for representing attendance period data	EURES Conformant / 1..n	N/A	N/A
Sub-elements				
Start Date	A timestamp marking the beginning of the attendance period	EURES Conformant / 1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
	See section “4.13.8 Sub-element: /Organization Attendance/Attendance Period/Start Date (level 5)” for more information			
End Date	A timestamp marking the end of the attendance period	EURES Conformant Optional / 0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
	See section “4.13.9 Sub-element: /Organization Attendance/Attendance Period/End Date (level 5)” for more information			
Description	Narrative details of the attendance period	EURES Optional / 0..1	N/A	“Additional information about the attendance period.”

4.13.7.2 Attendance Period Attributes

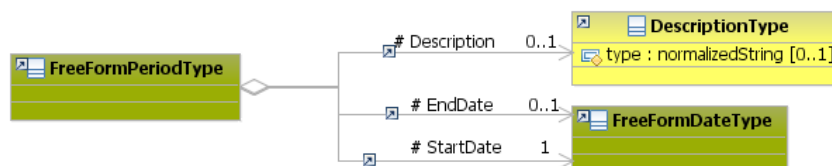


Figure 59: Attendance Period Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Description sub-element			
Attributes	Description	Card.	Rule
type	The description type	0..1	N/A
EndDate sub-element			
Attributes	Description	Card.	Rule
See section “4.13.9.2 End Date Attributes” for more information			
StartDate sub-element			
Attributes	Description	Card.	Rule
See section “4.13.8.2 Start Date Attributes” for more information			

4.13.8 Sub-element: /Organization Attendance/Attendance Period/Start Date (level 5)

4.13.8.1 Start Date Element Description

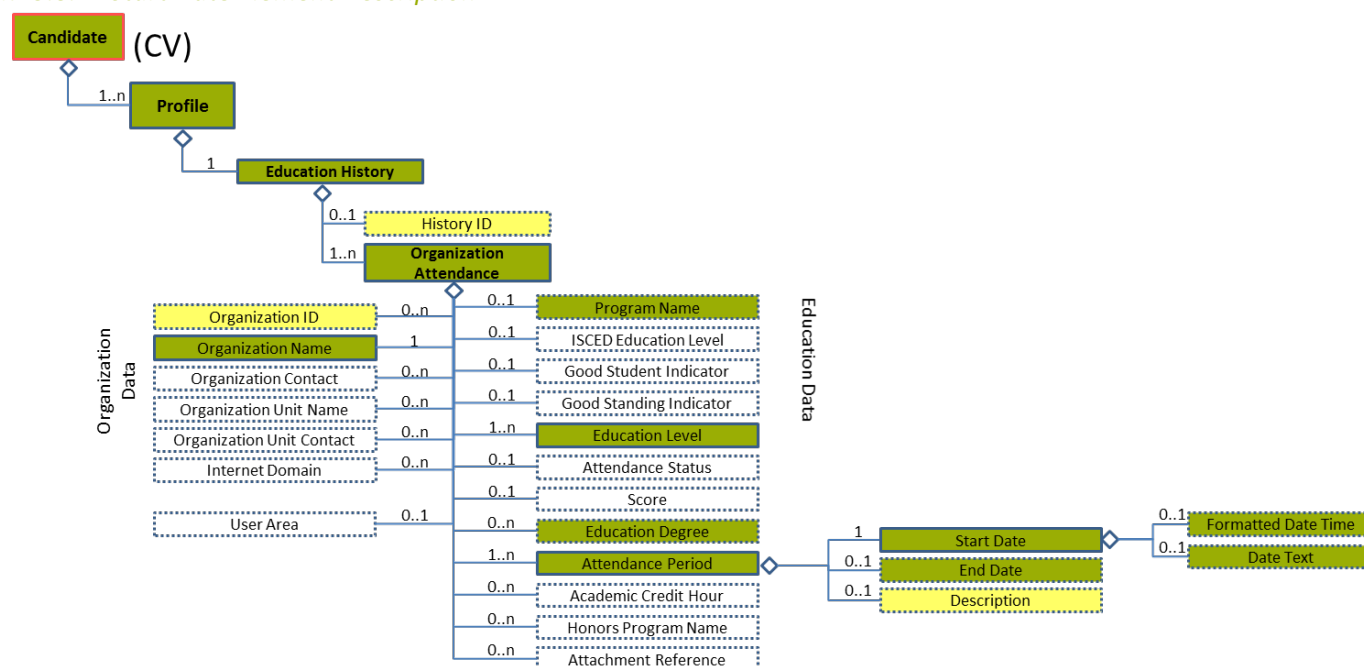


Figure 60: Start Date Level 5 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Start Date	A timestamp marking the beginning of the attendance period	EURES Conformant / 1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
Sub-elements				
Formatted Date Time	A formatted representation of a date, which may be specified as a date, date/time, year, or year/month	EURES Conformant Optional / 0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2009-01-04”, “2009-01”, etc.

Element	Description	Layer / Cardinality	Rule	Examples
Date Text	A text or formatted representation of a date or date information	EURES Conformant Optional / 0..1	N/A	"January 4, 2009" or "Two Years Ago"

4.13.8.2 Start Date Attributes

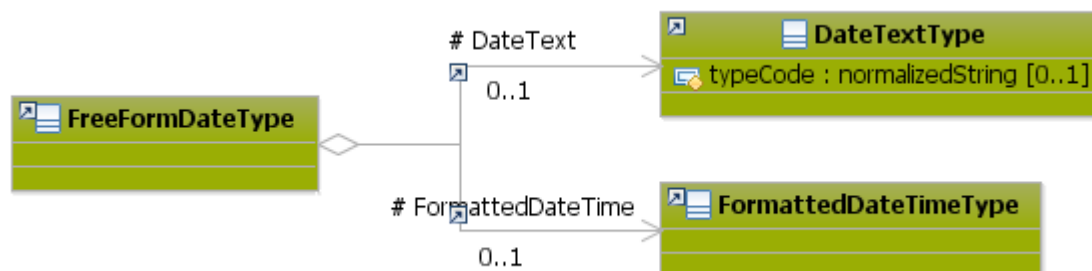


Figure 61: Start Date Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
DateText sub-element			
Attributes	Description	Card.	Rule
typeCode	The type of the date text.	0..1	N/A
FormattedDateTime sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.13.9 Sub-element: /Organization Attendance/Attendance Period/End Date (level 5)

4.13.9.1 End Date Element Description

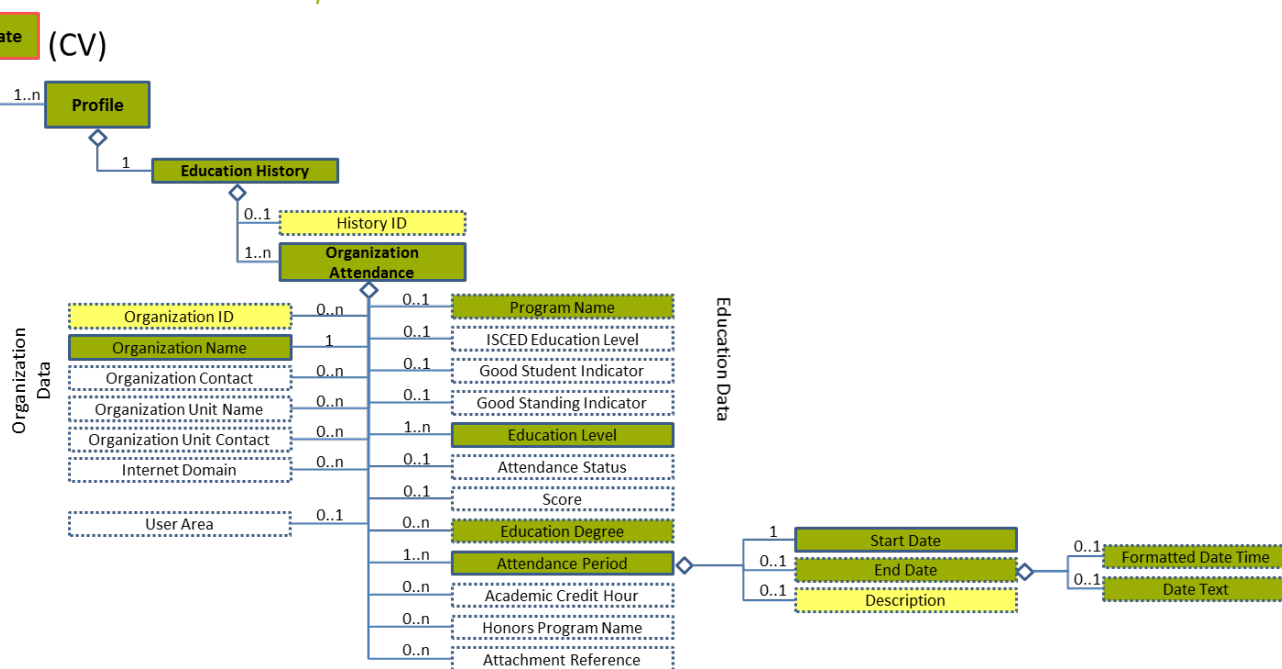


Figure 62: End Date Level 5 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
End Date	A timestamp marking the end of the attendance period	EURES Conformant Optional / 0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	N/A
Sub-elements				
The same as "4.13.8 Sub-element: /Organization Attendance/Attendance Period/Start Date (level 5)"				

4.13.9.2 End Date Attributes

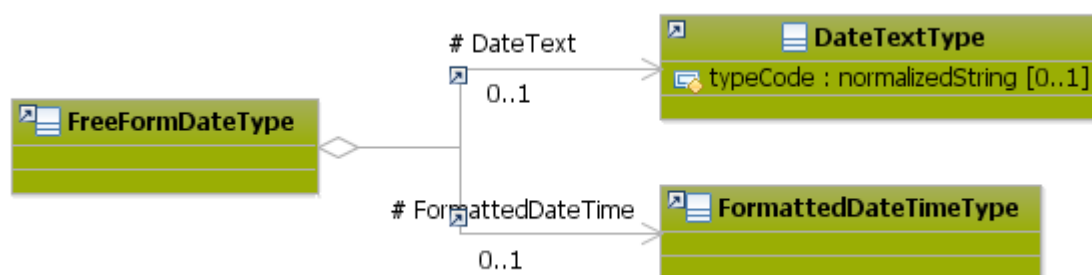


Figure 63: End Date Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.13.8.2 Start Date Attributes"			

4.14 /Profile/Qualifications (level 2)

4.14.1 Qualifications Element Description

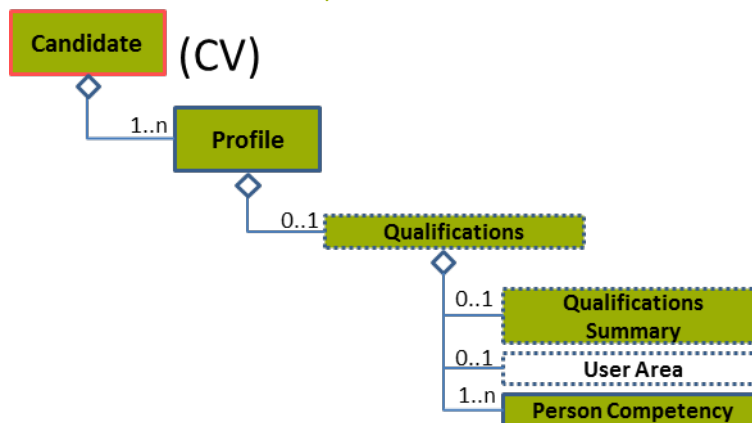


Figure 64: Qualifications Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Qualifications	Information related to matching capacities, knowledge, skills, abilities, awards and other resource deployment-related characteristics (including "competencies") offered by a candidate	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Qualifications Summary	In the context of resumes, a "qualifications summary" is a paragraph or listing to "showcase" a candidate's most compelling skills and experience. In this context, the	EURES Conformant Optional	N/A	"Qualification summary", etc.

	"qualifications summary" may be persuasive or have self-marketing content versus a "formal recognition of achievement or competence". In other words, use of term "qualifications" sometimes encompasses both qualifications asserted or claimed as well as those that have been formally recognised by an "awarding organisation." It is used in the context of recruiting and staffing as a container of information related to matching knowledge, skills, abilities, and other resource deployment-related characteristics (including "competencies") offered by a candidate and/or requested by a potential employer or customer.		/ 0..1		
Person Competency	A specified person competency is a skill within the context of a personal record (profile, appraisal and assessment) that is assessed or asserted at a specified level of proficiency.		EURES Conformant / 1..n		N/A
See section "4.14.3 Sub-element: /Person Competency (level 3)" for more information					

4.14.2 Qualifications Attributes

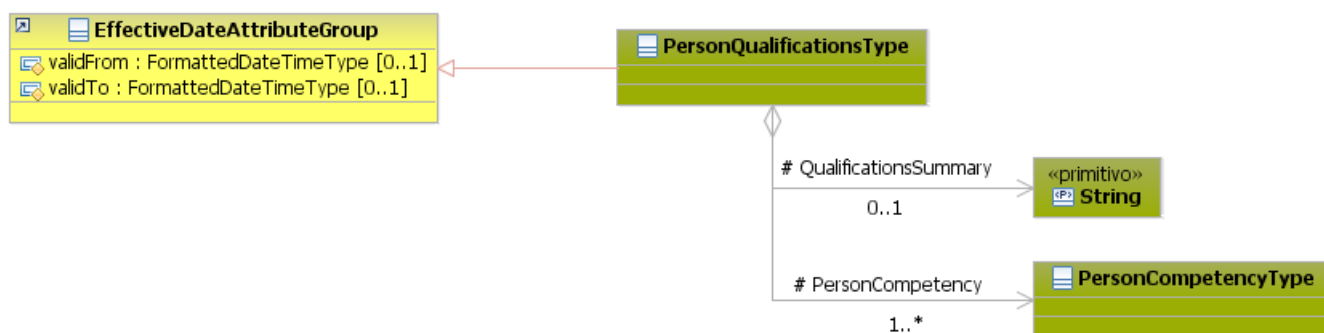


Figure 65: Qualifications Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
QualificationsSummary sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
PersonCompetency sub-element			
Attributes	Description	Card.	Rule
See section "4.14.3.2 Person Competency Attributes" for more information			

4.14.3 Sub-element: /Person Competency (level 3)

4.14.3.1 Person Competency Element Description

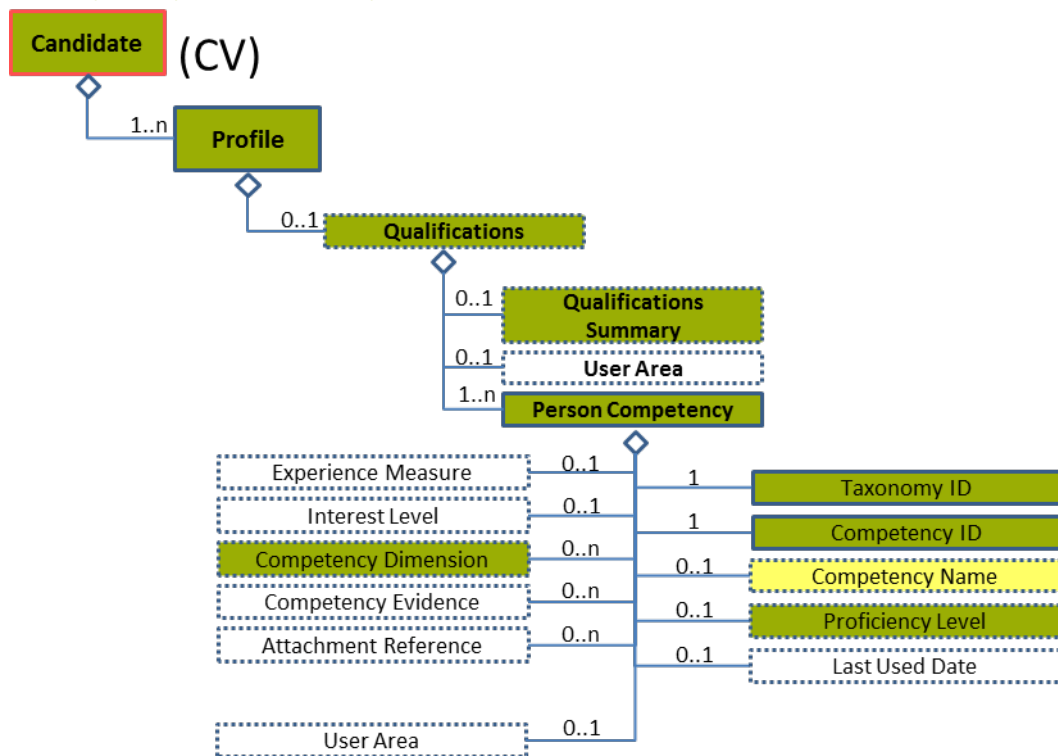


Figure 66: Person Competency Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Person Competency	A specified person competency is a skill within the context of a personal record (profile, appraisal and assessment) that is assessed or asserted at specified level of proficiency.	EURES Conformant / 1..n	N/A	N/A
Sub-elements				
Competency ID	Unique identifier for a skill or competency that depends on the taxonomy used. Taxonomy information is included in the ID attributes.	EURES Conformant / 1	BR-COM-46: Compulsory use of Language Code [CL24], based on ISO-639-1:2002 Alpha 2 (ISO), if TaxonomyID's value is "language".	"EN", "FR", etc. Full code list: "4.28.15 Language Codes [CL24]"
Taxonomy ID	Unique identifier for the type of competency. The value is "language" if the competency is a language or "other", in the other competencies.	EURES Conformant / 1	N/A	"language", "other"
Competency Name	A legible, descriptive name for a given competency	EURES Optional / 0..1	N/A	"English-Language", "Social skills", etc.
Proficiency Level	The state or degree of mastery or adeptness obtained or achieved for a given competency. Proficiency levels are expressed as a score, a point scale, or a mark in a range of values.	EURES Conformant Optional / 0..1	N/A	N/A
	See section "4.14.4 Sub-element: /Person Competency/Proficiency Level (level 4)" for more information			
Competency Dimension	A measurable characteristic of a competency	EURES Conformant Optional	N/A	N/A

		/		
		0..n		
See section “4.14.5 Sub-element: /Person Competency/Competency Dimension (level 4)” for more information				

4.14.3.2 Person Competency Attributes

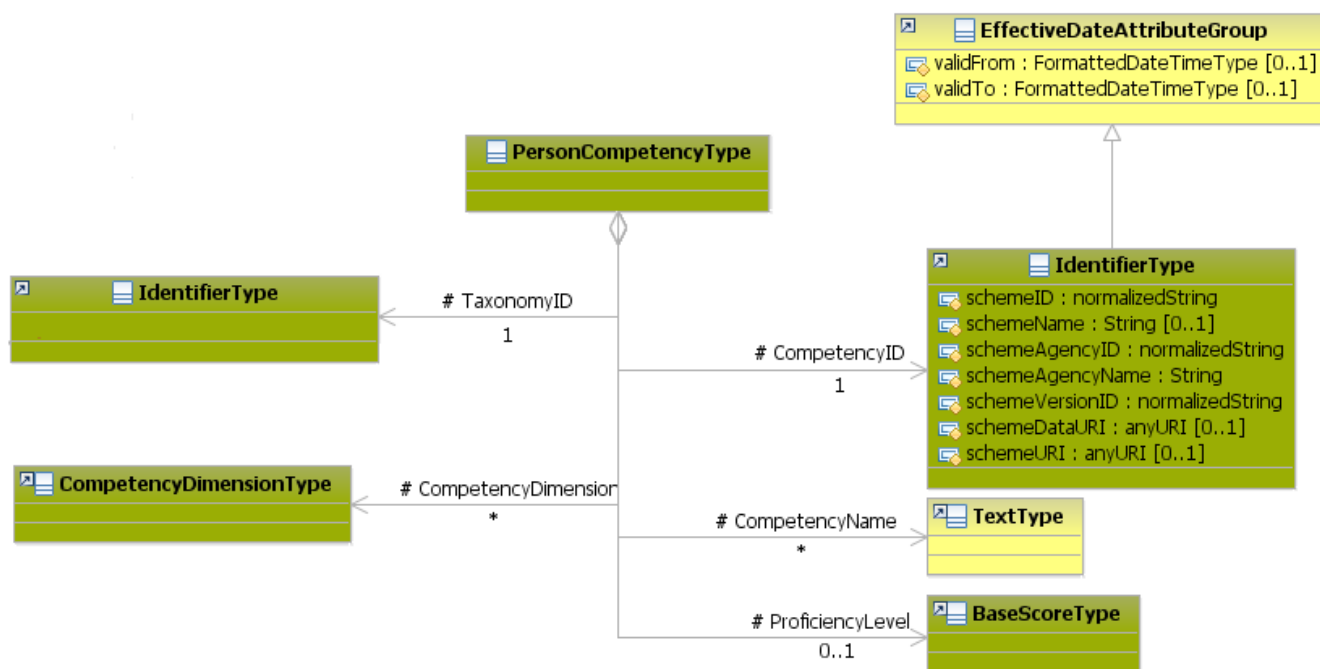


Figure 67: Person Competency Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
CompetencyID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	Depending on TaxonomyID's value, the value is: Language skills: ISO-639-1/2-Languages
schemeName	The identification scheme name	0..1	Depending on TaxonomyID's value, the value is: Language skills: ISO-639-1/2-Languages
schemeAgencyID	Identification of the agency that maintains the scheme	1	Depending on TaxonomyID's value, the value is: Language skills: ISO
schemeAgencyName	The name of the agency that maintains the scheme	1	Depending on TaxonomyID's value, the value is: Language skills: ISO
schemeVersionID	The identification scheme version	1	Depending on TaxonomyID's value, the value is: Language skills: 639-1:2002 Alpha 2
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	Depending on TaxonomyID's value, the value is: Language skills: http://www.loc.gov
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	Depending on TaxonomyID's value, the value is: Language skills: http://www.loc.gov
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
TaxonomyID sub-elements			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
CompetencyName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
ProficiencyLevel sub-element			
Attributes	Description	Card.	Rule

See section "4.14.4.2 Proficiency Level Attributes" for more information

CompetencyDimension sub-element

Attributes	Description	Card.	Rule
------------	-------------	-------	------

See section "4.14.5.2 Competency Dimension Attributes" for more information

4.14.3.3 Person Competency Examples

This is an example of how to add language skills. In this case, it adds French language skills, as defined by CEFR, with the proficiency level:

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <PersonQualifications>
      <PersonCompetency>
        <CompetencyID schemeID="ISO-639-1/2-Languages"
          schemeAgencyID="ISO" schemeAgencyName="ISO"
          schemeVersionID="639-1:2002 Alpha 2"
          schemeDataURI="http://www.loc.gov">EN</CompetencyID>

        <TaxonomyID>language</TaxonomyID>

        <CompetencyName>French</CompetencyName>

        <ProficiencyLevel>
          <ScoreText>A2</ScoreText>
        </ProficiencyLevel>

        <!--CompetencyDimension element may be filled in too. See the
          description of this element. -->
      </PersonCompetency>
    </PersonQualifications>
  </CandidateProfile>
</Candidate>
```

This is an example of how to add other skills. In this case, it adds the Problems Management skill and is defined by a national agency.

The elements to define non-language skills are CompetencyID (it identifies the skills) and TaxonomyID (it identifies that it is a non-language skill):

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <PersonQualifications>
      <PersonCompetency>
        <CompetencyID schemeID="Identifier of schema"
          schemeAgencyID="Identifier of the agency" schemeAgencyName="Name
          of the agency" schemeVersionID="Version of the schema"
          schemeDataURI="URL">Problems Management</CompetencyID>
        <TaxonomyID>other</TaxonomyID>

        <CompetencyName>Problems Management </CompetencyName>

      </PersonCompetency>
    </PersonQualifications>
  </CandidateProfile>
</Candidate>
```

4.14.4 Sub-element: /Person Competency/Proficiency Level (level 4)

4.14.4.1 Proficiency Level Element Description

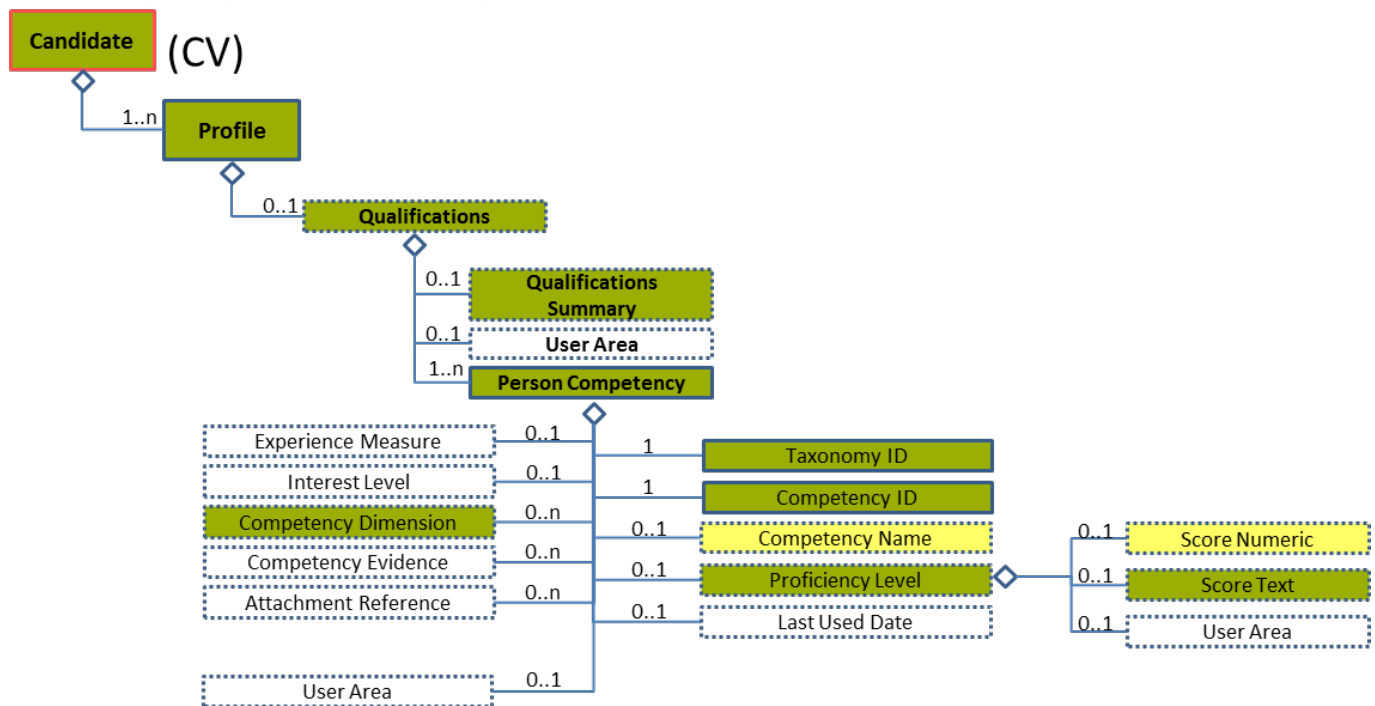


Figure 68: Proficiency Level Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Proficiency Level	The state or degree of mastery or adeptness obtained or achieved for a given competency. A proficiency level is expressed as a score a point scale or a mark among range of values.	EURES Conformant Optional / 0..1	BR-COM-49: If "CompetencyDimension / TypeCode" is specified, "ProficiencyLevel" is mandatory.	N/A
Sub-elements				
Score Numeric	A numerical record of the marks allotted to individuals in the measurement of abilities, capacity to learn, personality assessment, or in other measurable characteristics (e.g. credit worthiness), including a set of attributes to identify the scoring scheme and its characteristics	EURES Optional / 0..1	N/A	"1", "2", "3", etc.
Score Text	A non-numerical or text representation of a score. A record of the marks allotted to an individual in measuring his/her abilities, capacity to learn, personality assessment, or in other measurable characteristics (e.g., credit worthiness). It represents either the total number of points awarded, or a general standard achieved, including a set of attributes to identify the scoring scheme	EURES Conformant Optional / 0..1	BR-COM-47: Compulsory use of Language Proficiency Codes [CL25], if TaxonomyID's value is "language".	"A1", "A2", "B1", etc. Full code list: "4.28.16 Language Proficiency Codes [CL25]"

4.14.4.2 Proficiency Level Attributes

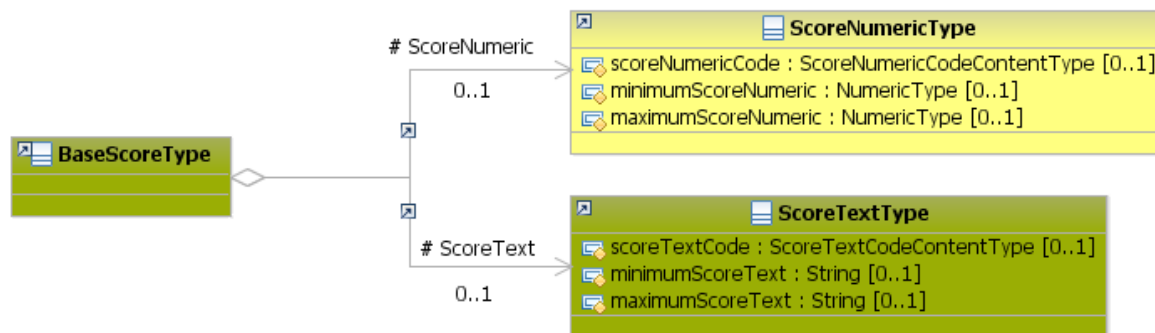


Figure 69: Proficiency Level Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
ScoreText sub-element			
Attributes	Description	Card.	Rule
scoreTextCode	The score text	0..1	N/A
minimumScoreText	The minimum score	0..1	N/A
maximumScoreText	The maximum score	0..1	N/A
ScoreNumeric sub-element			
Attributes	Description	Card.	Rule
scoreNumericCode	The numeric type of scoring scheme	0..1	N/A
minimumScoreNumeric	The minimum score	0..1	N/A
maximumScoreNumeric	The maximum score	0..1	N/A

4.14.4.3 Proficiency Level Examples

This example shows how to fill in the score as a text with CEFR taxonomy, where the minimum value is Basic User and the maximum Proficient User.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <PersonQualifications>
      <PersonCompetency>
        <CompetencyID schemeID="ISO-639-1/2-Languages"
schemeAgencyID="ISO" schemeAgencyName="ISO"
schemeVersionID="639-1:2002 Alpha 2"
schemeDataURI="http://www.loc.gov">EN</CompetencyID>

        <TaxonomyID>language</TaxonomyID>

        <ProficiencyLevel>
          <ScoreText>A2</ScoreText>
        </ProficiencyLevel>
      </PersonCompetency>
    </PersonQualifications>
  </CandidateProfile>
</Candidate/>
```

4.14.5 Sub-element: /Person Competency/Competency Dimension (level 4)

4.14.5.1 Competency Dimension Element Description

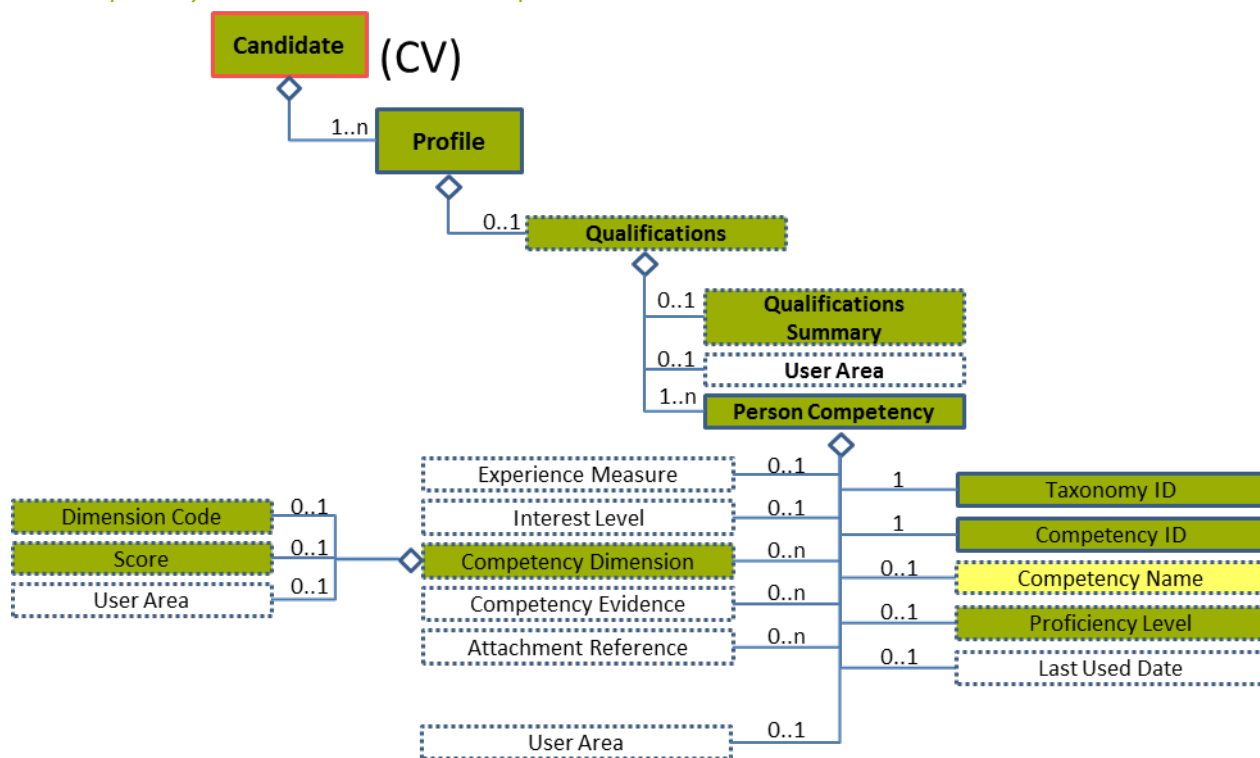


Figure 70: Competency Dimension Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Competency Dimension	A measurable characteristic of a skill or competency	EURES Conformant Optional / 0..n	Only used for language skills BR-COM-48: If "TypeCode" or "Score" element is specified, "TypeCode" or "Score" is a mandatory element. BR-COM-49: If "CompetencyDimension / TypeCode" is specified, "ProficiencyLevel" is mandatory.	N/A
Sub-elements				
Dimension Code	A code classifying the type of competency dimension described	EURES Conformant Optional / 0..1	BR-COM-37: Compulsory use of the "EURES_Dimension-CodeList.gc" list defined by EURES. This is based on CEFR, if TaxonomyID's value is "language".	"CEF-Understanding-Reading", "CEF-Understanding-Listening", etc. Full code list: "4.28.8 Dimension Codes [CL11]"
Score	Details regarding the student's scores at a specific dimension	EURES Conformant Optional / 0..1	N/A	N/A
See section "4.14.6 Sub-element: /Person Competency/Competency Dimension/Score (level 5)" for more information				

4.14.5.2 Competency Dimension Attributes

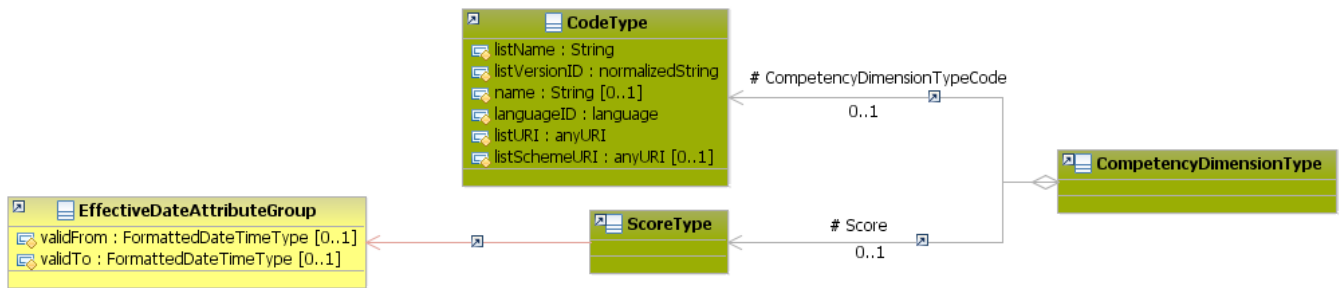


Figure 71: Competency Dimension Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
CompetencyDimensionTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
language	The language of the text	1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
Score sub-element			
Attributes	Description	Card.	Rule
See section "4.14.6.2 Score Attributes" for more information			

4.14.5.3 Competency Dimension Examples

This example shows how to fill in the dimensions of language skills.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <PersonQualifications>
      <PersonCompetency>
        <CompetencyID schemeID="ISO-639-1/2-Languages"
          schemeAgencyID="ISO" schemeAgencyName="ISO"
          schemeVersionID="639-1:2002 Alpha 2"
          schemeDataURI="http://www.loc.gov">EN</CompetencyID>

        <TaxonomyID>language</TaxonomyID>

        <CompetencyDimension>
          <CompetencyDimensionTypeCode listName="EURES_Dimension"
            listVersionID="1.0" name="Understanding listening"
            listURI="http://www.coe.int">CEF-Understanding-Listening
          </CompetencyDimensionTypeCode>
          <Score>
            <ScoreText>B1</ScoreText>
          </Score>
        </CompetencyDimension>
      </PersonCompetency>
    </PersonQualifications>
  </CandidateProfile>
</Candidate/>
```

4.14.6 Sub-element: /Person Competency/Competency Dimension/Score (level 5)

4.14.6.1 Score Element Description

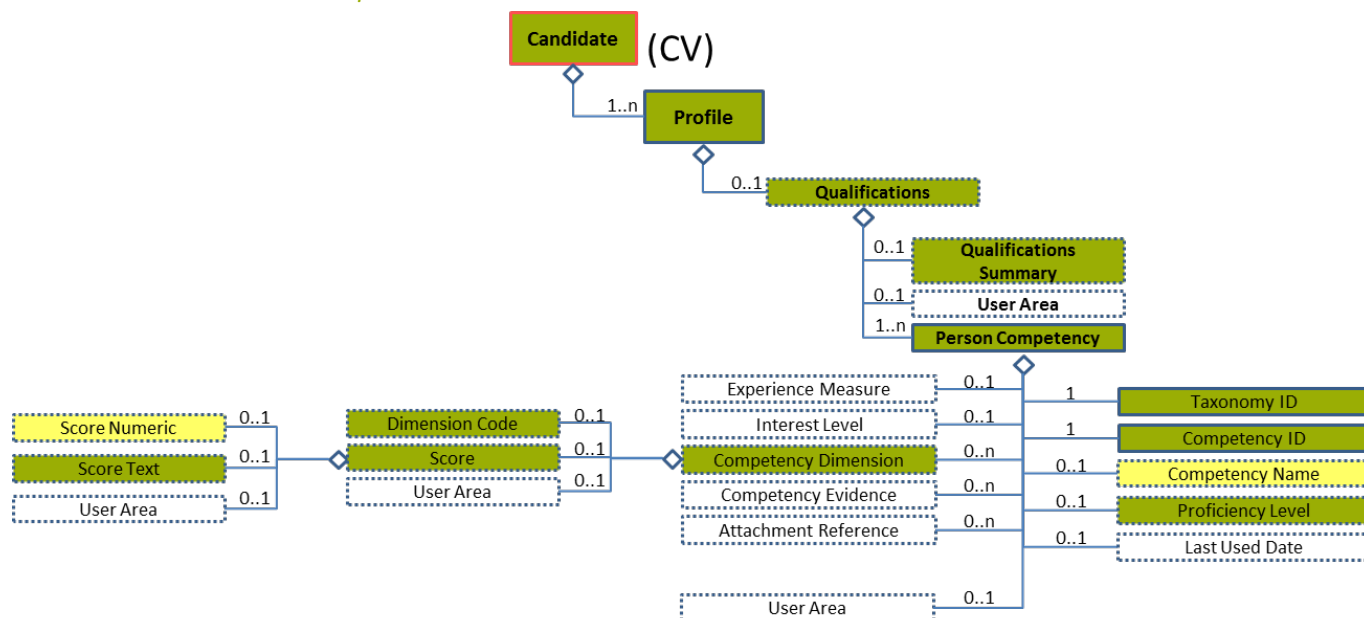


Figure 72: Score Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Score	Details regarding the student's scores at a specific dimension	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
The same as "4.14.4.1 Proficiency Level Element Description"				

4.14.6.2 Score Attributes

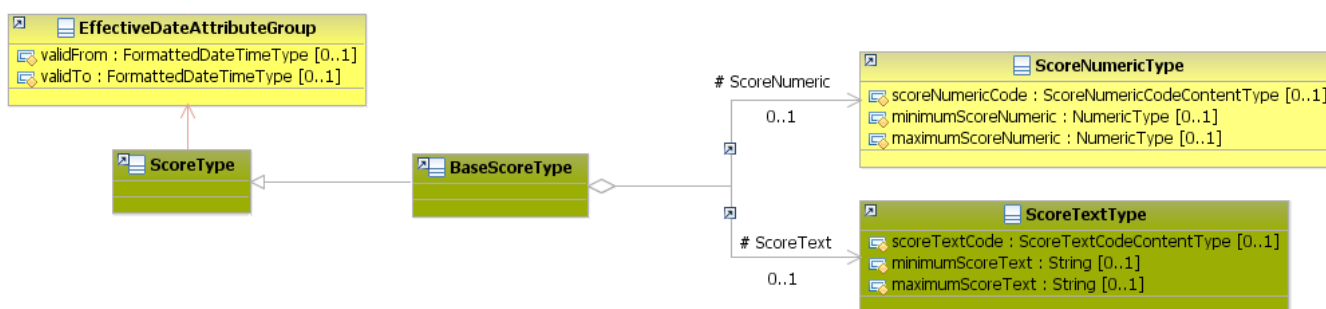


Figure 73: Score Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Sub-elements			
Attributes	Description	Card.	Rule
The same as "4.14.4.2 Proficiency Level Attributes"			

4.15 /Profile/Experience Summary (level 2)

4.15.1 Experience Summary Element Description

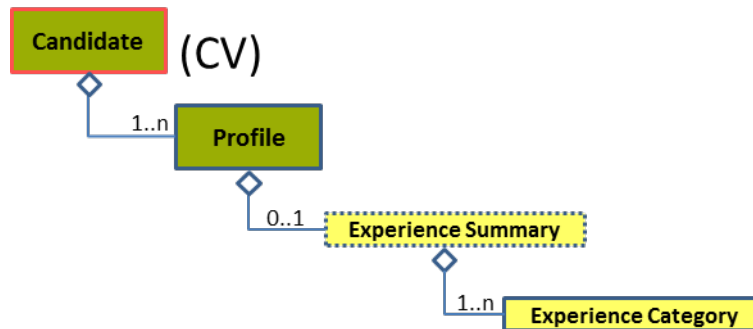


Figure 74: Experience Summary Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Experience Summary	Narrative summary of the person and of his/her competencies, normally used as the CV presentation	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Experience Category	This is intended as a fielded summary of qualifications. It can be used as a "roll-up" of data within the candidate history and experience components.	EURES Conformant / 1..n	N/A	N/A
See section "4.15.3 Sub-element: /Experience Category (level 3)" for more information				

4.15.2 Experience Summary Attributes

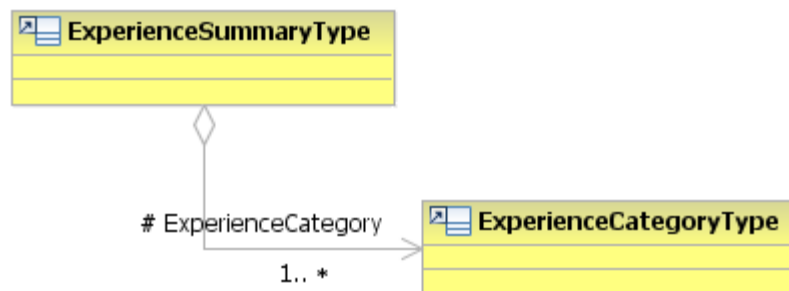


Figure 75: Experience Summary Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Experience Category sub-element			
Attributes	Description	Card.	Rule
See section "4.15.3.2 Experience Category Attributes" for more information			

4.15.3 Sub-element: /Experience Category (level 3)

4.15.3.1 Experience Category Element Description

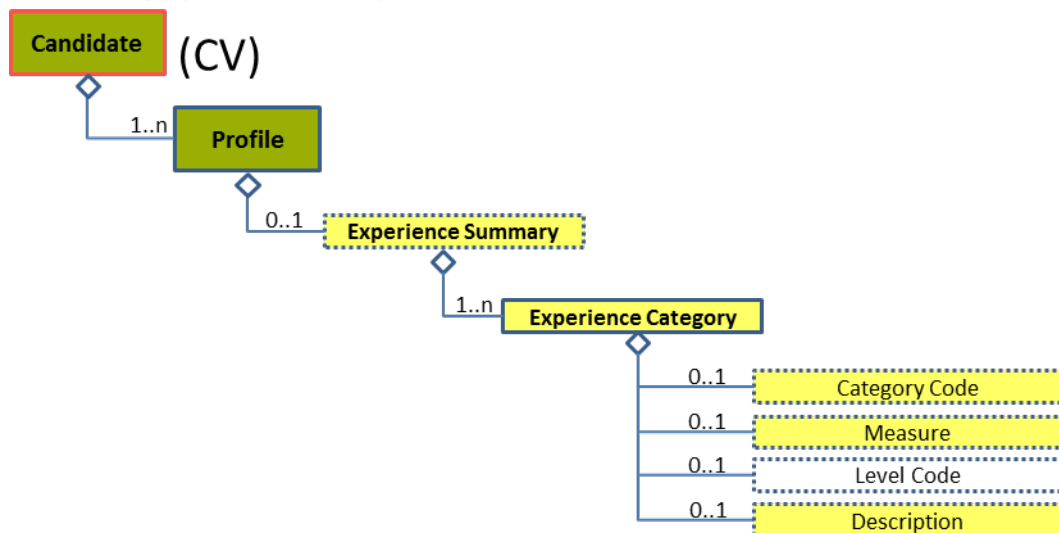


Figure 76: Category Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Experience Category	This is intended as a fielded summary of qualifications. It can be used as a "roll-up" of data within the candidate history and experience components.	EURES Optional / 1..n	N/A	N/A
Sub-elements				
Category Code	A code classifying the job type or category. This may be used for occupational classification of the job. The JobCategoryCode will usually be repeatable so that a single job can be classified across multiple dimensions. The JobCategoryCode can be used to classify the job by industry, but note that an explicit IndustryCode is available in contexts such as PositionOrganizationDetails.	EURES Optional / 0..1	BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0. ³	"1" – Managers, "12" – Administrative, etc. Full code list: "4.28.14 Job Category Codes [CL20]"
Measure	Code indicating the period of time, measured in years or months of experience	EURES Optional / 0..1	N/A	5, 3, etc.
Description	Description of the category	EURES Optional / 0..1	N/A	"Years of Financial Industry Management Experience", etc.

