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EURES formats and standards specification

Part 1: EURES job vacancy data standard description

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EURES Job Vacancy Data Standard Description

Abstract

The purpose of this document is to describe in detail the EURES Job Vacancy Data Standard Specification, which is the format used for the exchanges of Job Vacancy 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	04/06/2013			
1.00	Publication of the document	ARHS	09/11/2016			
1.01	Update of inconsistencies	ARHS	28/02/2017	28/02/2017	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	

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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
RD01	EURES Job Application Data Standard description	EURES-CV-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 Vacancy Data Standard is used to describe data models and business rules that are needed to communicate Job Vacancy information (JV) within EURES Network and are further based on HR Open Standard “PositionOpening” specification version 3.2.

The scope of this document is to provide a detailed description of the EURES Job Vacancy 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 JVs 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 JV standards defined. It includes:

- The **JV standard model approach**
- A **detailed description of the EURES JV “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 merely generic business language
- It covers a large part of the EURES business domain
- It is already being used by Employment Services

3 JV 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**: 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 "3.1 Layers Approach") describing its relationship with the Interoperability Platform

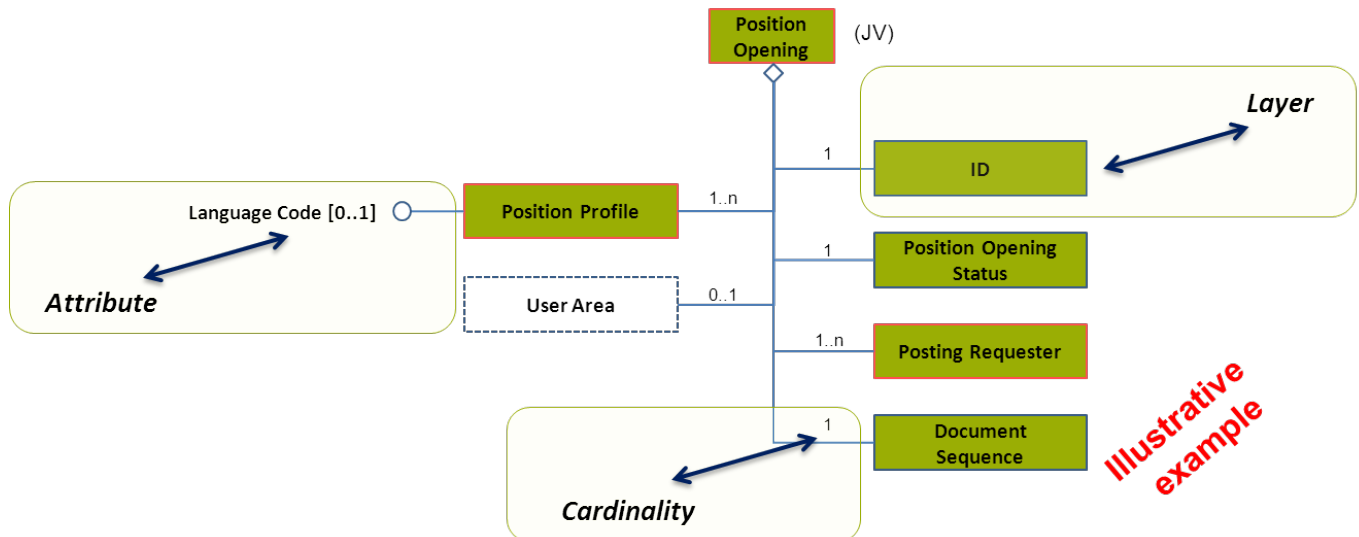


Figure 1: Example of a Tree of Elements Representing the JV Standard

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.

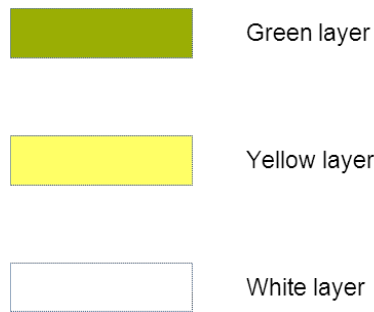


Figure 2: Description of the layer colours

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.