³ In version 1.2, only ISCO-08 are allowed for Occupation

4.15.3.2 Experience Category Attributes

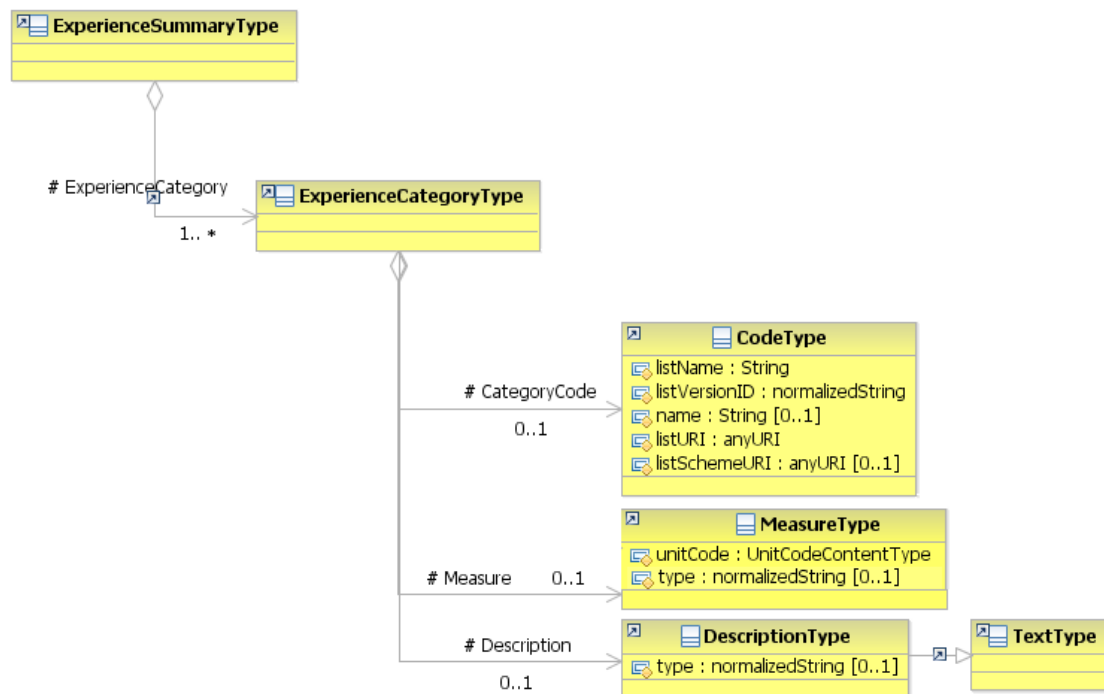


Figure 77: Experience Category Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
CategoryCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
Measure sub-element			
Attributes	Description	Card.	Rule
unitCode	Code indicating the type of unit measure, such as "minutes" or "hours" (full code list "4.28.36 Unit Codes [CL54]")	1	BR-COM-36: Compulsory use of the "EURES_UnitCodes-CodeList.gc" list defined by EURES. This is based on EU – Units of Measurement.
type	The description type	0..1	N/A
Description sub-element			
Attributes	Description	Card.	Rule
type	The description type	0..1	N/A

4.16 /Profile/Employment History (level 2)

4.16.1 Employment History Element Description

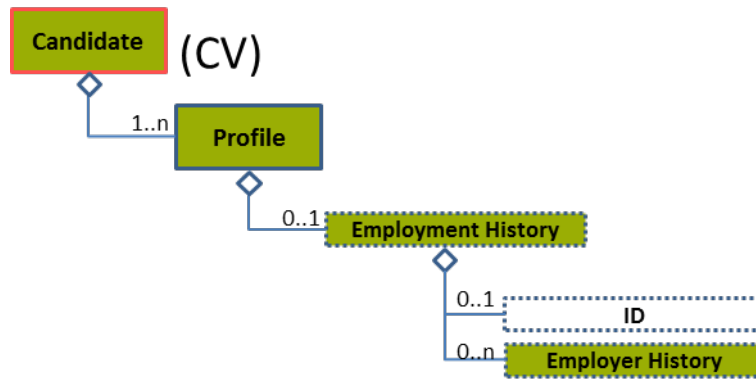


Figure 78: Employment History Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Employment History	The prior and current details of a person's employment, work, or relevant experience as they would be reported in a professional profile, CV, resume, employment application, or similar document	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Employer History	Details regarding a person's tenure while working for an employer	EURES Conformant Optional / 0..n	N/A	N/A
See section "4.16.3 Sub-element: /Employer History (level 3)" for more information				

4.16.2 Employment History Attributes

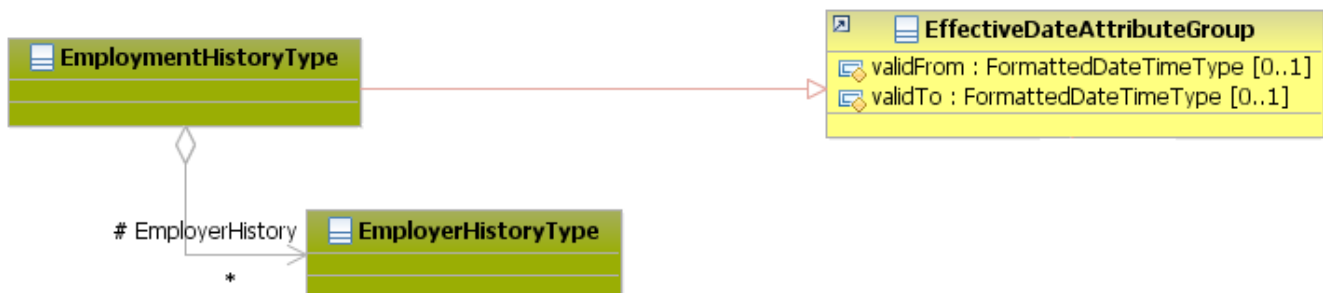


Figure 79: Employment History Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
EmployerHistory sub-element			
Attributes	Description	Card.	Rule
See section "4.16.3.2 Employer History Attributes" for more information			

4.16.3 Sub-element: /Employer History (level 3)

4.16.3.1 Employer History Element Description

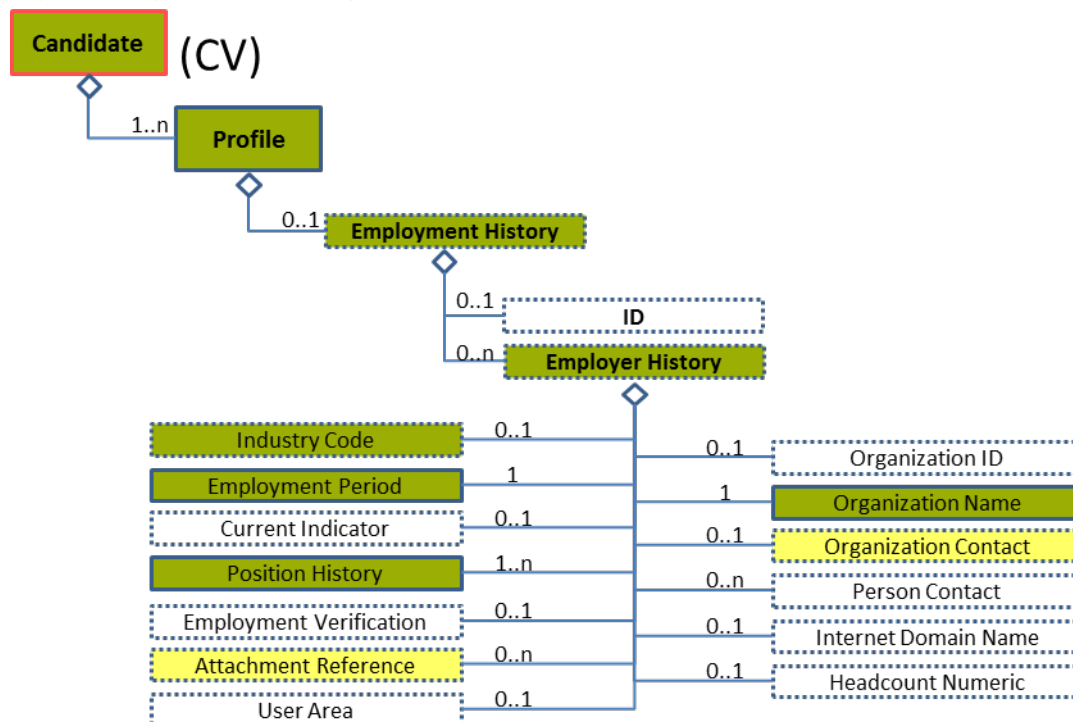


Figure 80: Employer History Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Employer History	Details about a person's tenure while working for an employer. This element is optional as there could be candidates without work experience. If it is not filled out, it means that the candidate does not have work experience, or he/she does not want to fill it out.	EURES Conformant Optional / 0..n	N/A	N/A
Sub-elements				
Organization Name	Usually an official or legal name by which to refer to an organisation	EURES Conformant / 1	N/A	"Wellness Healthcare", "Police Department", etc.
Organization Contact	An Organisation's contact information	EURES Optional / 0..1	N/A	N/A
See section "4.16.4 Sub-element: /Employer History/Organization Contact (level 4)" for more information				
Industry Code	A code classifying the industry of the related organisation, position, or other entity.	EURES Conformant Optional / 0..1	BR-COM-20: Compulsory use of the "NACE-CodeList.gc" list defined by EURES. This is based on EU NACE.	"01" = Agriculture, "02" = Forestry, etc. Full code list: "4.28.18 NACE Codes [CL31]"
Employment Period	Provides flexible options for representing employment period data	EURES Conformant / 1	N/A	N/A
See section "4.16.5 Sub-element: /Employer History/Employment Period (level 4)" for more information				
Position	Details about the person's tenure within	EURES	N/A	N/A

History	the position	Conformant / 1..n		
	See section “4.16.8 Sub-element: /Employer History/Position History (level 4)” for more information			
Attachment Reference	Reference to external documents attached	EURES Optional / 0..n	N/A	N/A
	See section “4.16.10 Sub-element: /Employer History/Attachment Reference (level 4)” for more information			

4.16.3.2 Employer History Attributes

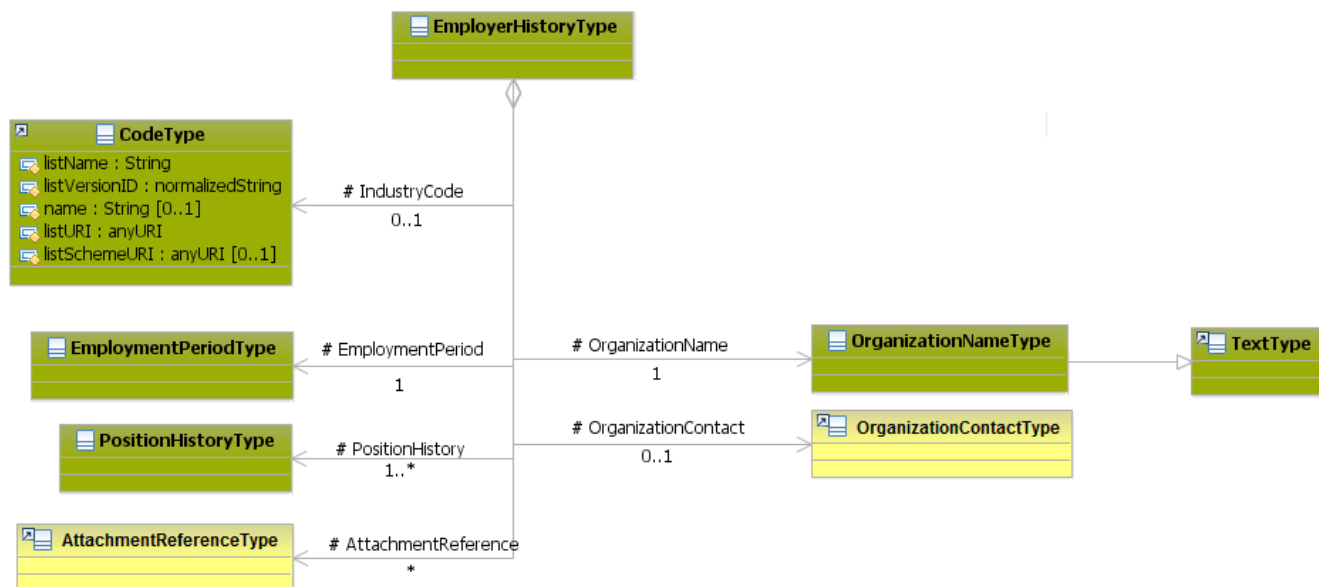


Figure 81: Employer History Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OrganizationName sub-element			
Attributes	Description	Card.	Rule
This element has no attributes.			
OrganizationContact sub-element			
Attributes	Description	Card.	Rule
See section “4.16.4.2 Organization Contact Attributes” for more information			
IndustryCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name.	1	N/A
listVersionID	The code list identification.	1	N/A
name	The text equivalent of the code content component.	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located.	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located.	0..1	N/A
EmploymentPeriod sub-element			
Attributes	Description	Card.	Rule
See section “4.16.5.2 Employment Period Attributes” for more information			
PositionHistory sub-element			
Attributes	Description	Card.	Rule
See section “4.16.8.2 Position History Attributes” for more information			
AttachmentReference sub-element			
Attributes	Description	Card.	Rule
See section “4.16.10.2 Attachment Reference Attributes” for more information			

4.16.3.3 Employer History Examples

This is an example of two job experiences for the same candidate.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >

  <CandidateProfile languageCode="en">
    <EmploymentHistory>
      <!-- Past job experience. -->
      <EmployerHistory>
        <OrganizationName>EIfEL</OrganizationName>
        <OrganizationContact>
          <ContactName>Richard Dubois</ContactName>
        </OrganizationContact>

        <IndustryCode listName="NACE_r2" name="Hospital activities"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs"
listVersionID="" name="Computer programming activities">
86.1</IndustryCode>

        <EmploymentPeriod>
          <StartDate>
            <FormattedDateTime>2008-06-01</FormattedDateTime>
          </StartDate>
          <EndDate>
            <FormattedDateTime>2012-12-31</FormattedDateTime>
          </EndDate>
        </EmploymentPeriod>
      </EmployerHistory>

      <!-- Current job experience. -->
      <EmployerHistory>
        <OrganizationName>Wellness Healthcare</OrganizationName>
        <OrganizationContact>
          <ContactName>Richard Dubois</ContactName>
          <Communication>
            <ChannelCode>Web</ChannelCode>
            <UseCode>Business</UseCode>
            <oa:URI>fake-account@aol.es</oa:URI>
          </Communication>
        </OrganizationContact>

        <IndustryCode listName="NACE_r2" listVersionID="" name="Human
Health activities"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs"
>86.9</IndustryCode>

        <EmploymentPeriod>
          <StartDate>
            <FormattedDateTime>2013-01-15</FormattedDateTime>
          </StartDate>
          <CurrentIndicator>true</CurrentIndicator>
        </EmploymentPeriod>
      </EmployerHistory>
    </EmploymentHistory>
  </CandidateProfile>
</Candidate>
```

4.16.4 Sub-element: /Employer History/Organization Contact (level 4)

4.16.4.1 Organization Contact Element Description

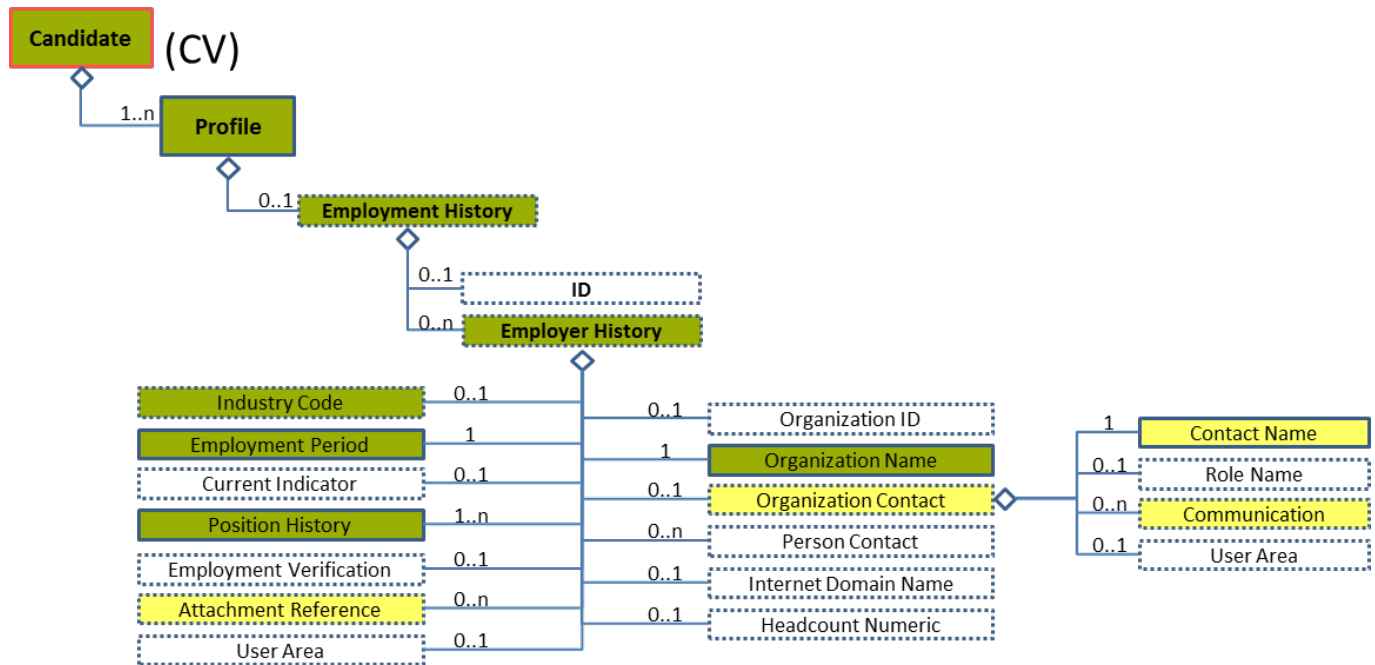


Figure 82: Organization Contact Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Organization Contact	Contact information for the organization	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Contact Name	Name of the organization's contact person	EURES Optional / 1	N/A	"Lidia Smith"
Communication	Contact data of the organization's contact person	EURES Optional / 0..n	N/A	N/A
See section "4.9.1 Communication Element Description" for more information				

4.16.4.2 Organization Contact Attributes

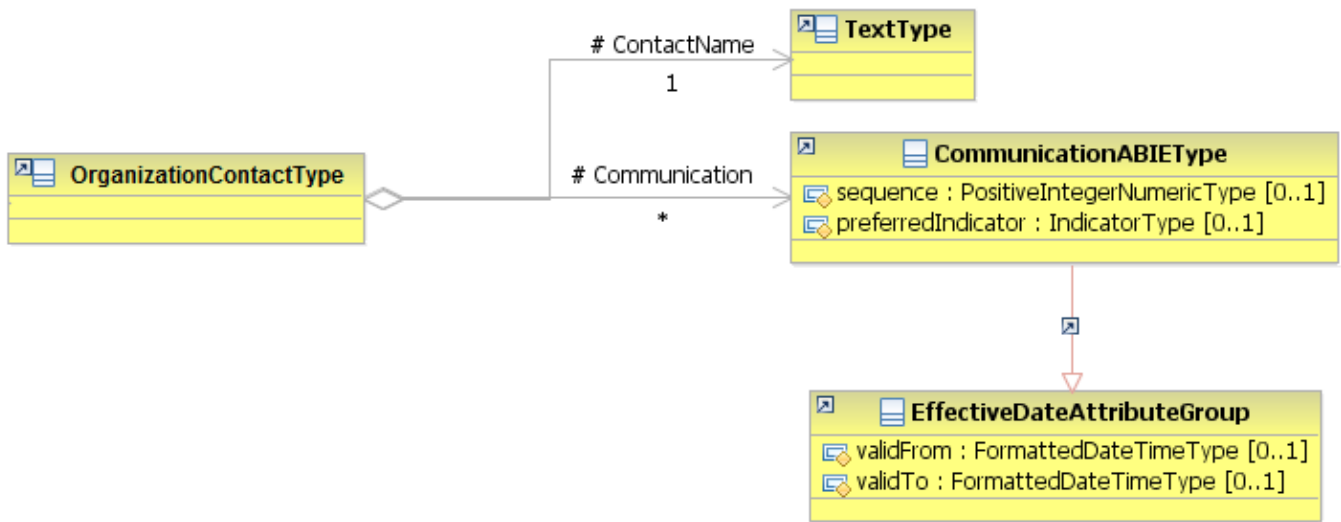


Figure 83: Organization Contact Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
ContactName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes			
Communication sub-element			
Attributes	Description	Card.	Rule
See section “4.9.2 Communication Attributes” for more information			

4.16.5 Sub-element: /Employer History/Employment Period (level 4)

4.16.5.1 Employment Period Element Description

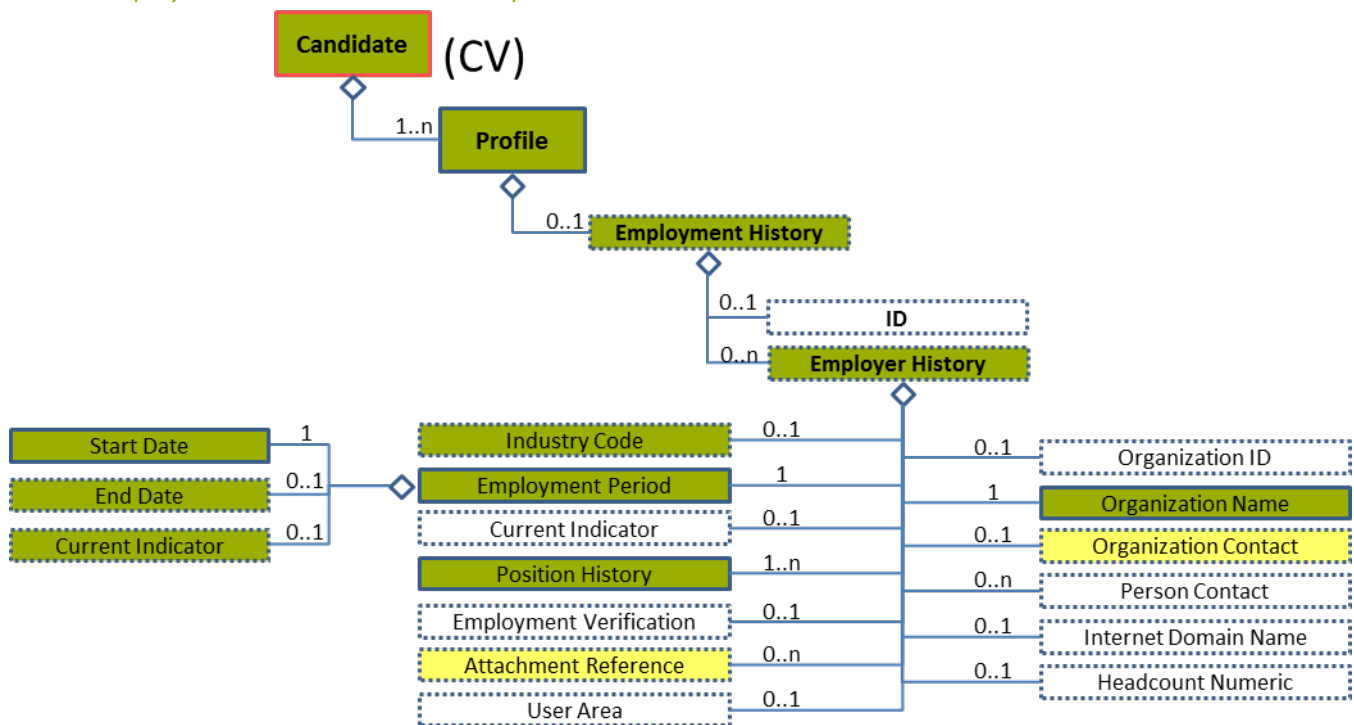


Figure 84: Employment Period Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Employment Period	Provides flexible options for representing employment period data	EURES Conformant / 1	N/A	N/A
Sub-elements				
Start Date	A timestamp marking the beginning of employment period data	EURES Confromant / 1	N/A	N/A
	See section “4.16.6 Sub-element: /Employer History/Employment Period/Start Date (level 5)” for more information			
End Date	A timestamp marking the end of employment period data	EURES Conformant Optional / 0..1	N/A	N/A
	See section “4.16.7 Sub-element: /Employer History/Employment Period/End Date (level 5)” for more information			
Current Indicator	Indicates whether the position is currently held or if employment or other status was current when reported	EURES Conformant Optional / 0..1	N/A	“true” = The position is currently held “false” = The position is not currently held

4.16.5.2 Employment Period Attributes

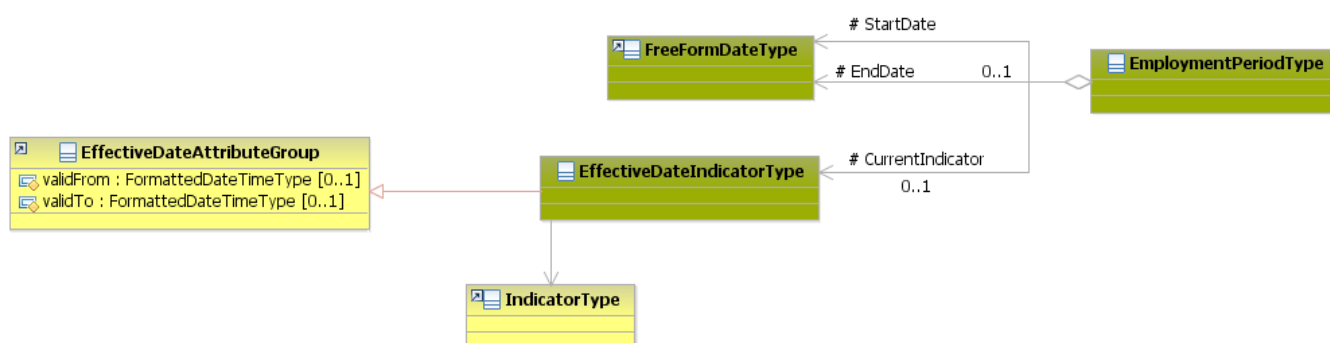


Figure 85: Employment Period Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes			
StartDate sub-element			
Attributes	Description	Card.	Rule
See section “4.16.6.2 Start Date Attributes” for more information			
EndDate sub-element			
Attributes	Description	Card.	Rule
See section “4.16.7.2 End Date Attributes” for more information			
CurrentIndicator sub-element			
Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity’s information.	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity’s information.	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

4.16.6 Sub-element: /Employer History/Employment Period/Start Date (level 5)

4.16.6.1 Start Date Element Description

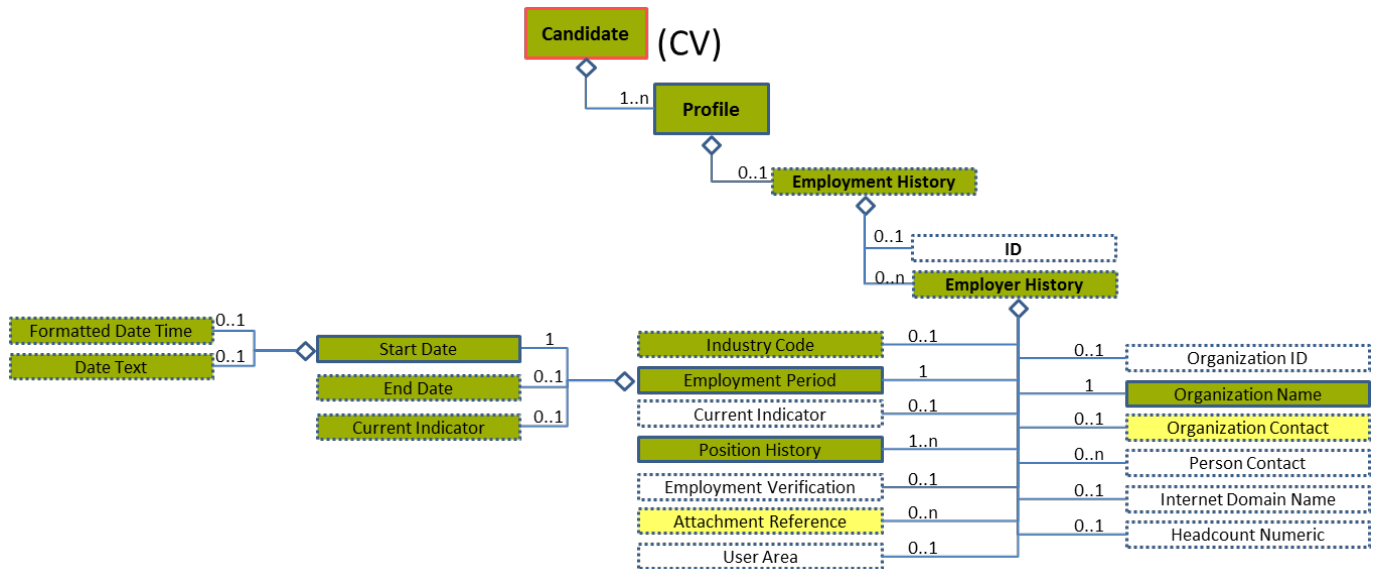


Figure 86: Start Date Level 5 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Start Date	A timestamp marking the beginning of the employment period data	EURES Conformant / 1	N/A	N/A
Sub-elements				
The same as "4.13.8"				
Sub-element: /Organization Attendance/Attendance Period/Start Date (level 5)"				

4.16.6.2 Start Date Attributes

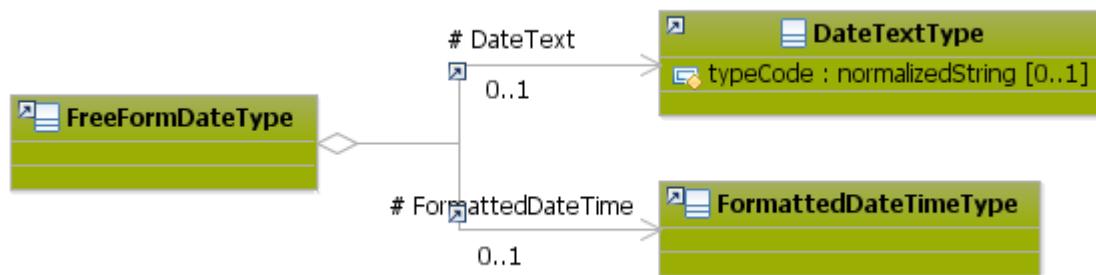


Figure 87: Start Date Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.13.8.2 Start Date Attributes"			

4.16.7 Sub-element: /Employer History/Employment Period/End Date (level 5)

4.16.7.1 End Date Element Description

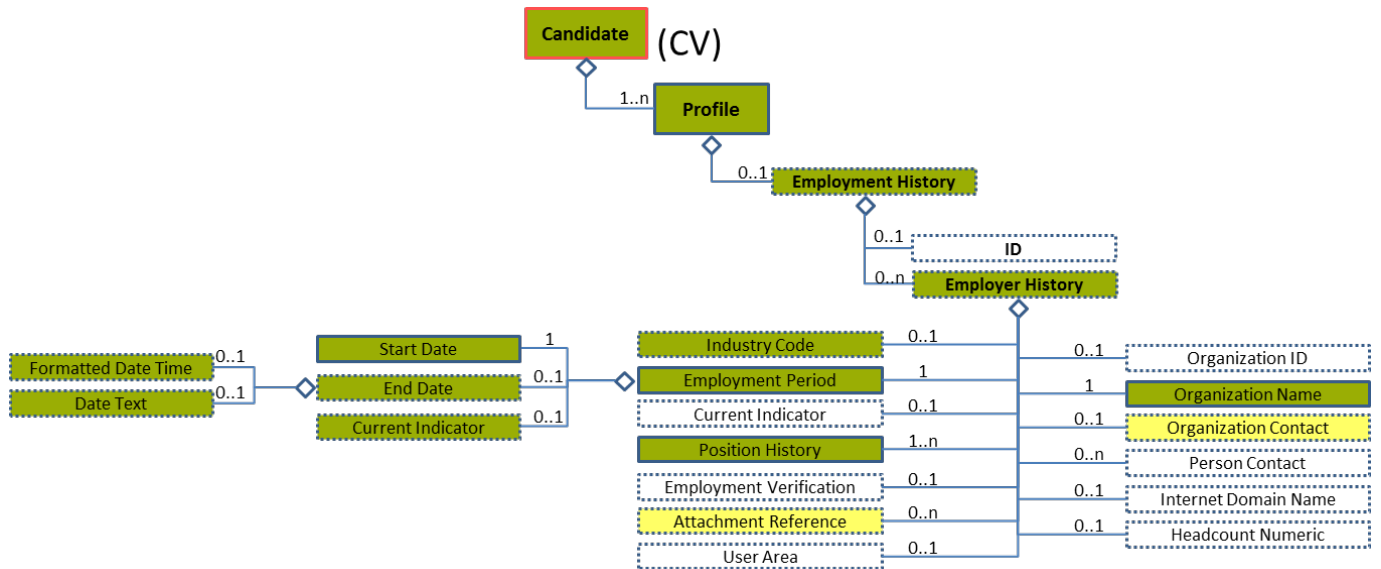


Figure 88: End Date Level 5 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
End Date	A timestamp marking the end of the employment period data	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
The same as "4.13.9 Sub-element: /Organization Attendance/Attendance Period/End Date (level 5)"				

4.16.7.2 End Date Attributes

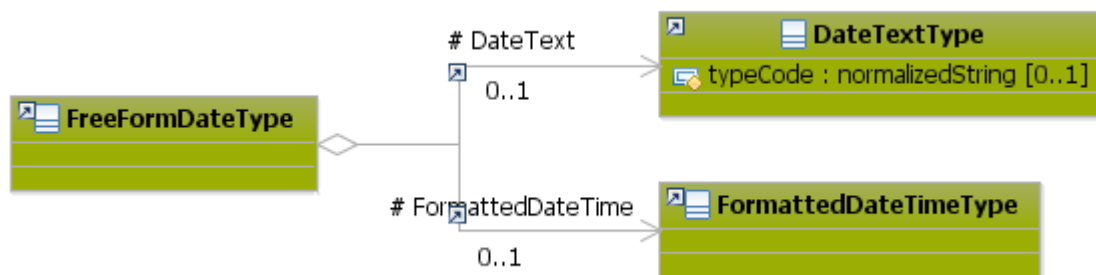


Figure 89: End Date Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.13.8.2 Start Date Attributes"			

4.16.8.1 Position History Element Description

Page 97 of 216

	will usually be repeatable so that a single job can be classified across multiple dimensions. The JobCategoryCode can be used to classify the job by industry, but note that an explicit IndustryCode is available in contexts such as PositionOrganizationDetails.	/	0..n	Alternatively, use of ESCO Occupations – version 1.0. ³ BR-COM-44: One value for each code list is allowed. ³	Administrative, etc. Full code list: “4.28.14 Job Category Codes [CL20]”
--	---	---	------	---	---

4.16.8.2 Position History Attributes

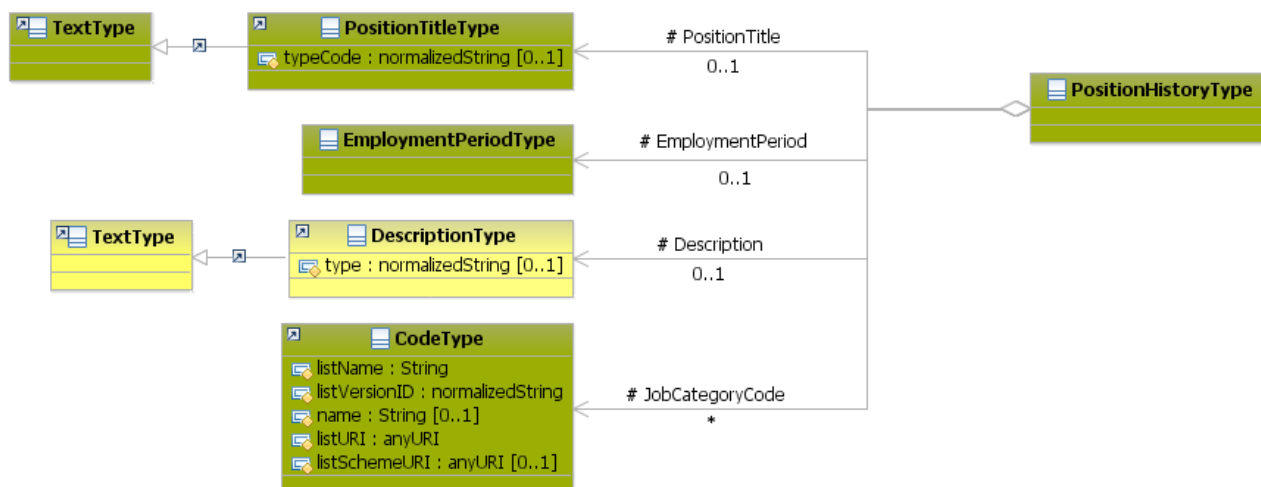


Figure 91: PositionHistory Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes			
PositionTitle sub-element			
Attributes	Description	Card.	Rule
typeCode	The type of the date text	0..1	N/A
EmploymentPeriod sub-element			
Attributes	Description	Card.	Rule
See section “4.16.9.2 Employment Period Attributes” for more information			
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A
JobCategoryCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name.	1	N/A
listVersionID	The code list identification.	1	N/A
name	The text equivalent of the code content component.	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located.	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located.	0..1	N/A

4.16.8.3 Position History Examples

This is an example of two different positions for the same job experience.

```

<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <EmploymentHistory>
      <!-- Current job experience. -->
      <EmployerHistory>

```

```

<OrganizationName>Wellness Healthcare</OrganizationName>
<OrganizationContact>
  <ContactName>Richard Dubois</ContactName>
  <Communication>
    <ChannelCode>Web</ChannelCode>
    <UseCode>Business</UseCode>
    <oa:URI>fake-account@aol.es</oa:URI>
  </Communication>
</OrganizationContact>
<IndustryCode listName="NACE_r2" listVersionID="PENDING"
name="Human Health activities"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs"
>86.9</IndustryCode>
<EmploymentPeriod>
  <StartDate>
    <FormattedDateTime>2013-01-15</FormattedDateTime>
  </StartDate>
  <CurrentIndicator>true</CurrentIndicator>
</EmploymentPeriod>

<!-- Old position -->
<PositionHistory>
  <PositionTitle>Chief Technical Officer</PositionTitle>
  <EmploymentPeriod>
    <StartDate><FormattedDateTime>2008-01-
06</FormattedDateTime></StartDate>
    <EndDate><FormattedDateTime>2010-08-
31</FormattedDateTime></EndDate>
  </EmploymentPeriod>
  <oa:Description>Determine, formulate, advise on and
direct the implementation of policies of national, state,
regional or local governments or communities, and of
special interest organizations.</oa:Description>
  <JobCategoryCode listName="ISCO2008" listVersionID="2008"
name="Chief technical officer"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008"
>1111</JobCategoryCode>
</PositionHistory>

<!-- Current position -->
<PositionHistory>
  <PositionTitle>Chief Technical Officer</PositionTitle>
  <EmploymentPeriod>
    <StartDate><FormattedDateTime>2010-09-
01</FormattedDateTime></StartDate>
    <CurrentIndicator>true</CurrentIndicator>
  </EmploymentPeriod>
  <oa:Description>Determine, formulate, advise on and
direct the implementation of policies of national, state,
regional or local governments or communities, and of
special interest organizations.</oa:Description>
  <JobCategoryCode listName="ISCO2008" listVersionID="2008"
name="Chief technical officer"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008"
>1112</JobCategoryCode>
</PositionHistory>
</EmployerHistory>
</EmploymentHistory>
</CandidateProfile>
</Candidate>

```

4.16.9 Sub-element: /Employer History/Position History/Employment Period (level 5)

4.16.9.1 Employment Period Element Description

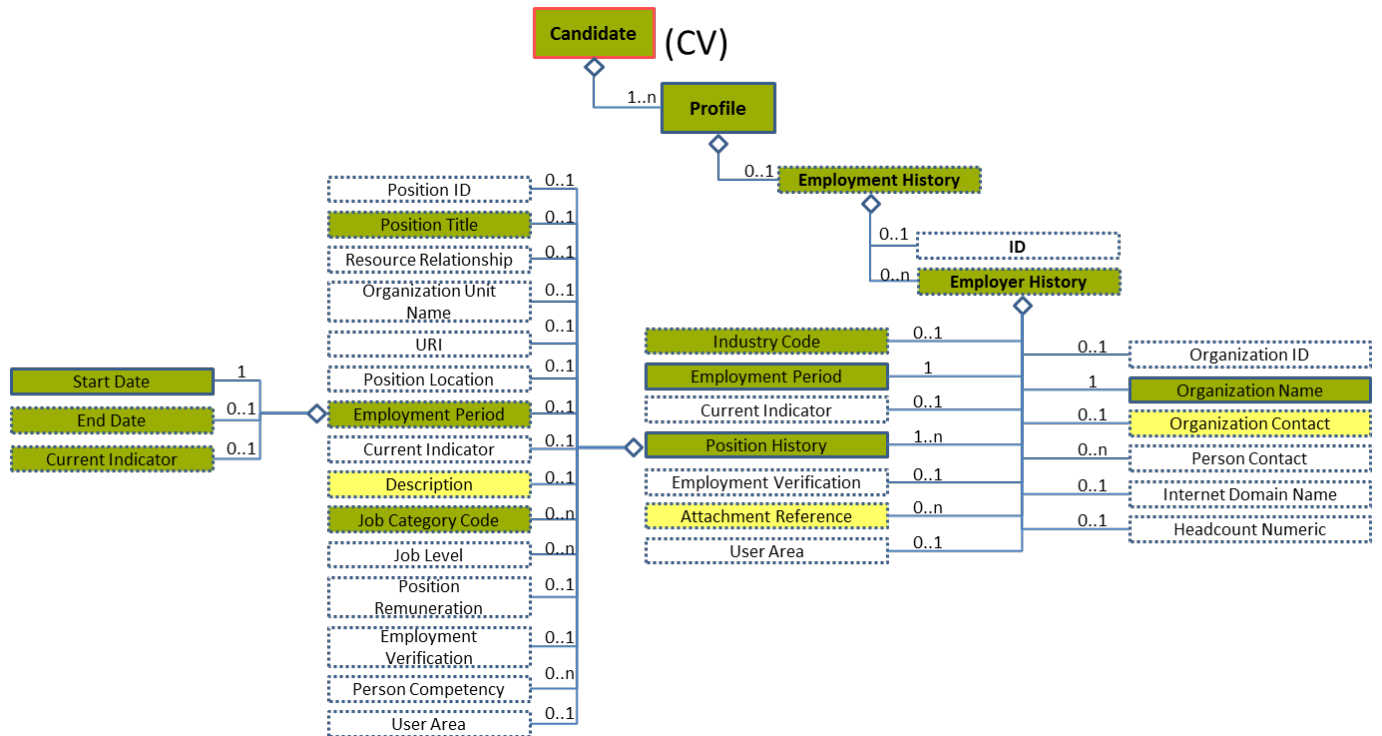


Figure 92: Employment Period Level 5 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Employment Period	Provides flexible options for representing employment period data	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
The same as "4.16.5 Sub-element: /Employer History/Employment Period (level 4)"				

4.16.9.2 Employment Period Attributes

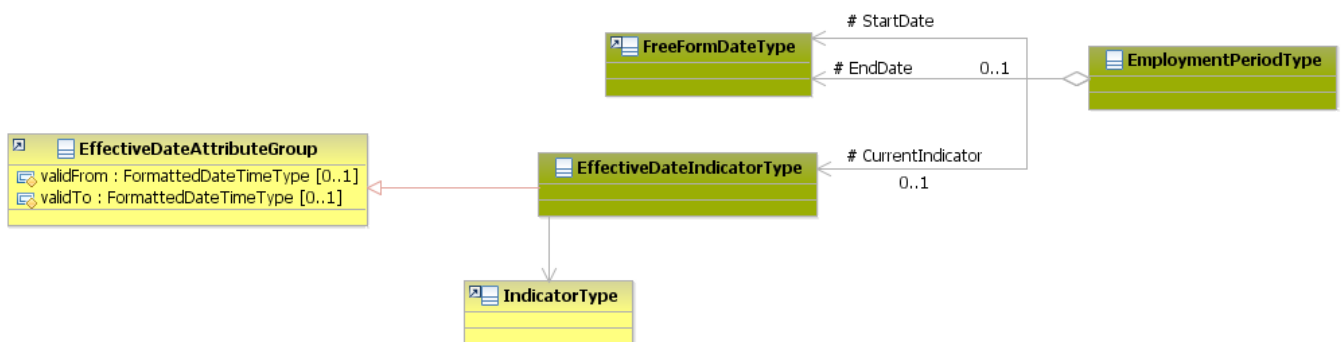


Figure 93: Employment Period Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.16.5.2 Employment Period Attributes"			

4.16.10 Sub-element: /Employer History/Attachment Reference (level 4)

4.16.10.1 Attachment Reference Element Description

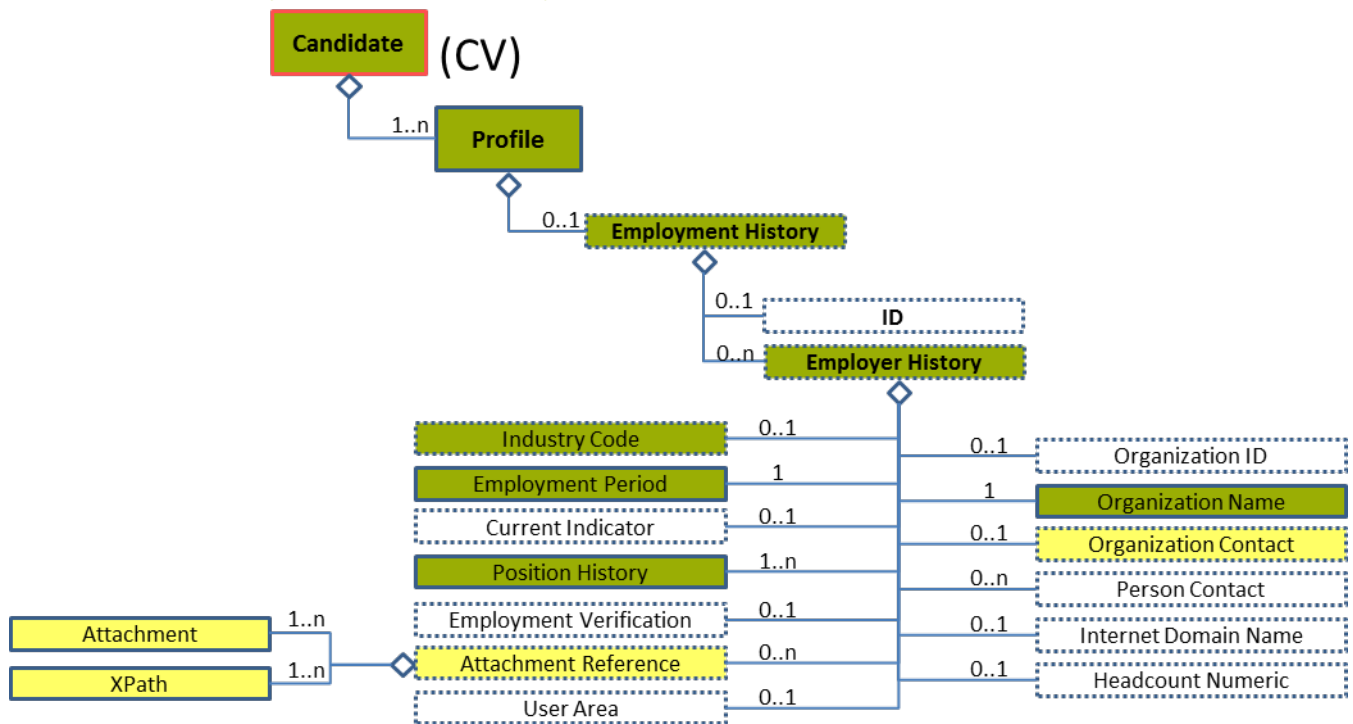


Figure 94: Attachment Reference Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Attachment Reference	Reference to the external documents attached	EURES Optional / 0..n	N/A	N/A
Sub-elements				
XPath	Reference to an embedded document located in another element of the schema	EURES Optional / 1..n	N/A	"/Candidate /CandidateProfile /EducationHistory /HistoryID [text()='HST-123']"
Description	Narrative details of the external document attached	EURES Optional / 1..n	N/A	"Education History"

4.16.10.2 Attachment Reference Attributes

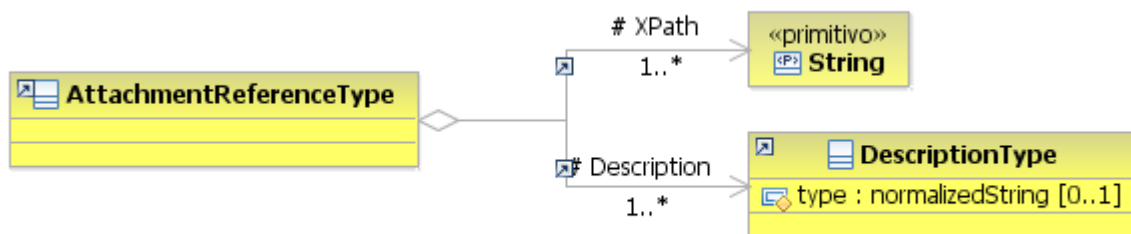


Figure 95: Attachment Reference Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
XPath sub-element			

Attributes	Description	Card.	Rule
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Description sub-element			
Attributes	Description	Card.	Rule
type	The description type	0..1	N/A

4.16.10.3 Attachment Reference Examples

This is an example of how to reference to another element of the schema through *XPath*. In this case, it is to the embedded file in Attachment element, whose identifier is PositionDescription.

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd">
  <CandidatePerson>
    <EmploymentHistory>
      <!-- Past job experience. -->
      <EmployerHistory>
        <OrganizationName>EIfEL</OrganizationName>
        <OrganizationContact>
          <ContactName>Richard Dubois</ContactName>
        </OrganizationContact>
        <IndustryCode listName="NACE_r2" listVersionID="2008"
name="Hospital activities"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs"
>86.1</IndustryCode>
        <EmploymentPeriod>
          <StartDate>
            <FormattedDateTime>2008-06-01</FormattedDateTime>
          </StartDate>
          <EndDate>
            <FormattedDateTime>2012-12-31</FormattedDateTime>
          </EndDate>
        </EmploymentPeriod>

        <AttachmentReference>
          <oa:Description>Diploma</oa:Description>
          <XPath>/Candidate/CandidateProfile/Attachment/AttachmentI
D[text()='PositionDescription']</XPath>
        </AttachmentReference>
      </EmployerHistory>
    </CandidatePerson>

    <!-- This is the attachment referenced by the AttachmentReference -->
    <CandidateProfile languageCode="en">
      <Attachment>
        <AttachmentID>PositionDescription</AttachmentID>
        <!-- Other elements are filled in this Attachment element, please see
the Attachment Element Description -->
      </Attachment>
    </CandidateProfile>
  </Candidate/>
```

4.17 /Profile/Employment References (level 2)

4.17.1 Employment References Element Description

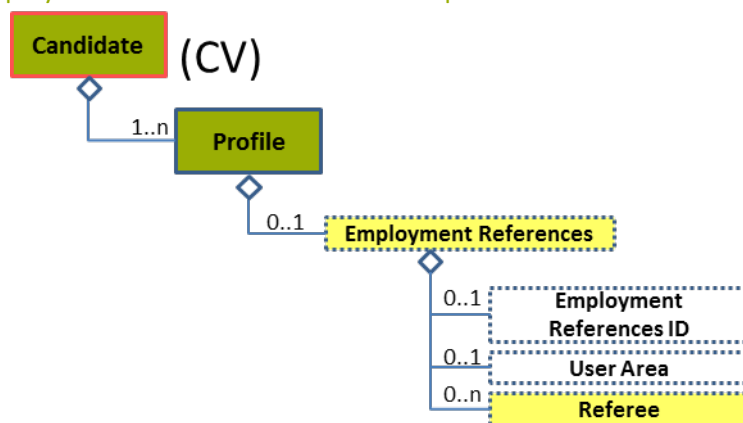


Figure 96: Employment References Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Employment References	Contains information on one or more people who are or may be a source of information about a person's skills, prior employment, character, or suitability for employment	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Referee	A person who may be referred to for information or guidance on a person's character or other qualities, specifically an applicant for employment, for an academic or other award, or the like.	EURES Optional / 0..n	N/A	N/A
See section "4.17.3 Sub-element: /Referee (level 3)" for information				

4.17.2 Employment References Attributes

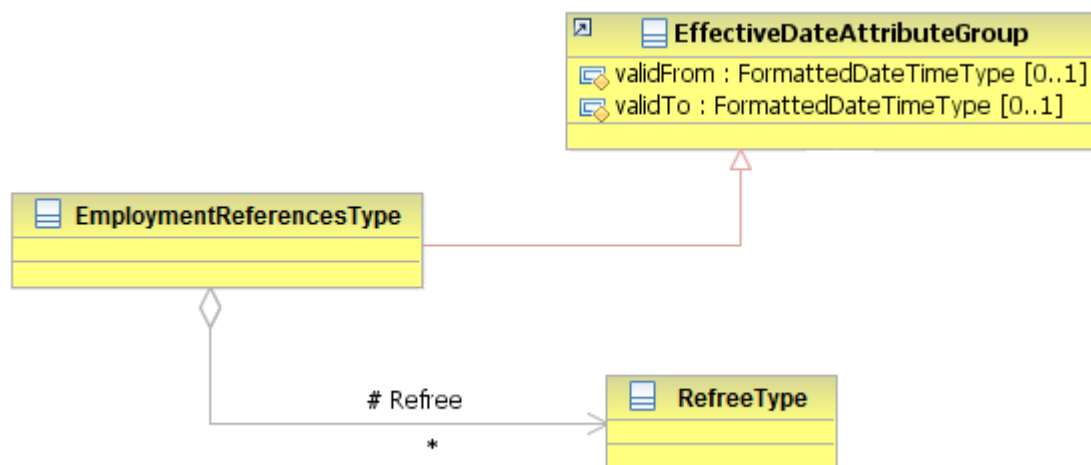


Figure 97: Employment References Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information.	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information.	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context.

Attributes	Description	Card.	Rule
			BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Referee sub-element			
Attributes	Description	Card.	Rule
See section “4.17.3.2 Referee Attributes” for more information			

4.17.3 Sub-element: /Referee (level 3)

4.17.3.1 Referee Element Description

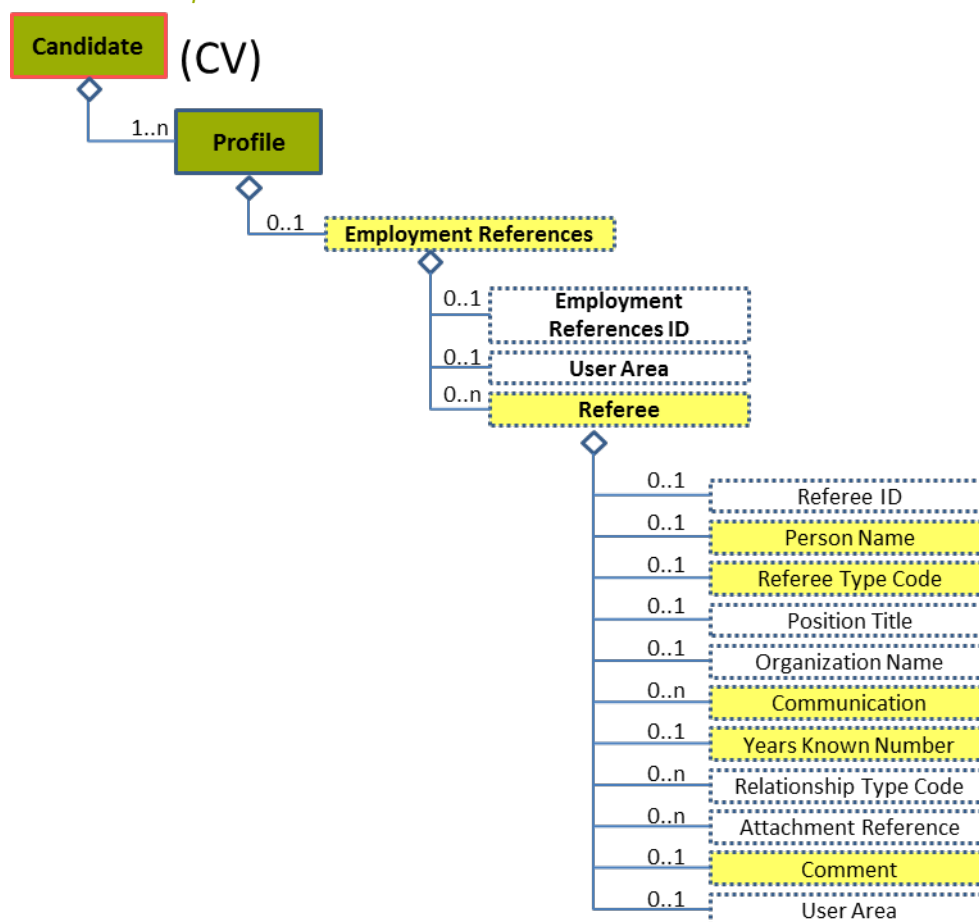


Figure 98: Referee Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Referee	A person who may be referred to for information or guidance on a person's character or other qualities, specifically of an applicant for employment, for an academic or other award, or the like.	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Person Name	A component for capturing summary or fine-grain data that makes up a person's name	EURES Optional / 0..1	N/A	"Mr. John L Smith III, Phd", "Dr. Martin White", etc.
Referee Type Code	A code classifying the reference type This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-CV-22: The HR-Open Standards Code List "RefereeTypeCode".	"Professional", "Personal", "Verification" Full code list: "4.28.31 Referee Enum-Type Codes [CL46]"

Communication	Communication of the referee	EURES Optional / 0..n	N/A	N/A
	See section “4.17.5 Sub-element: /Referee/Communication (level 4)” for more information			
Years Known Number	Number of years known	EURES Optional / 0..1	N/A	“1”, “2”, “3”, etc.
Comment	Referee Comment	EURES Optional / 0..1	N/A	“Comment about the referee”

4.17.3.2 Referee Attributes

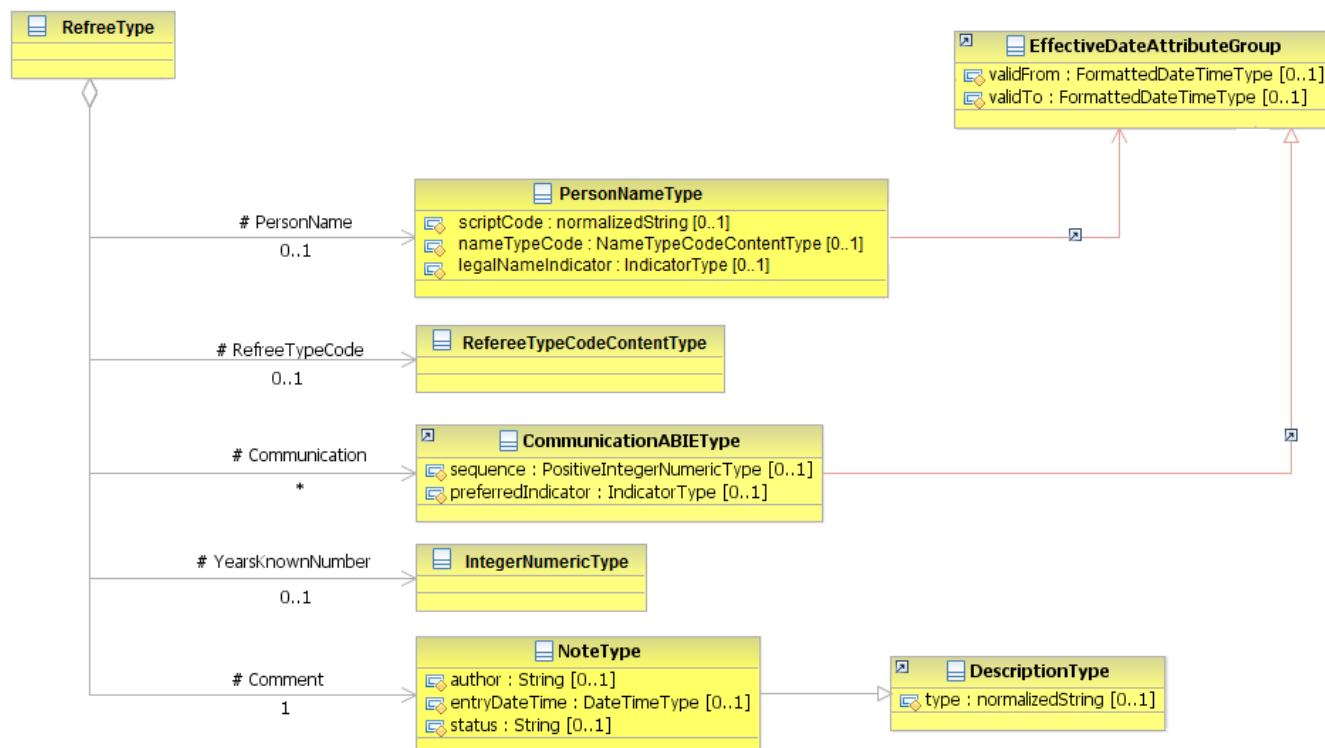


Figure 99: Referee Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
PersonName sub-element			
Attributes	Description	Card.	Rule
scriptCode	Type of alphabet that the name is written with, such as “Roman”, “Kenji”, etc.	0..1	N/A
nameTypeCode	A code classifying the type of name; enumerations include “CurrentName”, “FormerName”, “BirthName”, and “Alias”.	0..1	N/A
legalNameIndicator	Boolean indicating if it is the legal name or not	0..1	N/A
validFrom	Validity start date for this Person Name	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this Person Name	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
RefereeTypeCode sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Communication sub-element			
Attributes	Description	Card.	Rule
See section “4.17.5.2 Communication Attributes” for more information			
YearsKnownNumber sub-element			

Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Comment sub-element			
Attributes	Description	Card.	Rule
author	The author of the comment	0..1	N/A
entryDateTime	The date when the comment was entered or last modified	0..1	N/A
status	The status of the comment	0..1	N/A
type	The comment type	0..1	N/A

4.17.4 Sub-element: /Referee/Person Name (level 4)

4.17.4.1 Person Name Element Description

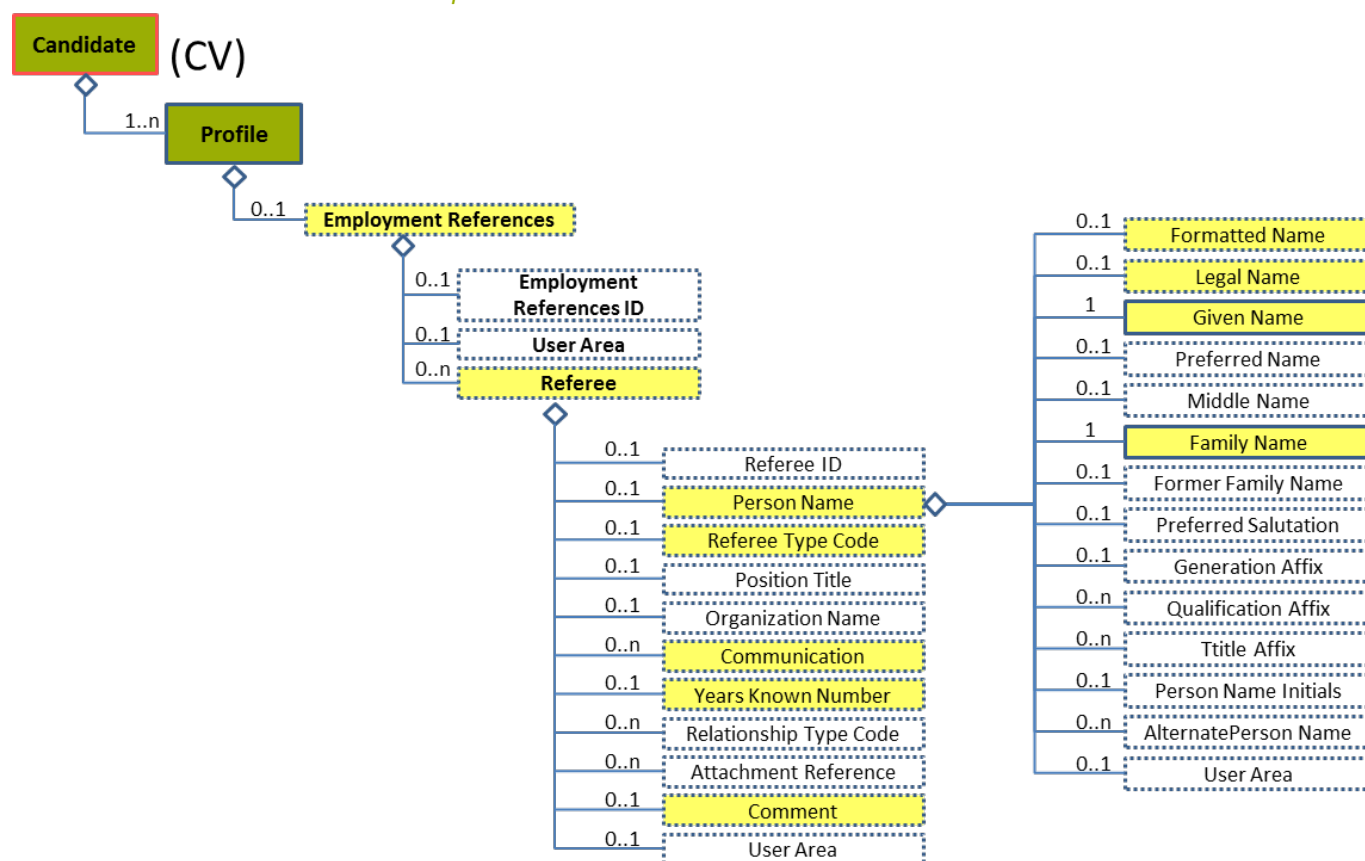


Figure 100: Person Name Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Person Name	A component for capturing summary or fine-grain data that makes up a person's name	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Formatted Name	This is a formatted presentation of a name (for example, a Person Name) that might alternatively be presented as discretely fielded components, or it could be a name with alternative formatted representations. The formatCode is an optional available attribute for specifying the applicable "mask" or type of format presentation to which the content conforms.	EURES Optional / 0..1	N/A	"Paula Cook", "James Black", etc.
Legal Name	The name that an individual is given at birth and/or is recognised by a government or other legal entity, or that appears on a birth certificate	EURES Optional / 0..1	N/A	"Paula Cook", "James Black", etc.
Given Name	A people given name or first name.	EURES Optional /	N/A	"Mark", "Silvia", etc.

Element	Description	Layer / Cardinality	Rule	Examples
		1		
Family Name	Contains a non-given name. This is an inherited name or one representing a family relationship, or in some cultural contexts a "Place Name" (where someone is from). In some cultural contexts, a single family name is typical, while in others there may be multiple family names. A "primary" attribute may be used in the case where there are multiple last names. A family name can have a "prefix," such as Von, De, Van, Al, etc. These can be represented using the FamilyName "prefix" attribute. Not all implementers may find it necessary to separate prefixes from the family name itself. Capturing the prefix and FamilyName as discrete fields can become important when formatting, or appearance may vary based on context. For example, in some cultural contexts it may be common to use a blank space as the delimiter between the prefix and the family name, while in others, a hyphen might be used. Separating the prefix from the FamilyName allows such formatting requirements to be handled flexibly.	EURES Optional / 1	N/A	"Smith", "Santos Tavares", "Van der Meyde", etc.

4.17.4.2 Person Name Attributes

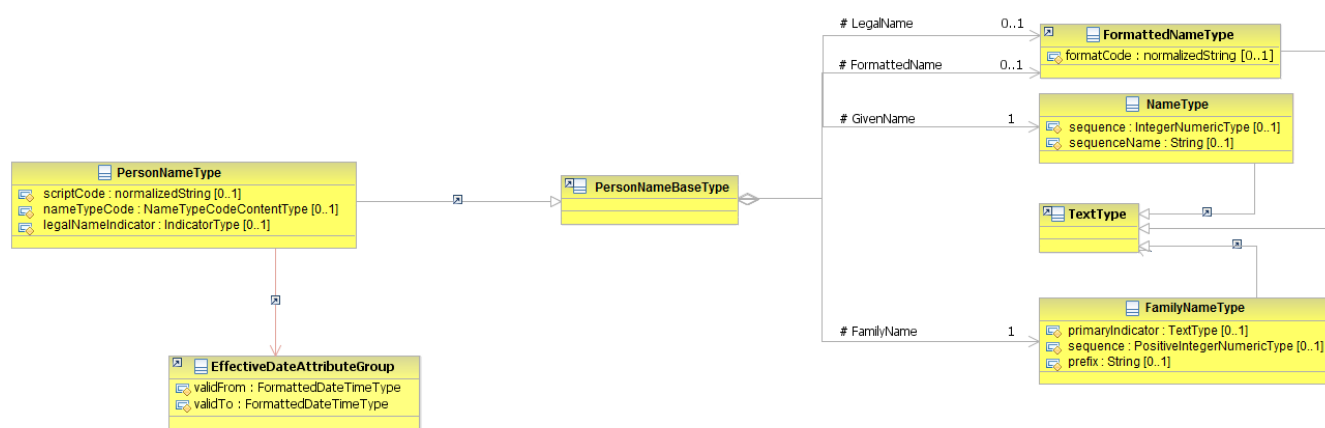


Figure 101: PersonName Attributes Schema

Attributes	Description	Card.	Rule
scriptCode	Type of alphabet that the name is written with such as "Roman", "Kenji", etc.	0..1	N/A
nameTypeCode	A code classifying the type of name, such as "CurrentName" or "FormerName" (full code list "4.28.19 Name Enum-Type Codes [CL32]") This is an HR-Open Standards open list.	0..1	BR-COM-09: The Open HR-Open Standards Code List "NameTypeCodeEnumType" must be used to codify the /PersonName /NameTypeCode.
legalNameIndicator	Boolean indicating if it is the legal name or not	0..1	N/A
validFrom	Validity start date for this Person Name	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this Person Name	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
LegalName sub-element			
Attributes	Description	Card.	Rule
formatCode	Type of format shown	0..1	N/A
FormattedName sub-element			
Attributes	Description	Card.	Rule
The same as the "LegalName" sub-element			
GivenName sub-element			

Attributes	Description	Card.	Rule
sequence	Establishes the name order as an integer	0..1	N/A
sequenceName	Establishes the name order as a string	0..1	N/A
FamilyName sub-element			
Attributes	Description	Card.	Rule
primaryIndicator	Boolean indicating that it is a single name	0..1	N/A
sequence	Establishes the name order as an integer	0..1	N/A
prefix	A family name's prefix	0..1	N/A

4.17.5 Sub-element: /Referee/Communication (level 4)

4.17.5.1 Communication Element Description

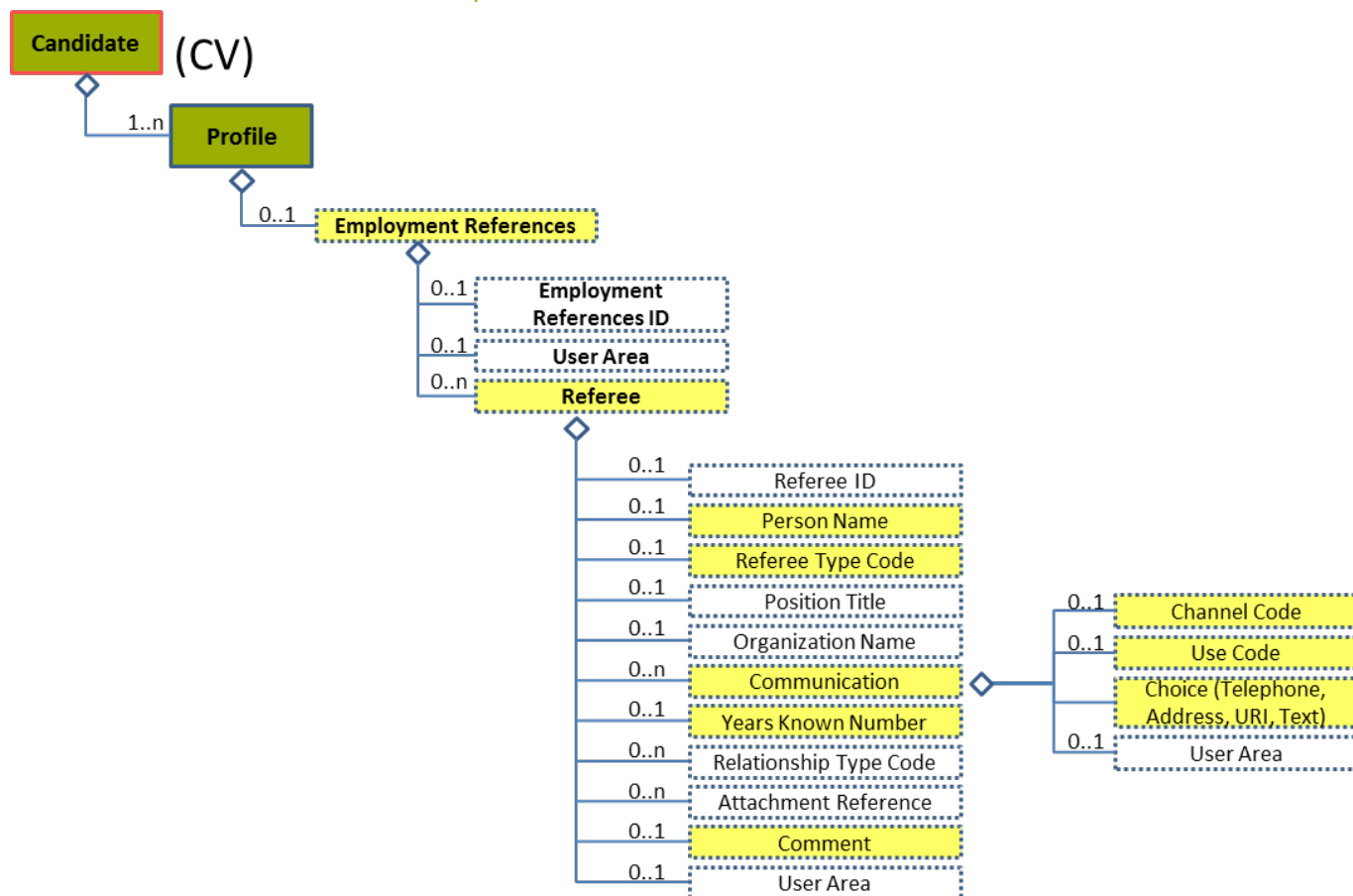


Figure 102: Communication Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Communication	Communication of the referee	EURES Optional / 0..n	N/A	N/A
Sub-elements				
The same as "4.6.4 Sub-element: /Communication (level 3)"				

4.17.5.2 Communication Attributes

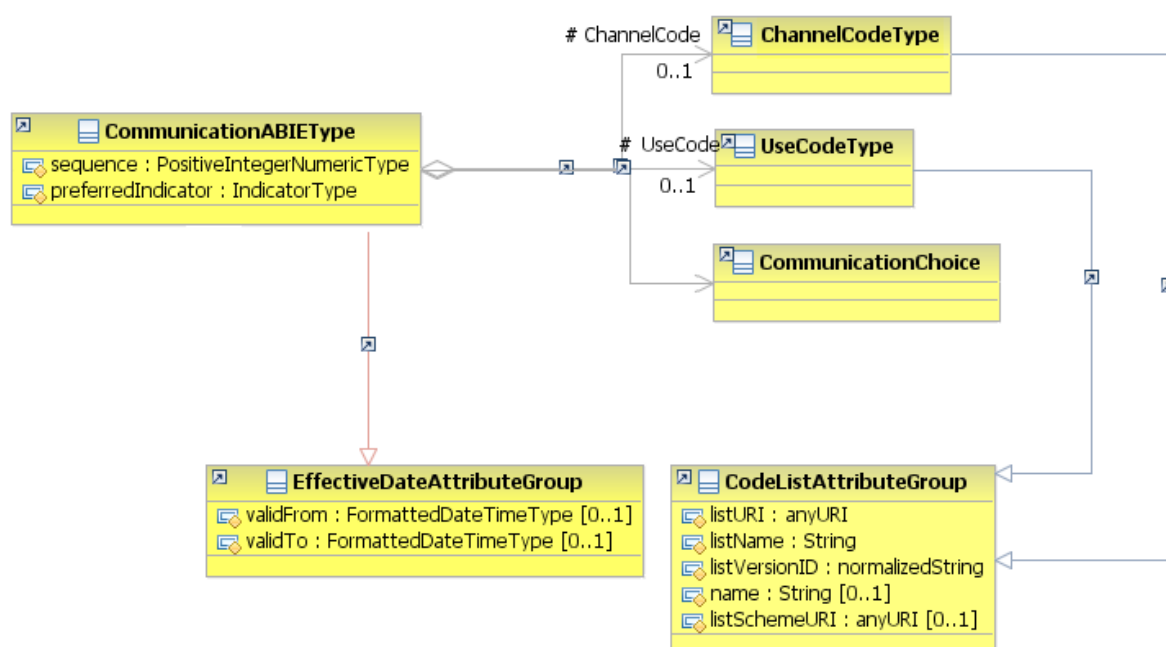


Figure 103: Communication Attributes Schema

Attributes	Description	Card.	Rule
The same as “4.6.4.2 Communication Attributes”			

4.18 /Profile/Certifications (level 2)

4.18.1 Certifications Element Description

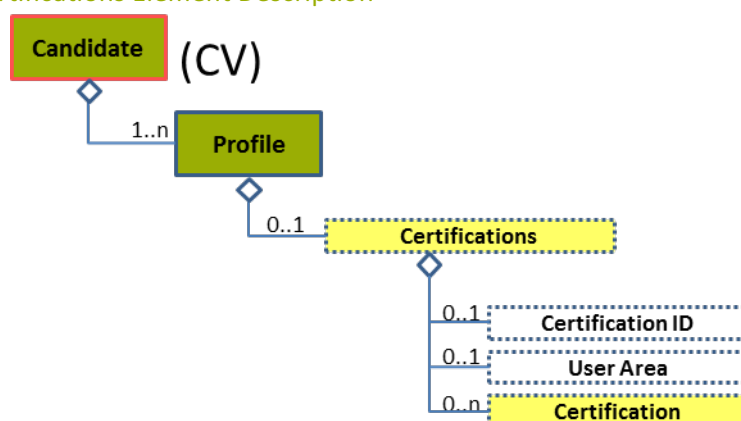


Figure 104: Certifications Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Certifications	A collection of information about one or more certifications. Certifications are formal statements by an issuing authority that the certification holder has met educational or testing requirements associated with the certification.	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Certification	A document certifying the status or acquirements of the bearer, or his/her fulfilment of conditions authorizing him/her to act or practise in a specified way and which is therefore often equal to a licence. See section “4.18.3 Sub-element: /Certification (level 3)” for more information	EURES Optional / 0..n	N/A	N/A

4.18.2 Certifications Attributes

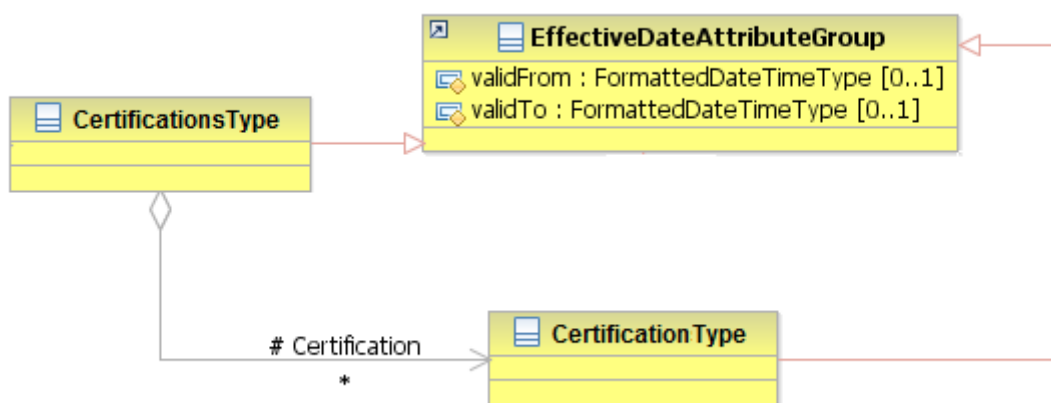


Figure 105: Certifications Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity enddate for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Certification sub-element			
Attributes	Description	Card.	Rule
See section "4.18.3.2 Certification Attributes" for more information			

4.18.3 Sub-element: /Certification (level 3)

4.18.3.1 Certification Element Description

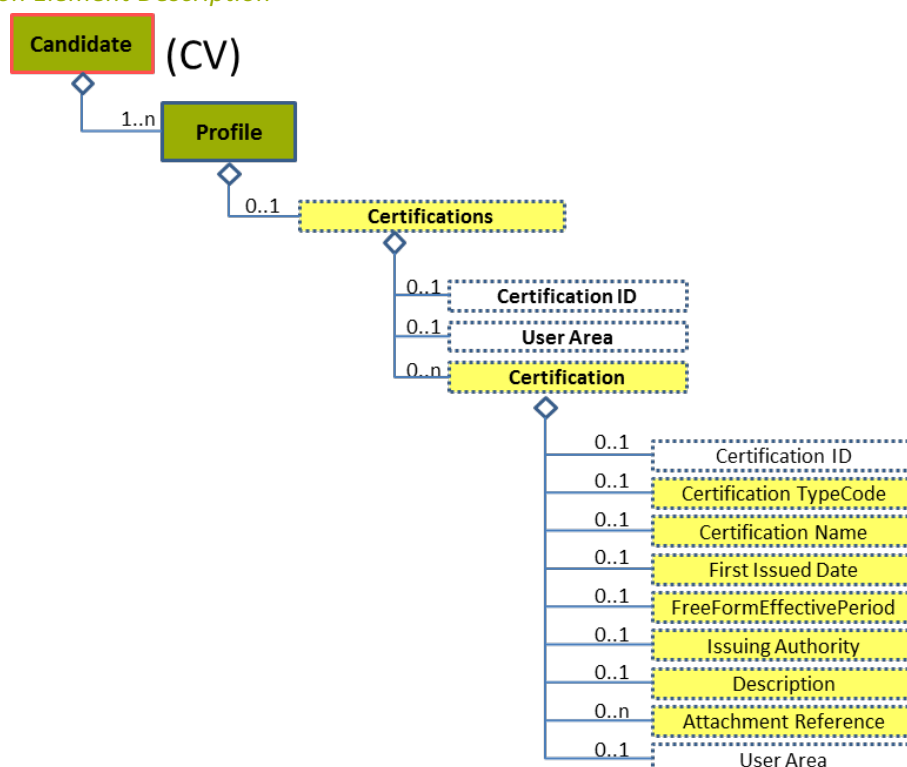


Figure 106: Certification Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Certification	A document certifying the status or acquirements of the bearer, or his/her fulfilment of conditions authorizing him/her to act or practise in a specified way and which is therefore often equal to a licence.	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Certification Type Code	A code classifying the type of credential	EURES Optional / 0..1	N/A	"Appeal-Standard", "Certification Not Required", etc.
Certification Name	Name of the certification	EURES Optional / 0..1	N/A	"Transmission System Operators", etc.
First Issued Date	First date issued	EURES Optional / 0..1	N/A	N/A
	See section "4.18.4 Sub-element: /Certification/First Issued Date (level 4)" for more information			
Free Form Effective Period	Indicates the period in which the associated component is effective. Based on the same TimePeriodType UN/CEFACT ABIE (except that the start date is optional). The xsd:choice between an EndDate and Duration was also removed for processing simplicity. Generally, an EndDate or Duration would appear, but not both. This usage rule is not enforced by the schema.	EURES Optional / 0..1	N/A	N/A
	See section "4.18.5 Sub-element: /Certification/Free Form Effective Period (level 4)" for more information			
Issuing Authority	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority, but can sometimes be a private organization.	EURES Optional / 0..1	N/A	N/A
	See section "4.18.6 Sub-element: /Certification/Issuing Authority (level 4)" for more information			
Description	Description of the certification	EURES Optional / 0..1	N/A	"Certification of Transmission System Operators at EU", etc.
Attachment Reference	Reference to the external documents attached	EURES Optional / 0..n	N/A	N/A
	See section "4.18.7 Sub-element: /Certification/Attachment Reference (level 4)" for more information			

4.18.3.2 Certification Attributes

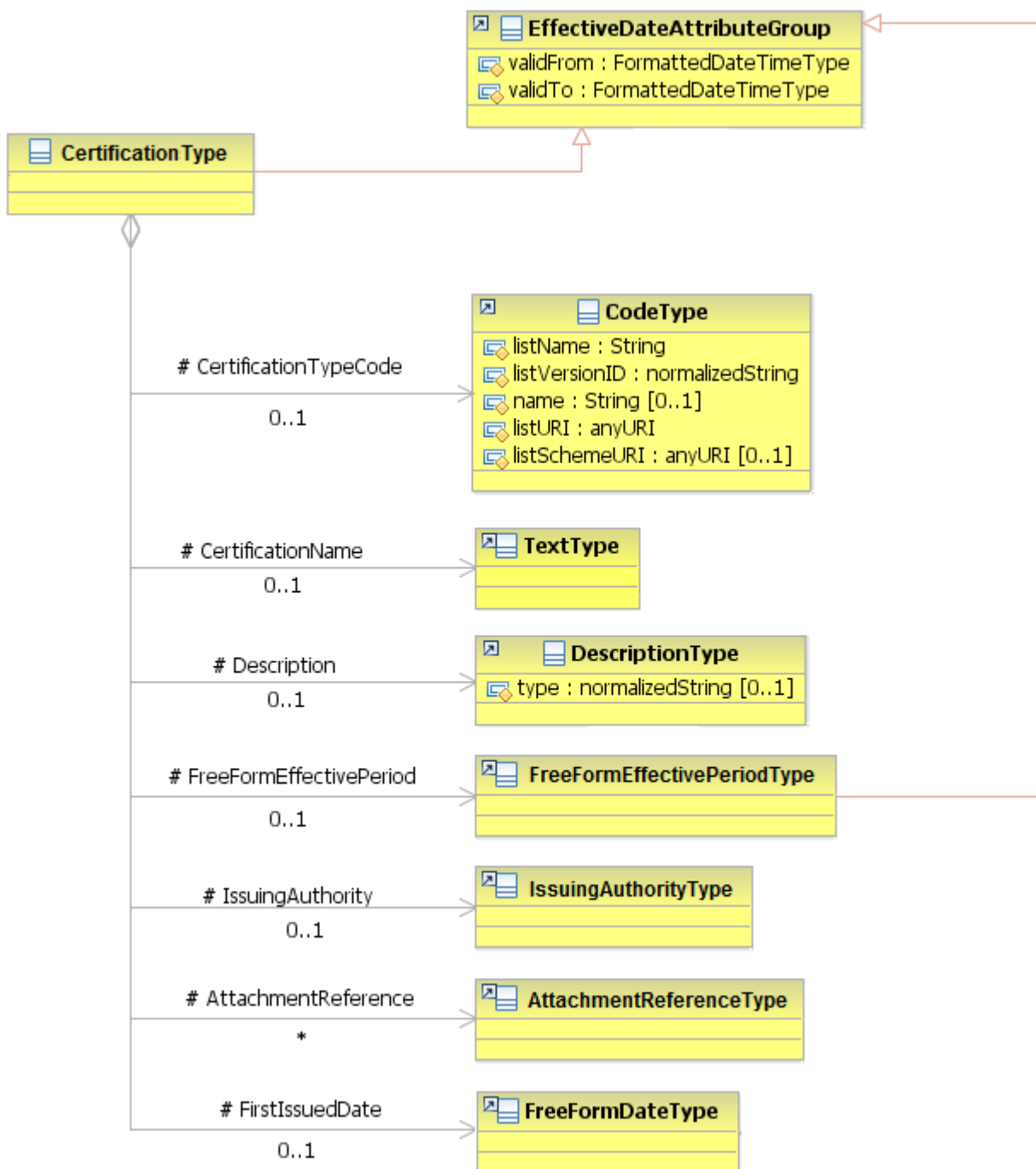


Figure 107: Certification Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information.	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information.	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
CertificationTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content	0..1	N/A

	component		
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
CertificationName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Description sub-element			
Attributes	Description	Card.	Rule
type	The type of date text	0..1	
FreeFormEffectivePeriod sub-element			
Attributes	Description	Card.	Rule
See section “4.18.5.2 Free Form Effective Period Attributes” for more information			
IssuingAuthority sub-element			
Attributes	Description	Card.	Rule
See section “4.18.6.2 Issuing Authority Attributes” for more information			
AttachmentReference sub-element			
Attributes	Description	Card.	Rule
See section “4.18.7.2 Attachment Reference ” for more information			
FirstIssuedDate sub-element			
Attributes	Description	Card.	Rule
See section “4.18.4.2 First Issued Date Attributes” for more information			

4.18.4 Sub-element: /Certification/First Issued Date (level 4)

4.18.4.1 First Issued Date Element Description

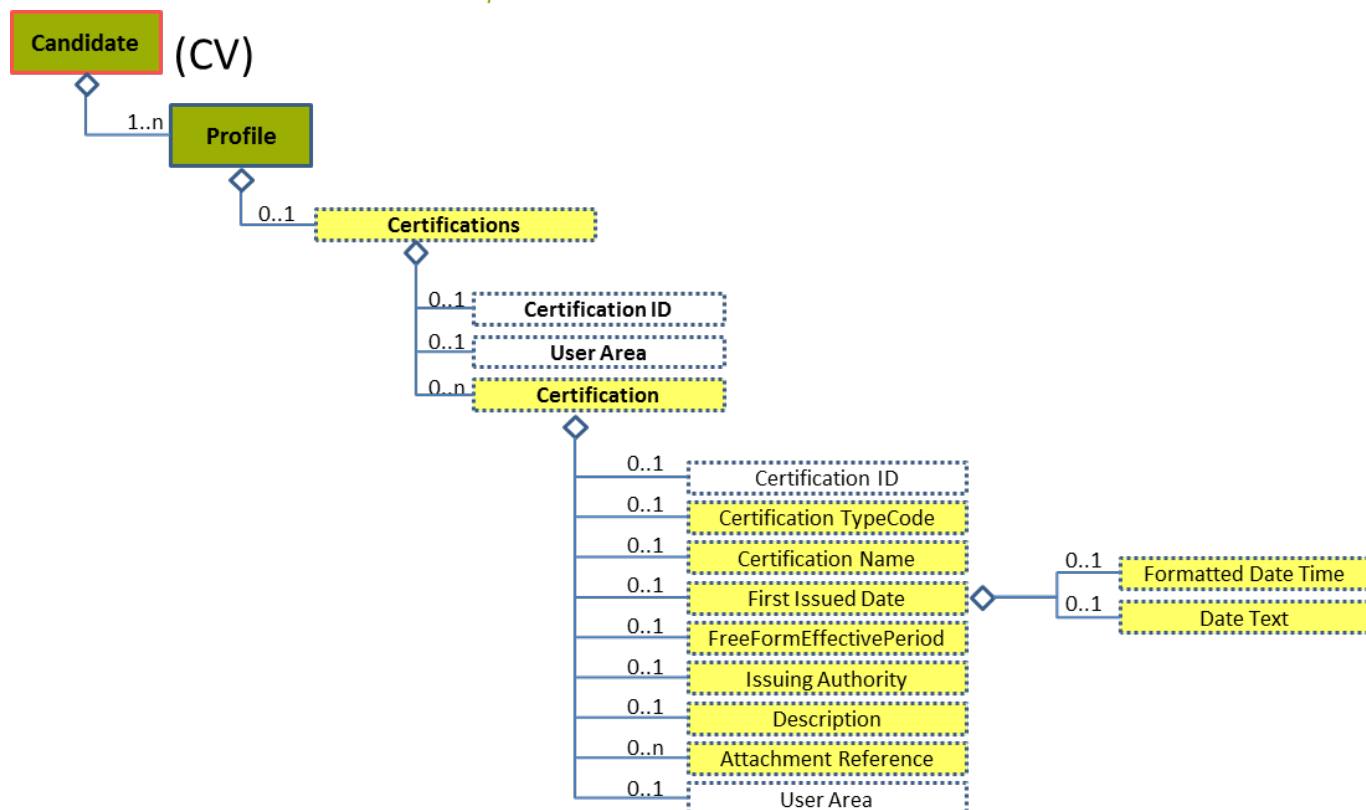


Figure 108: First Issued Date Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
First Issued Date	First date issued	EURES Optional / 0..1	N/A	N/A

Element	Description	Layer / Cardinality	Rule	Examples
Sub-elements				
The same as "4.13.5 Sub-element: /Organization Attendance/Education Degree/Degree Date (level 5)"				

4.18.4.2 First Issued Date Attributes

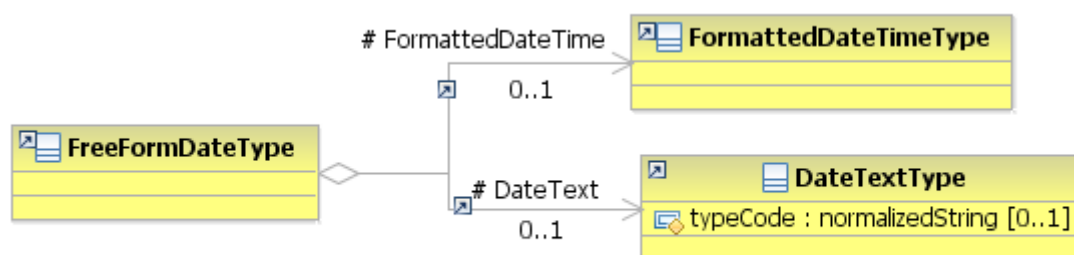


Figure 109: First Issued Date Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.13.5.2 Degree Date Attributes"			

4.18.5 Sub-element: /Certification/Free Form Effective Period (level 4)

4.18.5.1 Free Form Effective Period Element Description

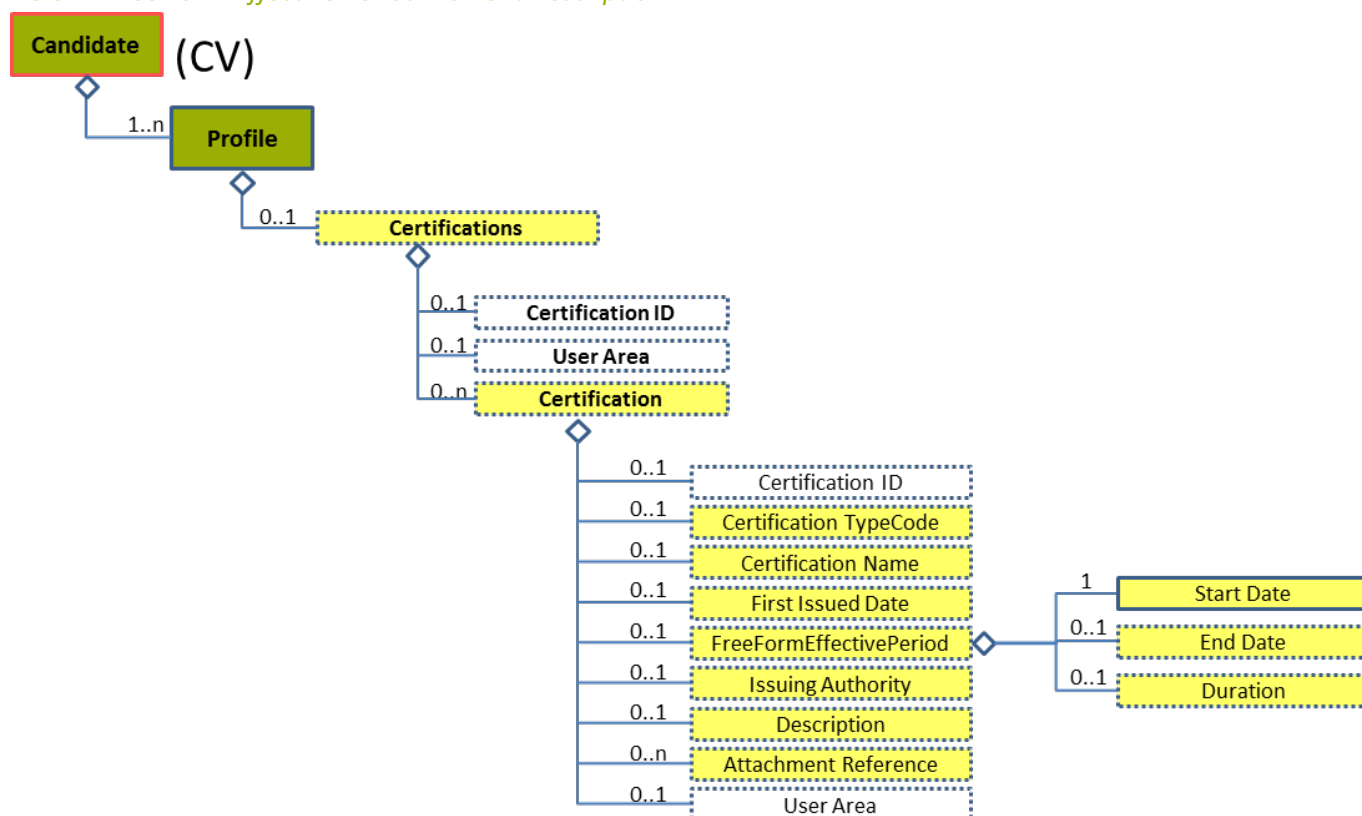


Figure 110: Free Form Effective Period Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
---------	-------------	------------------------	------	----------

Element	Description	Layer / Cardinality	Rule	Examples
Free Form Effective Period	Indicates the date period in which the associated component is effective, based on the same TimePeriodType UN/CEFACT ABIE (except that the start date is optional). The xsd:choice between an EndDate and Duration was also removed for processing simplicity. Generally, an EndDate or Duration would appear, but not both. This usage rule is not enforced by the schema.	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Start Date	A timestamp marking the beginning of the attendance period	EURES Optional / 1	N/A	N/A
	See section “4.13.8 Sub-element: /Organization Attendance/Attendance Period/Start Date (level 5)” for more information			
End Date	A timestamp marking the end of the attendance period	EURES Optional / 0..1	N/A	N/A
	See section “4.13.9 Sub-element: /Organization Attendance/Attendance Period/End Date (level 5)” for more information			
Duration	Indicates the duration of time as represented by ISO 8601, where the value space is a six dimensional space in which the coordinates designate the Gregorian year, month, day, hour, minute, and second. The number of seconds can include decimal digits for arbitrary precision.	EURES Optional / 0..1	N/A	“2010-09-02”, “2011-07”, etc.

4.18.5.2 Free Form Effective Period Attributes

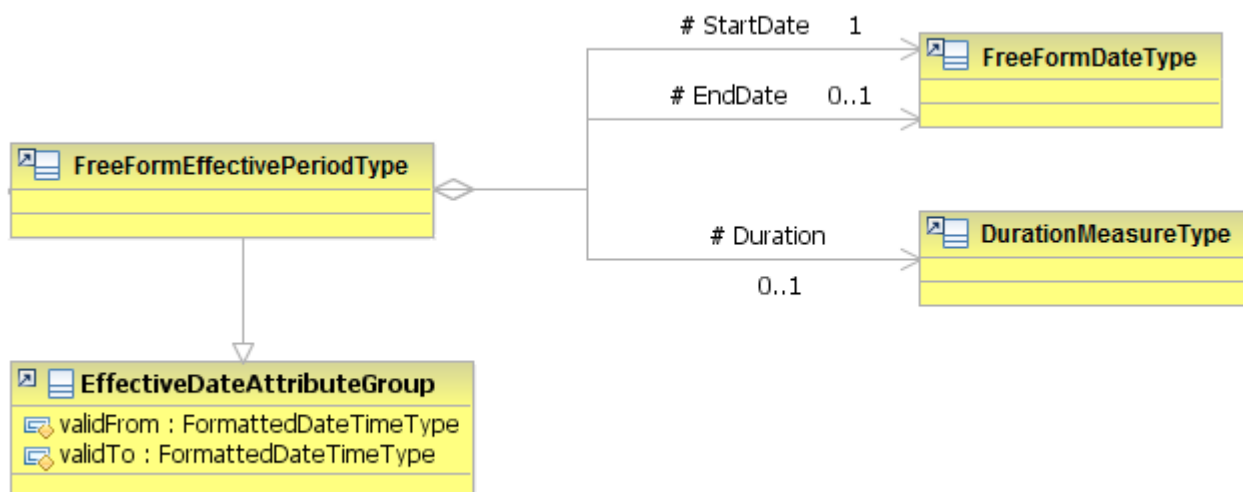


Figure 111: FreeFormEffectivePeriod Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
StartDate sub-element			
Attributes	Description	Card.	Rule
See section “4.13.8.2 Start Date Attributes” for more information			
EndDate sub-element			
Attributes	Description	Card.	Rule
See section “4.13.9.2 End Date Attributes” for more information			
DurationMeasure sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.18.6 Sub-element: /Certification/Issuing Authority (level 4)

4.18.6.1 Issuing Authority Element Description

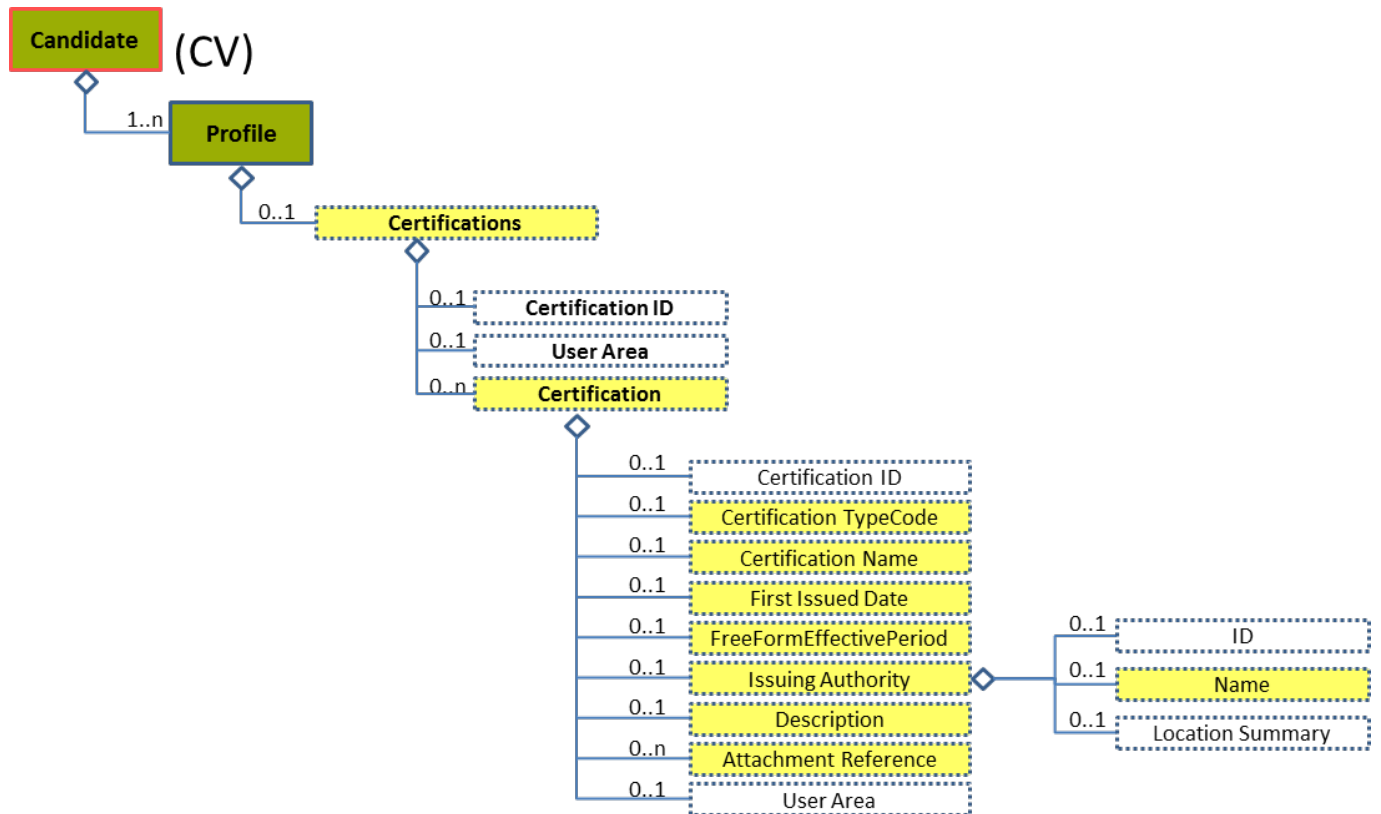


Figure 112: Issuing Authority Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Issuing Authority	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority, but can sometimes be a private organization.	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Name	Identifies the Name of the associated object	EURES Optional / 0..1	N/A	"Organization", etc.

4.18.6.2 Issuing Authority Attributes

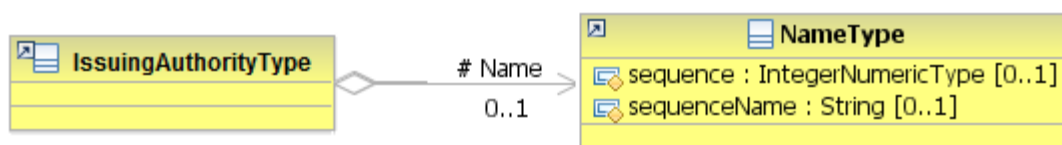


Figure 113: Issuing Authority Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Name sub-element			

Attributes	Description	Card.	Rule
Attributes	Description	Card.	Rule
sequence	Establishes the order of the contact data	0..1	N/A
sequenceName	Establishes the order of the contact data	0..1	N/A

4.18.7 Sub-element: /Certification/Attachment Reference (level 4)

4.18.7.1 Attachment Reference Element Description

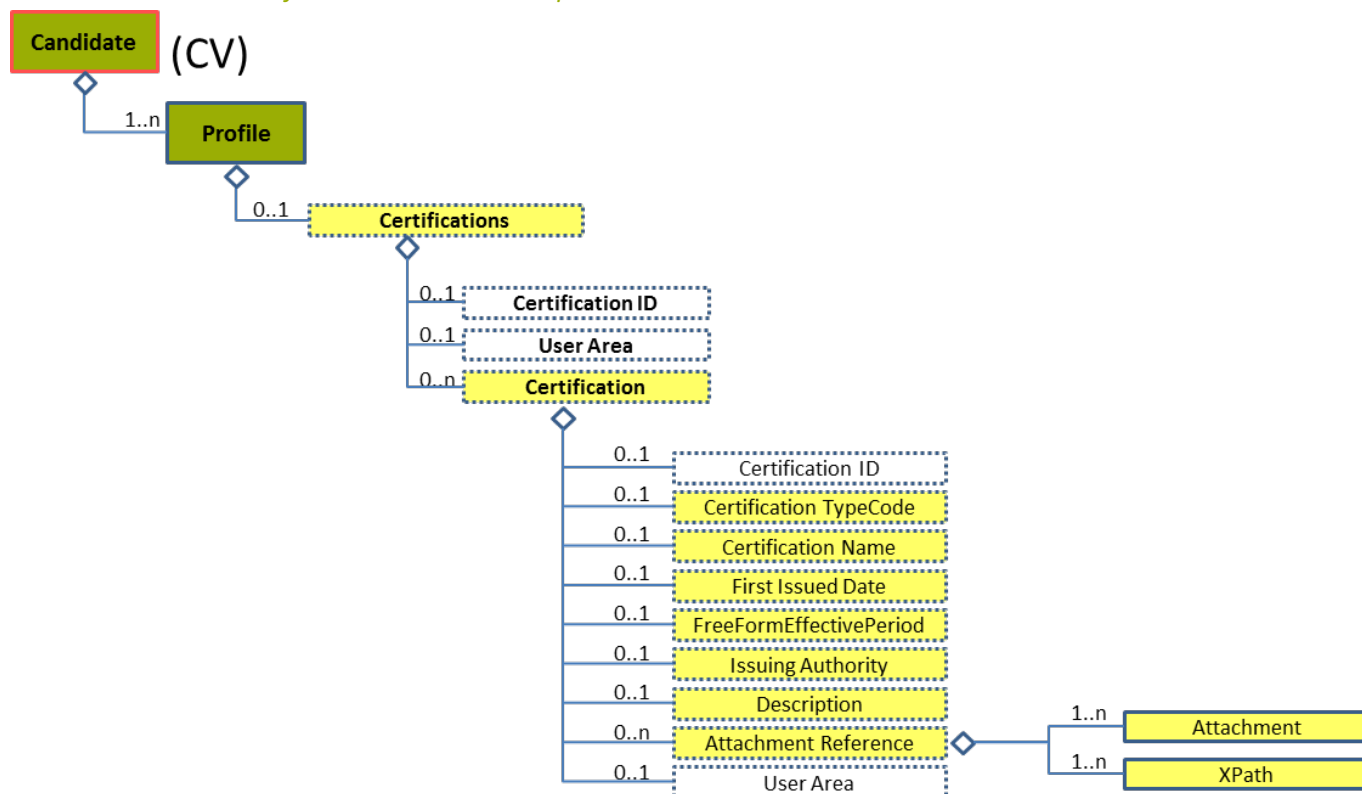


Figure 114: Attachment Reference Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Attachment Reference	Reference to external documents attached	EURES Optional / 0..n	N/A	N/A
Sub-elements				
The same as "4.16.10.1 Attachment Reference Element Description"				

4.18.7.2 Attachment Reference Attributes

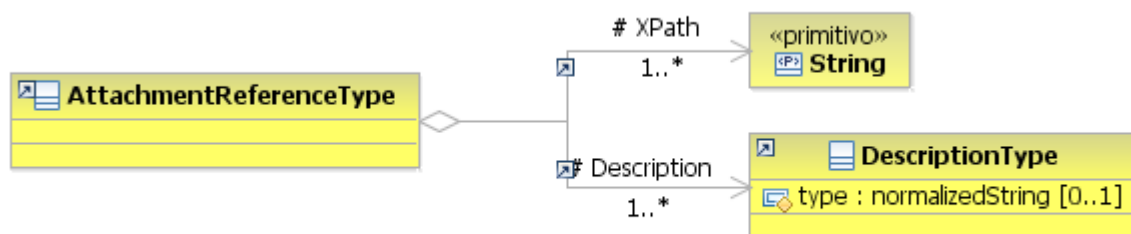


Figure 115: Attachment Reference Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.16.10.2 Attachment Reference Attributes"			

4.19 /Profile/Employer Preferences (level 2)

4.19.1 Employer Preferences Element Description

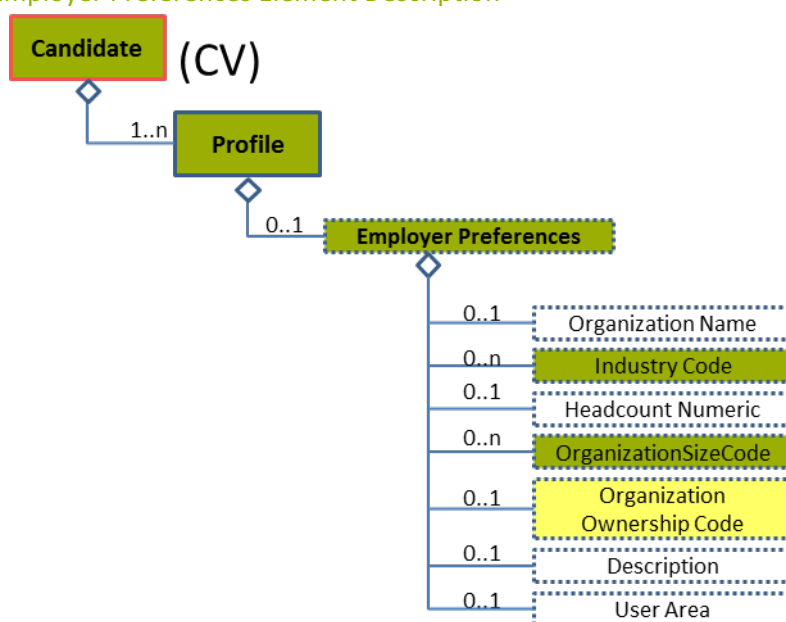


Figure 116: Employer Preferences Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Employer Preferences	Information about a candidate's preferences in an employer	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Industry Code	A code classifying the industry of the related organization, position, or other entity	EURES Conformant Optional / 0..n	BR-COM-20: Compulsory use of the "NACE-CodeList.gc" list defined by EURES. This is based on EU NACE. BR-COM-43: Multiple entries of this code list are allowed.	"01" = Agriculture, "02" = Forestry, etc. Full code list: "4.28.18 NACE Codes [CL31]"
Organization Size Code	Contains a code classifying an organization's size or business	EURES Conformant Optional	BR-COM-26: Compulsory use of the	"MicroEnterprise", "SmallEnterprise", etc.

Element	Description	Layer / Cardinality	Rule	Examples
	scope	/ 0..n	“EURES_OrganizationSize-CodeList.gc” list defined by EURES. This is based on EU – C (2003) 1422, including Large enterprises. BR-COM-43: Multiple entries of this code list are allowed.	Full code list: “4.28.22 Organization Size Codes [CL35]”
Organization Ownership Code	Code of the ownership organisation This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-COM-27: Compulsory use of the “OrganizationOwnershipTypeCodeContentType” list.	“Public”, “Private”, “Non-profit”, “Government” Full code list: “4.28.21 Organization Ownership Codes [CL34]”

4.19.2 Employer Preferences Attributes

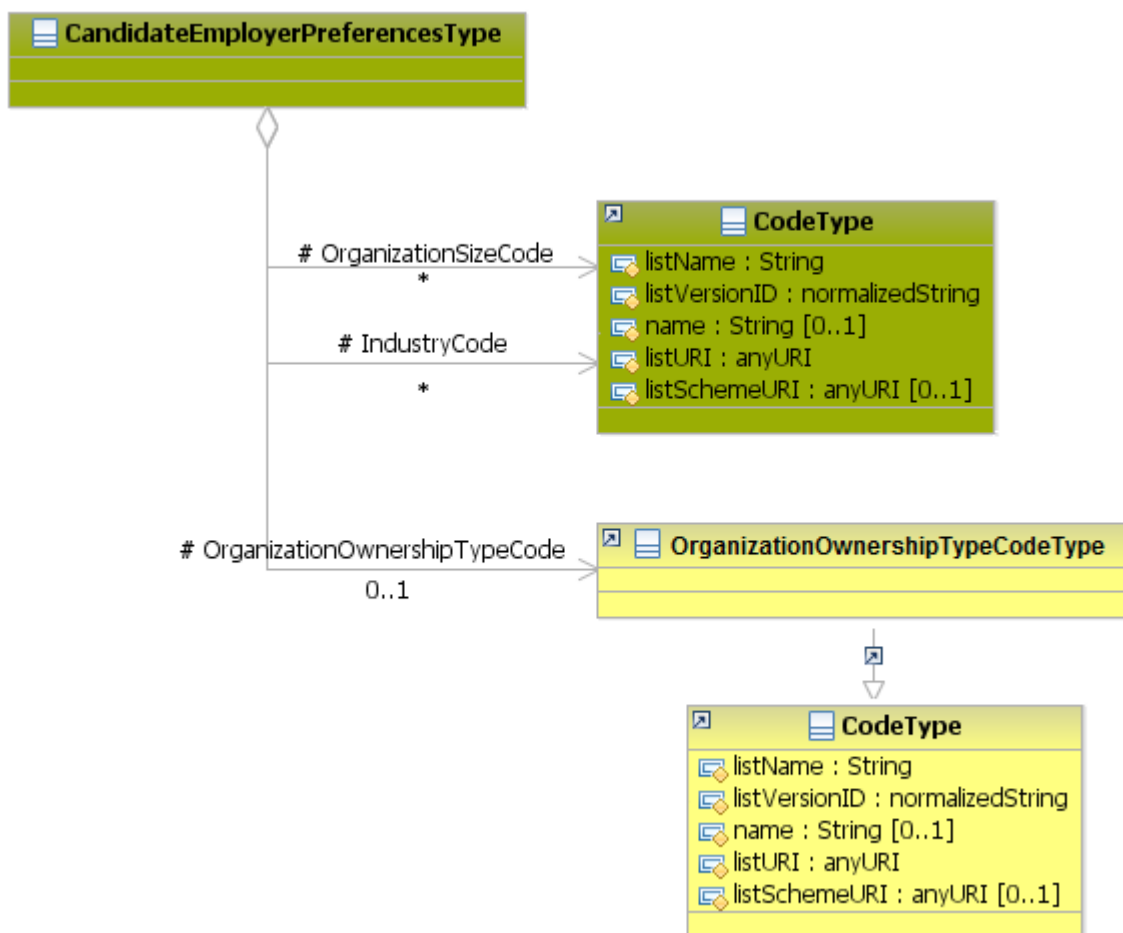


Figure 117: Employer Preferences Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OrganizationName sub-element			
Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-

			DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
IndustryCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
Attributes	Description	Card.	Rule
The same as "IndustryCode"			
OrganizationOwnershipTypeCode sub-element			
Attributes	Description	Card.	Rule
The same as "IndustryCode"			

4.20 /Profile/Position Preferences (level 2)

4.20.1 Position Preferences Element Description

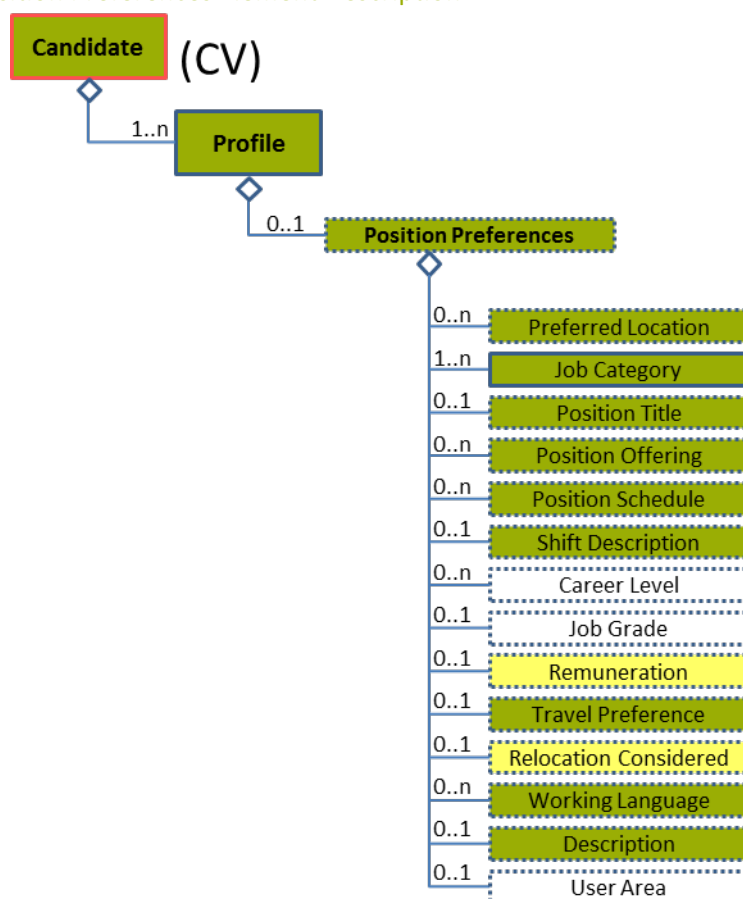


Figure 118: Position Preferences Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Position Preferences	Information about a candidate's preferences in a position	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				

Preferred Location	Location of the preferred position	EURES Conformant Optional / 0..n	N/A	N/A
See section "4.20.3 Sub-element: /Preferred Location (level 3)" for more information				
Job Category	Category of the job	EURES Conformant / 1..n	N/A	N/A
See section "4.20.5 Sub-element: /Job Category (level 3)" for more information				
Position Title	A short phrase describing the position as it would be listed on a business card or in a company directory	EURES Conformant Optional / 0..1	N/A	"President", "Chief Executive Officer", etc.
Position Offering	These values are descriptive in classifying a position opportunity This is an HR-Open Standards open list.	EURES Conformant Optional / 0..n	BR-COM-38: Compulsory use of the "PositionOfferingCodeContentype" list. BR-COM-43: Multiple entries of this code list are allowed.	"DirectorHire", "Temporary", "TemporaryToHire", "ContractToHire", Etc. Full code list: "4.28.24 Position Offering Codes [CL37]"
Position Schedule	Describes a position's general schedule This is an HR-Open Standards open list.	EURES Conformant Optional / 0..n	BR-COM-39: Compulsory use of the "PositionScheduleCodeContentype" list. BR-COM-43: Multiple entries of this code list are allowed.	"FullTime", "PartTime", "FlexTime", "Any" Full code list: "4.28.25 Position Schedule Codes [CL38]"
Shift Description	Descriptive information about a work shift. "Shift" refers to a portion or division of time during which employees or resources are scheduled to be engaged or on-duty.	EURES Conformant Optional / 0..1	N/A	"Description about a work shift", etc.
Remuneration	Remuneration offered	EURES Optional / 0..1	N/A	N/A
See section "4.20.6 Sub-element: /Offered Remuneration (level 3)" for more information				
Travel Preference	Travel Preference details	EURES Conformant Optional / 0..1	N/A	N/A
See section "4.20.10 Sub-element: /Travel Preference (level 3)" for more information				
Relocation Considered	Indicates if a candidate would consider moving to a new city or location for a suitable position	EURES Optional / 0..1	N/A	N/A
See section "4.20.11 Sub-element: /Relocation Considered (level 3)" for more information				
Working Language	A code classifying the language or languages used within the workplace or associated with work. This is intended to communicate general information about the language(s) used within the work environment or general information about a candidate's specific language preferences. This component might be offered as descriptive "pre-qualification" information on a position announcement. It	EURES Conformant Optional / 0..n	BR-COM-11: Compulsory use of the "LanguageCodes-CodeList.gc" list defined by EURES. This is based on ISO-639-1:2002 Alpha-2, which includes all world languages.	"aa" = Afar, "ab" = Abkhazian, etc. Full code list: "4.28.15 Language Codes [CL24]"

	might appear within the context of a Candidate Profile as a general statement of a candidate's general language capabilities or preferences. WorkingLanguageCode is not intended as a statement of language proficiency or specific requirement relating to language proficiency. Specific information regarding language proficiency should be covered either within PersonCompetency or as may be appropriate.			BR-COM-43: Multiple entries of this code list are allowed.	
Description	Description of position preferences		EURES Conformant Optional / 0..1	N/A	"Description of the position preferences", etc.

4.20.2 Position Preferences Attributes

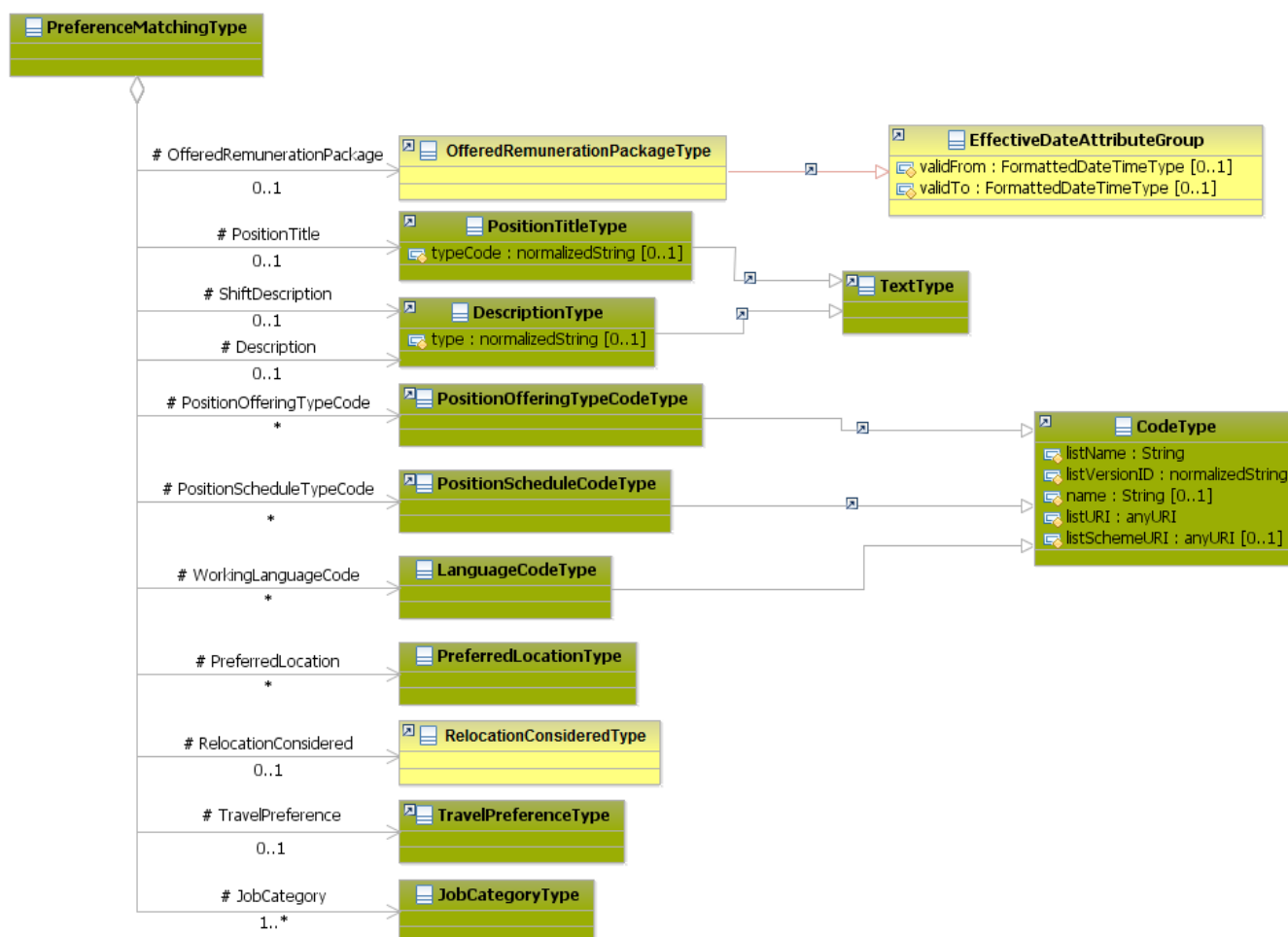


Figure 119: Position Preferences Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OfferedRemunerationPackage sub-element			
Attributes	Description	Card.	Rule
See section "4.20.6.2 Offered Remuneration Attributes" for more information			
PositionTitle sub-element			
Attributes	Description	Card.	Rule
typeCode	The comment type	0..1	N/A
ShiftDescription sub-element			
Attributes	Description	Card.	Rule
The same as "PositionTitle"			

Description sub-element			
Attributes	Description	Card.	Rule
The same as <i>"PositionTitle"</i>			
PositionOfferingTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
PositionScheduleTypeCode sub-element			
Attributes	Description	Card.	Rule
The same as <i>"PositionOfferingTypeCode"</i>			
WorkingLanguageCode sub-element			
Attributes	Description	Card.	Rule
The same as <i>"PositionOfferingTypeCode"</i>			
PreferredLocation sub-element			
Attributes	Description	Card.	Rule
See section "4.20.3.2 Preferred Location Attributes" for more information			
RelocationConsidered sub-element			
Attributes	Description	Card.	Rule
See section "4.20.11.2 Relocation Considered Attributes" for more information			
TravelPreference sub-element			
Attributes	Description	Card.	Rule
See section "4.20.10.2 Travel Preference Attributes" for more information			
JobCategory sub-element			
Attributes	Description	Card.	Rule
See section "4.20.5.2 Job Category Attributes" for more information			

4.20.3 Sub-element: /Preferred Location (level 3)

4.20.3.1 Preferred Location Element Description

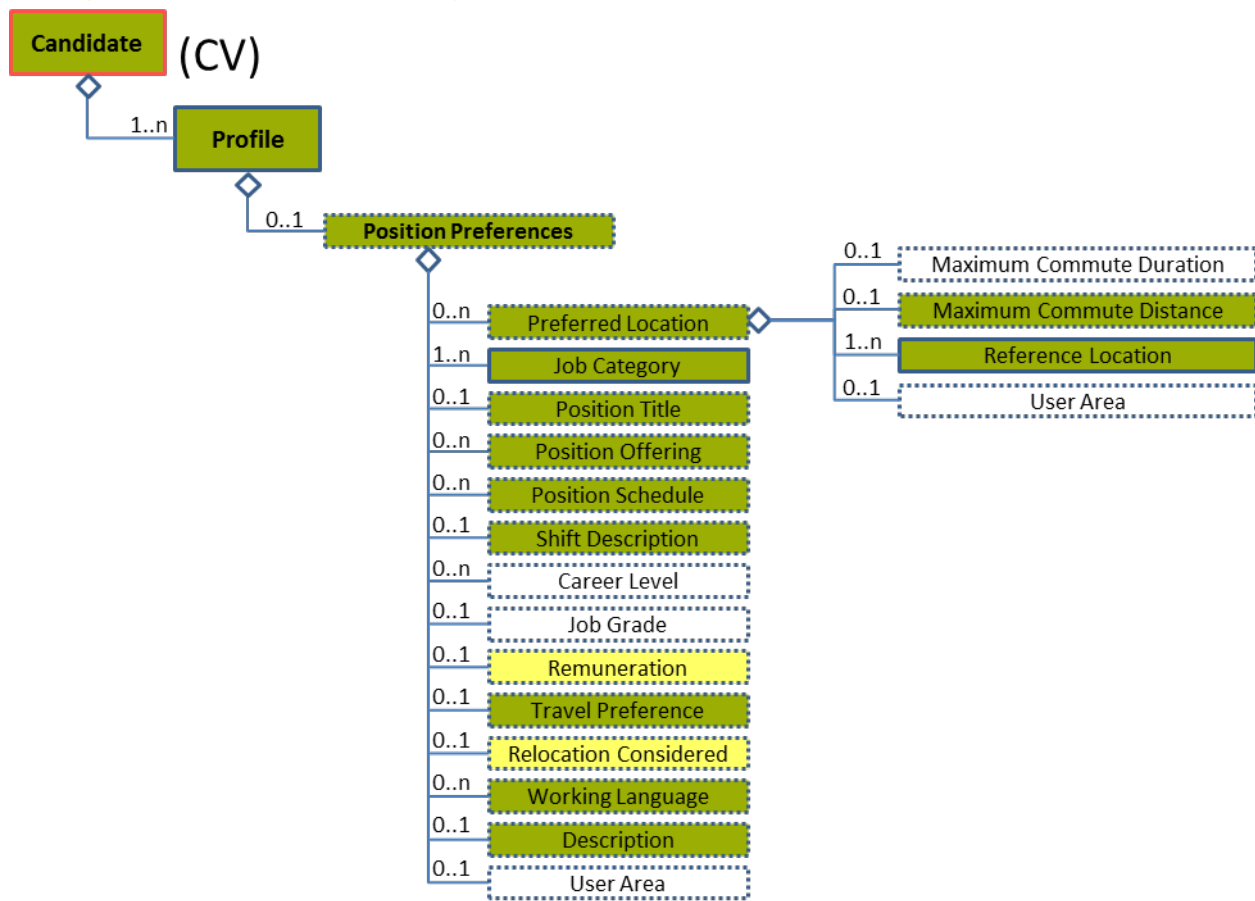


Figure 120: Preferred Location Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Preferred Location	Location of the preferred position	EURES Conformant Optional / 0..n	N/A	N/A
Sub-elements				
Maximum Commute Distance	The maximum distance required or preferred to commute	EURES Conformant Optional / 0..1	N/A	"2", "3", etc.
Reference Location	A base location from which a distance, commuting time, or travel directions, etc. is calculated	EURES Conformant / 1..n		N/A
See section "4.20.4 Sub-element: /Preferred Location/Reference Location (level 4)" for more information				

4.20.3.2 Preferred Location Attributes

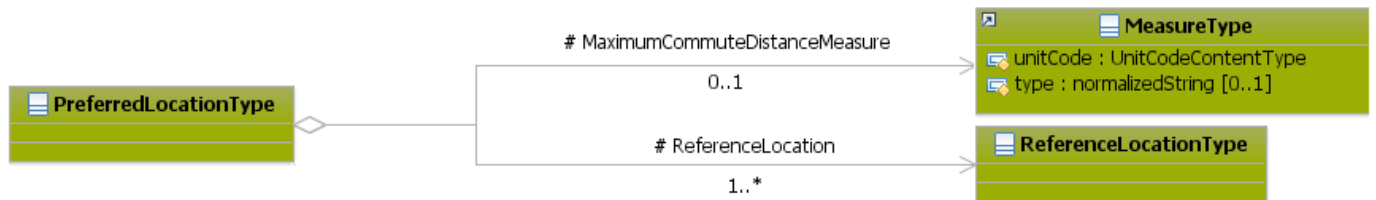


Figure 121: Preferred Location Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
MaximumCommuteDistanceMeasure sub-element			
Attributes	Description	Card.	Rule
unitCode	Code indicating the type of unit measure, such as “minutes” or “hours” (full code list “4.28.36 Unit Codes [CL54]”)	1	BR-COM-36: Compulsory use of the “EURES_UnitCodes-CodeList.gc” list defined by EURES. This is based on EU – Units of Measurement.
type	The description type	0..1	N/A
ReferenceLocation sub-element			
Attributes	Description	Card.	Rule
See section “4.20.4.2 Reference Location Attributes” for more information			

4.20.4 Sub-element: /Preferred Location/Reference Location (level 4)

4.20.4.1 Reference Location Element Description

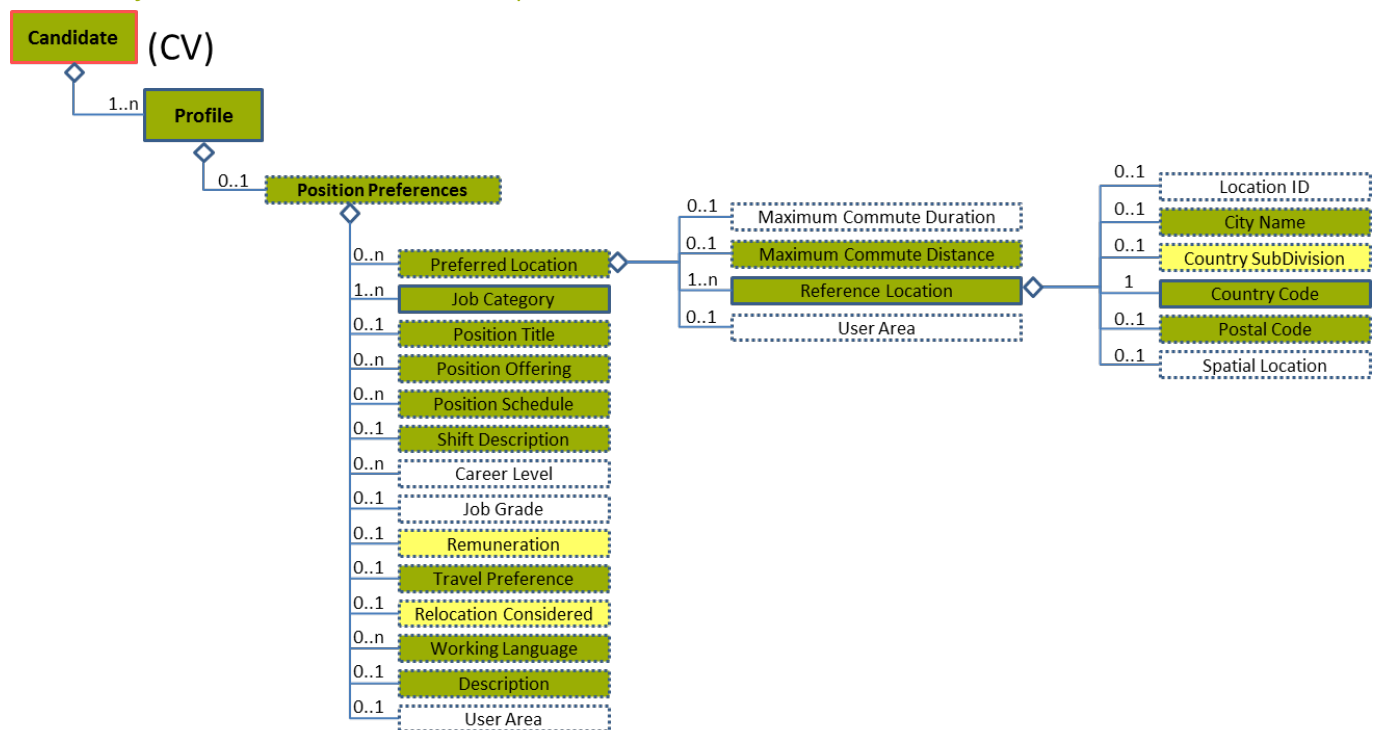


Figure 122: Reference Location Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Reference Location	A base location from which a distance, commuting time, or travel directions, etc. is calculated	EURES Conformant / 1..n		N/A
Sub-elements				

City Name	Identifies the town or the city	EURES Conformant Optional / 0..1	N/A	"Brussels", "Barcelona", "London", etc.
Country Subdivision	Qualifies the further division of the Member States of Europe, which can be Districts, Regions, States, Provinces etc.	EURES Optional / 0..1	BR-COM-21: Compulsory use of the "EURES_CountrySubdivisionCodes-CodeList.gc" list defined by EURES. This is based on NUTS 2013 – Level 3.	"BE07", "CS01", etc. Full code list: "4.28.5 Country Subdivision Codes [CL08]"
Country Code	Code of the country	EURES Conformant Optional / 1	BR-COM-12: Compulsory use of the "Countries-CodeList.gc" list defined by EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world.	"AR" – Argentina, "AT" – Austria, "CS" – Costa Rica, etc. Full code list: "4.28.4 Country Codes [CL07]"
Postal Code	The Address' Postal Code.	EURES Conformant Optional / 0..1	BR-COM-22: Compulsory use of the "EURES_PostalCodes.gc" list defined by EURES. This is based on NUTS 2013 and National Institutes.	"1499", "08091", etc. Full code list: "4.28.27 Postcodes [CL40]"

4.20.4.2 Reference Location Attributes

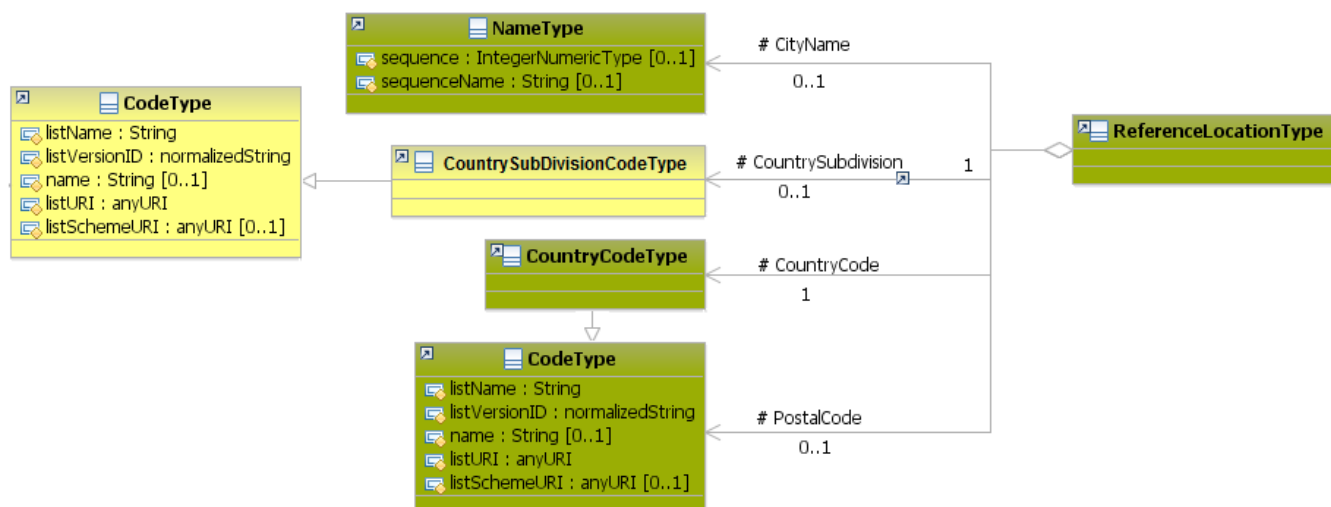


Figure 123: ReferenceLocation Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes			
CityName sub-element			
Attributes	Description	Card.	Rule
sequence	Establishes the order of the contact data	0..1	N/A
sequenceName	Establishes the order of the contact data	0..1	N/A
PostalCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name.	1	N/A
listVersionID	The code list identification.	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
CountrySubdivision sub-element			
Attributes	Description	Card.	Rule

The same as "PostalCode"			
CountryCode sub-element			
Attributes	Description	Card.	Rule
The same as "PostalCode"			

4.20.4.3 Reference Location examples

This is an example of how to add geographical information of the preferred position:

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <CandidatePositionPreferences>
      <PreferredLocation>
        <ReferenceLocation>
          <oa:CityName>Stuttgart</oa:CityName>
          <oa:CountrySubDivisionCode
            listName="EURES_CountrySubdivisionCodes"
            listVersionID="2013-Level-3"
            listURI="http://ec.europa.eu/eurostat
">DE11</oa:CountrySubDivisionCode>

          <CountryCode listName="Countries"
            listURI="http://ec.europa.eu/esco/ConceptScheme/country"
            listVersionID="3166-1-alpha-2">DE</CountryCode>

          <oa:PostalCode listName="EURES_PostalCodes" listURI="
            http://ec.europa.eu/eures "
            listVersionID="2010">70001</oa:PostalCode>
        </ReferenceLocation>

        <MaximumCommuteDistanceMeasure unitCode="km">
          25
        </MaximumCommuteDistanceMeasure>
      </PreferredLocation>
    </CandidatePositionPreferences>
  </CandidateProfile>
</Candidate>
```

4.20.5 Sub-element: /Job Category (level 3)

4.20.5.1 Job Category Element Description

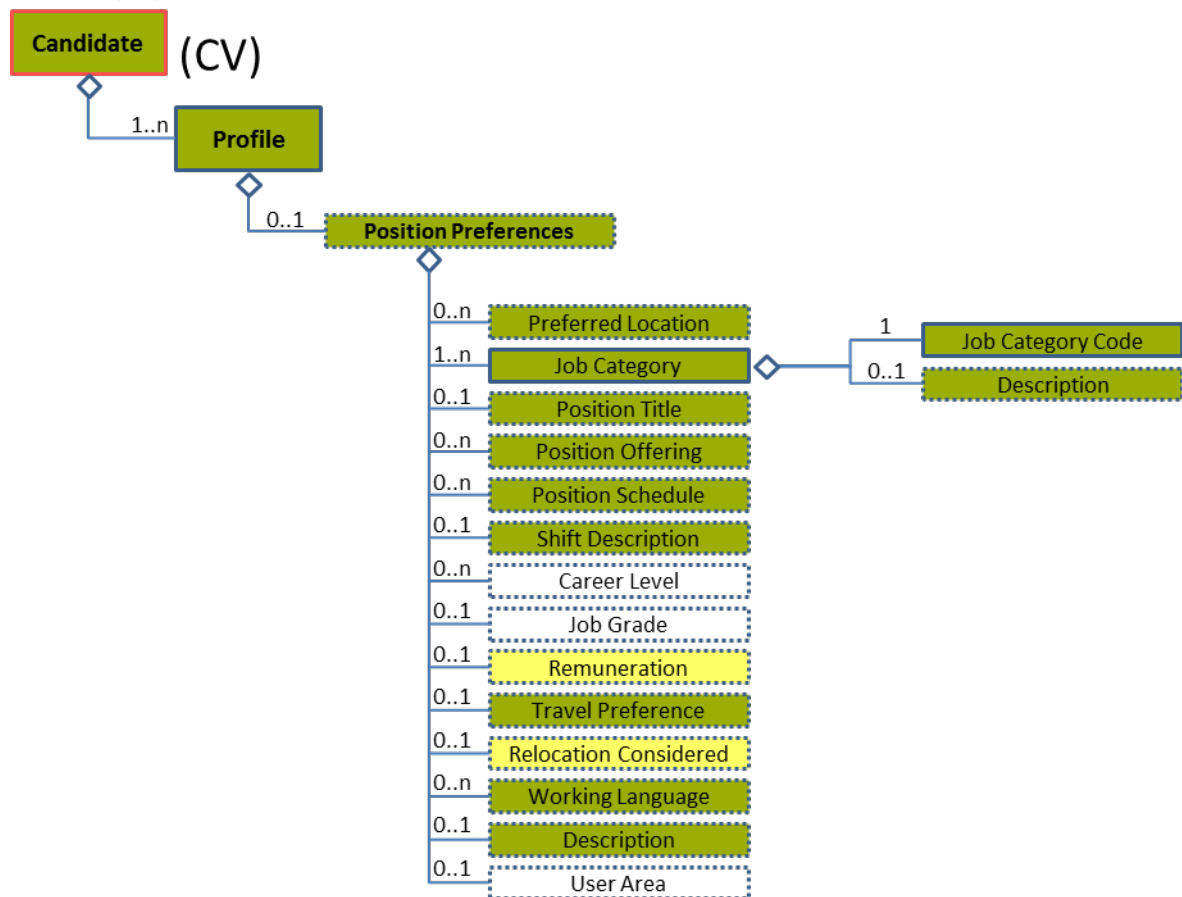


Figure 124: Job Category Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Job Category	Category of the job	EURES Conformant / 1..n	N/A	N/A
Sub-elements				
Job Category Code	A code classifying the type or category of a job. This may be used for its occupational classification. The JobCategoryCode will usually be repeatable so that a single job could be classified across multiple dimensions. The JobCategoryCode could be used to classify the job by industry, but note that an explicit IndustryCode is available in contexts such as PositionOrganizationDetails.	EURES Conformant / 1	BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0. ³	"1" – Managers, "12" – Administrative, etc. Full code list: "4.28.14 Job Category Codes [CL20]"
Description	Job category Description	EURES Conformant Optional / 0..1	N/A	"Description of job category", etc.

4.20.5.2 Job Category Attributes

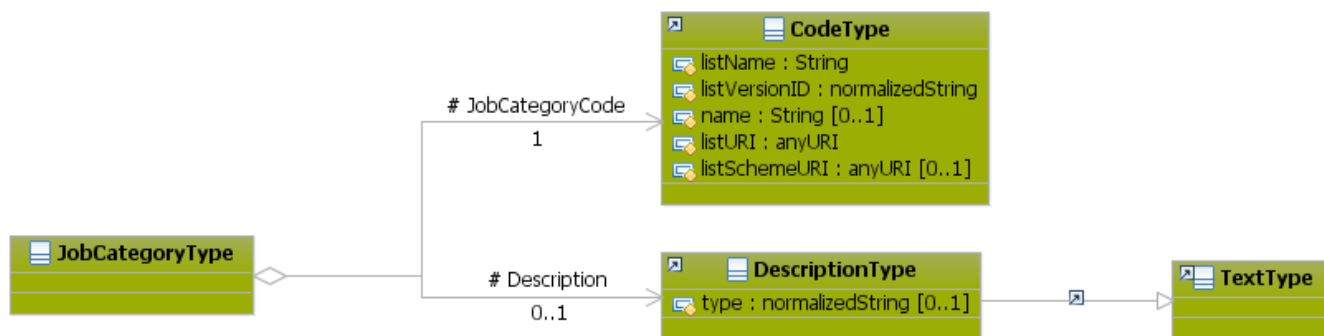


Figure 125: JobCategory Attributes schema

Attributes	Description	Card.	Rule
This element has no attributes.			
JobCategoryCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A

4.20.6 Sub-element: /Offered Remuneration (level 3)

4.20.6.1 Offered Remuneration Element Description

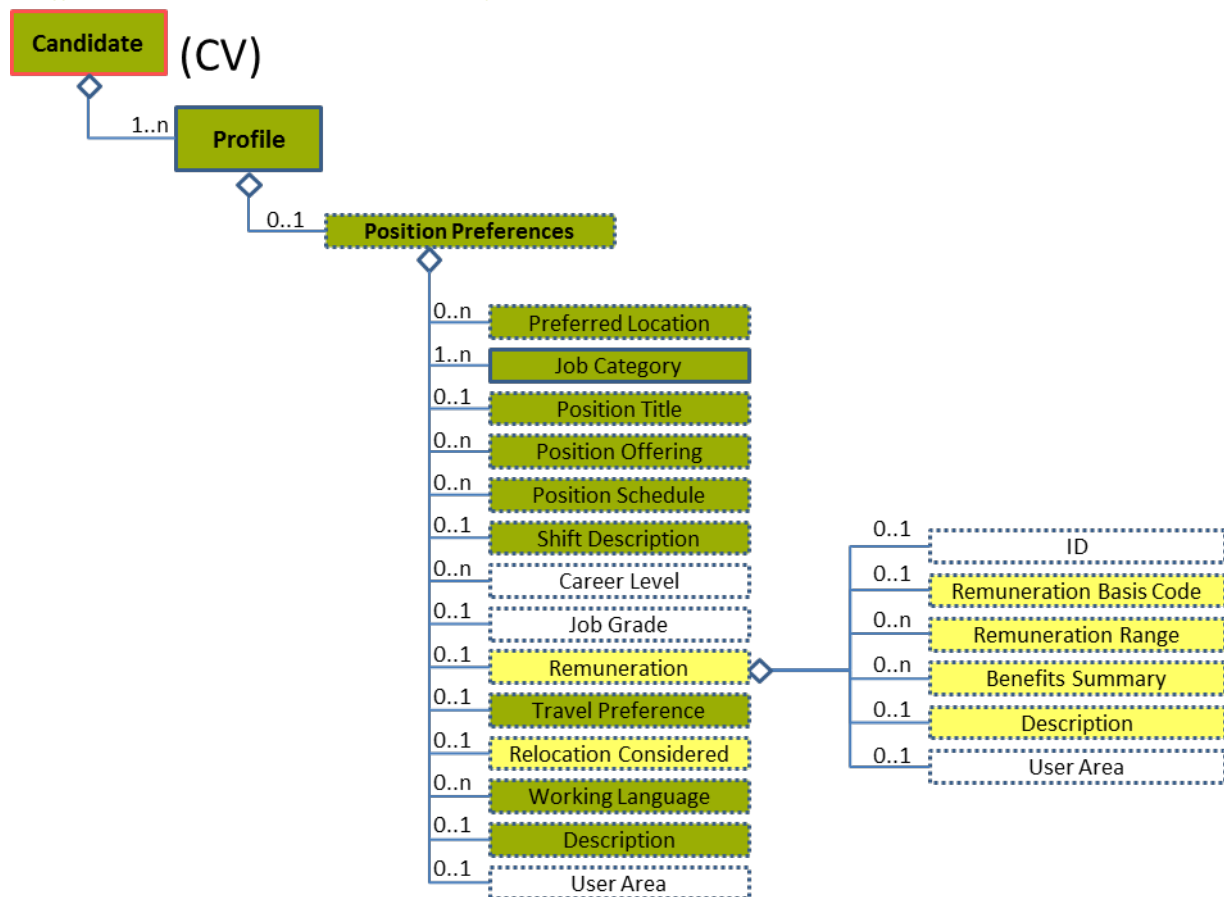


Figure 126: Offered Remuneration Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Remuneration	Remuneration offered	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Remuneration Basis Code	A code classifying the primary method of payment for the associated position or employment. This classifies the method by which remuneration for a position is provided or calculated. This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-COM-30: Compulsory use of the "RemunerationBasisCodeContentType" list.	"Hourly", "Salaried", "SalariedPlusComission", "ComissionOnly" Full code list: "4.28.32 Remuneration Basis Codes [CL48]"
Remuneration Range	Remuneration range details	EURES Optional / 0..n	BR-COM-31: All its sub elements must be expressed using the same currency.	N/A
	See section "4.20.7 Sub-element: /Offered Remuneration/Remuneration Range (level 4)" for more information			
Benefits Summary	Summary of benefits	EURES Optional / 0..n	N/A	N/A
	See section "4.20.8 Sub-element: /Offered Remuneration/Benefits Summary (level 4)" for more information			

Element	Description	Layer / Cardinality	Rule	Examples
Description	Description of the remuneration offered	EURES Optional / 0..1	N/A	“Description of the remuneration offered”, etc.

4.20.6.2 Offered Remuneration Attributes

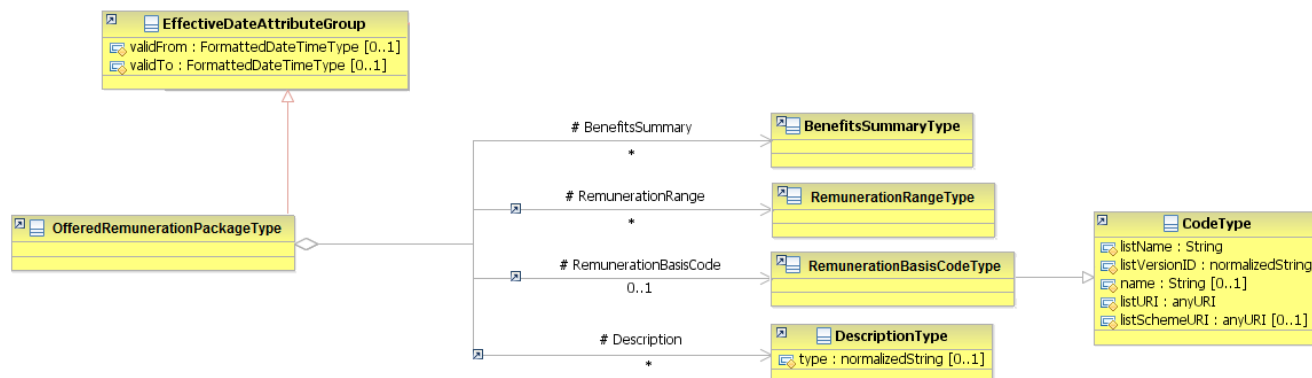


Figure 127: OfferedRemuneration Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
BenefitsSummary sub-element			
Attributes	Description	Card.	Rule
See section “4.20.8.2 Benefits Summary Attributes” for more information			
RemunerationRange sub-element			
Attributes	Description	Card.	Rule
See section “4.20.7.2 Remuneration Range Attributes” for more information			
RemunerationBasisCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A

4.20.7 Sub-element: /Offered Remuneration/Remuneration Range (level 4)

4.20.7.1 Remuneration Range Element Description

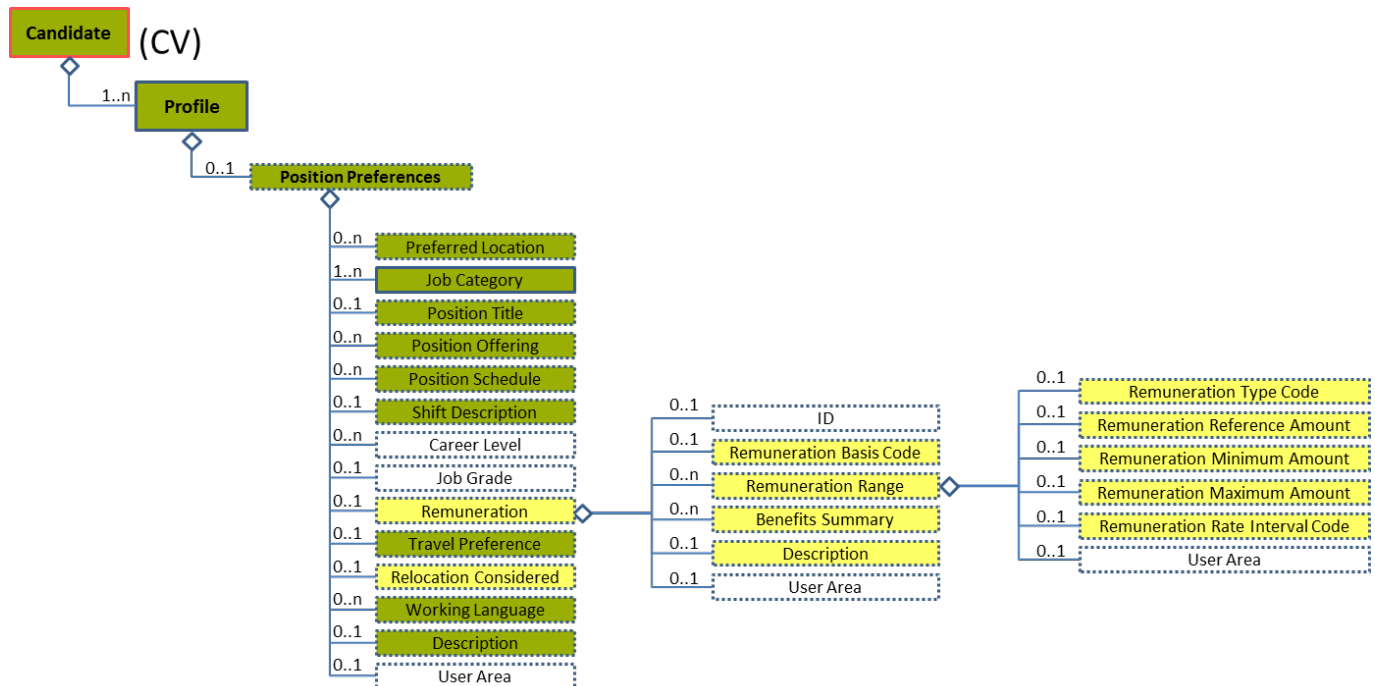


Figure 128: Remuneration Range Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Remuneration Range	Remuneration range details	EURES Optional / 0..n	BR-COM-31: All its sub elements must be expressed using the same currency.	N/A
Sub-elements				
Remuneration Type Code	A code classifying the type of pay or remuneration being described This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-COM-32: Compulsory use of the "RemunerationCodeContentType" list.	"BasePay", "Commission", "Bonus", "ShortTermIncentive", "ShiftPremium" Full code list: "4.28.33 Remuneration Type Codes [CL49]"
Remuneration Reference Amount	A reference to an associated monetary quantity. An attribute is available to express the currency in which the amount is expressed.	EURES Optional / 0..1	N/A	"20000", "35000", etc.
Remuneration Minimum Amount	The minimum amount a person is willing to accept or an organization is willing to pay for a position.	EURES Optional / 0..1	N/A	"20000", "35000", etc.
Remuneration Maximum Amount	The maximum amount a person is willing to accept or an organization is willing to pay for a position.	EURES Optional / 0..1	N/A	"20000", "35000", etc.
Remuneration Rate Interval Code	An interval of time or other basis used to express a rate of pay or remuneration This is an HR-Open	EURES Optional / 0..1	BR-COM-33: Compulsory use of the "RemunerationRateIntervalCodeContentType" list.	"Hour", "Day", "Week", etc. Full code list: "4.28.34 Remuneration Rate Interval Codes [CL50]"

Element	Description	Layer / Cardinality	Rule	Examples
	Standards open list.			

Figure 129: Name Attributes Schema

4.20.7.2 Remuneration Range Attributes

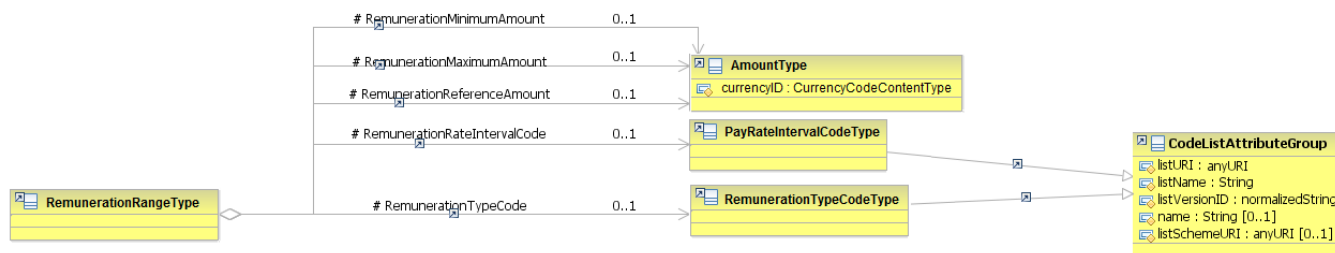


Figure 130: RemunerationRange Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
RemunerationMinimumAmount sub-element			
Attributes	Description	Card.	Rule
currencyID	The currency in which the maximal and minimal salary are indicated Full code list: "4.28.6 Currency Codes [CL09]"	1	BR-COM-34: Compulsory use of EURES CodeList "EURES_CurrencyCodes-CodeList.gc" for specifying the Amount's currencyID attributes.
RemunerationMaximumAmount sub-element			
The same as "RemunerationMinimumAmount"			
RemunerationReferenceAmount sub-element			
The same as "RemunerationMinimumAmount"			
RemunerationRateIntervalCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
RemunerationTypeCode sub-element			
Attributes	Description	Card.	Rule
The same as "RemunerationRateIntervalCode"			

4.20.7.3 Remuneration Range Examples

This is an example to indicate the amount of base pay per months in Euros:

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <CandidatePositionPreferences>
      <OfferedRemunerationPackage>
        <RemunerationRange>
          <RemunerationTypeCode
            listName="RemunerationTypeCodeContentType"
            listVersionID="1.0" listURI="http://www.hr-xml.org/">BasePay</RemunerationTypeCode>

          <RemunerationRateIntervalCode
            listName="PayRateIntervalCodeContentType"
```

```

listVersionID="1.0" listURI="http://www.hr-xml.org/">
Month</RemunerationRateIntervalCode>
<RemunerationMinimumAmount
currencyID="EUR">2000</RemunerationMinimumAmount>
<RemunerationMaximumAmount
currencyID="EUR">2500</RemunerationMaximumAmount>
</RemunerationRange>
</OfferedRemunerationPackage>
</CandidatePositionPreferences>
</CandidateProfile>
</Candidate>

```

4.20.8 Sub-element: /Offered Remuneration/Benefits Summary (level 4)

4.20.8.1 Benefits Summary Element Description

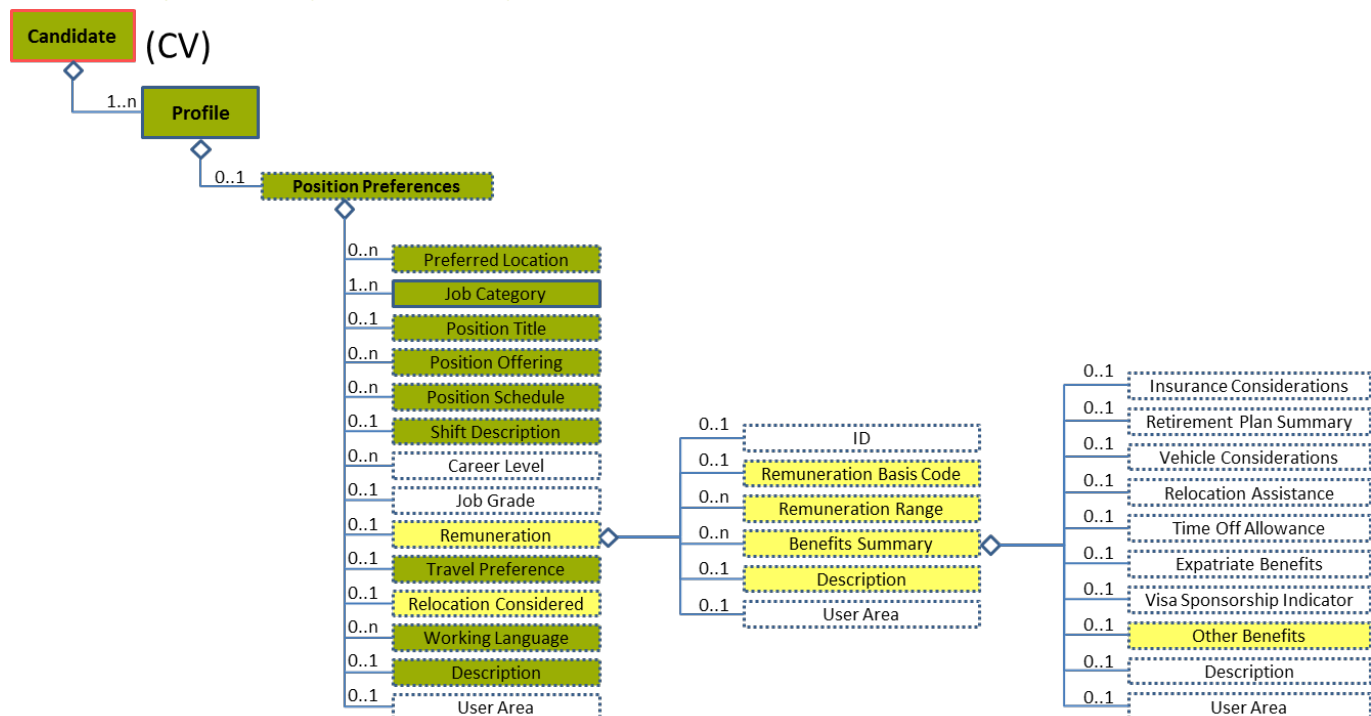


Figure 131: Benefits Summary Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Benefits Summary	Summary of benefits	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Other Benefits	Details of benefits	EURES Optional / 0..1	N/A	N/A
See section "4.20.8.2 Benefits Summary Attributes" for more information				

4.20.8.2 Benefits Summary Attributes

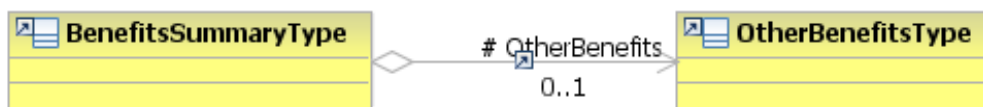


Figure 132: BenefitsSummary Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OtherBenefits sub-element			
Attributes	Description	Card.	Rule
See section “4.20.9.2 Other Benefits Attributes” for more information			

4.20.9 Sub-element: /Offered Remuneration/Benefits Summary/Other Benefits (level 5)

4.20.9.1 Other Benefits Element Description

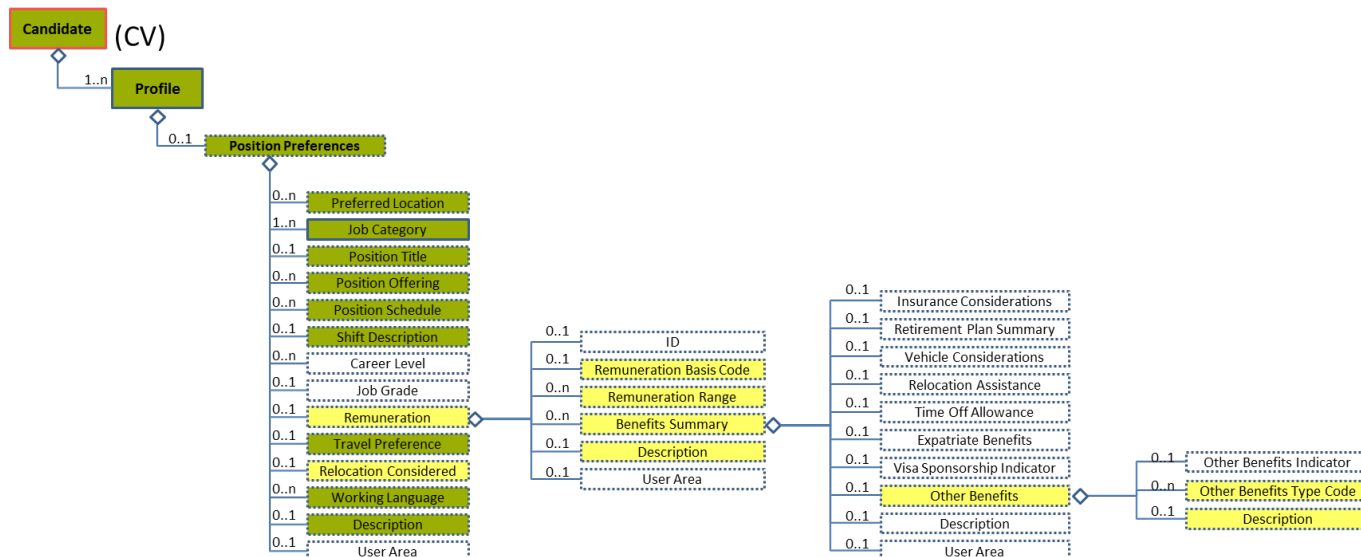


Figure 133: Other Benefits Level 5 Entity Diagram

Element	Description	Cardinality	Rule	Examples
Other Benefits	Details of the other benefits	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Other Benefits Type Code	Code of benefits that the candidate would like	EURES Optional / 0..n	BR-COM-40: Compulsory use of the “EURES_SocialBenefitsCodes-CodeList.gc” list defined by EURES. BR-COM-43: Multiple entries of this code list are allowed.	“0” = Accommodation included, “1” = Meals included, etc. Full code list: “4.28.35 Social Benefits Codes [CL52]”
Description	Narrative details of benefits	EURES Optional / 0..1	N/A	“Description of other benefits”, etc.

4.20.9.2 Other Benefits Attributes

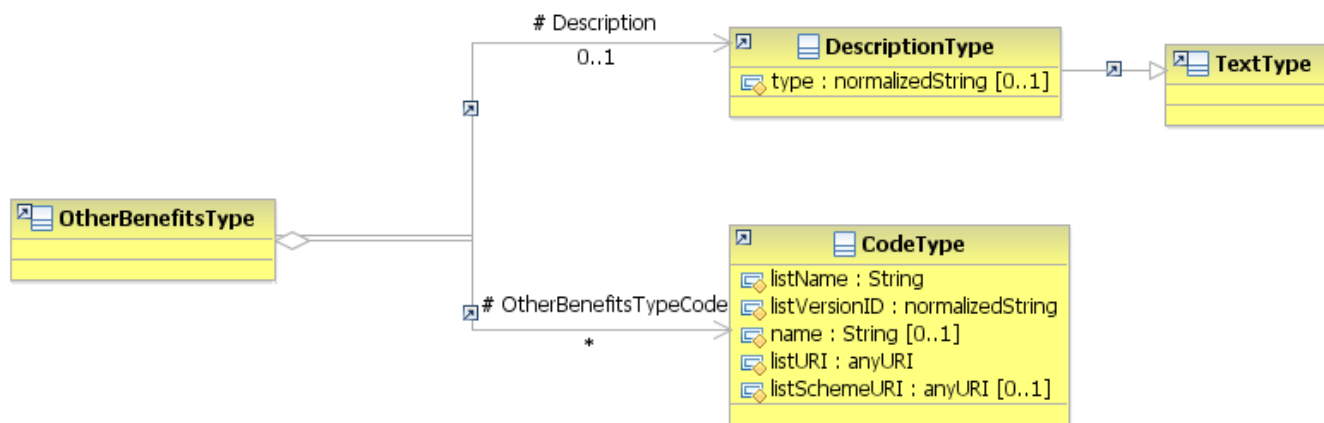


Figure 134: OtherBenefits Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OtherBenefitsTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A

4.20.10 Sub-element: /Travel Preference (level 3)

4.20.10.1 Travel Preference Element Description

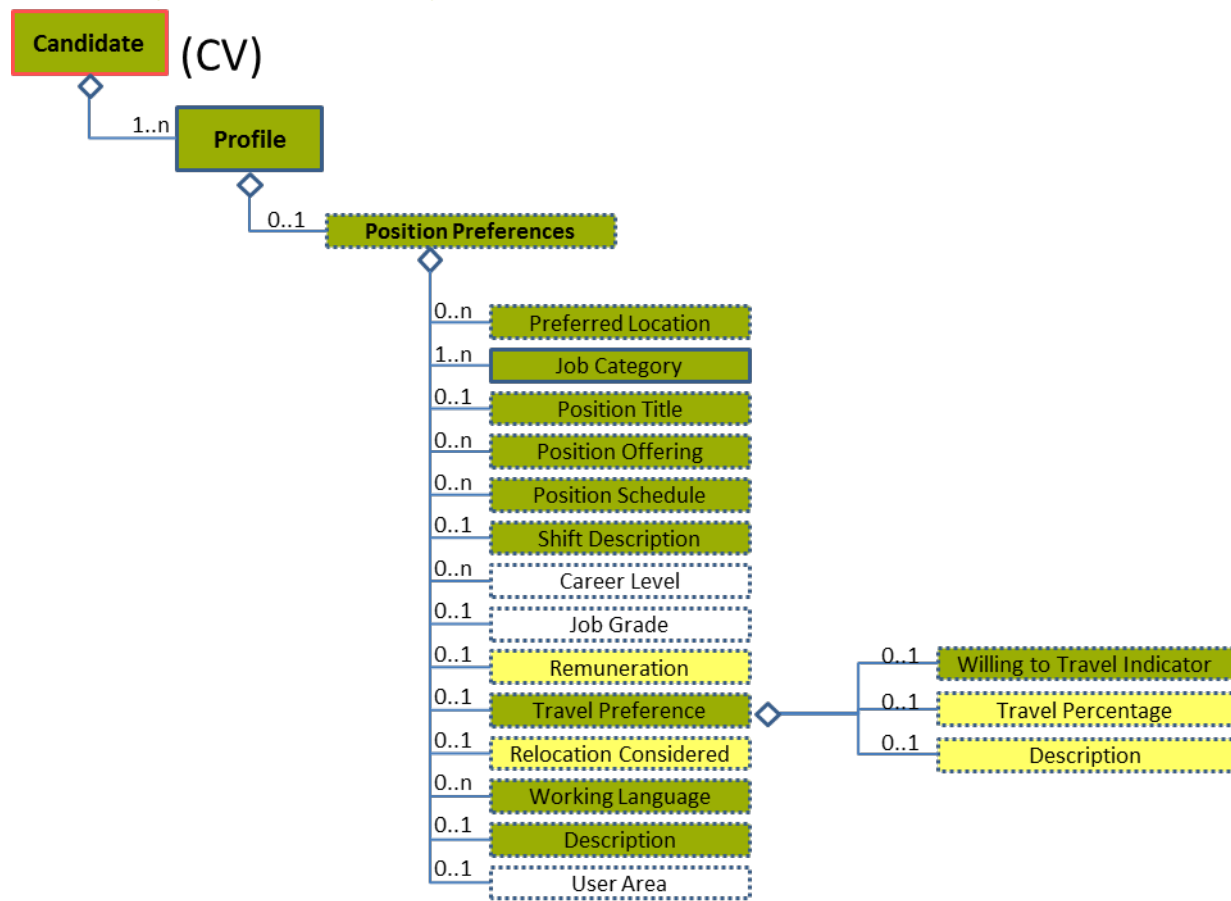


Figure 135: Travel Preference Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Travel Preference	Travel Preference Details	EURES Conformant / 0..1	N/A	N/A
Sub-elements				
Willing to Travel Indicator	Indicates that a person is willing to travel within the capacity of his or her position	EURES Conformant / 0..1	N/A	"True" or "False"
Travel Percentage	A rate, number or proportion per hundred. The percentage of time required for a position or the percentage of time a person is willing to travel for a particular position	EURES Optional / 0..1	N/A	"25", "35", etc.
Description	Description of the travel preference	EURES Optional / 0..1	N/A	"Description of the travel preference", etc.

4.20.10.2 Travel Preference Attributes

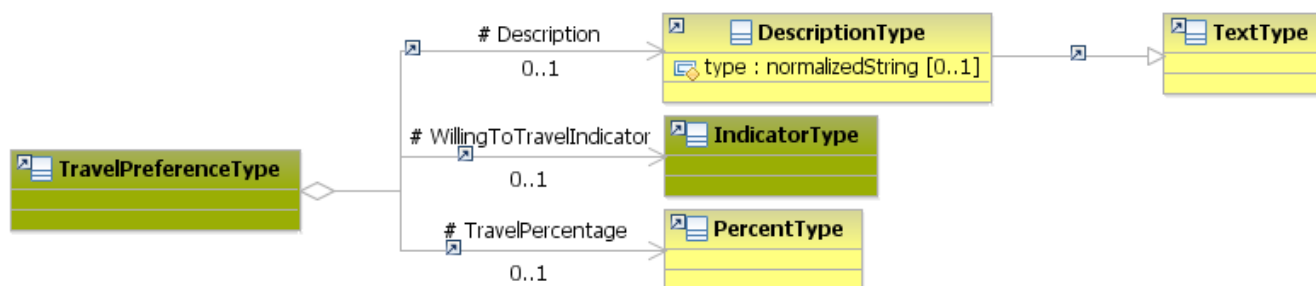


Figure 136: TravelPreference Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A
WillingToTravelIndicator sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
TravelPercentage sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.20.11 Sub-element: /Relocation Considered (level 3)

4.20.11.1 Relocation Considered Element Description

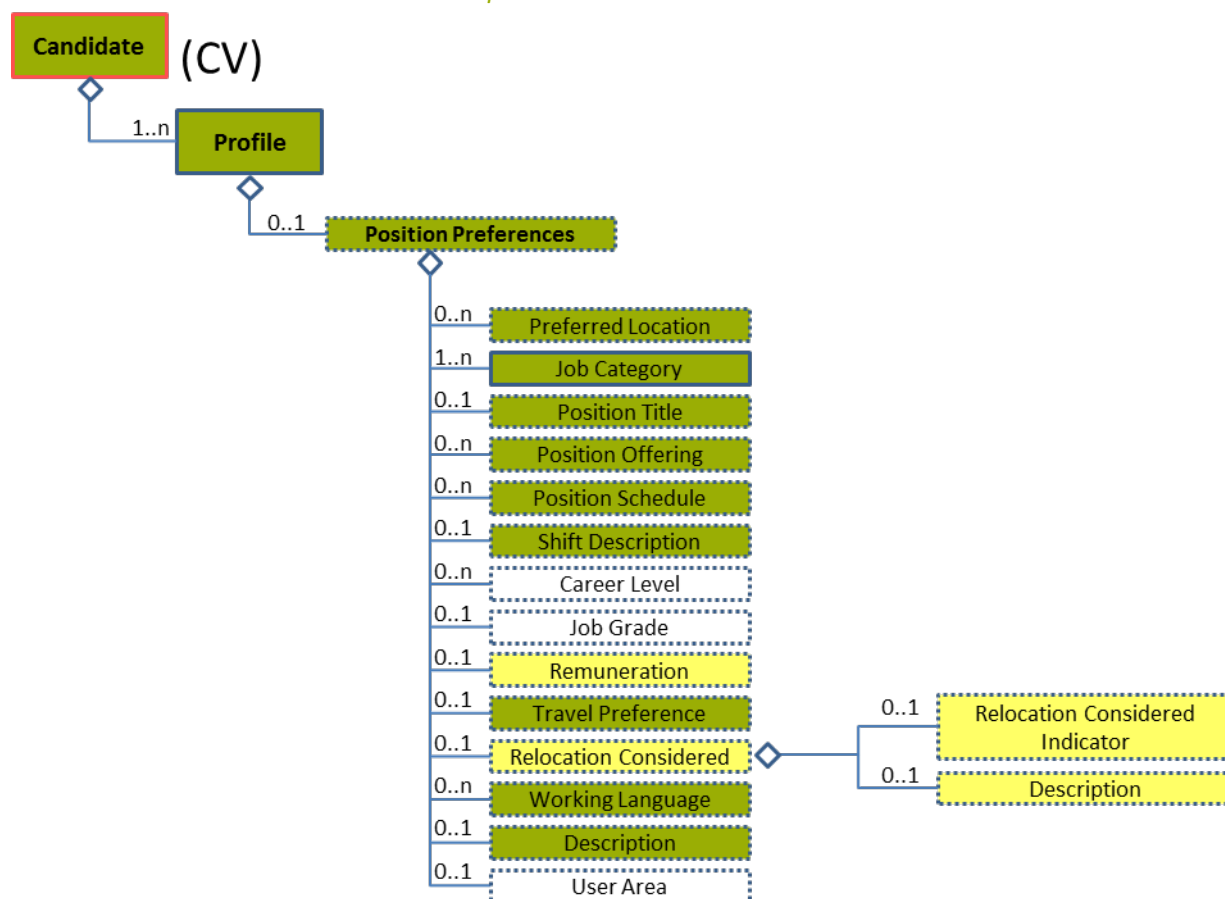


Figure 137: Relocation Considered Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Relocation Considered	Indicates if a candidate would consider moving to a new city or location for a suitable position	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Relocation Considered Indicator	Indicates whether relocation is an option for the candidate or considered by the hiring company	EURES Optional / 0..1	N/A	"True" or "False"
Description	Description of the relocation considered	EURES Optional / 0..1	N/A	"Description of the relocation considered", etc.

4.20.11.2 Relocation Considered Attributes

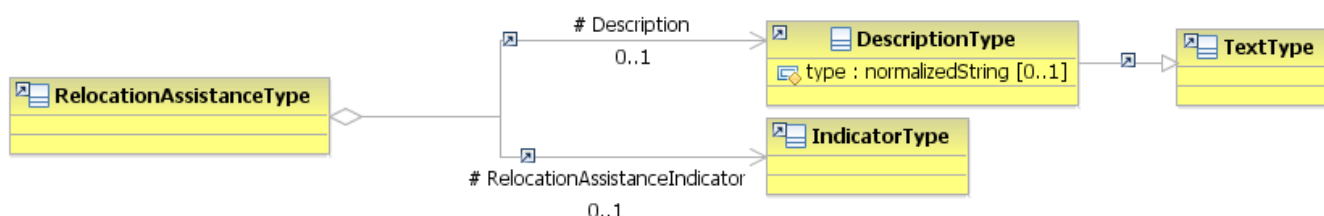


Figure 138: RelocationConsidered Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A
RelocationConsidered sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.21 /Profile/Licenses (level 2)

4.21.1 Licenses Element Description

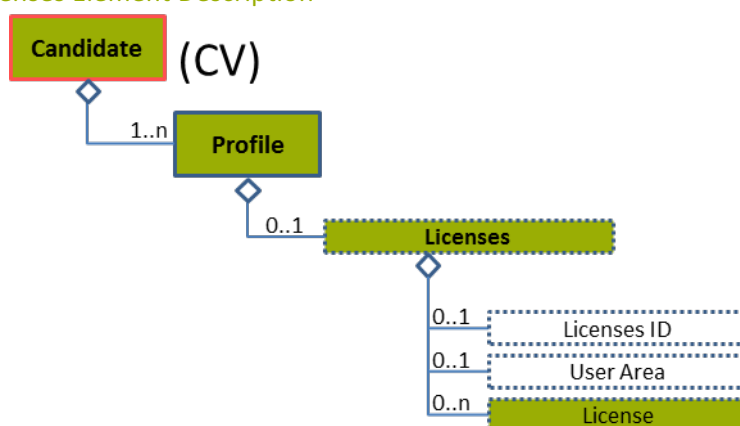


Figure 139: Licenses Level 2 Entity Diagram

Element	Description	Cardinality	Rule	Examples
Licenses	Contains details on one or more licenses (driver's licences)	EURES Conformant Optional	N/A	N/A

Element	Description	Cardinality	Rule	Examples
		/0..1		
Sub-elements				
License	Driving permission or authorisation	EURES Conformant Optional /0..n	N/A	N/A
See section “4.21.3 Sub-element: /License (level 3)” for more information				

4.21.2 Licenses Attributes

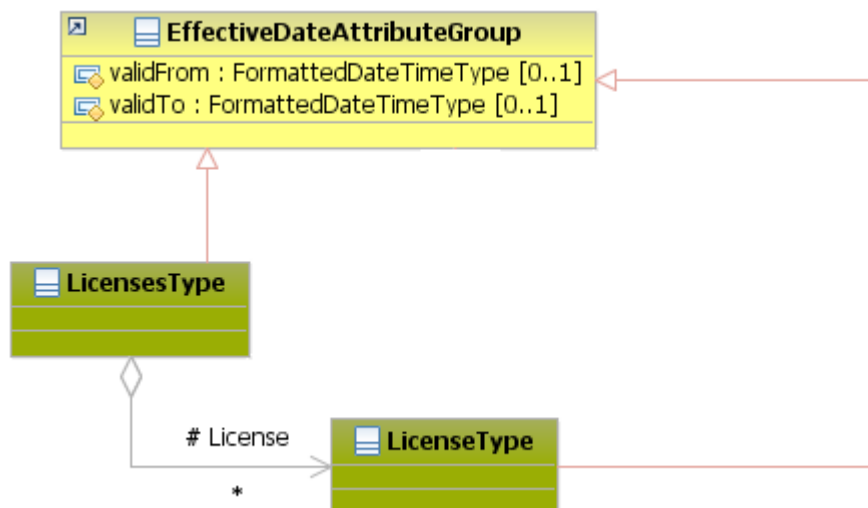


Figure 140: Licenses Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the “validTo” date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
License sub-element			
Attributes	Description	Card.	Rule
See section “4.21.3.2 License Attributes” for more information			

4.21.3 Sub-element: /License (level 3)

4.21.3.1 License Element Description

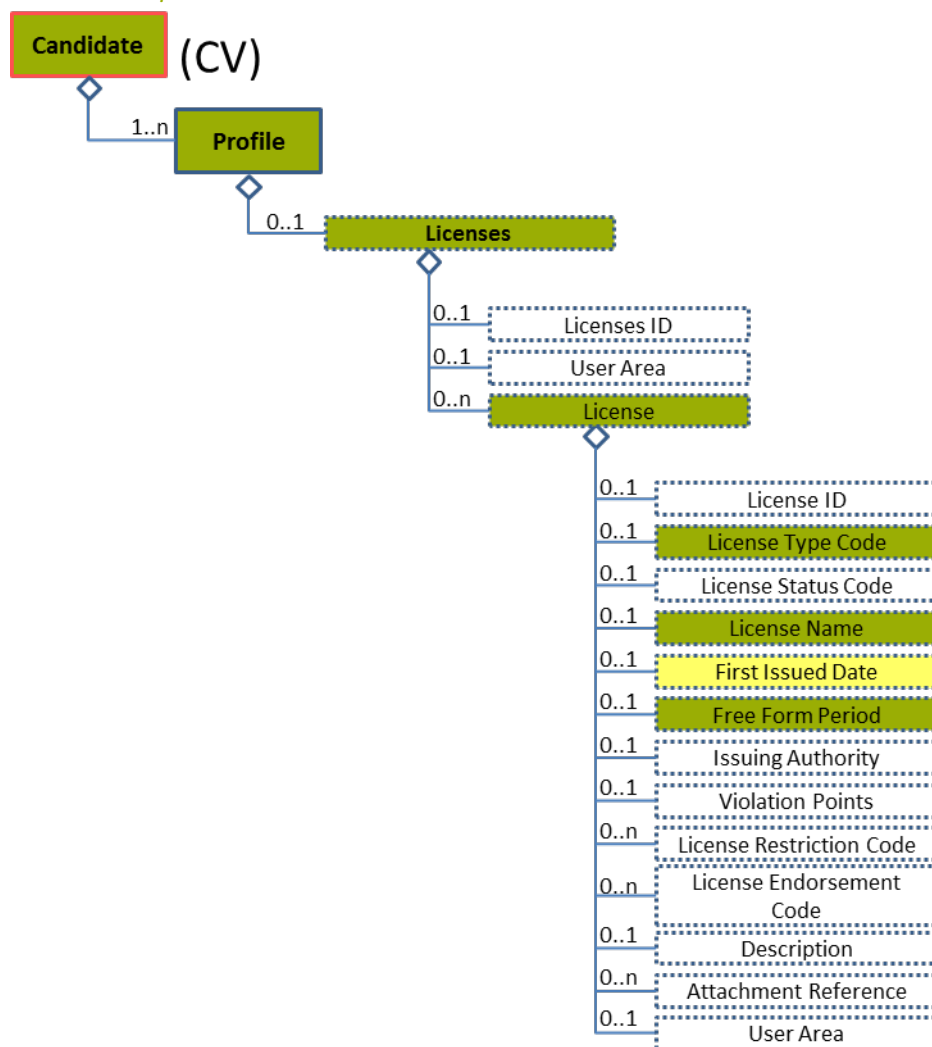


Figure 141: License Level 2 Entity Diagram

Element	Description	Cardinality	Rule	Examples
License	Driving permission or authorisation	EURES Conformant Optional / 0..n	N/A	N/A
Sub-elements				
License Type Code	A code classifying the type of driving license	EURES Conformant Optional / 0..1	BR-COM-41: Compulsory use of the "EURES_LicenseTypeCode-CodeList" list. This is based on Directive 2006/126/EC.	"AM", "A1", "A2", "A", etc. Full code list: "4.28.10 Drivers License Codes [CL14]"
License Name	The name of the credential	EURES Conformant Optional / 0..1	N/A	"A1", "B", etc.
First Issued Date	Date of first issuing of the license	EURES Optional / 0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A

Element	Description	Cardinality	Rule	Examples
	See section “4.21.4 Sub-element: /License/First Issued Date (level 4)” for more information			
Free Form Period	Provides Freeform options for representing the period during which a license, credential, or other related entity is effective	EURES Conformant Optional / 0..1	N/A	N/A
	See section “4.21.5 Sub-element: /License/Free Form Period (level 4)” for more information			

4.21.3.2 License Attributes

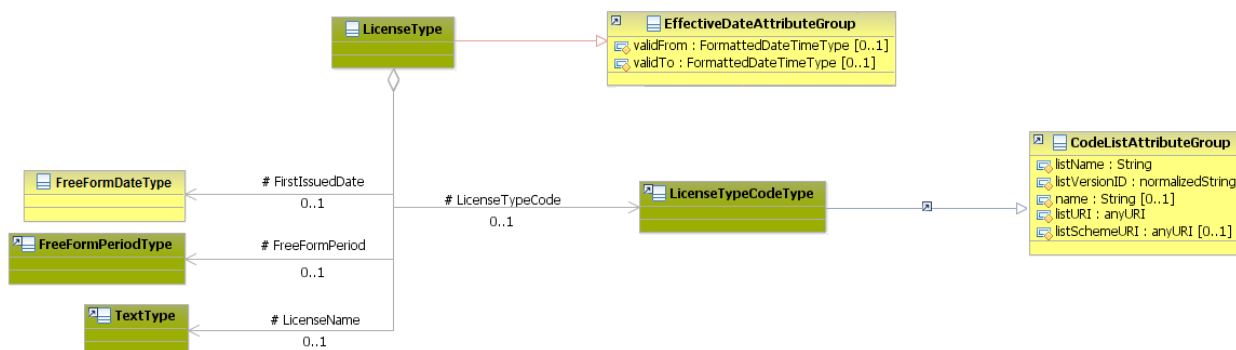


Figure 142: License Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
LicenseTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
FirstIssuedDate sub-element			
Attributes	Description	Card.	Rule
See section “4.21.4.2 First Issued Date Attributes” for more information			
FreeFormPeriod sub-element			
Attributes	Description	Card.	Rule
See section “4.21.5.2 Free Form Period Attributes” for more information			
LicenseName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.21.4 Sub-element: /License/First Issued Date (level 4)

4.21.4.1 First Issued Date Element Description

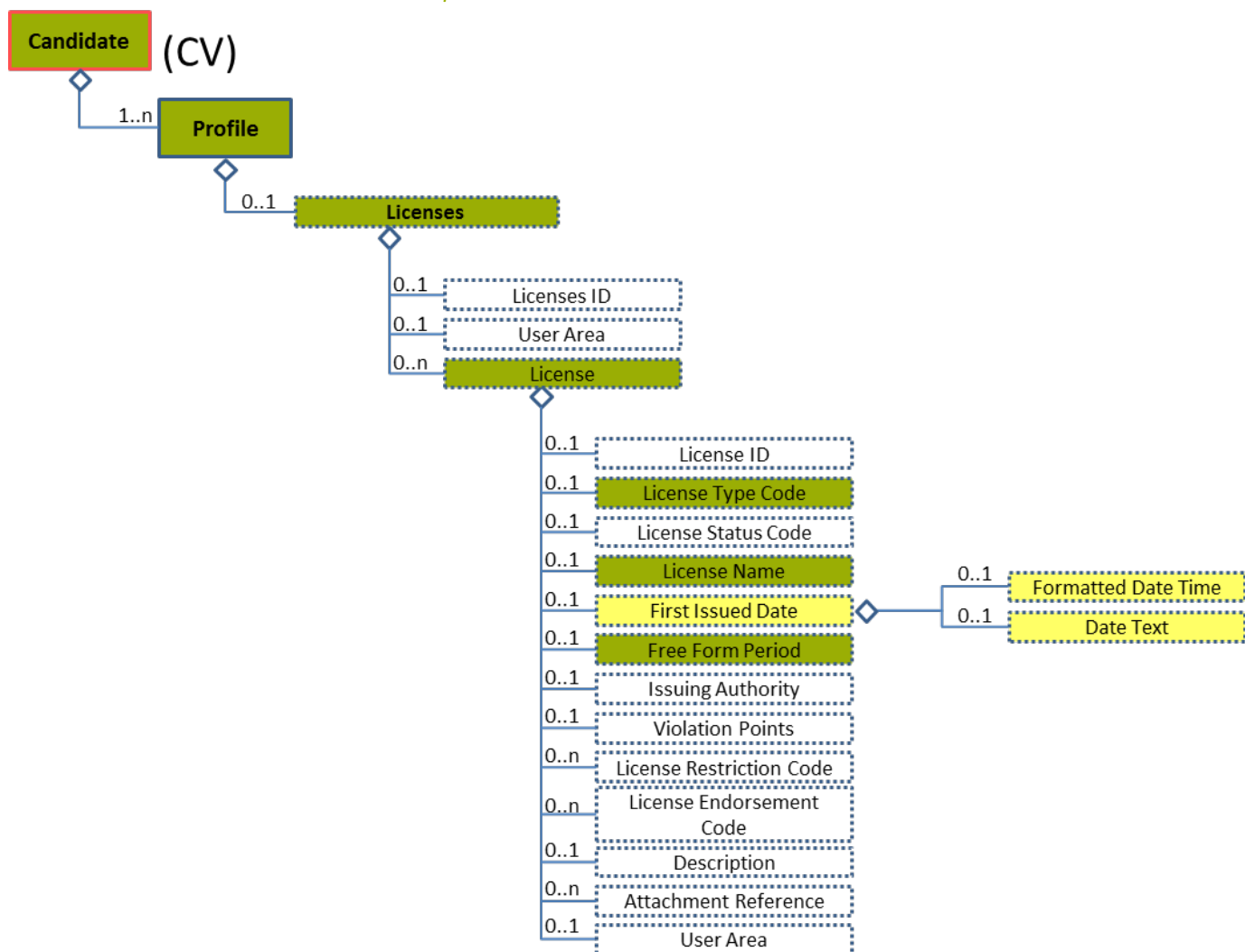


Figure 143: First Issued Date Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
First Issued Date	The first date issued	EURES Optional / 0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
Sub-elements				
The same as "4.13.5.1 Sub-element: /Organization Attendance/Education Degree/Degree Date (level 5)"				

4.21.4.2 First Issued Date Attributes

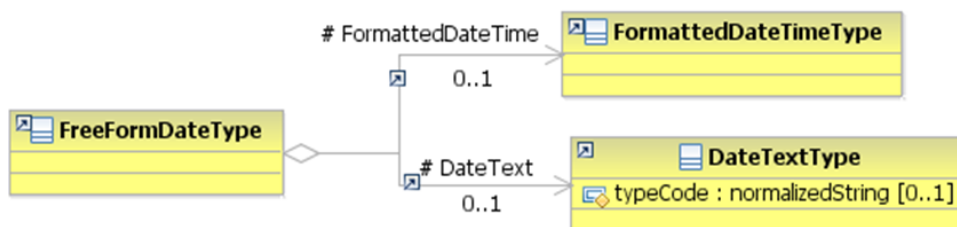


Figure 144: FirstIssuedDate Attributes Schema

Attributes	Description	Card.	Rule
The same as “4.13.5.2 Degree Date Attributes”			

4.21.5 Sub-element: /License/Free Form Period (level 4)

4.21.5.1 Free Form Period Element Description

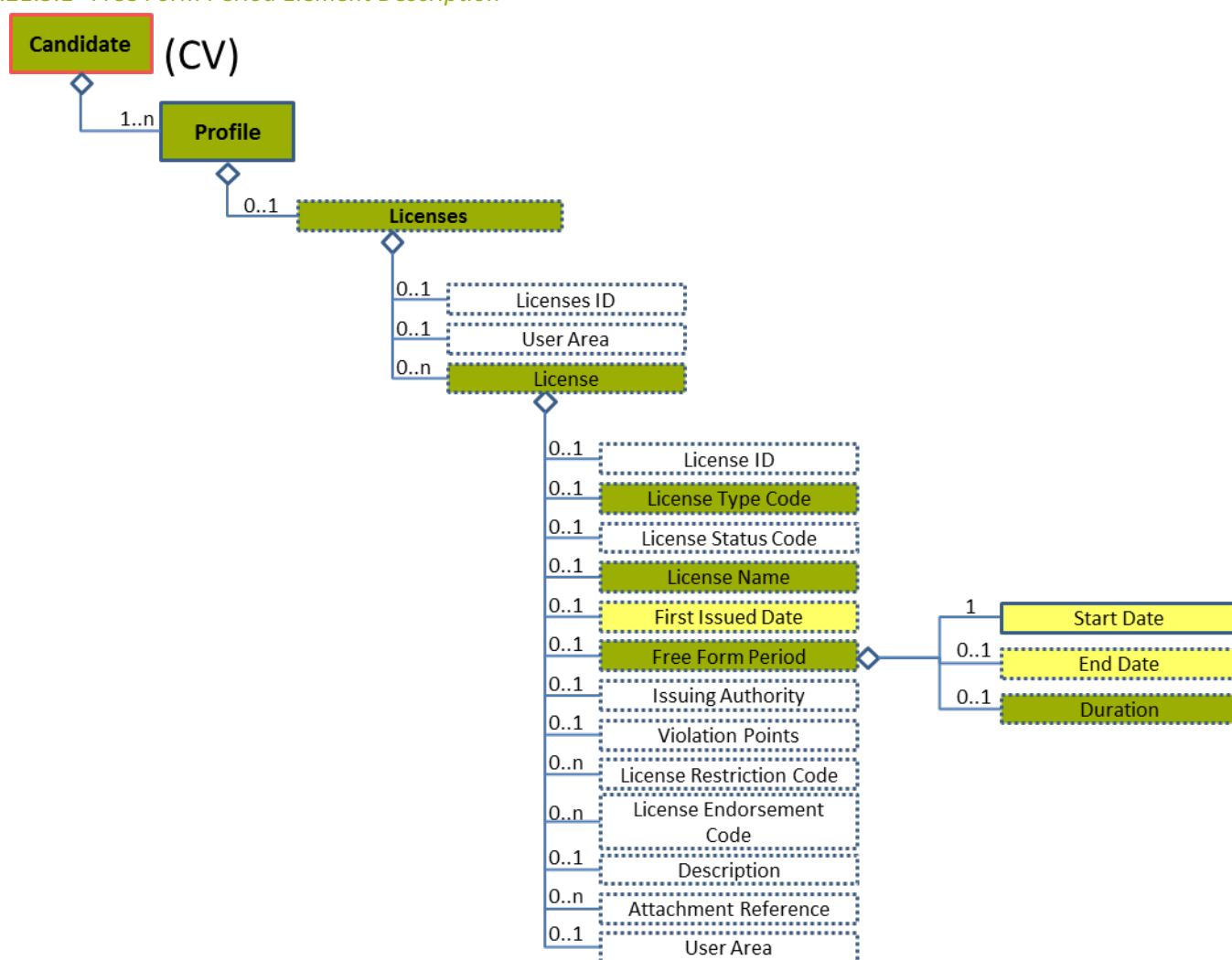


Figure 145: Free Form Period Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Free Form Period	Provides freeform options for representing the period during which a license, credential, or other related entity is effective	EURES Conformant Optional	N/A	N/A

Element	Description	Layer / Cardinality	Rule	Examples
		/		
		0..1		
Sub-elements				
The same as "4.18.5.1 Free Form Effective Period"				

4.21.5.2 Free Form Period Attributes

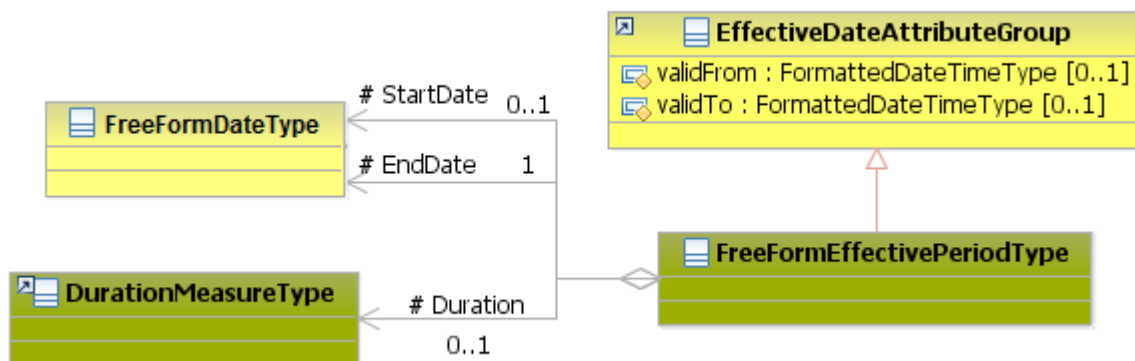


Figure 146: FreeFormPeriod Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.18.5.2 Free Form Effective Period Attributes"			

4.22 /Profile/Military History (level 2)

4.22.1 Military History Element Description

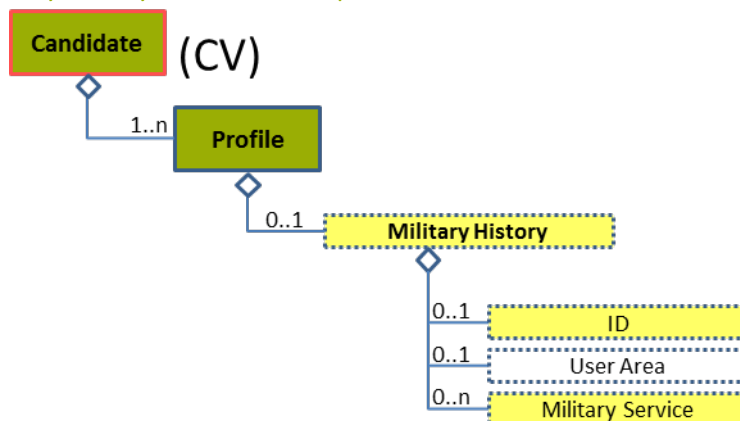


Figure 147: Military History Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Military History	Information about the person's military service	EURES Optional / 0..1	N/A	N/A
Sub-elements				
ID	Identifier of military history	EURES Optional / 0..1	N/A	"MIL-1234", "344", etc.
Military Service	Description of military service	EURES Optional / 0..n	N/A	N/A

Element	Description	Layer / Cardinality	Rule	Examples
	See section “4.22.3 Sub-element: /Military Service (level 3)” for more information			

4.22.2 Military History Attributes

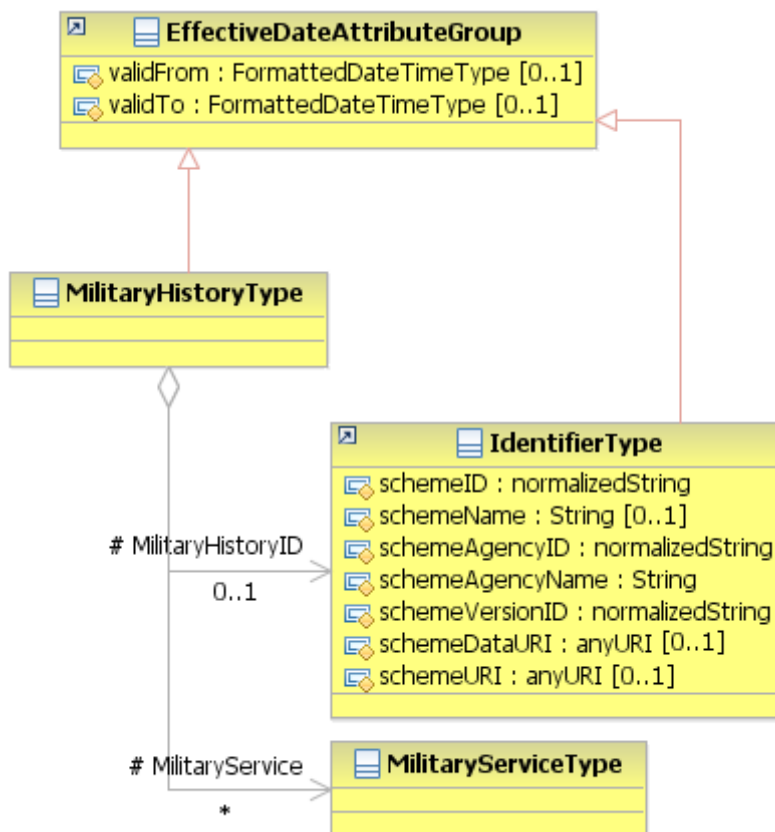


Figure 148: Military History Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the “validTo” date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
MilitaryHistoryID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version.	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity start date for this entity's information.	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

Attributes	Description	Card.	Rule
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
MilitaryService sub-element			
Attributes	Description	Card.	Rule
See section "4.22.3.2 Military Service attributes" for more information			

4.22.3 Sub-element: /Military Service (level 3)

4.22.3.1 Military Service Element Description

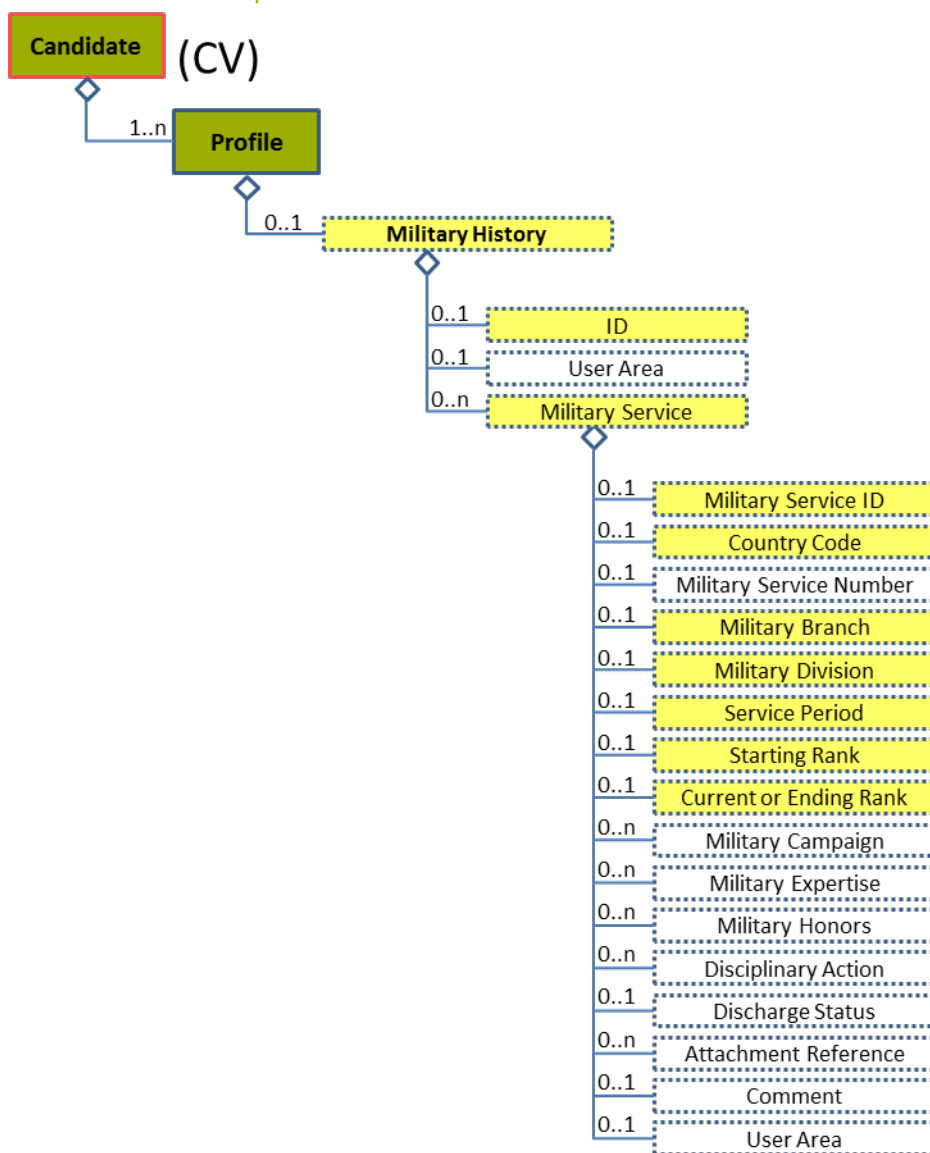


Figure 149: Military Service Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Military Service	Description of military service	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Military Service ID	Identifier of military service	EURES Optional /	N/A	"MS-291", "MS-121", etc.

			0..1		
Country Code	A code specifying the country where the candidate did/does military service		EURES Optional / 0..1	BR-COM-12: Compulsory use of the “Countries-CodeList.gc” list defined by EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world.	“AR” – Argentina, “AU” – Austria, “CS” – Costa Rica, etc. Full code list: “4.28.4 Country Codes [CLO7]”
Military Branch	The military office or department in which the person served		EURES Optional / 0..1	N/A	“Army”, “Navy”, etc.
Military Division	A portion of an army or fleet, consisting of a definite number of troops or vessels, under one commanding officer; also applied to a definite portion of a squadron or battalion		EURES Optional / 0..1	N/A	“Air assault”, “Armoured”, “Infantry”, etc.
Service Period	The period of military service		EURES Optional / 0..1	N/A	N/A
See section “4.22.4 Sub-element: /Military Service/Service Period (level 4)” for more information					
Starting Rank	Start rank		EURES Optional / 0..1	N/A	“Subordinate officer”, “Air officer”, etc.
Current or Ending Rank	Current or final rank		EURES Optional / 0..1	N/A	“Warrant officer”, “General”, etc.

4.22.3.2 Military Service attributes

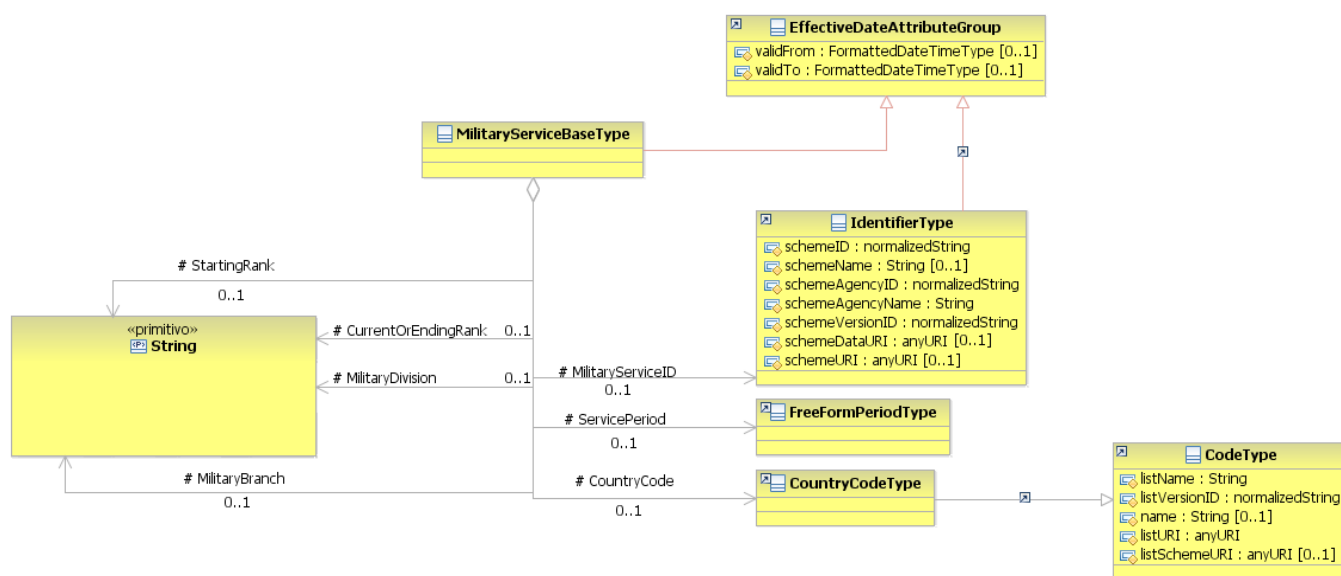


Figure 150: Military Service Attributes schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the “validTo” date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
MilitaryServiceID sub-element			

Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity start date for this entity's information.	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
ServicePeriod sub-element			
Attributes	Description	Card.	Rule
See section "4.22.4.2 Service Period Attributes" for more information			
CountryCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name.	1	N/A
listVersionID	The code list identification.	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
StartingRank sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
CurrentOrEndingRank sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
MilitaryDivision sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
MilitaryBranch sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.22.4 Sub-element: /Military Service/Service Period (level 4)

4.22.4.1 Service Period Element Description

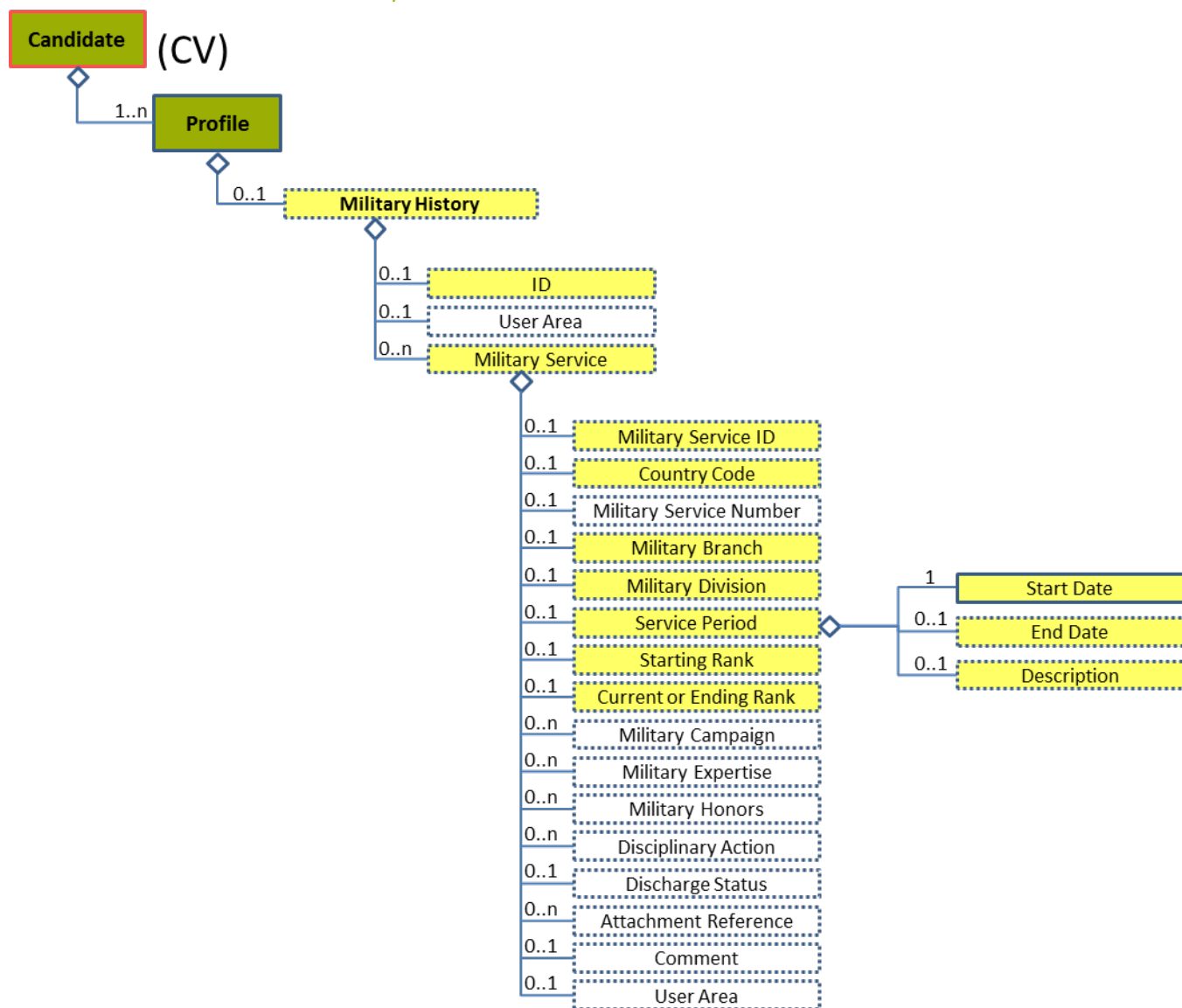


Figure 151: Service Period Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Service Period	The period of military service	EURES Optional / 0..1	N/A	N/A
Sub-elements				
The same as "4.13.7 Sub-element: /Organization Attendance/Attendance Period (level 4)"				

4.22.4.2 Service Period Attributes

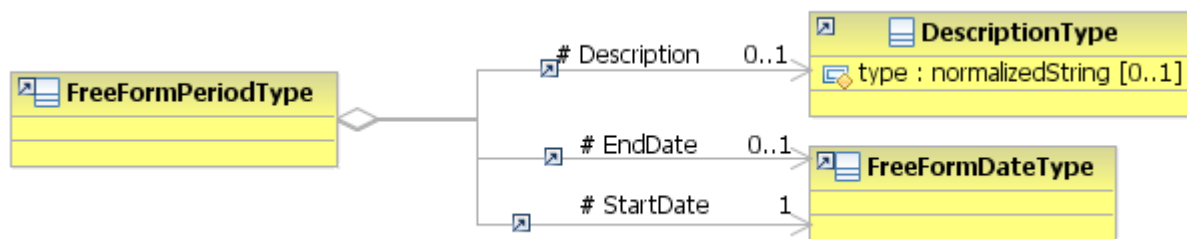


Figure 152: Service Period Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.13.7.2 Attendance Period Attributes"			

4.23 /Profile/Patent History (level 2)

4.23.1 Patent History Element Description

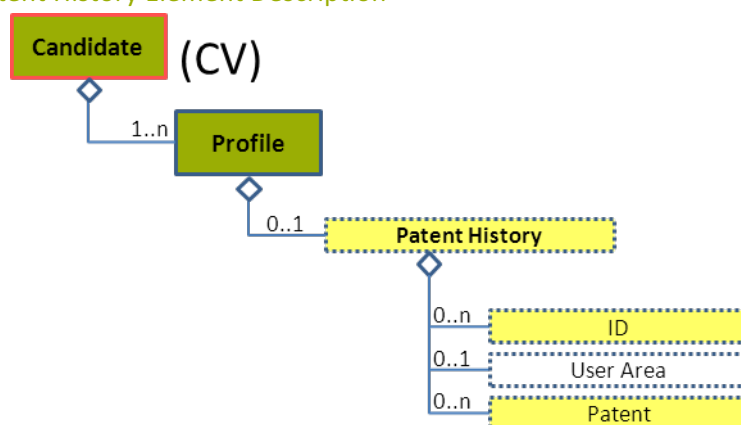


Figure 153: Patent History Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Patent History	Information about the Patents owned by the Person	EURES Optional / 0..1	N/A	N/A
Sub-elements				
ID	Identifier of the patent history	EURES Optional / 0..n	N/A	"PT-1234", "344", etc.
Patent	A licence from a government conferring for a set period the sole right to make, use, or sell some process or invention	EURES Optional / 0..n	N/A	N/A
See section "4.23.3 Sub-element: /Patent (level 3)" for more information				

4.23.2 Patent History Attributes

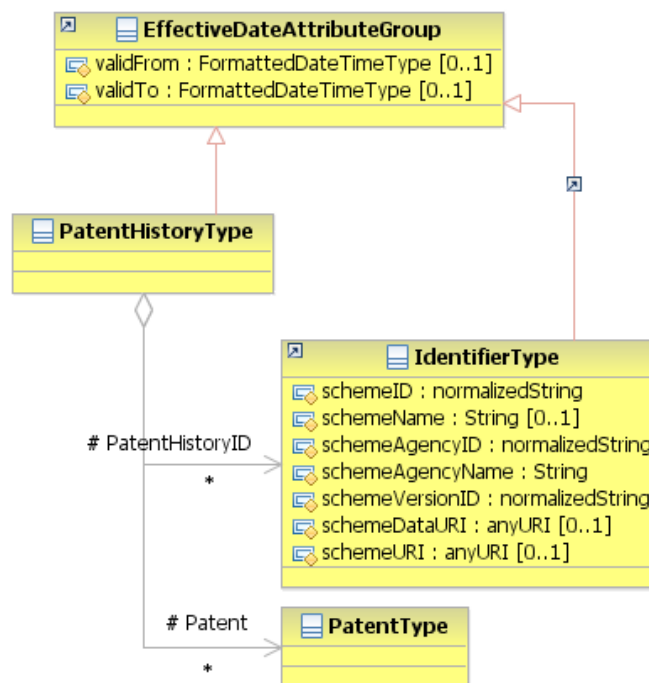


Figure 154: Patent History Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PatentHistoryID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Patent sub-element			
Attributes	Description	Card.	Rule
See section "4.23.3.2 Patent Attributes" for more information			

4.23.3 Sub-element: /Patent (level 3)

4.23.3.1 Patent Element Description

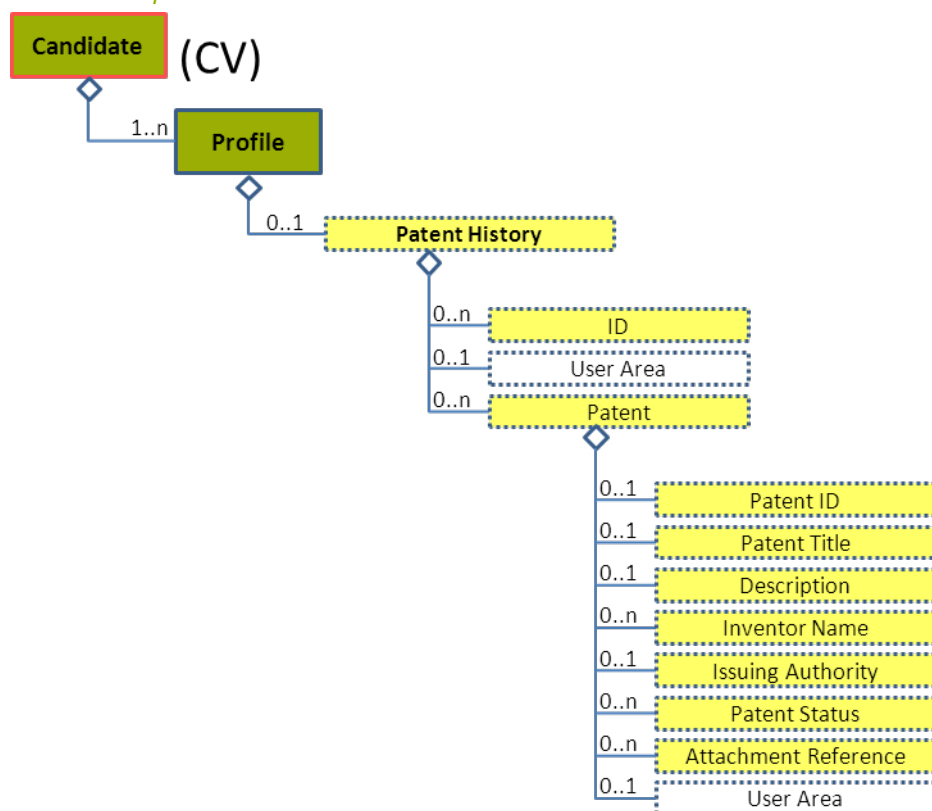


Figure 155: Patent Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Patent	A licence from a government conferring for a set period the sole right to make, use, or sell some process or invention	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Patent ID	Identifier of the patent	EURES Optional / 0..1	N/A	"PT-1234", "344", etc.
Patent Title	The name of the patent	EURES Optional / 0..1	N/A	"Tray Device", "Carton", etc.
Description	Description of the patent	EURES Optional / 0..1	N/A	"A tray device applied in a server is provided. The server includes a housing.", etc.
Inventor Name	The name of the person who devised or produced the patented item	EURES Optional / 0..n	N/A	"John K., Sarah H.", etc.
Issuing Authority	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority, but can sometimes be a private	EURES Optional / 0..n	N/A	N/A

Element	Description	Layer / Cardinality	Rule	Examples
	organization.	0..1		
	See section “4.23.4 Sub-element: /Patent/Issuing Authority (level 4)” for more information			
Patent Status	The status of the patent. This stages or steps would generally be set by the government agency administering patent applications, for example, "patent pending".	EURES Optional / 0..n	N/A	N/A
	See section “4.23.5 Sub-element: /Patent/Patent Status (level 4)” for more information			
Attachment Reference	Reference to external documents attached	EURES Optional / 0..n	N/A	N/A
	See section “4.23.6 Sub-element: /Patent/Attachment Reference (level 4)” for more information			

4.23.3.2 Patent Attributes

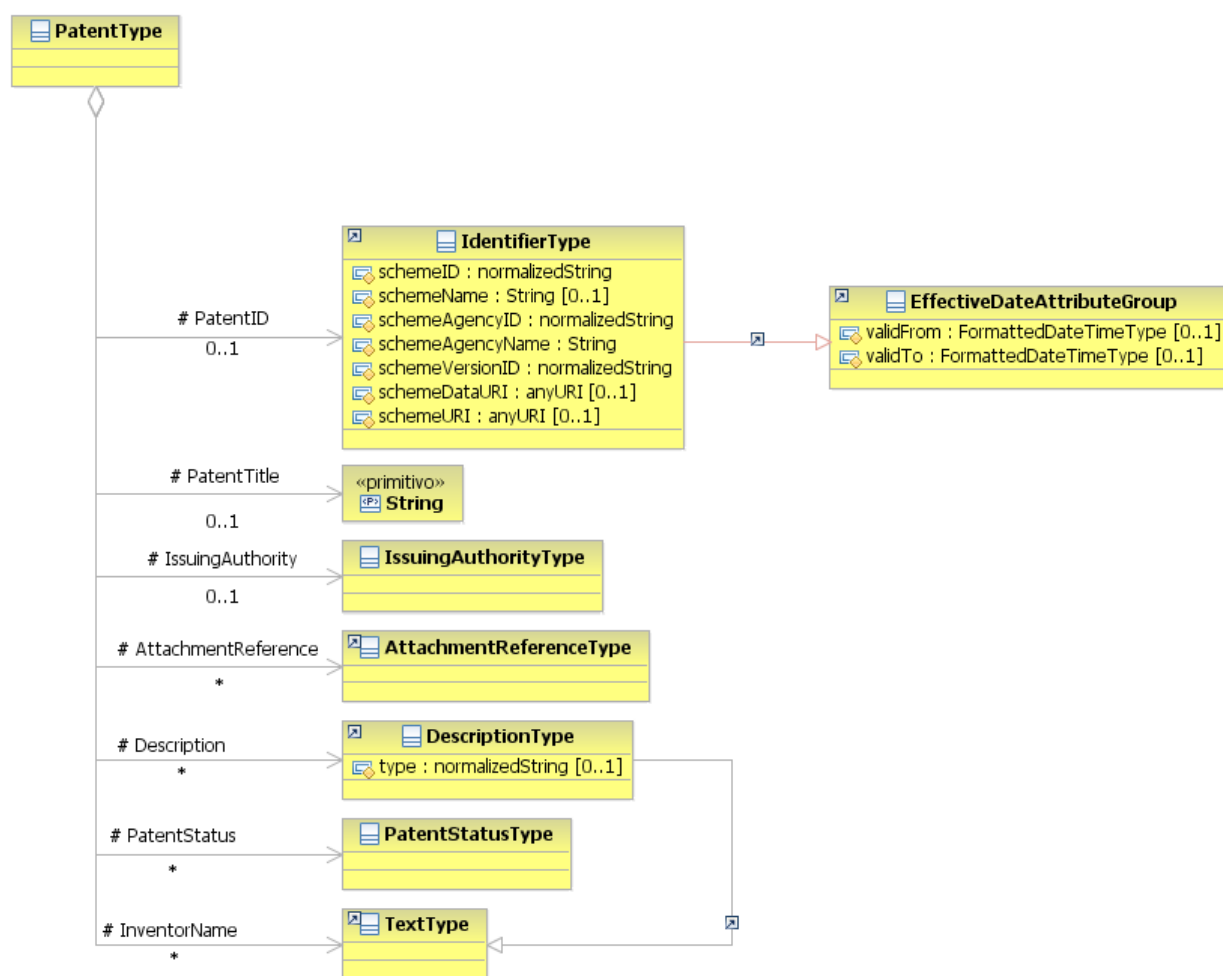


Figure 156: Patent Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
PatentID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the	1	N/A

	scheme		
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PatentTitle sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
IssuingAuthority sub-element			
Attributes	Description	Card.	Rule
See section "4.23.4.2 Issuing Authority Attributes" for more information			
AttachmentReference sub-element			
Attributes	Description	Card.	Rule
See section "4.23.6.2 Attachment Reference Attributes" for more information			
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A
PatentStatus sub-element			
Attributes	Description	Card.	Rule
See section "4.23.5.2 Patent Status Attributes" for more information			
InventorName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.23.4 Sub-element: /Patent/Issuing Authority (level 4)

4.23.4.1 Issuing Authority Element Description

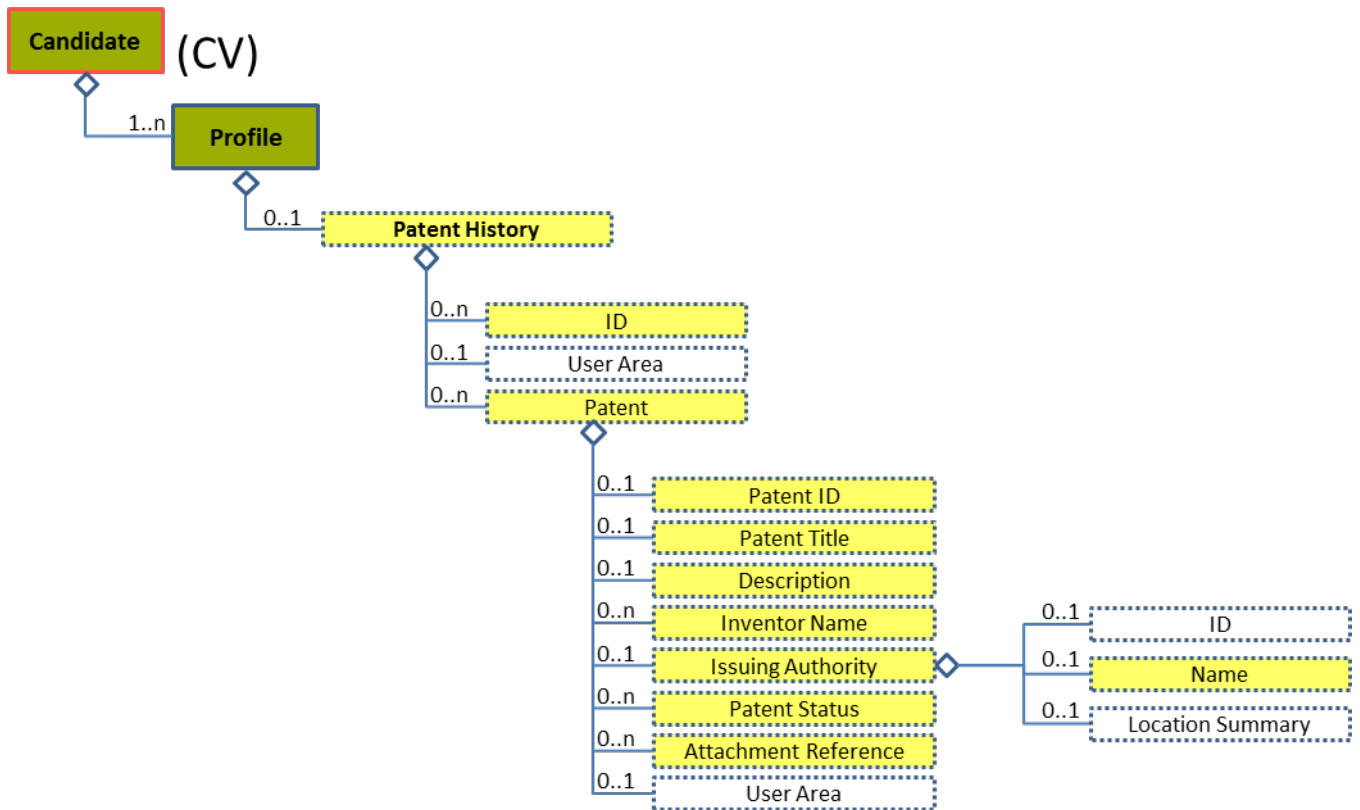


Figure 157: Issuing Authority Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Issuing Authority	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority, but sometimes might be a private organization.	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Name	Identifies the Name of the associated object	EURES Optional / 0..1	N/A	"Organization", etc.

4.23.4.2 Issuing Authority Attributes

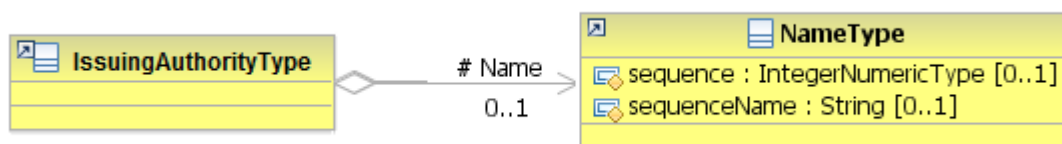


Figure 158: Issuing Authority Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Name sub-element			
Attributes	Description	Card.	Rule
sequence	Establishes the order of the contact data	0..1	N/A
sequenceName	Establishes the order of the contact data	0..1	N/A

4.23.5 Sub-element: /Patent/Patent Status (level 4)

4.23.5.1 Patent Status Element Description

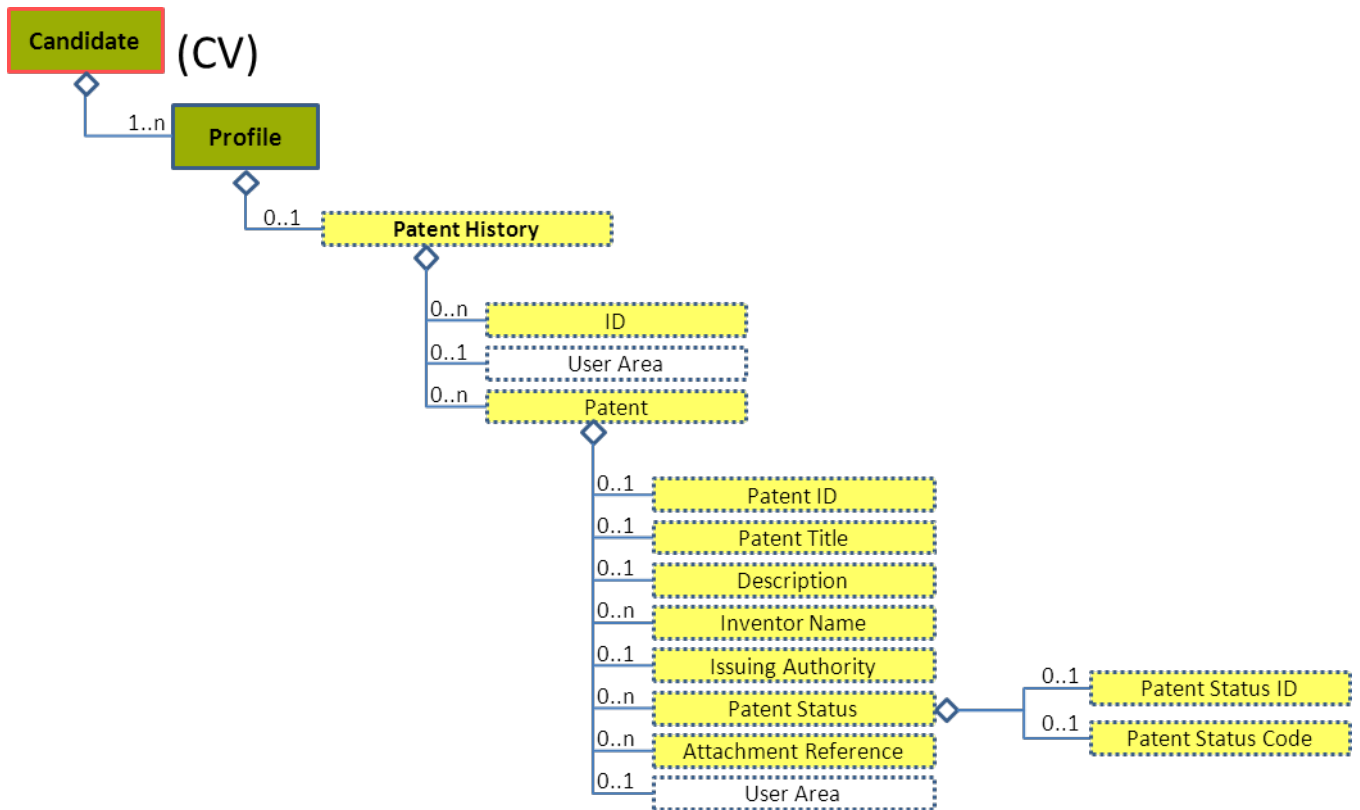


Figure 159: Patent Status 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Patent Status	The status of the patent. These stages or steps would generally be set by the government agency administering patent applications, for example, "patent pending".	EURES optional / 0..n	N/A	N/A
Sub-elements				
Patent Status ID	The identifier of the patent status	EURES Optional / 0..1	N/A	"PS-1234", "344", etc.
Patent Status Code	A code classifying the current or reported status of the associated patent This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-CV-26: Compulsory use of the "PatentStatusCode" list.	"PatentIssued", "PatentPending", "PatentFiled" Full code list: "4.28.23 Patent Status Enum-Type Codes [CL36]"

4.23.5.2 Patent Status Attributes

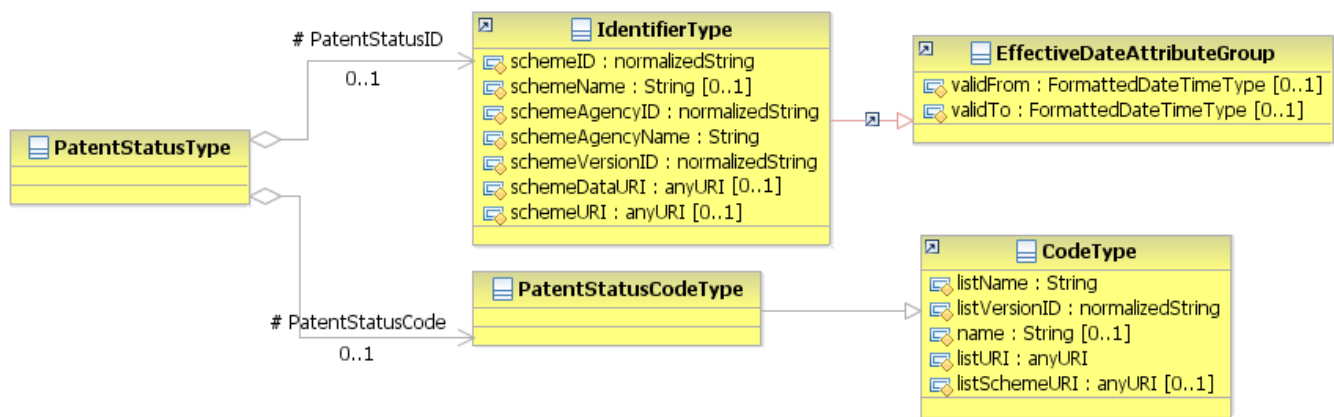


Figure 160: PatentStatus Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
PatentStatusID sub-element			
Attributes	Description	Card.	Rule
schemeID	Identification of the identifier scheme	1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity start date for this entity's information.	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the "validTo" date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PatentStatusCode sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content component	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A

4.23.6 Sub-element: /Patent/Attachment Reference (level 4)

4.23.6.1 Attachment Reference Element Description

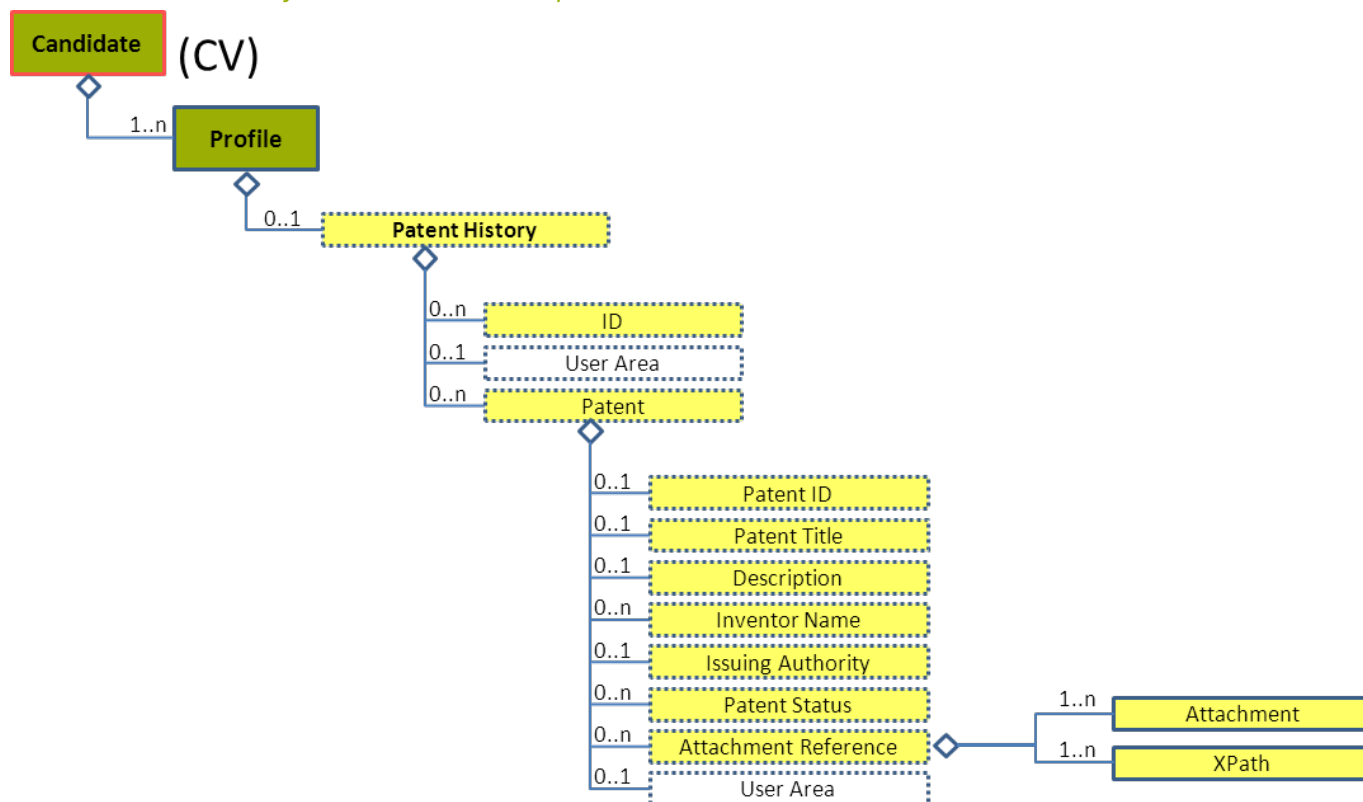


Figure 161: Attachment Reference Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Attachment Reference	Reference to the external documents attached	EURES Optional / 0..n	N/A	N/A
Sub-elements				
The same as "4.16.10.1 Attachment Reference Element Description"				

4.23.6.2 Attachment Reference Attributes

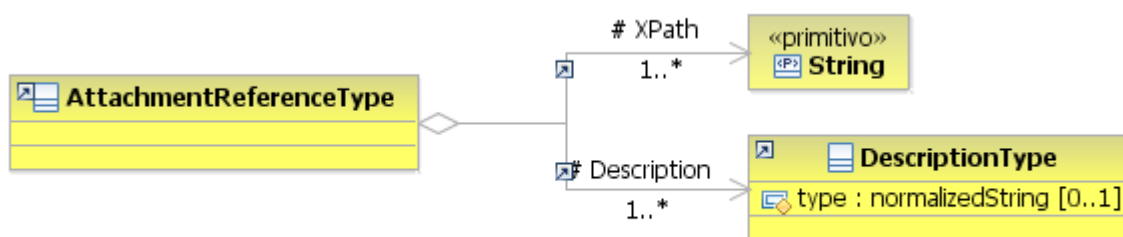


Figure 162: Attachment Reference Attributes Schema

Attributes	Description	Card.	Rule
The same as "4.16.10.2 Attachment Reference Attributes".			

4.24 /Profile/Publication History (level 2)

4.24.1 Publication History Element Description

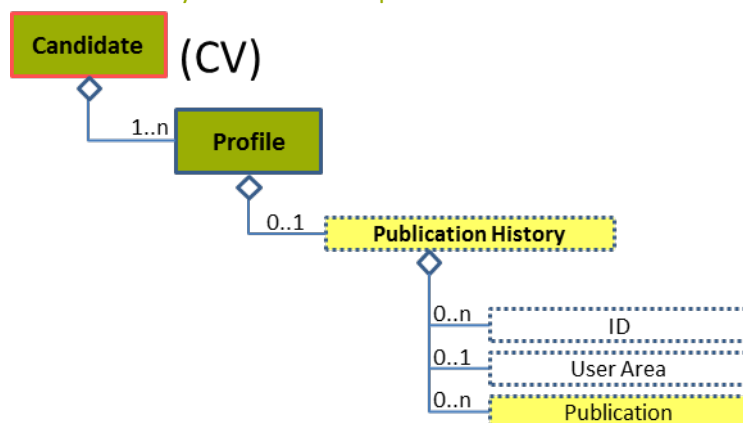


Figure 163: Publication History Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Publication History	A collection of information about one or more text publications by the Candidate	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Publication	A book, map, engraving, photograph, piece of music, or other work	EURES Optional / 0..n	N/A	N/A
See section “4.24.3 Sub-element: /Publication (level 3)” for more information				

4.24.2 Publication History Attributes

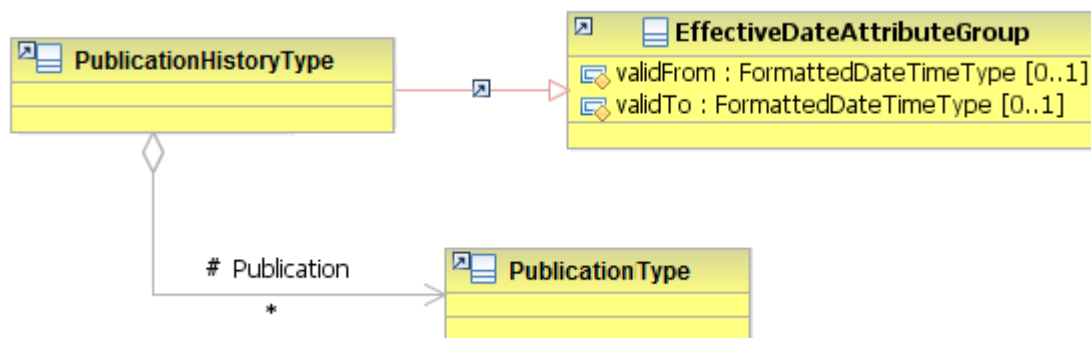


Figure 164: Publication History Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the “validFrom” date will default to “assigned by EURES on reception”. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-07: If not specified, the “validTo” date will be decided by EURES depending on the transaction context. BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Publication sub-element			
Attributes	Description	Card.	Rule
See section “4.24.3.2 Publication Attributes” for more information			

4.24.3 Sub-element: /Publication (level 3)

4.24.3.1 Publication Element Description

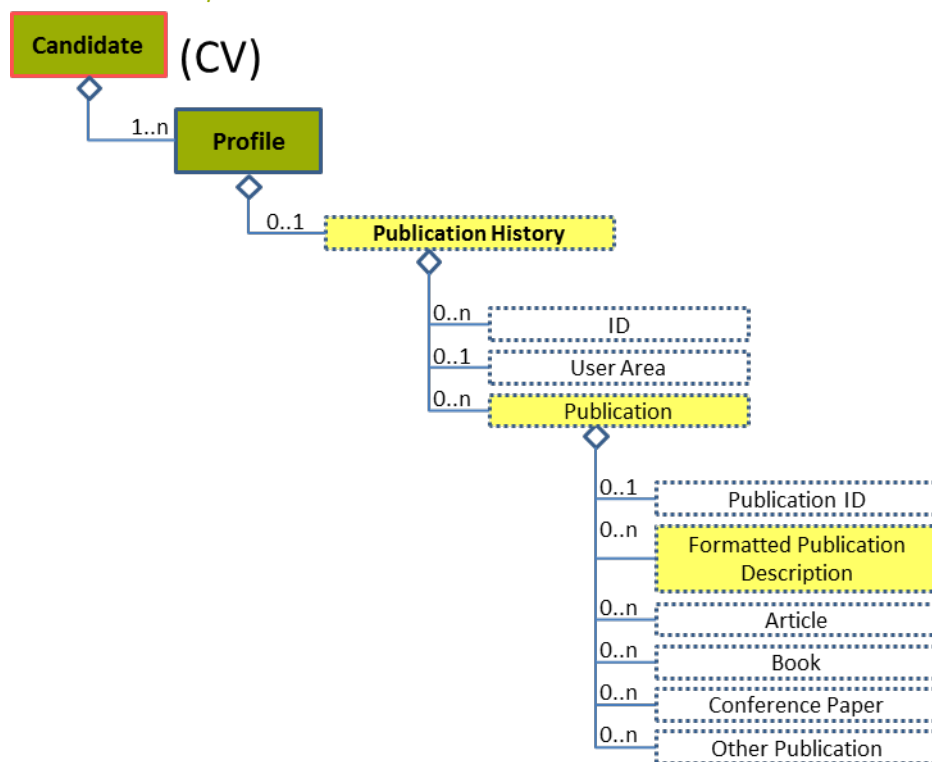


Figure 165: Publication Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Publication	A book, map, engraving, photograph, piece of music, or other work	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Formatted Publication Description	An unfiled or formatted description of a publication	EURES Optional / 0..n	N/A	“Article about Machine Learning in the Weekend Magazine”

4.24.3.2 Publication Attributes

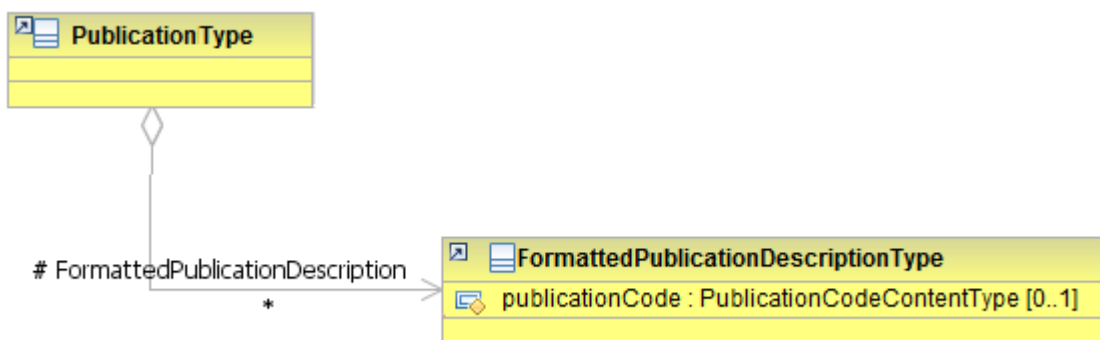


Figure 166: Publication Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
FormattedPublicationDescription sub-element			

Attributes	Description	Card.	Rule
publicationCode	Code to describe the type of publication This is an HR-Open Standards code list (full code list “4.28.30 Publication Enum-Type Codes [CL59]”)	0..1	BR-CV-27: Compulsory use of the “PublicationCode” list.

4.25 /Profile/Organization Affiliations (level 2)

4.25.1 Organization Affiliations Element Description

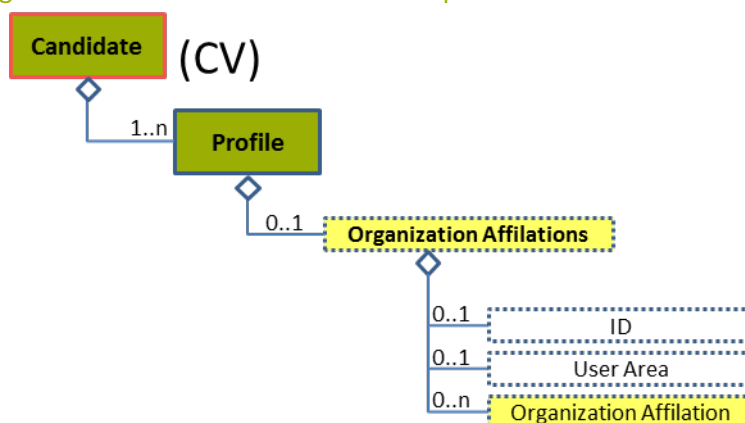


Figure 167: Organization Affiliations Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Organization Affiliations	Contains details on one or more organization affiliations. For example, membership in a trade or civic organization, seat on an organization’s board of directors, membership in a union, etc.	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Organization Affiliation	Contains information about a person's affiliation with a trade, professional, or similar organization or group formed around a common purpose or cause See section “4.25.3 Sub-element: /Organization Affiliation (level 3)” for more information	EURES Optional / 0..n	N/A	N/A

4.25.2 Organization Affiliations Attributes

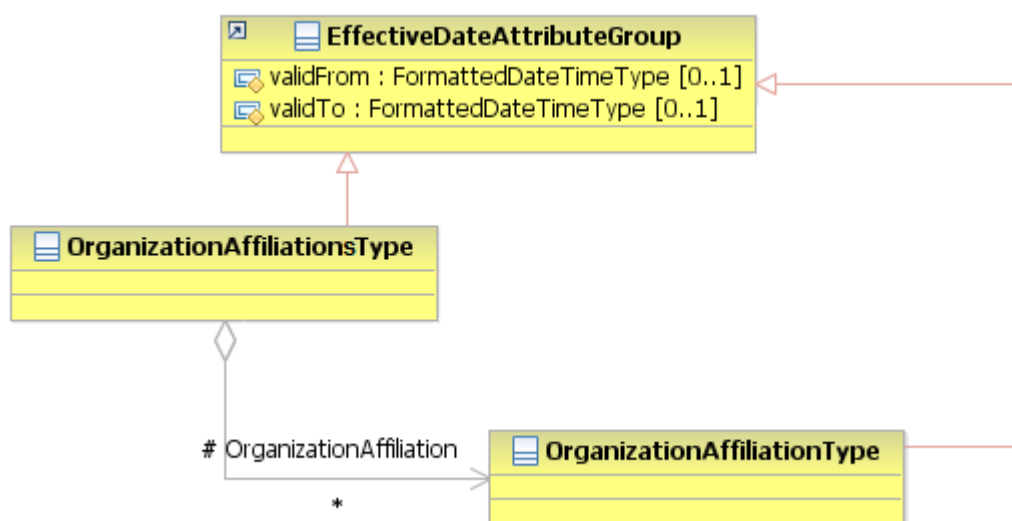


Figure 168: Organization Affiliations Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity’s information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

Attributes	Description	Card.	Rule
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
OrganizationAffiliations sub-element			
Attributes	Description	Card.	Rule
See section "4.25.3 Sub-element: /Organization Affiliation (level 3)" for more information			

4.25.3 Sub-element: /Organization Affiliation (level 3)

4.25.3.1 Organization Affiliation Element Description

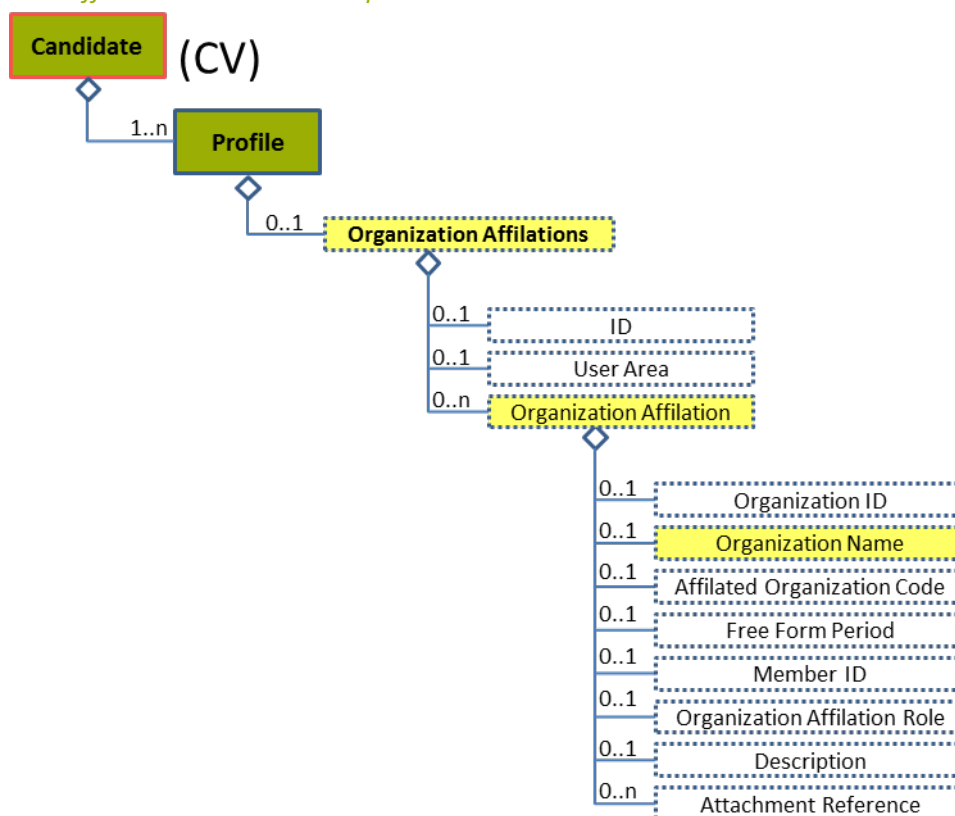


Figure 169: Organization Affiliation Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Organization Affiliation	Contains information about a person's affiliation with a trade, professional, or similar organization or group formed around a common purpose or cause	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Organization Name	Usually an official or legal name by which to refer to an organization	EURES Optional / 0..1	N/A	"Name", etc.

4.25.3.2 Organization Affiliation Attributes

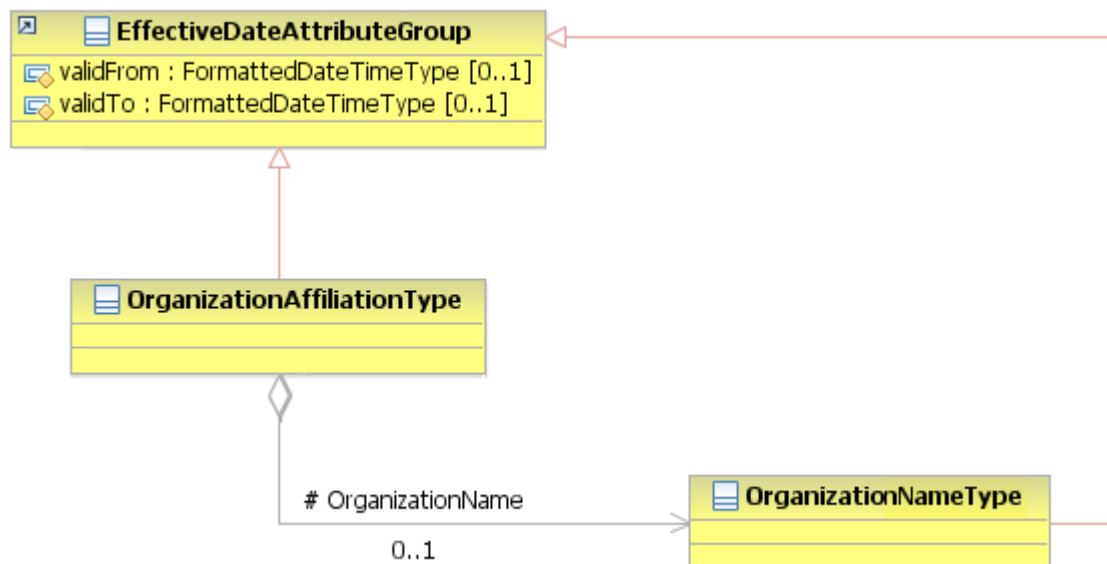


Figure 170: Organization Affiliation Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OrganizationName sub-element			
Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

4.26 /Profile/Speaking History (level 2)

4.26.1 Speaking History Element Description

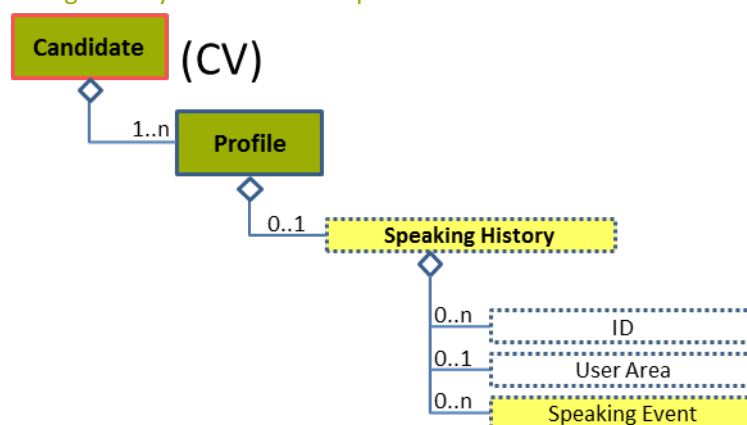


Figure 171: Speaking History Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Speaking History	A collection of information about one or more speaking events (as keynotes, for example) given by the person	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Speaking	Contains a set of details about an event in which the person was a	EURES Optional	N/A	N/A

Element	Description	Layer / Cardinality	Rule	Examples
Event	lecturer or presenter	/ 0..n		
See section “4.26.3 Sub-element: /Speaking Event (level 3)” for more information				

4.26.2 Speaking History Attributes

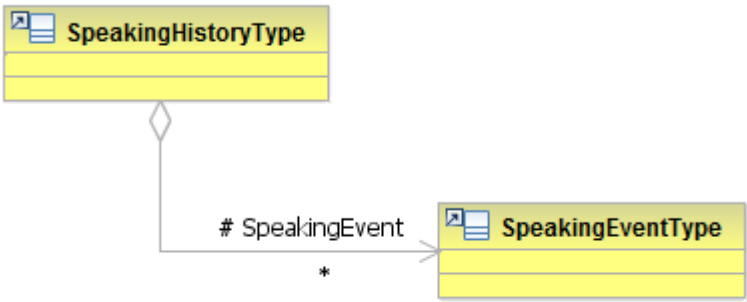


Figure 172: Speaking History Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OrganizationAffiliations sub-element			
Attributes	Description	Card.	Rule
See section “4.26.3.2 Speaking Event Attributes” for more information			

4.26.3 Sub-element: /Speaking Event (level 3)

4.26.3.1 Speaking Event Element Description

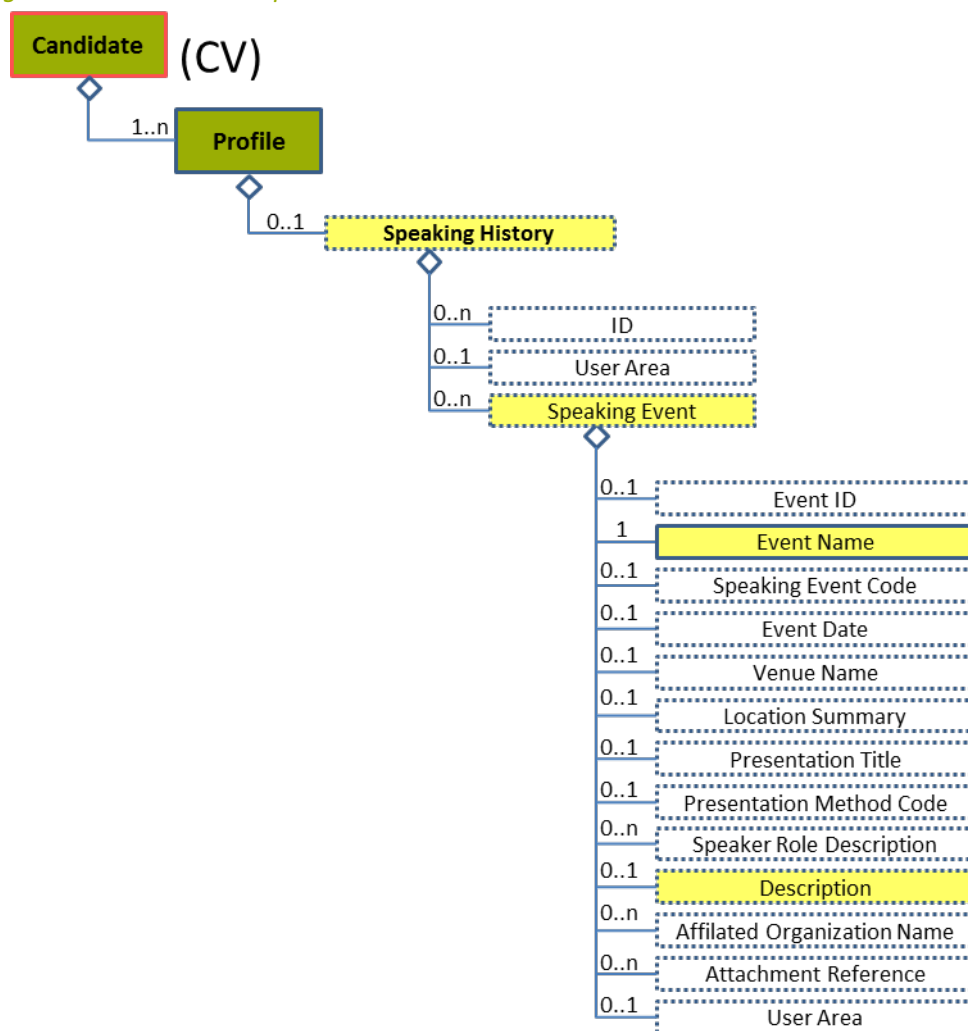


Figure 173: Speaking Event Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Speaking Event	Contains a set of details about an event in which the associated person was a lecturer or presenter.	EURES Optional / 0..n	N/A	N/A
Sub-elements				
Event Name	The name of the speaking event	EURES Optional / 1	N/A	"Event's name", etc.
Description	Description of the speaking event	EURES Optional / 0..1	N/A	"Description of the speaking event"

4.26.3.2 Speaking Event Attributes

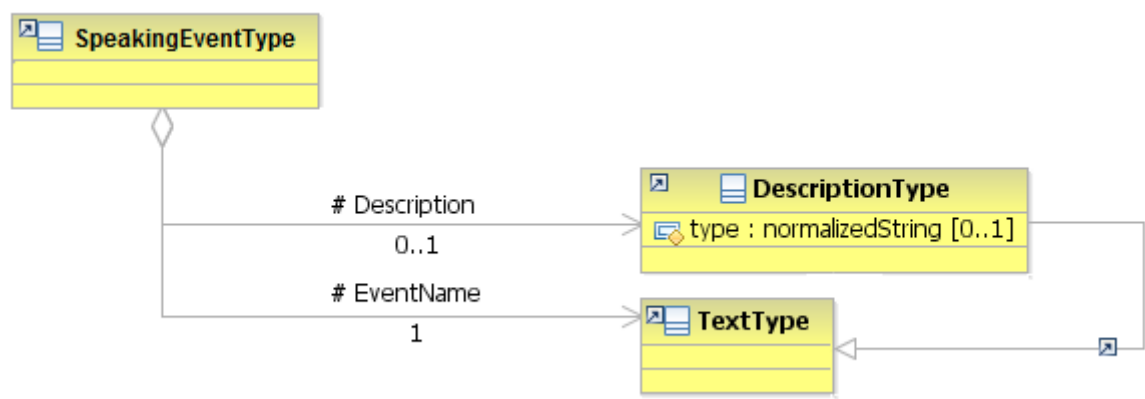


Figure 174: Speaking Event Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type.	0..1	N/A
EventName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.27 /Profile/Attachment (level 2)

4.27.1 Attachment Element Description

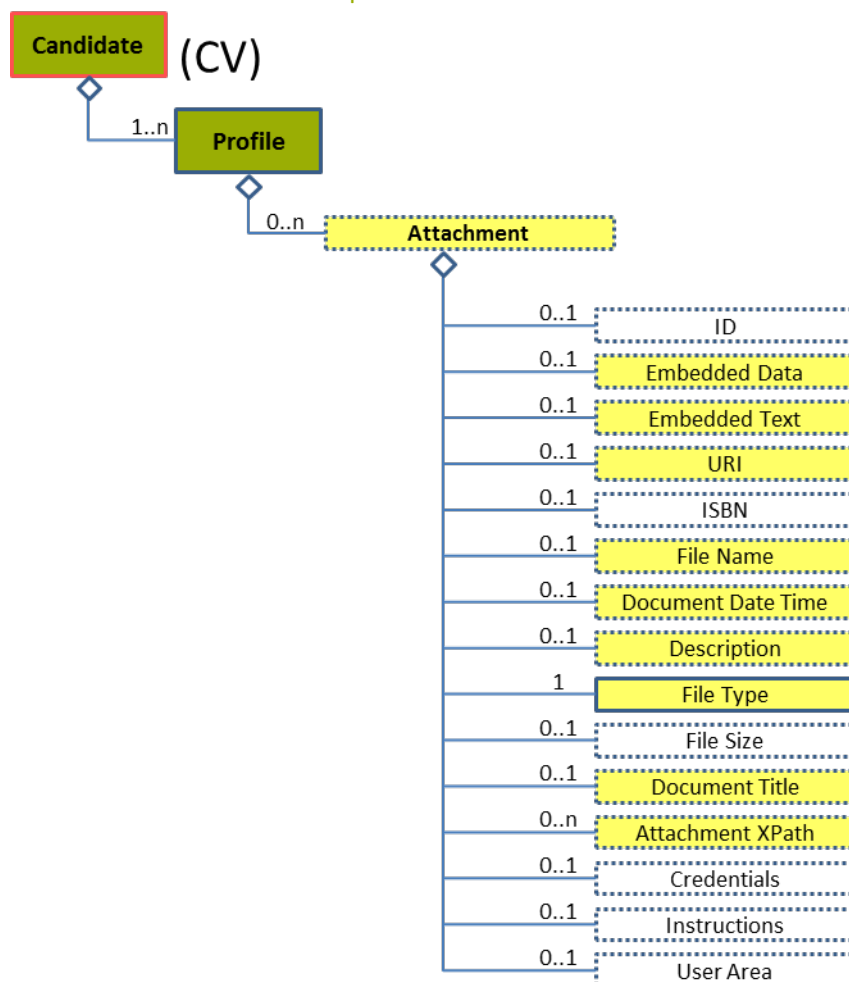


Figure 175: Attachment Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Attachment	Allows for embedding or referencing external documents or digital objects	EURES Optional / 0..n	BR-COM-42: An Attachment shall not embed and simultaneously refer to an URI that contains the same document. External references to documents, using the URI element, are the recommended method (when possible) for attaching documents.	N/A
Sub-elements				
Embedded Data	Allows the data to be embedded directly into the BOD instance	EURES Optional / 0..1	N/A	-
Embedded Text	Embedded text	EURES Optional / 0..1	N/A	"Embedded text"
URI	Represents a Uniform Resource Identifier Reference (URI). An URI value can be absolute or relative, and may have an optional fragment identifier (i.e., it may be a URI Reference). This type should be used to specify the intention that the value	EURES Optional / 0..1	N/A	"http://uri.org", etc.

	fulfils the role of a URI, as defined by [RFC 2396] and as amended by [RFC 2732].				
File Name	Indicates the name of the File being referenced		EURES Optional / 0..1	N/A	"File Name"
Document Date Time	The date and/or time associated with the current or referenced version of a document		EURES Optional / 0..1	N/A	"2012/12/23", etc.
Description	Description of the attachment		EURES Optional / 0..1	N/A	"Description of the attachment"
File Type	Identifies the type of the file type of the attachment		EURES Conformant Optional / 1	BR-COM-35: Compulsory use of the "EURES_FileTypeCode-CodeList.gc" list defined by EURES.	"PDF", "DOC", etc. Full code list: "4.28.12 File-Type Codes [CL17]"
Document Title	The name of the associated document		EURES Optional / 0..1	N/A	"Photo", "Europass CV", etc.
Attachment XPath	Path to the external documents attached		EURES Optional / 0..n	N/A	"/Candidate/CandidatePerson", etc.

4.27.2 Attachment Attributes

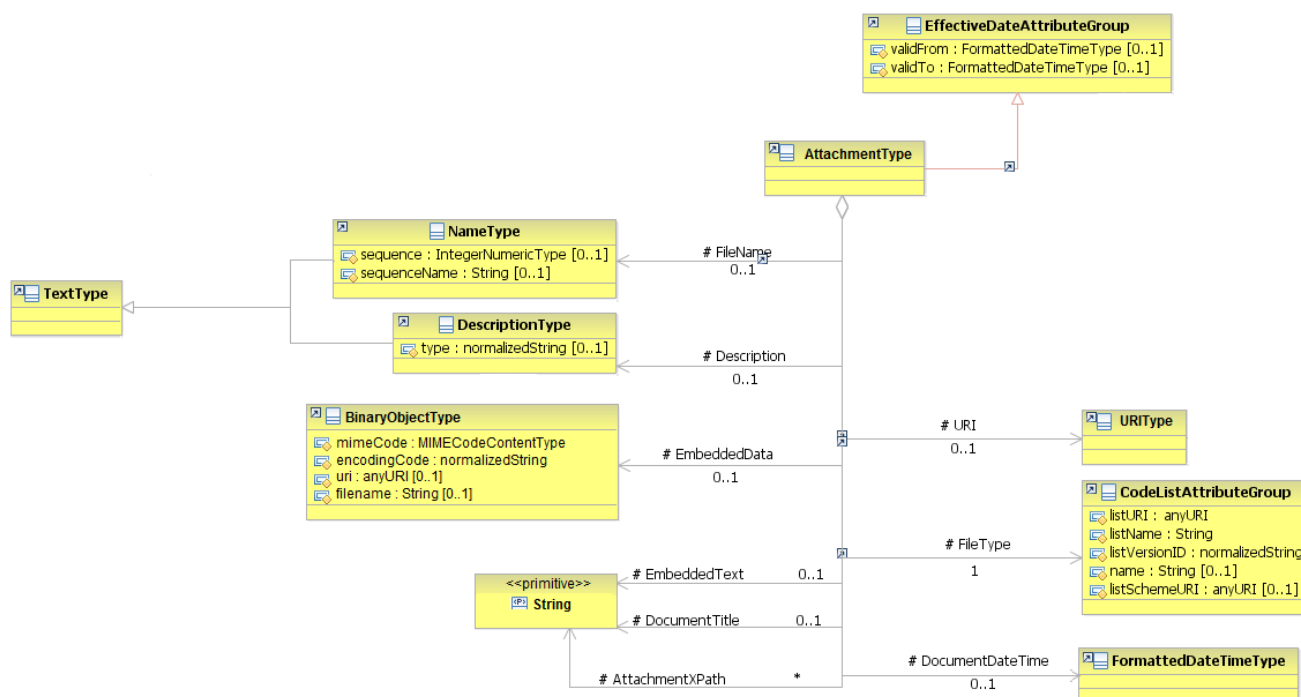


Figure 176: Attachment Attributes Schema

Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
URI sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
FileType sub-element			
Attributes	Description	Card.	Rule
listName	The code list name	1	N/A
listVersionID	The code list identification	1	N/A
name	The text equivalent of the code content	0..1	N/A

	component		
listURI	The Uniform Resource Identifier that identifies where the code list is located	1	N/A
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A
DocumentDateTime sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
FileName sub-element			
Attributes	Description	Card.	Rule
sequence	Establishes the order of the contact data	0..1	N/A
sequenceName	Establishes the order of the contact data	0..1	N/A
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A
EmbeddedData sub-element			
Attributes	Description	Card.	Rule
mimeCode	Codes that specify the data mime code	1	BR-COM-50: Compulsory use of Mime Codes [CL56].
encodingCode	The data encoding type	1	BR-COM-51: Only 'base64Binary' is allowed.
uri	The URI of the file.	0..1	N/A
filename	The name of the file.	0..1	N/A

4.27.3 Attachment Examples

This is an example of how to fill in the elements of an attached document:

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <Attachment>
      <oa:URI>http://europass.cedefop.europa.eu/es/documents/curriculum-
      vitae/examples/pdf_en_GB-a.pdf</oa:URI>
      <oa:Description>CV in PDF format</oa:Description>
      <oa:FileType listName="EURES_FileTypeCode" listVersionID="1.0"
      name="PDF document"
      listURI="https://ec.europa.eu/eures">PDF</oa:FileType>
      <DocumentTitle>pdf_en_GB-a</DocumentTitle>
    </Attachment>
  </CandidateProfile>
</Candidate>
```

This is an example of how to fill in an embedded document:

```
<Candidate xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/Nouns/Candidate.xsd" >
  <CandidateProfile languageCode="en">
    <Attachment>
      <oa:EmbeddedData mimeCode="image/jpeg"
      encodingCode="base64Binary">/9j/4AAQSkZJRgABAQAAQABAAD//gA7Q1JFQVRPU
      jog</oa:EmbeddedData>
      <oa:FileName>candidate_photo.jpg</oa:FileName>
      <DocumentDateTime>2013-01-30</DocumentDateTime>
      <oa:Description>Candidate's photo</oa:Description>
      <oa:FileType listName="EURES_FileTypeCode" listVersionID="1.0"
      name="photo" listURI="https://ec.europa.eu/eures">photo</oa:FileType>
      <DocumentTitle>Photo</DocumentTitle>
      <AttachmentXPath>/Candidate/CandidatePerson</AttachmentXPath>
    </Attachment>
  </CandidateProfile>
</Candidate>
```

4.28 Code Lists

Code Lists are tables containing codes or values representing concepts that have been agreed amongst several parties as having exactly the same meaning for all.

HR-Open Standards 3.1 provides many Code Lists for many different concepts. HR-Open Standards Code Lists are based on W3C XSD Enumeration Schemas. The new EURES CV specifications re-use a large bunch of these Code Lists.

In addition to the HR-Open Standards Code Lists, EURES also defines several different Code Lists based on the OASIS Code Lists specification, another representation method that is compatible with the HR-Open Standards specification. Detailed information about this specification can be found here:

https://www.oasis-open.org/committees/tc_home.php?wg_abbrev=codelist

Thus, these code lists could be defined as:

- **HR-Open Standards:** code lists defined and maintained by HR-Open Standards organisation.
- **EURES standards:** code lists defined and maintained by international entities, such as NUTS or ISO.
- **EURES standards new:** code lists defined and maintained by EURES, and therefore, they are only used by EURES.

A set of attributes must be filled in for each code list not representing the HR-Open Standards.

Attributes	Description	Card.
listName	Code list name	1
listVersionID	Code list identification	1
name	Text equivalent of the code content component	0..1
listURI	The Uniform Resource Identifier that identifies where the code list is located	1
listSchemeURI	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1

The following is an explanation of the code lists, including the standard version used, the values of the attributes and some examples. Identification is also added in order to relate the same codes with the EURES-JV-StandardStaticModel (RD01 – “EURES Job Vacancy Data Standard description”).

4.28.1 Candidate Source Type Codes [CL04]

These codes classify the source that supplied the CV's candidate.

The values come from a **HR-Open Standards list**, and the values can be:

Code	Description
JobBoard	Website advertising job vacancies
StaffingAgency	Employment Services
Intermediary	Intermediary supplier
Referrer	Recommendation supplier

The code attribute values are as follows:

Attributes	Value
listName	CandidateSourceCodeType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in candidate source as an *intermediary* code:

```
<CandidateSourceCode listName="CandidateSourceCodeType" listVersionID="1.0"
name="Intermediary supplier" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd"
>intermediary</CandidateSourceCode>
```

4.28.2 Channel Type Codes [CL05]

These codes classify the communication channel used to contact a person or organisation.

Their values come from a **HR-Open Standards list**, and the values could be:

Code	Description
Telephone	The communication channel is the telephone number.
MobileTelephone	The communication channel is the cell phone number.
Fax	The communication channel is the fax number.
Email	The communication channel is the email address.
InstantMessage	The communication channel is the instant message.
Web	The communication channel is the web address.

The code attribute values are as follows:

Attributes	Value
listName	ChannelCodeContentType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in the communication channel as a *telephone* code:

```
<ChannelCode listName="ChannelCodeContentType" listVersionID="1.0" name="Telephone"
listURI="http://www.hr-xml.org/" listSchemeURI="http://www.hr-xml.org/3
../Developer/Common/CodeLists.xsd"
>telephone</ChannelCode>
```

4.28.3 Contact Use Type Codes [CL06]

These codes classify the type of use given to the communication channel to contact a person or an organisation.

Their values come from a **HR-Open Standards list**, and the values could be:

Code	Description
personal	The communication channel is for personal use.
business	The communication channel is for business communication.

The code attribute values are as follows:

Attributes	Value
listName	ContactUseCodeContentType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in the communication use as a *personal* code:

```
<UseCode listName="ContactUseCodeContentType" listVersionID="1.0" name="Personal"
listURI="http://www.hr-xml.org/" listSchemeURI="http://www.hr-xml.org/3
../Developer/Common/CodeLists.xsd"
>Personal</UseCode>
```

4.28.4 Country Codes [CL07]

The country codes are given in the following table. Note that, for two countries (Greece (EL) and United Kingdom (UK))⁴ the code used differs from the ISO code.

The standard used is **EURES Standards: ISO 3166-1-alpha-2 code (ISO adapted to EC codification)**. The values are in the ISO website:

- http://www.iso.org/iso/country_codes/iso_3166_code_lists/country_names_and_code_elements.htm

The code attribute values are as follows:

Attributes	Value
listName	Countries
listVersionID	3166-1-alpha-2
name	{Code name or description}
listURI	http://ec.europa.eu/esco/ConceptScheme/country
listSchemeURI	PENDING DEFINITION

This example fills in the country as *Belgium* code:

```
<CountryCode listName="Countries" listVersionID="3166-1-alpha-2" name="Belgium"
listURI="http://ec.europa.eu/esco/ConceptScheme/country"
>BE</CountryCode>
```

4.28.5 Country Subdivision Codes [CL08]

These codes are the regions of the European Union countries.

The standard used is the **EURES Standards: NUTS 2013 – Level 3**⁵. The values are in the official website:

- http://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1412243003302&uri=CELEX:32014R0868#ntr2-L_2014241EN.01000101-E0002

The code attribute values are as follows:

Attributes	Value
listName	EURES_CountrySubdivisionCodes
listVersionID	2013-Level-3
name	{Code name or description}
listURI	http://ec.europa.eu/eurostat
listSchemeURI	PENDING DEFINITION

This example fills in the country as *Belgium* code:

```
<oa:CountrySubDivisionCode listName="EURES_CountrySubdivisionCodes"
listVersionID="2013-Level-3" name="Arr. Antwerpen"
listURI="http://ec.europa.eu/eurostat"
>BE211</oa:CountrySubDivisionCode>
```

4.28.6 Currency Codes [CL09]

These codes specify the types of currency in the EEA / EFTA and Switzerland.

The standard used is the **EURES Standards: ISO 4217:2008**⁶, adapted to EEA/EFTA⁷ and including Switzerland.

⁴ Country names of the Member States of EU: <http://publications.europa.eu/code/en/en-370100.htm>

⁵ NUTS 2013: http://epp.eurostat.ec.europa.eu/portal/page/portal/nuts_nomenclature/introduction

⁶ ISO – ISO-4217:2008: http://www.iso.org/iso/catalogue_detail?csnumber=46121

Code	Description
EUR	Euro
BGN	Lev
CHF	Swiss franc
CZK	Czech koruna
DKK	Danish krone
GBP	Pound sterling
HRK	Kuna
HUF	Forint
ISK	Króna
LTL	Litas
NOK	Norwegian krone
PLN	Zloty
RON	Romanian leu
SEK	Krona

The code attribute values are as follows:

Attributes	Value
listName	EURES_CurrencyCodes
listVersionID	4217:2008
name	{Code name or description}
listURI	http://www.iso.org/iso/
listSchemeURI	PENDING DEFINITION

As currency is filled in as attribute, it is filled in differently:

```
<RemunerationReferenceAmount currencyID="EUR">25000</RemunerationReferenceAmount>
```

4.28.7 Degree Codes [CL10]²

Codes used to specify the degree certification obtained.

EURES Standards: ESCO Qualifications⁸ are the standard used. The values are in the ESCO official website:

- <https://ec.europa.eu/esco/portal/browse?type=Qualification>

The code attribute values are as follows:

Attributes	Value
listName	ESCO_Qualifications
listVersionID	ESCOv1
name	{Code name or description}
listURI	PENDING
listSchemeURI	PENDING

This example fills in the *PMP* qualification:

```
<DegreeTypeCode listName="ESCO_Qualifications" listVersionID="ESCOv1" name="PMP"
listURI="PENDING"
>http://ec.europa.eu/esco/qualification/23847</DegreeTypeCode>
```

4.28.8 Dimension Codes [CL11]

These are the codes used to classify the language competency dimension.

Two standards could be used to classify the dimensions:

⁷ Official currencies of the Member States of EU: <http://publications.europa.eu/code/en/en-370302.htm>

⁹ CEFR: http://www.coe.int/t/dg4/linguistic/CADRE1_EN.asp

- The **EURES Standard, based on CEFR**⁹:

Code	Description
CEF-Understanding-Listening	Listening comprehension
CEF-Understanding-Reading	Reading comprehension
CEF-Speaking-Interaction	Spoken interaction
CEF-Speaking-Production	Spoken production
CEF-Writing-Interaction	Written interaction
CEF-Writing-Production	Written production

The code attribute values are as follows:

Attributes	Value
listName	EURES_Dimension
listVersionID	1.0
name	{Code name or description}
listURI	http://www.coe.int
listSchemeURI	PENDING DEFINITION

This example fills in the *Spoken interaction* skill:

```
<CompetencyDimensionTypeCode listName="EURES_Dimension" listVersionID="1.0"
name="Spoken interaction" listURI="http://www.coe.int" listSchemeURI="PENDING"
>CEF-Speaking-Interaction</CompetencyDimensionTypeCode>
```

- The **EURES Standards: ESCO Skills/Competences**¹⁰¹¹. The values are in the ESCO official website:
 - <https://ec.europa.eu/esco/portal/browse?type=Skill>

The code attribute values are as follows:

Attributes	Value
listName	ESCO_Skills
listVersionID	ESCOv1
name	{Code name or description}
listURI	PENDING
listSchemeURI	PENDING

This example fills in the *Spoken interaction* skill:

```
<CompetencyDimensionTypeCode listName="ESCO_Skills" listVersionID="ESCOv1"
name="Spoken interaction" listURI="PENDING" listSchemeURI="PENDING"
>http://ec.europa.eu/esco/skill/367171</CompetencyDimensionTypeCode>
```

4.28.9 Disability Level Code [CL12]

These are the codes used to classify the level of disability.

The **New EURES Standard** is used.

Code	Description
1	Needs another person's assistance with daily life tasks
2	Inability to perform one or more sensory or physical functions
3	Experiences difficulties in multiple sensory or physical functions
4	Experiences difficulty in just one function
5	No limitations in functioning

⁹ CEFR: http://www.coe.int/t/dg4/linguistic/CADRE1_EN.asp

¹¹ In version 1.2, ESCO Skills are not validated.

¹¹ In version 1.2, ESCO Skills are not validated.

The code attribute values are as follows:

Attributes	Value
listName	EURES_DisabilityLevelCode
listVersionID	1.0
name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	PENDING DEFINITION

This example fills in *No limitations in functioning* in the disability level:

```
<DisabilityLevelCode listName="EURES_DisabilityLevelCode" listVersionID="1.0"
name="No limitations" listURI="http://ec.europa.eu/eures"
>5</DisabilityLevelCode>
```

4.28.10 Drivers License Codes [CL14]

Codes used to specify a type of drivers licence.

The **EURES Standards: Directive 2006/126/EC (EU)**¹² standard is used.

Code	Description
AM	Mopeds
A1	Motorcycles and motor tricycles not exceeding a certain power level The minimum age for category A1 is 16 years.
A2	Motorcycles not exceeding a certain power level The minimum age for category A2 is 18 years.
A	Motor tricycles not exceeding a certain power level and a minimum age of 21 years.
B1	Quadricycles The minimum age for category B1 is 16 years,
B	Motor vehicles not exceeding certain authorised mass. The minimum age for category B is 18 years.
BE	A combination of vehicles consisting of a tractor vehicle in category B and a trailer or semi-trailer not exceeding a certain mass The minimum age for category BE is 18 years.
C1	Motor vehicles which are between mass The minimum age for category C1 is 18 years.
C1E	A combination of vehicles consisting of a tractor vehicle in category B or C1 and a trailer or semi-trailer which are between mass The minimum age for category C1E is 18 years.
C	Motor vehicles whose maximum authorised exceed a mass and carriage of no more than eight passengers, including the driver Motor vehicles in this category may be combined with a trailer not exceeding a maximum authorised mass. The minimum age for category C is 21 years.
CE	A combination of vehicles where the tractor vehicle is category C and its trailer or semi-trailer does not exceed a maximum authorised mass The minimum age for categories CE is 21 years.
D1	Motor vehicles or carriage of no more than 16 passengers including the driver and with a maximum length Motor vehicles in this category may be combined with a trailer not exceeding a maximum authorised mass. The minimum age for categories D1 is 21 years.
D1E	A combination of vehicles where the tractor vehicle is category C1 and its trailer does not exceed a maximum authorised mass. The minimum age for categories D1E is fixed at 21 years.
DE	Combination of vehicles where the tractor vehicle is in category D and its trailer not exceeds a maximum authorised mass. The minimum age for categories DE is fixed at 24 years.

The code attribute values are as follows:

¹² EU – Directive 2006/126/EU: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2006:403:0018:0060:EN:PDF>

Attributes	Value
listName	EURES_LicenceTypeCode
listVersionID	2006/126/EC
name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	Placeholder

This example fills in the A1 driver's license:

```
<LicenseTypeCode listName="EURES_LicenceTypeCode" listVersionID="2006/126/EC"
name="A1" listURI="http://ec.europa.eu/eures"
>A1</LicenseTypeCode>
```

4.28.11 Education Level Codes [CL15]

The Education level the jobseeker has completed.

Two standards can be used to classify the education level:

- The **EURES Standards: ISCED-2011 (UNESCO)**¹³.

Code	Description
0	Early childhood education
1	Primary education
2	Lower secondary education
3	Upper secondary education
4	Post-secondary non-tertiary education
5	Short-cycle tertiary education
6	Bachelor or equivalent level
7	Masters or equivalent level
8	Doctoral or equivalent level

The code attribute values are as follows:

Attributes	Value
listName	EURES_ISCEDEducationLevel
listVersionID	2011
name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	Placeholder

This example fills in Master's code:

```
<EducationLevelCode listName="EURES_ISCEDEducationLevel" listVersionID="2011"
name="Master" listURI="http://ec.europa.eu/eures"
>7</EducationLevelCode>
```

- The **EURES Standards: EQF (European Qualifications Framework)**¹⁴

Code	Description
1	Basic general knowledge. Basic skills required to carry out simple tasks. Work or study under direct supervision in a structured context.
2	Basic factual knowledge of a field of work or study. Basic cognitive and practical skills required to use relevant information in order to carry out tasks and to solve routine problems using simple rules and tools. Work or study under supervision with some autonomy.
3	Knowledge of facts, principles, processes and general concepts, in a field of work or study.

¹³ UNESCO – ISCED 2011: <http://www.uis.unesco.org/EDUCATION/Pages/international-standard-classification-of-education.aspx>

¹⁴ EQF: http://ec.europa.eu/eqf/home_en.htm

Code	Description
	A range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information. Take responsibility for completion of tasks in work or study; adapt own behaviour to circumstances in solving problems.
4	Factual and theoretical knowledge in broad contexts within a field of work or study. A range of cognitive and practical skills required to generate solutions to specific problems in a field of work or study. Exercise self-management within the guidelines of work or study contexts that are usually predictable, but are subject to change; supervise the routine work of others, taking some responsibility for the evaluation and improvement of work or study activities.
5	Comprehensive, specialised, factual and theoretical knowledge within a field of work or study and an awareness of the boundaries of that knowledge. A comprehensive range of cognitive and practical skills required to develop creative solutions to abstract problems. Exercise management and supervision in contexts of work or study activities where there is unpredictable change review and develop performance of self and others.
6	Advanced knowledge of a field of work or study, involving a critical understanding of theories and principles. Advanced skills, demonstrating mastery and innovation, required to solve complex and unpredictable problems in a specialised field of work or study. Manage complex technical or professional activities or projects, taking responsibility for decision making in unpredictable work or study contexts; take responsibility for managing professional development of individuals and groups.
7	Highly specialised knowledge, some of which is at the forefront of knowledge in a field of work or study, as the basis for original thinking and/or research; critical awareness of knowledge issues in a field and at the interface between different fields. Specialised problem-solving skills required in research and/or innovation in order to develop new knowledge and procedures and to integrate knowledge from different fields. Manage and transform work or study contexts that are complex, unpredictable and require new strategic approaches; take responsibility for contributing to professional knowledge and practice and/or for reviewing the strategic performance of teams.
8	Knowledge at the most advanced frontier of a field of work or study and at the interface between fields. The most advanced and specialised skills and techniques, including synthesis and evaluation, required to solve critical problems in research and/or innovation and to extend and redefine existing knowledge or professional practice. Demonstrate substantial authority, innovation, autonomy, scholarly and professional integrity and sustained commitment to the development of new ideas or processes at the forefront of work or study contexts including research.

The code attribute values are as follows:

Attributes	Value
listName	EURES_EQF
listVersionID	2008/C11/01
name	{Code name or description}
listURI	http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme
listSchemeURI	http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme

This example fills in the Masters code:

```
<EducationLevelCode listName="EURES_EQF" listVersionID="2008/C11/01" name="Master"
listURI="http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme"
listSchemeURI="http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme"
>7</EducationLevelCode>
```

The relationship between these code lists is as follows:

EQF	1	2	3	4	5	6	7	8
ISCED 2011	-	-	-	-	5	6	7	8

As can be seen, the ISCED 2011 codes from 0 to 4 do not match the EQF.

4.28.12 File-Type Codes [CL17]

Codes used to identify the file type of the attachment

The **EURES Standard** is used.

Code	Description
photo	Image
doc	Word document
pdf	Adobe PDF

The code attribute values are as follows:

Attributes	Value
listName	EURES_FileTypeCode
listVersionID	1.0
name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	Placeholder

This example fills in the certificate as evidence:

```
<oa:FileType listName="EURES_FileTypeCode" listVersionID="1.0" name="Image"
listURI="http://ec.europa.eu/eures"
>photo</oa:FileType>
```

4.28.13 Gender Enum-Type Codes [CL18]

These codes classify the candidate's gender.

Their values come from a **HR OS-Standards list**:

Code	Description
NotKnow	The gender is not provided.
Male	The candidate is a man.
Female	The candidate is a woman.
NotSpecified	The gender is not applicable.

The code attribute values are as follows:

Attributes	Value
listName	GenderEnumType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in the jobseeker's gender:

```
<GenderCode listName="GenderEnumType" listVersionID="1.0" name="Woman"
listURI="http://www.hr-xml.org/" listSchemeURI="http://www.hr-xml.org/3
../Developer/Common/CodeLists.xsd"
>Female</GenderCode>
```

4.28.14 Job Category Codes [CL20]

These are the codes classifying the type of job, which may be used for occupational classification.

Two standards can be used to classify the education level:

- The **EURES Standards: ISCO-08 (ISCO)**¹⁵ taxonomy, this is the minimal required:

<http://www.ilo.org/public/english/bureau/stat/isco/isco08/>

¹⁵ ISCO – ISCO-08: <http://www.ilo.org/public/english/bureau/stat/isco/isco08/>

The code attribute values are as follows:

Attributes	Value
listName	ISCO2008
listVersionID	2008
name	{Code name or description}
listURI	http://ec.europa.eu/esco/ConceptScheme/ISCO2008
listSchemeURI	http://ec.europa.eu/esco/ConceptScheme/ISCO2008

This example fills in the job category as an ISCO code:

```
<JobCategoryCode listName="ISCO2008" listVersionID="2008" name="Legislators"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008"
listSchemeURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008"
>1111</JobCategoryCode>
```

- The **EURES Standards: ESCO Occupations**¹⁶³ taxonomy, it will become mandatory from 2020:

<https://ec.europa.eu/esco/occupationbrowser>

The code attribute values are as follows:

Attributes	Value
listName	ESCO_Occupations
listVersionID	ESCOv1
name	{Code name or description}
listURI	PENDING
listSchemeURI	PENDING

This example fills in the job category as an ESCO code:

```
<JobCategoryCode listName="ESCO_Occupations" listVersionID="ESCOv1" name="Head of
division" listURI="PENDING" listSchemeURI="PENDING"
>http://ec.europa.eu/esco/occupation/15690</JobCategoryCode>
```

4.28.15 Language Codes [CL24]

These codes include all languages of the world, because the candidate can speak any of them.

The standard used is **EURES Standards: ISO-639-1:2002 Alpha 2 (ISO)**¹⁷, because:

- It is more restrictive
- It focuses on languages for which specialized terminologies have been developed.

The full code list is shown in: http://www.loc.gov/standards/iso639-2/php/English_list.php

The code attribute values are as follows:

Attributes	Value
listName	ISO-639-1/2-Languages
listVersionID	639-1:2002 Alpha 2
name	{Code name or description}
listURI	http://www.loc.gov
listSchemeURI	Placeholder

This example fills in the English language:

¹⁷ ISO – ISO-639-1:2002 Alpha 2: http://www.iso.org/iso/catalogue_detail?csnumber=22109

¹⁷ ISO – ISO-639-1:2002 Alpha 2: http://www.iso.org/iso/catalogue_detail?csnumber=22109

```
<PrimaryLanguageCode listName="ISO-639-1/2-Languages" listVersionID="639-1:2002
Alpha 2" name="English" listURI="http://www.loc.gov"
>EN</PrimaryLanguageCode>
```

4.28.16 Language Proficiency Codes [CL25]

Language Proficiency is the level of proficiency in a language.

The standard used is the **EURES Standards: CEFR (Common European Framework of Reference for Language)**¹⁸.

Code	Description
A1	Beginner
A2	Elementary
B1	Intermediate
B2	Upper intermediate
C1	Advanced
C2	Proficiency

The code attribute values are as follows:

Attributes	Value
listName	EURES_ProficiencyLevel
listVersionID	1.0
name	{Code name or description}
listURI	http://www.coe.int
listSchemeURI	Placeholder

As currency is filled in as an attribute, it is filled in differently:

```
<ScoreText minimumScoreText="C2" maximumScoreText="A1">
```

4.28.17 Members Countries from Europe [CL29]

These codes are the European Union countries.

The standard used is the European Union countries based on **EURES Standards: ISO 3166 alpha-2**¹⁹, adapted to Member States²⁰.

Code	Description
AT	Austria
BE	Belgium
BG	Bulgaria
CY	Cyprus
CZ	Czech Republic
DK	Denmark
EE	Estonia
FI	Finland
FR	France
DE	Germany
GR	Greece
HR	Croatia
HU	Hungary
IR	Ireland
IT	Italy
LV	Latvia
LT	Lithuania
LU	Luxembourg
MT	Malta

¹⁸ CEFR: http://www.coe.int/t/dg4/linguistic/CADRE1_EN.asp

¹⁹ ISO-3166 Alpha-2: http://www.iso.org/iso/country_codes/iso_3166_code_lists/country_names_and_code_elements.htm

²⁰ Member States of the European Union: <http://publications.europa.eu/code/en/en-370100.htm>

Code	Description
NL	Netherlands
PL	Poland
PT	Portugal
RO	Romania
SK	Slovakia
SI	Slovenia
ES	Spain
SE	Sweden
UK	United Kingdom

The code attribute values are as follows:

Attributes	Value
listName	EURES_MemberCountries
listVersionID	3166-1-alpha-2
name	{Code name or description}
listURI	http://www.iso.org/iso/
listSchemeURI	PENDING DEFINITION

This example fills in the country as *Belgium* code:

```
<CountryCode listName="EURES_MemberCountries" listVersionID="3166-1-alpha-2"
name="Belgium" listURI="http://www.iso.org/iso/" listSchemeURI="PENDING"
>BE</CountryCode>
```

4.28.18 NACE Codes [CL31]

NACE Codes (Statistical classification of economic activities in the European Community) identify the current or past job's business sector or industry.

The **EURES Standards: EU²¹** is the standard used.

The list is provided on its website http://ec.europa.eu/competition/mergers/cases/index/nace_all.html

The code attribute values are as follows:

Attributes	Value
listName	NACE_r2
listVersionID	NACE REVISION 2
name	{Code name or description}
listURI	http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs
listSchemeURI	Placeholder

This example fills in industry code as *central banking*:

```
<IndustryCode listName="NACE_r2" listVersionID="NACE REVISION 2" name="central
banking" listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs"
>K64.1.1</IndustryCode>
```

4.28.19 Name Enum-Type Codes [CL32]

These codes classify the type of name.

Their values come from an **HR-Open Standards list**, and it is an enumeration:

Code	Description
CurrentName	The name indicated is the current name.
FormerName	The name indicated is prior to marriage.

²¹ EU – NACE: http://ec.europa.eu/competition/mergers/cases/index/nace_all.html

Code	Description
BirthName	The name indicated is the name given at birth.
Alias	The name indicated is a pseudonym.

The code attribute values are as follows:

Attributes	Value
listName	NameTypeCodeEnumType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in with the jobseeker's name as the *birthName*:

```
<PersonName nameTypeCode="BirthName"/>
```

4.28.20 Official Languages in European Country Codes [CL33]

These codes are only the official languages in European Countries²².

The standard used is **EURES Standards: ISO-639-1:2002 Alpha 2 (ISO)**²³ because:

- It is more restrictive
- It focuses on languages for which specialized terminologies have been developed.

Code	Description
bg	Bulgarian
cs	Czech
da	Danish
de	German
el	Greek
en	English
es	Spanish
et	Estonian
fi	Finnish
fr	French
ga	Irish
hr	Croatian
hu	Hungarian

Code	Description
is	Icelandic
it	Italian
lt	Lithuanian
lv	Latvian
mt	Maltese
nl	Dutch
no	Norwegian
pl	Polish
pt	Portuguese
ro	Romanian
sk	Slovak
sl	Slovenian
sv	Swedish

The code attribute values are as follows:

Attributes	Value
listName	EURES_EULanguageCodes
listVersionID	639-1:2002
name	{Code name or description}
listURI	http://www.loc.gov
listSchemeURI	PENDING DEFINITION

This example fills in the English language:

```
<CandidateProfile languageCode="en">
```

4.28.21 Organization Ownership Codes [CL34]

These codes classify the organisation ownership.

²² Official languages in EU: <http://publications.europa.eu/code/en/en-370200.htm>

²³ ISO – ISO-639-1:2002 Alpha 2: http://www.iso.org/iso/catalogue_detail?csnumber=22109

Their values come from an **HR-Open Standards list**:

Code	Description
public	
private	
non-profit	
government	

The code attribute values are as follows:

Attributes	Value
listName	OrganizationOwnershipTypeCodeContentType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in the preferred organisation ownership as private:

```
<OrganizationOwnershipTypeCode listName="OrganizationOwnershipTypeCodeContentType"
listVersionID="1.0" name="private" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd"
>private</OrganizationOwnershipTypeCode>
```

4.28.22 Organization Size Codes [CL35]

These codes classify an organisation's size or business scope.

The standards used to classify small and medium-sized enterprises are **EURES Standards: EU – C (2003) 1422**²⁴. Large enterprises have been added, as described in **Eurostat**²⁵, to cover all sizes.

Code	Description
microenterprise	0 to 9 people
smallenterprise	10 to 49 people
medium-sizedenterprise	50 to 249 people
largeenterprise	More than 250 people

The code attribute values are as follows:

Attributes	Value
listName	EURES_OrganizationSize
listVersionID	(2003)1422
name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	Placeholder

This example fills in the preferred organisation size as a small enterprise:

```
<OrganizationSizeCode listName="EURES_OrganizationSize" listVersionID="(2003)1422"
name="small enterprise" listURI="https://ec.europa.eu/eures"
>smallenterprise</OrganizationSizeCode>
```

4.28.23 Patent Status Enum-Type Codes [CL36]

These codes describe the status of the patent.

Their values come from an **HR-Open Standards list**, and it is an enumeration:

²⁴ EU – C (2003) 1422: <http://publications.europa.eu/code/en/en-5000300.htm>

²⁵ Eurostat – Enterprise size: http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Glossary:Large_enterprises

Code	Description
PatentIssued	The patent has been issued.
PatentPending	The patent's processing is pending.
PatentFiled	The patent has been filed.

This example fills in the patent status as issued:

```
<PatentStatus>PatentIssued</PatentStatus>
```

4.28.24 Position Offering Codes [CL37]

These codes classify the preferred contract type.

Their values come from an **HR-Open Standards list** and **EURES Standard**:

Code	Description
DirectHire	Hired directly by the employee, without any external staffing
Temporary	Position only for certain period
TemporaryToHire	Position starting as a temporary job, with the option of a permanent job
ContractToHire	Position starting as a contract job, with the option of a permanent job
Contract	Contract hire
Internship	Period of job training
Apprenticeship	Combines job training with academic education
Seasonal	Temporary and short-term job
OnCall	Position on an "as needed" basis
RecruitmentReserve	Candidate is on the waiting list for the job vacancy

The code attribute values are as follows:

Attributes	Value
listName	PositionOfferingTypeCodeContentType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in the jobseeker's preferred contract type as temporary:

```
<PositionOfferingTypeCode listName="PositionOfferingTypeCodeContentType"
listVersionID="1.0" name="temporary job" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd"
>Temporary</PositionOfferingTypeCode>
```

4.28.25 Position Schedule Codes [CL38]

These codes classify the general schedule.

Their values come from an **HR-Open Standards list**:

Code	Description
FullTime	Minimum number of hours defined by the employer
PartTime	Fewer hours per week than a full-time job
FlexTime	Variable work schedule
Any	Any type of schedule is allowed

The code attribute values are as follows:

Attributes	Value
listName	PositionScheduleCodeContentType
listVersionID	1.0
name	{Code name or description}

listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in the jobseeker's preferred schedule as part time:

```
<PositionScheduleTypeCode listName="PositionScheduleCodeContentType"
listVersionID="1.0" name="part time job" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd"
>PartTime</PositionOfferingTypeCode>
```

4.28.26 Position Seeking Status Enum Type [CL39]

The position seeking statuses are given in the following table.

These values come from an **HR-Open Standards list**:

Code	Description
Active	The candidate is actively engaged in a job search.
Passive	The candidate is passively considering opportunities.
NotConsideringPositions	The candidate is not considering job opportunities.

The code attribute values are as follows:

Attributes	Value
listName	PositionSeekingCodeContentType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in with the jobseeker's position status as *active*:

```
<PositionSeekingStatusCode listName="PositionSeekingCodeContentType"
listVersionID="1.0" name="active" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd"
>Active</PositionSeekingSeekingCode>
```

4.28.27 Postcodes [CL40]

These codes are the Address postcodes.

The standard used is the **NUTS 2013 and National Institutes**²⁶, but not all countries use this standard. Eight European Countries use their own Institutions to define their postcodes.

The following countries use their own Institutional standards:

Country	Institute	Website
Greece	ELTA Hellenic Post	www.elta-net.gr
Spain	Correos	www.correos.es
France	La Poste - D.A.E.I.	www.mediapost.fr
Netherlands	TPG Post International	www.cendris.com
Poland	Poczta Polska	www.poczta-polska.pl
Slovenie	Posta Slovenije d.o.o.	www.posta.si
Finland	Suomen Posti	www.posti.fi
Sweden	Posten Sverige AB	www.postnummerservice.se

The code attribute values are as follows:

²⁶ NUTS 2013 and National Institutes:

http://epp.eurostat.ec.europa.eu/portal/page/portal/nuts_nomenclature/correspondence_tables/postcodes_and_nuts

Attributes	Value
listName	EURES_PostalCodes
listVersionID	2010
name	{Code name or description}
listURI	http://epp.eurostat.ec.europa.eu/ (the countries that are not within the NUTS 2008 standards, this value will be the Institute's website)
listSchemeURI	PENDING DEFINITION

This example fills in the *Brussels* postcode:

```
<oa:PostalCode listName="EURES_PostalCodes" listVersionID="2010" name="Brussels"
listURI="https://ec.europa.eu/eures" listSchemeURI="PENDING"
>1020</oa:PostalCode>
```

4.28.28 Precedence Enum-Type Codes [CL41]

This enumeration indicates the priority of the supplier, among others.

Its values come from an **HR-Open Standards list**:

Code	Description
1	Primary
2	Secondary
3	Tertiary
4	Quaternary
5	Quinary

This example fills in the precedence code as primary:

```
<PrecedenceCode>1</PrecedenceCode>
```

4.28.29 Processing instruction codes [CL43]

Codes mandate the execution of a processing task on reception of a CV.

The **EURES Standard** is used and has the following structure: *hide+“element’s name”*.

Code	Description
hideCandidateName	Hide the jobseeker’s Name
hideCandidateDateOfBirth	Hide the jobseeker’s date of the birth
hideCandidatePhoto	Hide the jobseeker’s photo
hideCandidateStreet	Hide the jobseeker’s street
hideCandidatePost	Hide the jobseeker’s postal code
hideCandidateCity	Hide the city where the jobseeker lives
hideCandidateRegion	Hide the region where the jobseeker lives
hideCandidateCountry	Hide the country where the jobseeker lives
hideCandidateLanguage	Hide the jobseeker’s primary language
hideCandidatePhone	Hide the jobseeker’s phone number
hideCandidateNation	Hide the jobseeker’s nationality
hideCandidateDrivingLicence	Hide the jobseeker’s driving license
hideCandidateWorkExperience	Hide the jobseeker’s work experience
hidePreviousEmployerData	Hide the previous employer data where the jobseeker worked.
hideCandidateEducation	Hide the jobseeker’s education
hideWorkingLanguages	Hide the jobseeker’s working languages
hideDesiredOccupation	Hide the jobseeker’s desired occupation
hideDesiredConditions	Hide the conditions of the jobseeker’s desired occupation
hidePresentationCoverLetter	Hide the jobseeker’s experience summary
hidePresentationVideo	Hide the jobseeker’s presentation video
hideAttachedDocuments	Hide the jobseeker’s attached documents
hideDesiredLocation	Hide the jobseeker’s desired location
hideCompanyDescription	Hide the company description of a job vacancy

The code attribute values are as follows:

Attributes	Value
listName	EURES_CV_ProcessingInstructionsCodes
listVersionID	1.0
name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	PENDING DEFINITION

This example fills in the option of hide the previous employer data:

```
<ProcessingInstructionCode listName="EURES_CV_ProcessingInstructionsCode"
listVersionID="1.0" name="hide previous employer data"
listURI="https://ec.europa.eu/eures" listSchemeURI="PENDING"
>hidePreviousEmployerData</ProcessingInstructionCode>
```

4.28.30 Publication Enum-Type Codes [CL59]

This enumeration indicates the type of publication.

Its values come from an **HR-Open Standards list**:

Code	Description
Article	Article
Book	Book
Conference	Conference
Other	Other type of publication

This example fills in the publication type as Article:

```
<FormattedPublicationDescription publicationCode="Article">Article about Machine
Learning in the Weekend Magazine</FormattedPublicationDescription>
```

4.28.31 Referee Enum-Type Codes [CL46]

These codes classify the references.

Their values come from an **HR-Open Standards list**, and it is an enumeration:

Code	Description
Professional	It is a professional reference.
Personal	It is a personal reference.
Verification	It verifies the CV.

This example fills in the employer reference as professional:

```
<RefereeTypeCode>Personal</RefereeTypeCode>
```

4.28.32 Remuneration Basis Codes [CL48]

These codes classify the primary or fundamental basis upon which pay is calculated for the position.

Their values come from an **HR-Open Standards list**:

Code	Description
Hourly	The candidate is paid according to the work done.
Salaried	Fix base paid
SalariedPlusCommission	Fix base paid, plus commission
CommissionOnly	Commissions paid

The code attribute values are as follows:

Attributes	Value
listName	RemunerationBasisCodeContentType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in the remuneration basis as *salaried*:

```
<RemunerationBasisCode listName="RemunerationBasisCodeContentType"
listVersionID="1.0" name="salaried" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd"
>Salaried</RemunerationBasisCode>
```

4.28.33 Remuneration Type Codes [CL49]

These codes classify the type of pay or remuneration.

Their values come from an **HR-Open Standards list**:

Code	Description
BasePay	Initial rate of compensation
Commission	Commission paid
Bonus	Extra salary paid
ShortTermIncentive	Bonus to encourage the employee
ShfitPremium	Additional pay for working split shifts

The code attribute values are as follows:

Attributes	Value
listName	RemunerationTypeCodeContentType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in the remuneration type as *base pay*:

```
<RemunerationTypeCode listName="RemunerationTypeCodeContentType"
listVersionID="1.0" name="base pay" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd"
>BasePay</RemunerationTypeCode>
```

4.28.34 Remuneration Rate Interval Codes [CL50]

An interval of time is used to express a rate of pay or remuneration.

Their values come from a **HR-Open Standards list**:

Code	Description
Hour	Remuneration per hour.
Day	Remuneration per day.
Week	Remuneration per week.
TwoWeeks	Remuneration per two weeks.
FourWeeks	Remuneration per four weeks.
HalfMonth	Remuneration per half month.
Month	Remuneration per month.
TwoMonths	Remuneration per two months.

Code	Description
Quarter	Remuneration per quarter.
SeasonalTerm	Remuneration per seasonal term.
HalfYear	Remuneration per half year.
Year	Remuneration per year.
QuarterToDate	Remuneration per quarter to date.
YearToDate	Remuneration per year to date.
Once	Whole remuneration.

The code attribute values are as follows:

Attributes	Value
listName	PayRateIntervalCodeContentType
listVersionID	1.0
name	{Code name or description}
listURI	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

This example fills in with an interval of payment per year:

```
<RemunerationRateIntervalCode listName="PayRateIntervalCodeContentType"
listVersionID="1.0" name="per year" listURI="http://www.hr-xml.org/"
listSchemeURI="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd"
>Year</RemunerationRateIntervalCode>
```

4.28.35 Social Benefits Codes [CL52]

Social benefits codes specify an additional benefit beyond the salary.

The **EURES standard New** is used:

Code	Description
1	Accommodation included
2	Meals included
3	Relocation assisted
4	Travel expenses
5	Medical insurance
6	Dental insurance
7	Vision insurance
8	Life insurance
9	Short-term disability insurance
10	Long-term disability insurance
11	Retirement plan
12	Vehicle consideration
13	Relocation assistance
14	Expatriate benefits
15	Other benefits

The code attribute values are as follows:

Attributes	Value
listName	EURES_SocialBenefitsCodes
listVersionID	1.0

name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	PENDING DEFINITION

This example fills in a benefit of life insurance:

```
<OtherBenefitsTypeCode listName="EURES_SocialBenefitsCodes" listVersionID="1.0"
name="life insurance" listURI="https://ec.europa.eu/eures" listSchemeURI="PENDING"
>8</OtherBenefitsTypeCode>
```

4.28.36 Unit Codes [CL54]

These codes classify the type of unit measurement.

The standard used is **EU – Units of Measurement**²⁷:

Code	Description
km	Kilometre
day	Day
week	Week
Year	Year

The code attribute values are as follows:

Attributes	Value
listName	EURES_UnitCodes
listVersionID	1.0
name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	PENDING DEFINITION

This example fills in a year as a unit code:

```
<ExperienceMeasure unitCode="years">5</ExperienceMeasure>
```

4.28.37 Version Codes [CL55]

These codes classify the EURES HR Standard version.

Code	Description
1.0	
1.1	
1.2	

4.28.38 Mime Codes [CL56]

These codes specify the data mime code of an attachment.

The **EURES standard New** is used:

Code	Description
application/msword	Mime type for Word documents (.doc)
application/vnd.openxmlformats-officedocument.wordprocessingml.document	Mime type for Word documents (.docx)
application/pdf	Mime type for PDF documents
image/gif	Mime type for GIF's images
image/jpeg	Mime type for JPEG's images

²⁷ EU – Units of Measurement: <http://publications.europa.eu/code/en/en-5000300.htm>

Code	Description
image/png	Mime type for PNG's images
image/tiff	Mime type for TIFF's images
image/bmp	Mime type for BPM's images

The code attribute values are as follows:

Attributes	Value
listName	EURES_MimeCodes
listVersionID	1.0
name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	

This example fills in the year as unit code:

```
<oa:EmbeddedData mimeCode="image/jpeg" encodingCode="base64Binary"
>/9j/4AAQSkZJRgABAQAAQABAAD//gA7Q1JFQVRPUjog</oa:EmbeddedData>
```

5 Annex 1. Ordered List With all Code Lists

This annex provides an ordered list with all code lists and pages referenced. Each reference corresponds to an element reference.

Rules

Candidate Source Type Codes [CL04].....	26, 172
Channel Type Codes [CL05].....	32, 43, 173
Contact Use Type Codes [CL06].....	32, 43, 173
Country Codes [CL07].....	37, 174
Currency Codes [CL09]	133, 174
Degree Codes [CL10]	67, 175
Dimension Codes [CL11]	82, 175
Disability Level Code [CL12]	52, 176
Drivers License Codes [CL14].....	141, 177
Education Level Codes [CL15]	65, 178
File-Type Codes [CL17]	169, 179
Gender Enum-Type Codes [CL18].....	37, 180
Job Category Codes [CL20]	86, 180
Language Codes [CL24]	37, 181
Language Proficiency Codes [CL25].....	182
Members Countries from Europe [CL29]	182
NACE Codes [CL31].....	89, 183
Name Enum-Type Codes [CL32]	31, 41, 107, 183
Organization Ownership Codes [CL34].....	184
Organization Size Codes [CL35]	119, 185
Patent Status Enum-Type Codes [CL36]	157, 185
Position Offering Codes [CL37].....	121, 186
Position Schedule Codes [CL38]	186
Position Seeking Status Enum Type [CL39]	19, 187
Postcodes [CL40]	187
Precedence Enum-Type Codes [CL41].....	26, 188
Processing instruction codes [CL43].....	23, 188
Publication Enum-Type Codes [CL59].....	162, 189
Referee Enum-Type Codes [CL46]	104, 189
Remuneration Basis Codes [CL48].....	130, 189
Remuneration Rate Interval Codes [CL50]	132, 190
Remuneration Type Codes [CL49]	132, 190
Social Benefits Codes [CL52]	135, 191
Unit Codes [CL54].....	61, 192

6 Annex 2. Ordered List With all Elements of CV Schema

This annex provides an ordered list with all elements of CV schema. Also, it is shown in which page are located.

Cases

Address /Choice	48
Attachment	56, 168
Attachment Reference	154, 159
Attendance Period	65, 72, 150
Authority not available.....	119
Availability Dates	60, 61
Benefits Summary	130, 134
Candidate	18
Certification.....	109, 110
Certifications	55, 109
Communication	29, 32, 37, 42, 105, 108
Communication/Choice.....	29, 30, 32, 34, 43, 44
Competency Dimension	78, 82
Contact	26, 29
Degree Date	67, 69, 114, 143
Degree Major	68, 71
Disability	37, 51
Disability/Summary	51, 52
Education Degree	65, 67
Education History	55, 62
Employer History	88, 89
Employer Preferences	55, 118
Employment History.....	55, 88
Employment Period.....	89, 93, 97, 100
Employment References	56, 103
End Date	72, 74, 94, 96, 115
Experience Category	85, 86
Experience Summary.....	55, 85
First Issued Date	111, 113, 142, 143
Free Form Effective Period	111, 114
Free Form Period.....	142, 144
/D 16, 18, 20	
Issuing Authority	111, 116, 154, 156
Job Category	121, 128
License.....	140, 141
Licenses	55, 139
Military History.....	55, 145
Military Service.....	146, 147
Name	36, 40
Offered Remuneration	121, 130
Organization Affiliation	162, 163
Organization Affiliations.....	56, 162

Organization Attendance	63, 64
Other Benefits	135
Patent	151, 153
Patent History	56, 151
Patent Status	154, 157
Person	19, 36
Person Availability	55, 60
Person Competency	76, 77
Person Name	106
Position History	90, 97
Position Preferences	55, 120
Preferred Location	121, 124
Proficiency Level.....	77, 80
Profile	19, 54
Publication	160, 161
Publication History	56, 160
Qualifications	56, 75
Referee	103, 104
Reference Location	124, 125
Relocation Considered	121, 138
Remuneration Range.....	130, 132
Service Period.....	148, 150
Speaking Event	165, 166
Speaking History.....	56, 164
Start Date	72, 73, 75, 94, 95, 115
Travel Preference	121, 137

7 Annex 3. Treatment of Unfulfilled Business Rules

This annex provides that an action be carried out for each Business Rule that is not met:

Business Rule	Treatment of the BR unfulfilled
BR-COM-01 : If not otherwise specified, "EN" (English) is used as the default language.	English is taken as the default language.
BR-COM-02 : Multiple profiles are allowed, but it must be expressed in different languages.	The document is rejected.
BR-COM-04 : Compulsory use of the "EURES_EULanguageCodes-CodeList.gc" list defined by EURES. Adapted EU countries only are used, based on ISO 639-1:2002 Alpha-2.	The value is not saved. If the element belongs to the EURES Technical minimum layer, the document is rejected.
BR-COM-05 : If not specified, the "validFrom" date will default to "assigned by EURES on reception".	The date is assigned by EURES on reception.
BR-COM-06 : Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected. The timezone considered is always UTC=0;
BR-COM-07 : If not specified, the "validTo" date will be decided by EURES depending on the transaction context.	The date is assigned by EURES on reception.
BR-COM-08 : The Document ID identifier must be a UUID and it must be provided by the first sender of the document.	The document is rejected.
BR-COM-09 : The Open HR-Open Standards Code List "NameTypeCodeEnumType" must be used to codify the /PersonName /NameTypeCode.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-10 : If the Communication element is filled in, at least one of its sub elements should be filled in too.	The Communication element and its sub elements are not saved.
BR-COM-11 : Compulsory use of the "LanguageCodes-CodeList.gc" list defined by EURES. This is based on ISO-639-1:2002 Alpha-2, which includes all world languages.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-12 : Compulsory use of the "Countries-CodeList.gc" list defined by EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-13 : The Open HR-Open Standards Code List "ChannelCodeContentType" must be used to codify the /ChannelCode element.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-14 : The Open HR-Open Standards Code List "ContactUseCodeContentType" must be used to codify the /UseCode element.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-15 : Compulsory use of the "EURES_ISCEDEducationLevel-CodeList.gc" list defined by EURES. This is based on ISCED-2011 (UNESCO). Or "EURES_EQF-CodeList.gc", list defined by EURES and based on EQF (EU).	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-16 : At least one of its sub-elements must be provided.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-17 : Compulsory use of the "EURES_DegreeType-CodeList.gc" list defined by EURES. This is based on ESCO Qualifications – version 1.0. ²	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-20 : Compulsory use of the "NACE-CodeList.gc" list defined by EURES. This is based on EU NACE.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-21 : Compulsory use of the "EURES_CountrySubdivisionCodes-CodeList.gc" list defined by EURES. This is based on NUTS 2013 – Level 3.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-22 : Compulsory use of the "EURES_PostalCodes.gc" list defined by EURES. This is based on NUTS 2013 and National Institutes.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-26 : Compulsory use of the "EURES_OrganizationSize-CodeList.gc" list defined by EURES. This is based on EU – C (2003) 1422, including Large enterprises.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-27 : Compulsory use of the "OrganizationOwnershipTypeCodeContentType" list.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.

Business Rule	Treatment of the BR unfulfilled
BR-COM-29 : Compulsory use of the “ISCO2008-CodeList.gc” list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0.3	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-30 : Compulsory use of the “RemunerationBasisCodeContentType” list.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-31 : All its sub elements must be expressed using the same currency.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-32 : Compulsory use of the “RemunerationCodeContentType” list.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-33 : Compulsory use of the “RemunerationRateIntervalCodeContentType” list.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-34 : Compulsory use of EURES CodeList “EURES_CurrencyCodes-CodeList.gc” for specifying the Amount's currencyID attributes.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-35 : Compulsory use of the “EURES_FileTypeCode-CodeList.gc” list defined by EURES.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-36 : Compulsory use of the “EURES_UnitCodes-CodeList.gc” list defined by EURES. This is based on EU – Units of Measurement.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-37 : Compulsory use of the “EURES_Dimension-CodeList.gc” list defined by EURES. This is based on CEFR, if TaxonomyID's value is “language”.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-38 : Compulsory use of the “PositionOfferingCodeContentType” list.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-39 : Compulsory use of the “PositionScheduleCodeContentType” list.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-40 : Compulsory use of the “EURES_SocialBenefitsCodes-CodeList.gc” list defined by EURES.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-41 : Compulsory use of the “EURES_LicenseTypeCode-CodeList” list. This is based on Directive 2006/126/EC.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-42 : An Attachment shall not embed and simultaneously refer to an URI that contains the same document. External references to documents, using the URI element, are the recommended method (when possible) for attaching documents.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-43 : Multiple entries of this code list are allowed.	If the values come from a different code list, they will not be saved. If the element belongs to EURES Technical minimum layer, the document will be rejected.
BR-COM-44 : One value for each code list is allowed.	If multiple entries for the same code list are added, only the first value of that code list will be saved.
BR-COM-45 : Compulsory use of EURES HR Standard version Version Codes [CL55]	The document is rejected.
BR-COM-46 : Compulsory use of Language Code [CL24], based on ISO-639-1:2002 Alpha 2 (ISO), if TaxonomyID's value is “language”.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-47 : Compulsory use of Language Proficiency Codes [CL25], if TaxonomyID's value is “language”.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-COM-48 : If “TypeCode” or “Score” element is specified, “TypeCode” or “Score” is a mandatory element.	The document is rejected.
BR-COM-49 : If “CompetencyDimension / TypeCode” is specified, “ProficiencyLevel” is mandatory.	The document is rejected.
BR-COM-50 : Compulsory use of Mime Codes [CL56].	The document is rejected.
BR-COM-51 : Only ‘base64Binary’ is allowed.	‘base64Binary’ is taken as the default encoding type.
BR-CV-01 : The order of the identifiers is established like: - The <i>SchemaAgencyID</i> attribute of the <i>DocumentID</i> and <i>SupplierID</i> elements must be the same. - The Supplier's <i>Precedence</i> element must store the identifier's order of arrival.	The document is rejected.
BR-CV-02 : Only One Candidate (CV) per XML document instance is allowed.	The document is rejected.
BR-CV-03 : If the /Candidate /Processing Information element is not present in a Candidate's XML document instance, no	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.

Business Rule	Treatment of the BR unfulfilled
visibility restrictions concerning this CV will be applied (i.e., all fields will be visible).	
BR-CV-04: The "PositionSeekingCodeContentType" HR-Open Standards Code List must be used to codify the /Candidate /Position Seeking Status.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-05: Compulsory use of the "EURES_ProcessingInstructionsCod-CodeList.gc" list defined by EURES.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-06: The /Candidate /SupplierID must be an UUID provided by the sender system.	The document is rejected.
BR-CV-07: The HR-Open Standards Code List "CandidateSourceCodeType" must be used to codify the /Candidate /Supplier /Source.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-08: The HR-Open Standards Code List "PrecedenceEnumType" must be used to codify the /Candidate /Supplier /Precedence.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-09: If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	The identifier is provided by the Interoperability Platform.
BR-CV-10: Compulsory use of HR-Open Standards "GenderEnumType" to specify a Person's Gender.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-17: Compulsory use of the "EURES_DisabilityLevelCode-CodeList.gc" list defined by EURES.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-18: Compulsory use of the code list defined by EURES.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-22: The HR-Open Standards Code List "RefereeTypeCode".	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-26: Compulsory use of the "PatentStatusCode" list.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-CV-27: Compulsory use of the "PublicationCode" list.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.

7 Annex 4. Examples

7.1 Example 1 [EX-01]

Example of the XML with the mandatory elements.

The example has passed the XML validation using Schematron. For each element, there is the description of the applied business rule(s).

```
<?xml version="1.0" encoding="UTF-8"?>
<!-- BR-CV-02: Only One Candidate (CV) per XML document instance is allowed.
BR-COM-01: If not otherwise specified, "EN" (English) is used as the default language.
BR-COM-02: If the master is not mentioned, it will take the first instance of the CV. -->
<Candidate xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/Candidate.xsd"
xmlns="http://www.hr-xml.org/3" xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3" minorVersionID="2">
  <!-- /ID (level 1): This only identifies a document within the Candidate's supplier
organisation.
BR-CV-01:
o The SchemaAgencyID attribute of the DocumentID and SupplierID elements
must be the same.
o The Supplier's Precedence element must store the identifier's order of
arrival.
BR-COM-08: The Document ID identifier must be a UUID and it must be provided by the first
sender of the document. -->
  <DocumentID schemeID="Test-0001" schemeName="DocumentIdentifier" schemeAgencyID="EURES"
schemeAgencyName="EURES" schemeVersionID="1.0" validFrom="2015-12-10">DOC-1828217</DocumentID>

  <!-- /Supplier (level 1): Information about the supplier of the candidate details. This can be
the candidate through the EURES Portal, or a third party. -->
  <CandidateSupplier>
    <!-- Only an identifier that distinguishes a party system involved in a transaction.
BR-CV-06: The /Candidate /SupplierID must be a UUID provided by the sender
system. -->
    <PartyID schemeID="TestParty-01" schemeAgencyID="EURES" schemeAgencyName="EURES"
schemeVersionID="1.0" validFrom="2015-12-10">Supplier01</PartyID>
    <!-- The name of the company supplying the candidate. -->
    <PartyName>Supplier01</PartyName>
    <!-- As more than one supplier can be provided, this set of enumerations indicates the
identifiers' order of arrival.
BR-CV-08: The HR-Open Standards Code List "PrecedenceEnumType" must be used to
codify the /Candidate /Supplier /Precedence. -->
    <PrecedenceCode>1</PrecedenceCode>
  </CandidateSupplier>

  <!-- /Person (level 1): Personal details of the person seeking a job, such as the name, age,
gender, and so on. -->
  <CandidatePerson>
    <!-- /Person /Name (level 2): A detailed set of data about the names of the person's
names. -->
    <PersonName>
      <!-- A people given name or first name. -->
      <oa:GivenName>John</oa:GivenName>
      <!-- This is an inherited name or one representing a family relationship. -->
      <FamilyName primaryIndicator="true">Smith</FamilyName>
    </PersonName>

    <!-- /Person /Communication (level 2): A person's contact information.
BR-COM-10: If the Communication element is filled in, at least one of its sub
elements should be filled in too. -->
    <Communication>
      <!-- The communication channel used to contact a person or an organisation.
BR-COM-13: The Open HR-Open Standards Code List "ChannelCodeEnumType" must
be used to codify the /ChannelCode element. -->
      <ChannelCode listName="ChannelCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Telephone</ChannelCode>
      <!-- /Choice (level 3) -->
      <oa:CountryDialing>+34</oa:CountryDialing>
      <oa:AreaDialing>93</oa:AreaDialing>
      <oa:DialNumber>554446776</oa:DialNumber>
    </Communication>
    <Communication>
      <Address currentAddressIndicator="true" type="Residence">
        <!-- BR-COM-12: Compulsory use of the "Countries.gc" list defined by
EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
        <CountryCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-2">BE</CountryCode>
```

```

        </Address>
    </Communication>

    <!-- Code specifying the country where the Candidate usually lives.
        BR-COM-12: Compulsory use of the "Countries.gc" list defined by EURES. This is
        based on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
    <ResidencyCountryCode>BE</ResidencyCountryCode>
    <!-- Code specifying the candidate's nationality.
        BR-COM-12: Compulsory use of the "Countries.gc" list defined by EURES. This is
        based on ISO 3166-1 Alpha-2, which includes all countries of the world.
        BR-COM-43: Multiple entries of this code list are allowed. -->
    <NationalityCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-
2">FR</NationalityCode>
    <NationalityCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-
2">CA</NationalityCode>
    <!-- The person's date of birth.
        BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-
DDThh:mm:ss. -->
    <BirthDate>1967-08-13</BirthDate>
    <!-- Code indicating the candidate's gender.
        BR-CV-10: Compulsory use of HR-Open Standards "GenderEnumType" to specify a
        Person's Gender. -->
    <GenderCode listName="GenderEnumType" listURI="http://www.hr-xml.org/"
listVersionID="1.0">Male</GenderCode>
    <!-- The candidate's primary or preferred language or languages.
        BR-COM-11: Compulsory use of the "EURES_LanguageCodes.gc" list defined by EURES.
        This is based on ISO-639-1:2002 Alpha-2, which includes all world languages.
        BR-COM-43: Multiple entries of this code list are allowed. -->
    <PrimaryLanguageCode listName="ISO-639-1/2-Languages" listURI="http://www.loc.gov"
listVersionID="639-1:2002 Alpha 2">fr</PrimaryLanguageCode>
</CandidatePerson>

    <!-- /Profile (level 1): A structured set of candidate characteristics. More than one profile is
    allowed, in order to provide different information in each profile. Thus the need for cardinality 1..n.
    -->
    <CandidateProfile languageCode="en">
        <!-- /Profile /Education History (level 2): A collection of information documenting a
        person's education. -->
        <EducationHistory>
            <EducationOrganizationAttendance>
                <!-- The official or legal name by which to refer to an organisation. -->
                <OrganizationName>UFR Amiens</OrganizationName>
                <!-- A code classifying the level of educational organisation.
                    BR-COM-15: Compulsory use of the "EURES_ISCEDEducationLevel.gc"
                    list defined by EURES. This is based on ISCED-2011 (UNESCO). Or "EURES_EQFEducationLevel.gc", list
                    defined by EURES and based on EQF (EU).
                    BR-COM-44: One value for each code list is allowed. -->
                <EducationLevelCode listName="EURES_EQF"
listURI="http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme"
listVersionID="2008/C11/01">5</EducationLevelCode>
                <!-- Free form options for representing attendance period data. -->
                <AttendancePeriod>
                    <!-- BR-COM-16: At least one of its sub-elements must be informed.
                    -->
                    <StartDate>
                        <FormattedDateTime>2005-09</FormattedDateTime>
                    </StartDate>
                    <!-- BR-COM-16: At least one of its sub-elements must be informed.
                    -->
                    <EndDate>
                        <FormattedDateTime>2010-07</FormattedDateTime>
                    </EndDate>
                </AttendancePeriod>
            </EducationOrganizationAttendance>
        </EducationHistory>
    </CandidateProfile>
</Candidate>

```

7.2 Example 2 [EX-02]

Example of the XML with the conformant elements.

The example has passed the XML validation using Schematron. For each element, there is the description of the applied business rule(s).

```
<?xml version="1.0" encoding="UTF-8"?>
<!-- BR-CV-02: Only One Candidate (CV) per XML document instance is allowed.
BR-COM-01: If not otherwise specified, "EN" (English) is used as the default language.
BR-COM-02: If the master is not mentioned, it will take the first instance of the CV. -->
<Candidate xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/Candidate.xsd"
xmlns="http://www.hr-xml.org/3" xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3" minorVersionID="2">
  <!-- /ID (level 1): This only identifies a document within the Candidate's supplier
organisation.
BR-CV-01:
    o The SchemaAgencyID attribute of the DocumentID and SupplierID elements
must be the same.
    o The Supplier's Precedence element must store the identifier's order of
arrival.
BR-COM-08: The Document ID identifier must be a UUID and it must be provided by the first
sender of the document.
BR-COM-26 : Compulsory use of EURES HR Standard version Version Codes [CL55]
-->
<DocumentID schemeID="Test-0001" schemeName="DocumentIdentifier" schemeAgencyID="EURES"
schemeAgencyName="EURES" schemeVersionID="1.0" validFrom="2015-12-10">DOC-1828217</DocumentID>

  <!-- /Supplier (level 1): Information about the supplier of the candidate details. This can be
the candidate through the EURES Portal, or a third party. -->
  <CandidateSupplier>
    <!-- Only an identifier that distinguishes a party system involved in a transaction.
BR-CV-06: The /Candidate /SupplierID must be a UUID provided by the sender
system. -->
    <PartyID schemeID="TestParty-01" schemeAgencyID="EURES" schemeAgencyName="EURES"
schemeVersionID="1.0" validFrom="2015-12-10">Supplier01</PartyID>
    <!-- The name of the company supplying the candidate. -->
    <PartyName>Supplier01</PartyName>
    <!-- As more than one supplier can be provided, this set of enumerations indicates the
identifiers' order of arrival.
BR-CV-08: The HR-Open Standards Code List "PrecedenceEnumType" must be used to
codify the /Candidate /Supplier /Precedence. -->
    <PrecedenceCode>1</PrecedenceCode>
  </CandidateSupplier>

  <!-- BR-CV-04: The "PositionSeeking StatusEnumType" HR-Open Standards Code List must be used to
codify the /Candidate /Position Seeking Status. -->
  <PositionSeekingStatusCode listName="PositionSeekingCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Active</PositionSeekingStatusCode>

  <!-- /Person (level 1): Personal details of the person seeking a job, such as the name, age,
gender, and so on. -->
  <CandidatePerson>
    <!-- /Person /Name (level 2): A detailed set of data about the names of the person's
names. -->
    <PersonName>
      <!-- A people given name or first name. -->
      <oa:GivenName>John</oa:GivenName>
      <!-- This is an inherited name or one representing a family relationship. -->
      <FamilyName primaryIndicator="true">Smith</FamilyName>
    </PersonName>

    <!-- /Person /Communication (level 2): A person's contact information.
BR-COM-10: If the Communication element is filled in, at least one of its sub
elements should be filled in too. -->
    <Communication>
      <!-- The communication channel used to contact a person or an organisation.
BR-COM-13: The Open HR-Open Standards Code List "ChannelCodeEnumType" must
be used to codify the /ChannelCode element. -->
      <ChannelCode listName="ChannelCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Telephone</ChannelCode>
      <!-- /Choice (level 3) -->
      <oa:CountryDialing>+34</oa:CountryDialing>
      <oa:AreaDialing>93</oa:AreaDialing>
      <oa:DialNumber>554446776</oa:DialNumber>
    </Communication>
    <Communication>
      <!-- /Choice /Address (level 4) -->
      <Address currentAddressIndicator="true" type="Residence">
        <oa:CityName>Brussels</oa:CityName>
      </Address>
      <!-- BR-COM-12: Compulsory use of the "Countries.gc" list defined by
EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
    </Communication>
  </CandidatePerson>
</Candidate>
```

```

        <CountryCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-2">BE</CountryCode>
        <!-- BR-COM-22: Compulsory use of the "EURES_PostalCodes.gc" list defined
by EURES. This is based on NUTS 2013 and National Institutes. -->
        <oa:PostalCode listName="NUTS 2013"
listURI="http://epp.eurostat.ec.europa.eu/portal/page/portal/nuts_nomenclature/introduction"
listVersionID="2010">1000</oa:PostalCode>
        </Address>
    </Communication>

    <!-- Code specifying the country where the Candidate usually lives.
        BR-COM-12: Compulsory use of the "Countries.gc" list defined by EURES. This is
based on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
    <ResidencyCountryCode>BE</ResidencyCountryCode>
    <!-- Code specifying the candidate's nationality.
        BR-COM-12: Compulsory use of the "Countries.gc" list defined by EURES. This is
based on ISO 3166-1 Alpha-2, which includes all countries of the world.
        BR-COM-43: Multiple entries of this code list are allowed. -->
    <NationalityCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-
2">FR</NationalityCode>
    <NationalityCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-
2">CA</NationalityCode>
    <!-- The person's date of birth.
        BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-
DDThh:mm:ss. -->
    <BirthDate>1967-08-13</BirthDate>
    <!-- Code indicating the candidate's gender.
        BR-CV-10: Compulsory use of HR-Open Standards "GenderEnumType" to specify a
Person's Gender. -->
    <GenderCode listName="GenderEnumType" listURI="http://www.hr-xml.org/"
listVersionID="1.0">Male</GenderCode>
    <!-- The candidate's primary or preferred language or languages.
        BR-COM-11: Compulsory use of the "EURES_LanguageCodes.gc" list defined by EURES.
This is based on ISO-639-1:2002 Alpha-2, which includes all world languages.
        BR-COM-43: Multiple entries of this code list are allowed. -->
    <PrimaryLanguageCode listName="ISO-639-1/2-Languages" listURI="http://www.loc.gov"
listVersionID="639-1:2002 Alpha 2">fr</PrimaryLanguageCode>
    </CandidatePerson>

    <!-- /Profile (level 1): A structured set of candidate characteristics. More than one profile is
allowed, in order to provide different information in each profile. Thus the need for cardinality 1..n.
-->
    <CandidateProfile languageCode="en">
        <!-- /Profile /Person Availability (level 2): Detailed set of data about the person's
availability. -->
        <PersonAvailability>
            <!-- /Availability dates (level 3): Start and end dates of availability. -->
            <AvailabilityDates>
                <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or
YYYY-MM-DDThh:mm:ss. -->
                <StartDateTime>2015-12-13</StartDateTime>
            </AvailabilityDates>
            <!-- An indicator as to whether the person is available to start immediately. -->
            <ImmediateStartIndicator>false</ImmediateStartIndicator>
        </PersonAvailability>

        <!-- Narrative description of the candidate's overall intentions. -->
        <CandidateObjective>Softwaer engineer / Programmer</CandidateObjective>
        <!-- Narrative summary on the person and his/her competencies normally used as the CV
presentation. -->
        <ExecutiveSummary>Highly motivated Technical Support professional. Strong verbal,
listening and written skills. Comfortable in interacting with all levels of the organization and public.
Able to negotiate and problem solve quickly, accurately, and efficiently. Adept at multitasking to
achieve individual and team goals. Diverse background includes sales, customer service and supervision.
Committed to quality and excellence.</ExecutiveSummary>

        <!-- /Profile /Employer preferences (level 2): Information about a candidate's
preferences in an employer. -->
        <CandidateEmployerPreferences>
            <!-- A code classifying the industry of the related organization, position, or
other entity.
                BR-COM-20: Compulsory use of the "NACE r2.gc" list defined by EURES. This
is based on EU NACE.
                BR-COM-43: Multiple entries of this code list are allowed. -->
            <IndustryCode listName="NACE r2"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs" listVersionID="" name="Computer programming
activities">J62.0.1</IndustryCode>
            <!-- Contains a code classifying an organization's size or business scope.

```

```

BR-COM-26: Compulsory use of the "EURES_OrganizationSize.gc" list defined
by EURES. This is based on EU - C (2003) 1422, including Large enterprises.
BR-COM-43: Multiple entries of this code list are allowed. -->
<OrganizationSizeCode listName="EURES_OrganizationSize"
listURI="https://ec.europa.eu/eures" listVersionID="(2003)1422">smallEnterprise</OrganizationSizeCode>
</CandidateEmployerPreferences>

<!-- /Profile /Prositon preferences (level 2): Information about a candidate's
preferences in a position. -->
<CandidatePositionPreferences>
  <!-- /Preferred location (level 3): Location of the preferred position. -->
  <PreferredLocation>
    <!-- The maximum distance required or preferred to commute. -->
    <MaximumCommuteDistanceMeasure
unitCode="km">25</MaximumCommuteDistanceMeasure>
    <!-- /Preferred location /Reference location (level 4): A base location
from which a distance is calculated. -->
    <ReferenceLocation>
      <oa:CityName>Antwerpen</oa:CityName>
      <!-- BR-COM-21: Compulsory use of the
"EURES_CountrySubdivisionCodes.gc" list defined by EURES. This is based on NUTS 2013 - Level 3. -->
      <oa:CountrySubDivisionCode listName="EURES_CountrySubdivisionCodes"
listURI="http://ec.europa.eu/eurostat" listVersionID="2013-Level-3">BE100</oa:CountrySubDivisionCode>
      <!-- BR-COM-12: Compulsory use of the "Countries.gc" list defined
by EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
      <CountryCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-2">BE</CountryCode>
      <!-- BR-COM-22: Compulsory use of the "EURES_PostalCodes.gc" list
defined by EURES. This is based on NUTS 2013 and National Institutes. -->
      <oa:PostalCode listName="NUTS 2013"
listURI="http://epp.eurostat.ec.europa.eu/portal/page/portal/nuts_nomenclature/introduction"
listVersionID="2010">2000</oa:PostalCode>
    </ReferenceLocation>
  </PreferredLocation>

  <!-- /Job category (level 3): Category of the job. -->
  <JobCategory>
    <!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list defined
by EURES and based on ISCO-08. -->
    <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software and
applications developers and analysts">251</JobCategoryCode>
    <oa:Description>Position related to the software and applications
developing and analysing.</oa:Description>
  </JobCategory>
  <JobCategory>
    <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software and
applications developers and analysts">2521</JobCategoryCode>
    <oa:Description>Database designer and administrator.</oa:Description>
  </JobCategory>

  <!-- A short phrase describing the position. -->
  <PositionTitle>Analyst programmer</PositionTitle>

  <!-- BR-COM-38: Compulsory use of the "PositionOfferingEnumType" list.
BR-COM-43: Multiple entries of this code list are allowed. -->
  <PositionOfferingTypeCode listName="PositionOfferingTypeCodeContentType"
listVersionID="1.0" listURI="http://www.hr-xml.org/">Contract</PositionOfferingTypeCode>

  <!-- BR-COM-39: Compulsory use of the "PositionScheduleEnumType" list.
BR-COM-43: Multiple entries of this code list are allowed. -->
  <PositionScheduleTypeCode listName="PositionScheduleCodeContentType"
listVersionID="1.0" listURI="http://www.hr-xml.org/">FullTime</PositionScheduleTypeCode>
  <ShiftDescription>Shifts between Monday to Friday.</ShiftDescription>

  <TravelPreference>
    <WillingToTravelIndicator>true</WillingToTravelIndicator>
  </TravelPreference>

  <!-- BR-COM-11: Compulsory use of the "EURES_LanguageCodes.gc" list defined by
EURES. This is based on ISO-639-1:2002 Alpha-2, which includes all world languages.
BR-COM-43: Multiple entries of this code list are allowed. -->
  <WorkingLanguageCode listName="ISO-639-1/2-Languages" listVersionID="639-1:2002
Alpha 2" listURI="http://www.loc.gov">en</WorkingLanguageCode>
  <WorkingLanguageCode listName="ISO-639-1/2-Languages" listVersionID="639-1:2002
Alpha 2" listURI="http://www.loc.gov">fr</WorkingLanguageCode>
</CandidatePositionPreferences>

<!-- /Profile /Employment history (level 2): The prior and current details of a person's

```

```

employment, work, or relevant experience. -->
    <EmploymentHistory>
        <EmployerHistory>
            <!-- Usually an official or legal name by which to refer to an
organisation. -->
                <OrganizationName>EIfEL</OrganizationName>
                <!-- A code classifying the industry of the related position.
BR-COM-20: Compulsory use of the "NACE r2.gc" list defined by EURES. This
is based on EU NACE. -->
                    <IndustryCode listName="NACE_r2"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs" listVersionID="" name="Computer programming
activities">J62.0.1</IndustryCode>
                <!-- /Employer history /Position history (level 4): Provides flexible
options for representing employment period data. -->
                    <EmploymentPeriod>
                        <StartDate>
                            <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD,
YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
BR-COM-16: At least one of its sub-elements must be
informed. -->
                                <FormattedDateTime>2008-06-01</FormattedDateTime>
                            </StartDate>
                            <EndDate>
                                <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD,
YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
BR-COM-16: At least one of its sub-elements must be
informed. -->
                                    <FormattedDateTime>2012-12-31</FormattedDateTime>
                                </EndDate>
                            </EmploymentPeriod>
                        <!-- /Employer history /Employment period (level 4): Details about the
person's tenure within the position. -->
                            <PositionHistory>
                                <PositionTitle>Junior Software developer</PositionTitle>
                                <EmploymentPeriod>
                                    <StartDate>
                                        <FormattedDateTime>2008-06-01</FormattedDateTime>
                                    </StartDate>
                                    <EndDate>
                                        <FormattedDateTime>2010-08-31</FormattedDateTime>
                                    </EndDate>
                                </EmploymentPeriod>
                                <!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list
defined by EURES and based on ISCO-08. -->
                                    <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software
developers">2512</JobCategoryCode>
                                </PositionHistory>
                                <PositionHistory>
                                    <PositionTitle>Junior software analyst</PositionTitle>
                                    <EmploymentPeriod>
                                        <StartDate>
                                            <FormattedDateTime>2010-09-01</FormattedDateTime>
                                        </StartDate>
                                        <EndDate>
                                            <FormattedDateTime>2012-12-31</FormattedDateTime>
                                        </EndDate>
                                    </EmploymentPeriod>
                                    <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software and
applications developers and analysts">251</JobCategoryCode>
                                </PositionHistory>
                            </EmployerHistory>
                        <EmployerHistory>
                            <OrganizationName>Wellness Healthcare</OrganizationName>
                            <IndustryCode listName="NACE_r2"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs" listVersionID="" name="Computer programming
activities">J62.0.3</IndustryCode>
                            <EmploymentPeriod>
                                <StartDate>
                                    <FormattedDateTime>2013-01-15</FormattedDateTime>
                                </StartDate>
                                <CurrentIndicator>true</CurrentIndicator>
                            </EmploymentPeriod>
                            <PositionHistory>
                                <PositionTitle>Software analyst</PositionTitle>

```

```

        <EmploymentPeriod>
            <StartDate>
                <FormattedDateTime>2013-01-15</FormattedDateTime>
            </StartDate>
            <CurrentIndicator>true</CurrentIndicator>
        </EmploymentPeriod>
        <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software and
applications developers and analysts">251</JobCategoryCode>
        </PositionHistory>
    </EmployerHistory>
</EmploymentHistory>

<!-- /Profile /Education history (level 2): A collection of information documenting a
person's education. -->
    <EducationHistory>
        <EducationOrganizationAttendance>
            <OrganizationName>UFR Amiens</OrganizationName>
            <ProgramName>Modern Literature</ProgramName>
            <!-- A code classifying the level of educational organisation. In this
case, the standard used could be EQF or ISCED.
BR-COM-15: Compulsory use of the "EURES_ISCEDEducationLevel.gc"
list defined by EURES. This is based on ISCED-2011 (UNESCO). Or "EURES_EQFEducationLevel.gc", list
defined by EURES and based on EQF (EU).
BR-COM-44: One value for each code list is allowed. -->
            <EducationLevelCode listName="EURES_EQF"
listURI="http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme"
listVersionID="2008/C11/01">5</EducationLevelCode>
            <AttendancePeriod>
                <StartDate>
                    <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD,
YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
BR-COM-16: At least one of its sub-elements must be
informed. -->
                    <FormattedDateTime>2005-09</FormattedDateTime>
                </StartDate>
                <EndDate>
                    <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD,
YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
BR-COM-16: At least one of its sub-elements must be
informed. -->
                    <FormattedDateTime>2010-07</FormattedDateTime>
                </EndDate>
            </AttendancePeriod>
            <!-- /Organization attendance /Education degree (level 4): Contains
details about the student's degree. -->
            <EducationDegree>
                <DegreeName>PhD</DegreeName>
                <DegreeTypeCode listName="DegreeListName" listVersionID="1.0"
listURI="http://ec.europa.eu/eures">Master</DegreeTypeCode>
            </EducationDegree>
        </EducationOrganizationAttendance>
    </EducationHistory>

<!-- /Profile /Licenses (level 2): Contains details on one or more licenses (driver's
licences). -->
    <Licenses>
        <License>
            <!-- BR-COM-41: Compulsory use of the "LicenseTypeCode" list. This is
based on Directive 2006/126/EC. -->
            <LicenseTypeCode listName="EURES_LicenseTypeCode"
listURI="https://ec.europa.eu/eures" listVersionID="2006/126/EC">B</LicenseTypeCode>
            <LicenseName>Driving license B - Motor vehicles</LicenseName>
            <!-- BR-COM-16: At least one of its sub-elements must be informed. -->
            <FreeFormPeriod>
                <StartDate><FormattedDateTime>2008-10-
10</FormattedDateTime></StartDate>
            </FreeFormPeriod>
        </License>
    </Licenses>

<!-- /Profile /Qualifications (level 2): Information related to matching capacities,
knowledge, skills, abilities, awards and other resource deployment-related characteristics (including
"competencies") offered by a candidate. -->
    <PersonQualifications>
        <QualificationsSummary>More than six years of senior software engineering
experience, with strong analytical skills and a broad range of computer
expertise.</QualificationsSummary>

```

```

        <PersonCompetency>
            <!-- BR-COM-46: Compulsory use of Language Code [CL24], based on ISO-639-
1:2002 Alpha 2 (ISO), if TaxonomyID's value is "language". -->
            <CompetencyID schemeID="ISO-639-1/2-Languages" schemeAgencyID="ISO"
schemeAgencyName="ISO" schemeVersionID="639-1:2002 Alpha 2"
schemeDataURI="http://www.loc.gov">EN</CompetencyID>

            <TaxonomyID>language</TaxonomyID>

            <!-- The state or degree of mastery or adeptness obtained or achieved for
a given competency.
            BR-COM-49: If "CompetencyDimension / TypeCode" is specified,
"ProficiencyLevel" is mandatory. -->
            <ProficiencyLevel>
                <!-- BR-COM-47: Compulsory use of Language Proficiency Codes
[CL25], if TaxonomyID's value is "language". -->
                <ScoreText>A2</ScoreText>
            </ProficiencyLevel>

            <!-- BR-COM-48: If "TypeCode" or "Score" element is specified, "TypeCode"
or "Score" is a mandatory element.
            BR-COM-49: If "CompetencyDimension / TypeCode" is specified,
"RequiredProficiencyLevel" or "DesiredProficiencyLevel" is mandatory. -->
            <CompetencyDimension>
                <!-- BR-COM-37: Compulsory use of the "EURES_Dimension-CodeList.gc"
list defined by EURES. This is based on CEFR. -->
                <CompetencyDimensionTypeCode listName="EURES_Dimension"
listVersionID="1.0" listURI="http://www.coe.int">CEF-Speaking-Interaction</CompetencyDimensionTypeCode>
                <Score>
                    <ScoreText>B2</ScoreText>
                </Score>
            </CompetencyDimension>
        </PersonCompetency>
    </PersonCompetency>
    <CompetencyID schemeID="Identifier of schema" schemeAgencyID="Identifier
of the agency" schemeAgencyName="Name of the agency" schemeVersionID="Version of the schema"
schemeDataURI="URL">Java</CompetencyID>
    <TaxonomyID>other</TaxonomyID>
</PersonCompetency>
<PersonCompetency>
    <CompetencyID schemeID="Identifier of schema" schemeAgencyID="Identifier
of the agency" schemeAgencyName="Name of the agency" schemeVersionID="Version of the schema"
schemeDataURI="URL">SQL server</CompetencyID>
    <TaxonomyID>other</TaxonomyID>
</PersonCompetency>
</PersonQualifications>
</CandidateProfile>
</Candidate>

```

7.3 Example 3 [EX-03]

Example of the XML with the optional elements.

The example has passed the XML validation using Schematron. For each element, there is the description of the applied business rule(s).

```
<?xml version="1.0" encoding="UTF-8"?>
<!-- BR-CV-02: Only One Candidate (CV) per XML document instance is allowed.
BR-COM-01: If not otherwise specified, "EN" (English) is used as the default language.
BR-COM-02: If the master is not mentioned, it will take the first instance of the CV. -->
<Candidate xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/Candidate.xsd"
xmlns="http://www.hr-xml.org/3" xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3" minorVersionID="2">
  <!-- /ID (level 1): This only identifies a document within the Candidate's supplier
organisation.
BR-CV-01:
o The SchemaAgencyID attribute of the DocumentID and SupplierID elements must
be the same.
o The Supplier's Precedence element must store the identifier's order of
arrival.
BR-COM-08: The Document ID identifier must be a UUID and it must be provided by the first
sender of the document.
BR-COM-26 : Compulsory use of EURES HR Standard version Version Codes [CL55]
-->
  <DocumentID schemeID="Test-0001" schemeName="DocumentIdentifier" schemeAgencyID="EURES"
schemeAgencyName="EURES" schemeVersionID="1.0" validFrom="2015-12-10">DOC-1828217</DocumentID>

  <!-- Additional identifiers for this document. -->
  <AlternateDocumentID schemeID="EuresID" schemeName="DocumentIdentifier" schemeAgencyID="TestPES01"
schemeAgencyName="TestPES01" schemeVersionID="1.0" validFrom="2015-06-01" validTo="2015-12-09">DOC-
0055741</AlternateDocumentID>
  <AlternateDocumentID schemeID="EuresID" schemeName="DocumentIdentifier" schemeAgencyID="TestPES02"
schemeAgencyName="TestPES02" schemeVersionID="1.0" validFrom="2015-01-01" validTo="2015-05-31">DOC-
0055741</AlternateDocumentID>

  <!-- /Processing information (level 1): Carry "visibility" and "data protection" instructions to
the Interoperability Portal.
BR-CV-03: If the /Candidate /Processing Information element is not present in a Candidate's
XML document instance, no visibility restrictions concerning this CV will be applied (i.e., all fields
will be visible). -->
  <ProcessingInformation>
    <!-- BR-CV-03: If the /Candidate /Processing Information element is not present in a
Candidate's XML document instance, no visibility restrictions concerning this CV will be applied (i.e.,
all fields will be visible).
BR-CV-05: Compulsory use of the "EURES_CV_ProcessingInstructionsCodes.gc" list
defined by EURES.
BR-COM-43: Multiple entries of this code list are allowed. -->
    <ProcessingInstructionCode listName="EURES_CV_ProcessingInstructionsCodes"
listURI="https://ec.europa.eu/eures" listVersionID="1.0">hideCandidatePhoto</ProcessingInstructionCode>
    <ProcessingInstructionCode listName="EURES_CV_ProcessingInstructionsCodes"
listURI="https://ec.europa.eu/eures"
listVersionID="1.0">hideCandidateDateOfBirth</ProcessingInstructionCode>
  </ProcessingInformation>

  <!-- /Supplier (level 1): Information about the supplier of the candidate details. This can be
the candidate through the EURES Portal, or a third party. -->
  <CandidateSupplier>
    <!-- Only an identifier that distinguishes a party system involved in a transaction.
BR-CV-06: The /Candidate /SupplierID must be an UUID provided by the sender system.
-->
    <PartyID schemeID="TestParty-01" schemeAgencyID="EURES" schemeAgencyName="EURES"
schemeVersionID="1.0" validFrom="2015-12-10">Supplier01</PartyID>
    <!-- The name of the company supplying the candidate. -->
    <PartyName>Supplier01</PartyName>

    <!-- /Supplier /Contact (level 2): A detailed set of data about one or more people who
should be contacted in order to communicate with the supplier of the candidate. -->
    <PersonContact>
      <!-- /Person /Name (level 2): Name of the contact of the supplier. -->
      <PersonName>
        <!-- This is a formatted presentation of a name that might alternatively be
presented as discretely fielded components.
formatCode attribute: Type of format shown. -->
        <FormattedName formatCode="Family Name, Given Name">Van Whye,
Rose</FormattedName>
        <!-- The name that an individual is given at birth and/or is recognised by a
government or other legal entity. -->
```

```

        <LegalName formatCode="Given Name Family Name">Rose VAN WHYE</LegalName>
        <!-- A people given name or first name. -->
        <oa:GivenName>Rose</oa:GivenName>
        <!-- This is an inherited name or one representing a family relationship. --
>
        <FamilyName prefix="Van">Whye</FamilyName>
    </PersonName>

    <!-- /Person /Communication (level 2): A person's contact information.
    BR-COM-10: If the Communication element is filled in, at least one of its sub
    elements should be filled in too. -->
    <Communication>
        <!-- The communication channel used to contact a person or an organisation.
        BR-COM-13: The Open HR-Open Standards Code List "ChannelCodeEnumType" must
        be used to codify the /ChannelCode element. -->
        <ChannelCode listName="ChannelCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Email</ChannelCode>
        <!-- BR-COM-14: The Open HR-Open Standards Code List
        "ContactUseCodeEnumType" must be used to codify the /UseCode element. -->
        <UseCode listName="ContactUseCodeContentType" listURI="http://www.hr-
xml.org/" listVersionID="1.0">Business</UseCode>
        <!-- /Choice (level 3) -->
        <oa:URI>no-reply@no-reply.com</oa:URI>
    </Communication>
</PersonContact>

    <!-- A code classifying the source that supplied the candidate.
    BR-CV-07: The HR-Open Standards Code List "CandidateSourceEnumType" must be used to
    codify the /Candidate /Supplier /Source. -->
    <CandidateSourceCode listName="CandidateSourceCodeType" listURI="http://www.hr-xml.org/"
listVersionID="1.0">Intermediary</CandidateSourceCode>

    <!-- As more than one supplier can be provided, this set of enumerations indicates the
    identifiers' order of arrival.
    BR-CV-08: The HR-Open Standards Code List "PrecedenceEnumType" must be used to
    codify the /Candidate /Supplier /Precedence. -->
    <PrecedenceCode>1</PrecedenceCode>
</CandidateSupplier>

    <!-- BR-CV-04: The "PositionSeeking StatusEnumType" HR-Open Standards Code List must be used to
    codify the /Candidate /Position Seeking Status. -->
    <PositionSeekingStatusCode listName="PositionSeekingCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Active</PositionSeekingStatusCode>

    <!-- /Person (level 1): Personal details of the person seeking a job, such as the name, age,
    gender, and so on. -->
    <CandidatePerson>
        <!-- Systemic identifiers only for this person.
        BR-CV-09: If the identifier is not provided an automatic ID will be provided by the
        Interoperability Platform. -->
        <PersonID schemeID="TestPerson-1122" schemeAgencyID="EURES" schemeAgencyName="EURES"
schemeVersionID="1.0"></PersonID>

        <!--An identifier issued to a person by a governmental organisation. -->
        <PersonLegalID schemeID="TestPerson-1122" schemeAgencyID="EURES" schemeAgencyName="EURES"
schemeVersionID="1.0">BE0999999999</PersonLegalID>

        <!-- /Person /Name (level 2): A detailed set of data about the names of the person's names.
-->
        <PersonName>
            <FormattedName formatCode="Family Name, Given Name">Smith, John</FormattedName>
            <LegalName formatCode="Given Name Family Name">SMITH, John</LegalName>
            <!-- A people given name or first name. -->
            <oa:GivenName>John</oa:GivenName>
            <!-- This is an inherited name or one representing a family relationship. -->
            <FamilyName primaryIndicator="true">Smith</FamilyName>
        </PersonName>

        <!-- /Person /Communication (level 2): A person's contact information.
        BR-COM-10: If the Communication element is filled in, at least one of its sub
        elements should be filled in too. -->
        <Communication>
            <!-- The communication channel used to contact a person or an organisation.
            BR-COM-13: The Open HR-Open Standards Code List "ChannelCodeEnumType" must
            be used to codify the /ChannelCode element. -->
            <ChannelCode listName="ChannelCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Telephone</ChannelCode>
            <!-- BR-COM-14: The Open HR-Open Standards Code List "ContactUseCodeEnumType" must
            be used to codify the /UseCode element. -->
            <UseCode listName="ContactUseCodeContentType" listURI="http://www.hr-xml.org/"

```

```

listVersionID="1.0">Personal</UseCode>
    <!-- /Choice (level 3) -->
    <!-- The country dialling code for a contact number. -->
    <oa:CountryDialing>+34</oa:CountryDialing>
    <!-- The area dialling code for a contact number. -->
    <oa:AreaDialing>93</oa:AreaDialing>
    <!-- The contact number, not including country dialling or area dialling codes. -->
    <oa:DialNumber>554446776</oa:DialNumber>
</Communication>
<Communication>
    <Address currentAddressIndicator="true" type="Residence">
        <oa:BuildingNumber>25</oa:BuildingNumber>
        <oa:StreetName>Rue Louis Hap</oa:StreetName>
        <oa:Unit>Local 480</oa:Unit>
        <oa:CityName>Brussels</oa:CityName>
        <!-- BR-COM-21: Compulsory use of the "EURES_CountrySubdivisionCodes.gc"
list defined by EURES. This is based on NUTS 2013 - Level 3. -->
        <oa:CountrySubDivisionCode listName="EURES_CountrySubdivisionCodes"
listURI="http://ec.europa.eu/eurostat" listVersionID="2013-Level-3">DE736</oa:CountrySubDivisionCode>
        <!-- BR-COM-12: Compulsory use of the "Countries.gc" list defined by EURES.
This is based on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
        <CountryCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-2">BE</CountryCode>
        <!-- BR-COM-12: Compulsory use of the "EURES_PostalCodes.gc" list defined by
EURES. This is based on NUTS 2013 and National Institutes. -->
        <oa:PostalCode listName="NUTS 2013"
listURI="http://epp.eurostat.ec.europa.eu/portal/page/portal/nuts_nomenclature/introduction"
listVersionID="2010">1000</oa:PostalCode>
    </Address>
</Communication>

    <!-- Code specifying the country where the Candidate usually lives.
BR-COM-12: Compulsory use of the "Countries.gc" list defined by EURES. This is based
on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
    <ResidencyCountryCode>BE</ResidencyCountryCode>

    <!-- Code specifying the candidate's nationality.
BR-COM-12: Compulsory use of the "Countries.gc" list defined by EURES. This is based
on ISO 3166-1 Alpha-2, which includes all countries of the world.
BR-COM-43: Multiple entries of this code list are allowed. -->
    <NationalityCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-
2">FR</NationalityCode>
    <NationalityCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-
2">CA</NationalityCode>

    <!-- The person's date of birth.
BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-
DDThh:mm:ss. -->
    <BirthDate>1967-08-13</BirthDate>

    <!-- Code indicating the candidate's gender.
BR-CV-10: Compulsory use of HR-Open Standards "GenderEnumType" to specify a Person's
Gender. -->
    <GenderCode listName="GenderEnumType" listURI="http://www.hr-xml.org/"
listVersionID="1.0">Male</GenderCode>

    <!-- The candidate's primary or preferred language or languages.
BR-COM-11: Compulsory use of the "EURES_LanguageCodes.gc" list defined by EURES.
This is based on ISO-639-1:2002 Alpha-2, which includes all world languages.
BR-COM-43: Multiple entries of this code list are allowed. -->
    <PrimaryLanguageCode listName="ISO-639-1/2-Languages" listURI="http://www.loc.gov"
listVersionID="639-1:2002 Alpha 2">fr</PrimaryLanguageCode>

    <Disability>
        <DisabilitySummary>
            <!-- BR-CV-17: Compulsory use of the "EURES_DisabilityLevelCode.gc" list
defined by EURES. -->
            <DisabilityLevelCode listName="EURES_DisabilityLevelCode"
listURI="https://ec.europa.eu/eures" listVersionID="1.0">4</DisabilityLevelCode>
            <Comment>Experience difficulty in movement impairment.</Comment>
        </DisabilitySummary>
    </Disability>
</CandidatePerson>

    <!-- /Profile (level 1): A structured set of candidate characteristics. More than one profile is
allowed, in order to provide different information in each profile. Thus the need for cardinality 1..n. --
>
    <CandidateProfile languageCode="en">

```

```

    <!-- Unique systemic identifiers for this Profile.
    BR-CV-09: If the identifier is not provided an automatic ID will be provided by the
    Interoperability Platform. -->
    <ID schemeID="Test-0001" schemeName="CandidateProfileID" schemeAgencyID="EURES"
    schemeAgencyName="EURES" schemeVersionID="1.0">TestProfile-11223</ID>

    <ProfileName>IT Profile - English version</ProfileName>

    <!-- /Profile /Person Availability (level 2): Detailed set of data about the person's
    availability. -->
    <PersonAvailability>
        <!-- /Availability dates (level 3): Start and end dates of availability. -->
        <AvailabilityDates>
            <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or
            YYYY-MM-DDThh:mm:ss. -->
            <StartTime>2015-12-13</StartTime>
        </AvailabilityDates>

        <NoticePeriodMeasure unitCode="week">2</NoticePeriodMeasure>
        <ImmediateStartIndicator>false</ImmediateStartIndicator>
    </PersonAvailability>

    <!-- Narrative description of the candidate's overall intentions. -->
    <CandidateObjective>Software engineer / Programmer</CandidateObjective>
    <!-- Narrative summary on the person and his/her competencies normally used as the CV
    presentation. -->
    <ExecutiveSummary>Highly motivated Technical Support professional. Strong verbal, listening
    and written skills. Comfortable in interacting with all levels of the organization and public. Able to
    negotiate and problem solve quickly, accurately, and efficiently. Adept at multitasking to achieve
    individual and team goals. Diverse background includes sales, customer service and supervision. Committed
    to quality and excellence. </ExecutiveSummary>

    <!-- /Profile /Employer preferences (level 2): Information about a candidate's preferences
    in an employer. -->
    <CandidateEmployerPreferences>
        <!-- A code classifying the industry of the related organization, position, or other
        entity.
        BR-COM-20: Compulsory use of the "NACE r2.gc" list defined by EURES. This is
        based on EU NACE.
        BR-COM-43: Multiple entries of this code list are allowed. -->
        <IndustryCode listName="NACE_r2"
        listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs" listVersionID="" name="Computer programming
        activities">J62.0.1</IndustryCode>
        <!-- Contains a code classifying an organization's size or business scope.
        BR-COM-26: Compulsory use of the "EURES_OrganizationSize.gc" list defined by
        EURES. This is based on EU - C (2003) 1422, including Large enterprises.
        BR-COM-43: Multiple entries of this code list are allowed. -->
        <OrganizationSizeCode listName="EURES_OrganizationSize"
        listURI="https://ec.europa.eu/eures" listVersionID="(2003)1422">smallEnterprise</OrganizationSizeCode>
        <!-- BR-COM-27: Compulsory use of the "OrganizationOwnershipEnumType" list. -->
        <OrganizationOwnershipTypeCode listName="OrganizationOwnershipTypeCodeContentType"
        listVersionID="1.0" listURI="http://www.hr-xml.org/">Public</OrganizationOwnershipTypeCode>
    </CandidateEmployerPreferences>

    <!-- /Profile /Position preferences (level 2): Information about a candidate's preferences
    in a position. -->
    <CandidatePositionPreferences>
        <!-- /Preferred location (level 3): Location of the preferred position. -->
        <PreferredLocation>
            <!-- The maximum distance required or preferred to commute. -->
            <MaximumCommuteDistanceMeasure
            unitCode="km">25</MaximumCommuteDistanceMeasure>
            <!-- /Preferred location /Reference location (level 4): A base location from
            which a distance is calculated. -->
            <ReferenceLocation>
                <oa:CityName>Antwerpen</oa:CityName>
                <!-- BR-COM-21: Compulsory use of the
                "EURES_CountrySubdivisionCodes.gc" list defined by EURES. This is based on NUTS 2013 - Level 3. -->
                <oa:CountrySubDivisionCode listName="EURES_CountrySubdivisionCodes"
                listURI="http://ec.europa.eu/eurostat" listVersionID="2013-Level-3">BE100</oa:CountrySubDivisionCode>
                <!-- BR-COM-12: Compulsory use of the "Countries.gc" list defined by
                EURES. This is based on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
                <CountryCode listName="Countries"
                listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-2">BE</CountryCode>
                <!-- BR-COM-22: Compulsory use of the "EURES_PostalCodes.gc" list
                defined by EURES. This is based on NUTS 2013 and National Institutes. -->
                <oa:PostalCode listName="NUTS 2013"
                listURI="http://epp.eurostat.ec.europa.eu/portal/page/portal/nuts_nomenclature/introduction"
                listVersionID="2010">2000</oa:PostalCode>
            </ReferenceLocation>

```

```

        </PreferredLocation>

        <!-- /Job category (level 3): Category of the job. -->
        <JobCategory>
            <!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list defined by
EURES and based on ISCO-08. -->
            <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software and
applications developers and analysts">251</JobCategoryCode>
            <oa:Description>Position related to the software and applications developing
and analysing.</oa:Description>
        </JobCategory>
        <JobCategory>
            <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software and
applications developers and analysts">2521</JobCategoryCode>
            <oa:Description>Database designer and administrator.</oa:Description>
        </JobCategory>

        <!-- A short phrase describing the position. -->
        <PositionTitle>Analyst programmer</PositionTitle>

        <!-- BR-COM-38: Compulsory use of the "PositionOfferingEnumType" list.
BR-COM-43: Multiple entries of this code list are allowed. -->
        <PositionOfferingTypeCode listName="PositionOfferingTypeCodeContentType"
listVersionID="1.0" listURI="http://www.hr-xml.org/">Contract</PositionOfferingTypeCode>

        <!-- BR-COM-39: Compulsory use of the "PositionScheduleEnumType" list.
BR-COM-43: Multiple entries of this code list are allowed. -->
        <PositionScheduleTypeCode listName="PositionScheduleCodeContentType"
listVersionID="1.0" listURI="http://www.hr-xml.org/">FullTime</PositionScheduleTypeCode>
        <ShiftDescription>Shifts between Monday to Friday.</ShiftDescription>

        <OfferedRemunerationPackage>
            <!-- BR-COM-30: Compulsory use of the "RemunerationBasisEnumType" list. -->
            <RemunerationBasisCode listName="RemunerationBasisCodeContentType"
listVersionID="1.0" listURI="http://www.hr-xml.org/">Salaried</RemunerationBasisCode>
            <!-- BR-COM-31: All its sub elements must be expressed using the same
currency. -->
            <RemunerationRange>
                <!-- BR-COM-32: Compulsory use of the "RemunerationEnumType" list. --
            >
                <RemunerationTypeCode listName="RemunerationTypeCodeContentType"
listVersionID="1.0" listURI="http://www.hr-xml.org/">BasePay</RemunerationTypeCode>
                <RemunerationReferenceAmount
currencyID="EUR">30000</RemunerationReferenceAmount>
                <!-- BR-COM-33: Compulsory use of the
"RemunerationRateIntervalEnumType" list. -->
                <RemunerationRateIntervalCode
listName="PayRateIntervalCodeContentType" listVersionID="1.0" listURI="http://www.hr-
xml.org/">Year</RemunerationRateIntervalCode>
            </RemunerationRange>
            <BenefitsSummary>
                <OtherBenefits>
                    <!-- BR-COM-40: Compulsory use of the
"EURES_SocialBenefitsCode.gc" list defined by EURES.
BR-COM-43: Multiple entries of this code list are
allowed. -->
                    <OtherBenefitsTypeCode listName="EURES_SocialBenefitsCodes"
listVersionID="1.0" listURI="https://ec.europa.eu/eures">1</OtherBenefitsTypeCode>
                    <OtherBenefitsTypeCode listName="EURES_SocialBenefitsCodes"
listVersionID="1.0" listURI="https://ec.europa.eu/eures">2</OtherBenefitsTypeCode>
                    <oa:Description>Accommodation and meals are
included.</oa:Description>
                </OtherBenefits>
            </BenefitsSummary>
        </OfferedRemunerationPackage>

        <TravelPreference>
            <WillingToTravelIndicator>true</WillingToTravelIndicator>
            <TravelPercentage>20</TravelPercentage>
        </TravelPreference>

        <RelocationConsidered>
            <RelocationConsideredIndicator>true</RelocationConsideredIndicator>
        </RelocationConsidered>

        <!-- BR-COM-11: Compulsory use of the "EURES_LanguageCodes.gc" list defined by
EURES. This is based on ISO-639-1:2002 Alpha-2, which includes all world languages.
BR-COM-43: Multiple entries of this code list are allowed. -->

```

```

        <WorkingLanguageCode listName="ISO-639-1/2-Languages" listVersionID="639-1:2002
Alpha 2" listURI="http://www.loc.gov">en</WorkingLanguageCode>
        <WorkingLanguageCode listName="ISO-639-1/2-Languages" listVersionID="639-1:2002
Alpha 2" listURI="http://www.loc.gov">fr</WorkingLanguageCode>
    </CandidatePositionPreferences>

    <ExperienceSummary>
        <ExperienceCategory>
            <CategoryCode listName="ISCO2008" listVersionID="2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008">2512</CategoryCode>
            <Measure unitCode="month">26</Measure>
            <oa:Description>More than 2 years of experience in software
development</oa:Description>
        </ExperienceCategory>
    </ExperienceSummary>

    <!-- /Profile /Employment history (level 2): The prior and current details of a person's
employment, work, or relevant experience. -->
    <EmploymentHistory>
        <EmployerHistory>
            <!-- Usually an official or legal name by which to refer to an organisation.
-->

            <OrganizationName>EifEL</OrganizationName>

            <!-- A code classifying the industry of the related position.
BR-COM-20: Compulsory use of the "NACE r2.gc" list defined by EURES. This is
based on EU NACE. -->
            <IndustryCode listName="NACE_r2"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs" listVersionID="" name="Computer programming
activities">J62.0.1</IndustryCode>
            <!-- /Employer history /Position history (level 4): Provides flexible
options for representing employment period data. -->
            <EmploymentPeriod>
                <StartDate>
                    <FormattedDateTime>2008-06-01</FormattedDateTime>
                </StartDate>
                <EndDate>
                    <FormattedDateTime>2012-12-31</FormattedDateTime>
                </EndDate>
            </EmploymentPeriod>
            <!-- /Employer history /Employment period (level 4): Details about the
person's tenure within the position. -->
            <PositionHistory>
                <PositionTitle>Junior Software developer</PositionTitle>
                <EmploymentPeriod>
                    <StartDate>
                        <FormattedDateTime>2008-06-01</FormattedDateTime>
                    </StartDate>
                    <EndDate>
                        <FormattedDateTime>2010-08-31</FormattedDateTime>
                    </EndDate>
                </EmploymentPeriod>
                <!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list
defined by EURES and based on ISCO-08. -->
                <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software
developers">2512</JobCategoryCode>
            </PositionHistory>
            <PositionHistory>
                <PositionTitle>Junior software analyst</PositionTitle>
                <EmploymentPeriod>
                    <StartDate>
                        <FormattedDateTime>2010-09-01</FormattedDateTime>
                    </StartDate>
                    <EndDate>
                        <FormattedDateTime>2012-12-31</FormattedDateTime>
                    </EndDate>
                </EmploymentPeriod>
                <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software and
applications developers and analysts">251</JobCategoryCode>
            </PositionHistory>
            <AttachmentReference>
                <oa:Description>Document that describes the
position.</oa:Description>

                <XPath>/Candidate/CandidateProfile/Attachment/oa:URI[text()='http://europass.cedefop.europa.eu/es/d
ocuments/curriculum-vitae/examples/pdf_en_GB-a.pdf']</XPath>
            </AttachmentReference>
        </EmployerHistory>

```

```

        <EmployerHistory>
            <OrganizationName>Wellness Healthcare</OrganizationName>
            <IndustryCode listName="NACE_r2"
listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs" listVersionID="" name="Computer facilities
management activities">J62.0.3</IndustryCode>
            <EmploymentPeriod>
                <StartDate>
                    <FormattedDateTime>2013-01-15</FormattedDateTime>
                </StartDate>
                <CurrentIndicator>true</CurrentIndicator>
            </EmploymentPeriod>
            <PositionHistory>
                <PositionTitle>Software analyst</PositionTitle>
                <EmploymentPeriod>
                    <StartDate>
                        <FormattedDateTime>2013-01-15</FormattedDateTime>
                    </StartDate>
                    <CurrentIndicator>true</CurrentIndicator>
                </EmploymentPeriod>
                <JobCategoryCode listName="ISCO2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008" name="Software and
applications developers and analysts">251</JobCategoryCode>
            </PositionHistory>
        </EmployerHistory>
    </EmploymentHistory>

    <!-- /Profile /Education history (level 2): A collection of information documenting a
person's education. -->
    <EducationHistory>
        <EducationOrganizationAttendance>
            <OrganizationName>UFR Amiens</OrganizationName>
            <ProgramName>Modern Literature</ProgramName>
            <!-- A code classifying the level of educational organisation. In this case,
the standard used could be EQF or ISCED.
                BR-COM-15: Compulsory use of the "EURES_ISCEDEducationLevel.gc" list
defined by EURES. This is based on ISCED-2011 (UNESCO). Or "EURES_EQFEducationLevel.gc", list defined by
EURES and based on EQF (EU).
                BR-COM-44: One value for each code list is allowed. -->
            <EducationLevelCode listName="EURES_EQF"
listURI="http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme"
listVersionID="2008/C11/01">5</EducationLevelCode>
            <AttendancePeriod>
                <StartDate>
                    <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-
MM, YYYY or YYYY-MM-DDThh:mm:ss.
                BR-COM-16: At least one of its sub-elements must be
informed. -->
                    <FormattedDateTime>2005-09</FormattedDateTime>
                </StartDate>
                <EndDate>
                    <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-
MM, YYYY or YYYY-MM-DDThh:mm:ss.
                BR-COM-16: At least one of its sub-elements must be
informed. -->
                    <FormattedDateTime>2010-07</FormattedDateTime>
                </EndDate>
            </AttendancePeriod>

            <!-- /Organization attendance /Education degree (level 4): Contains details
about the student's degree. -->
            <EducationDegree>
                <DegreeName>PhD</DegreeName>
                <DegreeTypeCode listName="DegreeListName" listVersionID="1.0"
listURI="http://ec.europa.eu/eures">Master</DegreeTypeCode>
                <!-- BR-COM-16: At least one of its sub-elements must be informed. -
-->
                <DegreeDate>
                    <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-
MM, YYYY or YYYY-MM-DDThh:mm:ss. -->
                    <FormattedDateTime>2010-07</FormattedDateTime>
                </DegreeDate>
                <DegreeMajor>
                    <ProgramConcentration>Specialisation in English
Literature</ProgramConcentration>
                </DegreeMajor>
            </EducationDegree>
        </EducationOrganizationAttendance>
    </EducationHistory>

```

```

        <!-- /Profile /Licenses (level 2): Contains details on one or more licenses (driver's
licences). -->
        <Licenses>
            <License>
                <!-- BR-COM-41: Compulsory use of the "LicenseTypeCode" list. This is based
on Directive 2006/126/EC. -->
                <LicenseTypeCode listName="EURES LicenceTypeCode"
listURI="https://ec.europa.eu/eures" listVersionID="2006/126/EC">B</LicenseTypeCode>
                <LicenseName>Driving license B - Motor vehicles</LicenseName>
                <FirstIssuedDate><FormattedDateTime>1998-10-
10</FormattedDateTime></FirstIssuedDate>
                <FreeFormPeriod>
                    <StartDate>
                        <FormattedDateTime>2008-10-10</FormattedDateTime>
                    </StartDate>
                </FreeFormPeriod>
            </License>
        </Licenses>

        <Certifications>
            <Certification>
                <CertificationTypeCode>Appeal-Standard</CertificationTypeCode>
                <CertificationName>Transmission System Operators</CertificationName>
                <FirstIssuedDate>
                    <FormattedDateTime>2013-07</FormattedDateTime>
                </FirstIssuedDate>
                <FreeFormEffectivePeriod>
                    <StartDate><FormattedDateTime>2013-07</FormattedDateTime></StartDate>
                </FreeFormEffectivePeriod>
                <AttachmentReference>
                    <oa:Description>Certification: Transmission System
Operator</oa:Description>

                <XPath>/Candidate/CandidateProfile/Attachment/oa:FileName[text()='certification.jpg']</XPath>
            </AttachmentReference>
        </Certification>
    </Certifications>

    <MilitaryHistory>
        <MilitaryService>
            <!-- BR-COM-12: Compulsory use of the "Countries.gc" list defined by EURES.
This is based on ISO 3166-1 Alpha-2, which includes all countries of the world. -->
            <CountryCode listName="Countries"
listURI="http://ec.europa.eu/esco/ConceptScheme/country" listVersionID="3166-1-alpha-2">BE</CountryCode>
            <MilitaryBranch>Army</MilitaryBranch>
            <MilitaryDivision>Infantry</MilitaryDivision>
            <ServicePeriod>
                <StartDate><FormattedDateTime>1999-09</FormattedDateTime></StartDate>
                <EndDate><FormattedDateTime>2001-07</FormattedDateTime></EndDate>
            </ServicePeriod>
        </MilitaryService>
    </MilitaryHistory>

    <PatentHistory>
        <Patent>
            <PatentTitle>Computer-based data processing system</PatentTitle>
            <InventorName>John K., Sarah H.</InventorName>
            <IssuingAuthority>
                <oa:Name>EPO</oa:Name>
            </IssuingAuthority>
            <PatentStatus>
                <!-- BR-CV-26: Compulsory use of the "PatentStatusCode" list. -->
                <PatentStatusCode>PatentIssued</PatentStatusCode>
            </PatentStatus>
        </Patent>
    </PatentHistory>

    <PublicationHistory>
        <Publication>
            <FormattedPublicationDescription>Article about Machine Learning in the
Weekend Magazine</FormattedPublicationDescription>
        </Publication>
    </PublicationHistory>

    <SpeakingHistory>
        <SpeakingEvent>
            <EventName>Software Development Challenges</EventName>
        </SpeakingEvent>
    </SpeakingHistory>

```

```

    <!-- /Profile /Qualifications (level 2): Information related to matching capacities,
knowledge, skills, abilities, awards and other resource deployment-related characteristics (including
"competencies") offered by a candidate. -->
    <PersonQualifications>
        <QualificationsSummary>More than six years of senior software engineering
experience, with strong analytical skills and a broad range of computer expertise.</QualificationsSummary>
        <PersonCompetency>
            <!-- Unique identifier for a skill or competency that depends on the
taxonomy used, in this case CEFR. Taxonomy information is included in the ID attributes. -->
            <CompetencyID schemeID='ISO-639-1/2-Languages'>EN</CompetencyID>
            <TaxonomyID>language</TaxonomyID>
            <!-- The state or degree of mastery or adeptness obtained or achieved for a
given competency.
BR-COM-16: At least one of its sub-elements must be informed. -->
            <ProficiencyLevel>
                <ScoreText>A2</ScoreText>
            </ProficiencyLevel>
            <!-- A measurable characteristic of a competency. -->
            <CompetencyDimension>
                <!-- BR-COM-37: Compulsory use of the "EURES_Dimension-CodeList.gc"
list defined by EURES. This is based on CEFR. -->
                <CompetencyDimensionTypeCode listName="EURES_Dimension"
listURI="http://www.coe.int" listVersionID="1.0">CEF-Understanding-Listening</CompetencyDimensionTypeCode>
                <Score>
                    <ScoreText scoreTextCode="B1"
minimumScoreText="A1">B1</ScoreText>
                </Score>
            </CompetencyDimension>
        </PersonCompetency>
        <PersonCompetency>
            <CompetencyID schemeID="Identifier of schema" schemeAgencyID="Identifier of
the agency" schemeAgencyName="Name of the agency" schemeVersionID="Version of the schema"
schemeDataURI="URL">Java</CompetencyID>
            <TaxonomyID>other</TaxonomyID>
            <CompetencyName>Java</CompetencyName>
        </PersonCompetency>
        <PersonCompetency>
            <CompetencyID schemeID="Identifier of schema" schemeAgencyID="Identifier of
the agency" schemeAgencyName="Name of the agency" schemeVersionID="Version of the schema"
schemeDataURI="URL">SQL Server</CompetencyID>
            <TaxonomyID>other</TaxonomyID>
            <CompetencyName>SQL Server</CompetencyName>
        </PersonCompetency>
    </PersonQualifications>

    <OrganizationAffiliations>
        <OrganizationAffiliation>
            <OrganizationName>Affiliated Engineers in Belgium</OrganizationName>
        </OrganizationAffiliation>
    </OrganizationAffiliations>

    <EmploymentReferences>
        <Referee>
            <!-- BR-CV-22: The HR-Open Standards Code List "RefereeTypeCode". -->
            <RefereeTypeCode>Professional</RefereeTypeCode>
            <PersonName>
                <oa:GivenName>Mark</oa:GivenName>
                <FamilyName>John</FamilyName>
            </PersonName>
            <!-- BR-COM-10: If the Communication element is filled in, at least one of
its sub elements should be filled in too. -->
            <Communication>
                <!-- The communication channel used to contact a person or an
organisation.
BR-COM-13: The Open HR-Open Standards Code List
"ChannelCodeEnumType" must be used to codify the /ChannelCode element. -->
                <ChannelCode listName="ChannelCodeContentType" listVersionID="1.0"
listURI="http://www.hr-xml.org/">Telephone</ChannelCode>
                <oa:URI>no-reply1@test.com</oa:URI>
            </Communication>
            <Comment>He did an excellent job in this position and was an asset to our
organization during her tenure with the office. He has excellent written and verbal communication skills,
is extremely organized, can work independently and is able to follow through to ensure that the job gets
done.</Comment>
        </Referee>
    </EmploymentReferences>

    <Attachment>
        <oa:URI>http://europass.cedefop.europa.eu/es/documents/curriculum-

```

```

vitae/examples/pdf_en_GB-a.pdf</oa:URI>
  <oa:Description>Document that describes the CV</oa:Description>
  <!-- BR-COM-35: Compulsory use of the "EURES_FileTypeCode.gc" list defined by EURES.
        BR-COM-43: Multiple entries of this code list are allowed. -->
  <oa:FileType listName="EURES_FileTypeCode" listVersionID="1.0" name="PDF document"
listURI="https://ec.europa.eu/eures">PDF</oa:FileType>
  <DocumentTitle>pdf_en_GB-a</DocumentTitle>
</Attachment>
<Attachment>
  <!-- BR-COM-26 : Compulsory use of Mime Codes [CL56].
        BR-COM-26 : Only 'base64Binary' is allowed. If not present it is
considered as encoded in base64Binary. -->
  <oa:EmbeddedData mimeType="image/jpeg"
encodingCode="base64Binary">/9j/4AAQSkZJRgABAQAAQABAAQ//gA7Q1JFQVRPUjog</oa:EmbeddedData>
  <oa:FileName>certification.jpg</oa:FileName>
  <DocumentDateTime>2013-01-30</DocumentDateTime>
  <oa:Description>Candidate's certification</oa:Description>
  <oa:FileType listName="EURES_FileTypeCode" listVersionID="1.0" name="photo"
listURI="https://ec.europa.eu/eures">photo</oa:FileType>
  <DocumentTitle>Photo</DocumentTitle>

  <AttachmentXPath>/Candidate/CandidateProfile/Certifications/Certification</AttachmentXPath>
  </Attachment>
</CandidateProfile>
</Candidate>

```