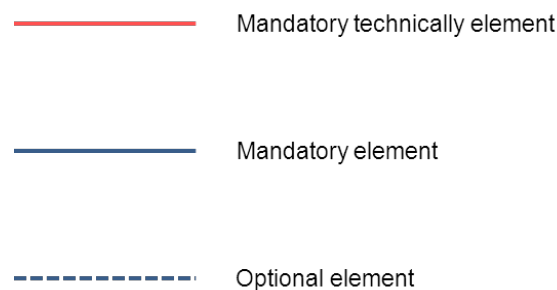


Figure 3: Description of the layer lines types

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 JV information with 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. This is due to a sub-element may have the same layer type that 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):

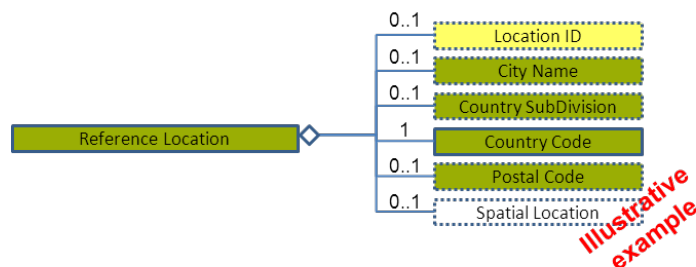


Figure 5: Example of tree of elements applying "EURES conformant layer" design criteria

- 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):

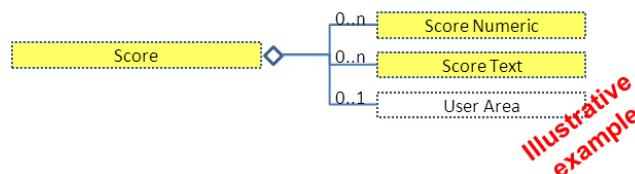


Figure 6: Example of tree of elements applying "EURES optional layer" design criteria

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):

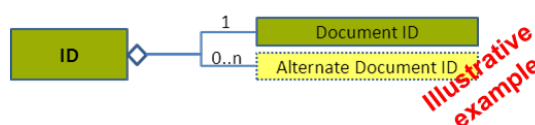
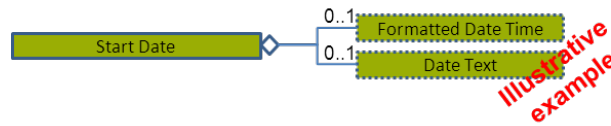


Figure 7: Example of tree of elements applying "EURES mandatory" design criteria

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



BR-COM-16: At least one of its sub-elements must be informed.

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 organisation for this specific JV. 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 JV's.
 - Including an element's tags in the XML file, but leaving them empty (e.g. `<TravelPreference></TravelPreference>`) means that the posting organisation did not provide any work experience.

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

3.3 Specific Topics

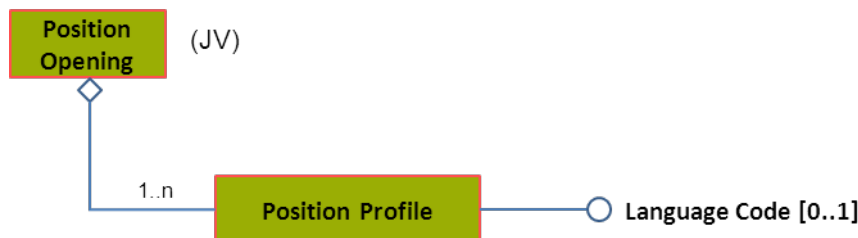
The following **topics** impact on the whole model:

3.3.1 JV in Multiple Languages

How should EURES check that an Employment Service has the same JV in different languages?

The agreed solution is that:

- It will be controlled at the Position Profile level and each language will have a profile (see section "4.5.2 Position 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 "4.5.3 Position Profile Examples" for more examples.

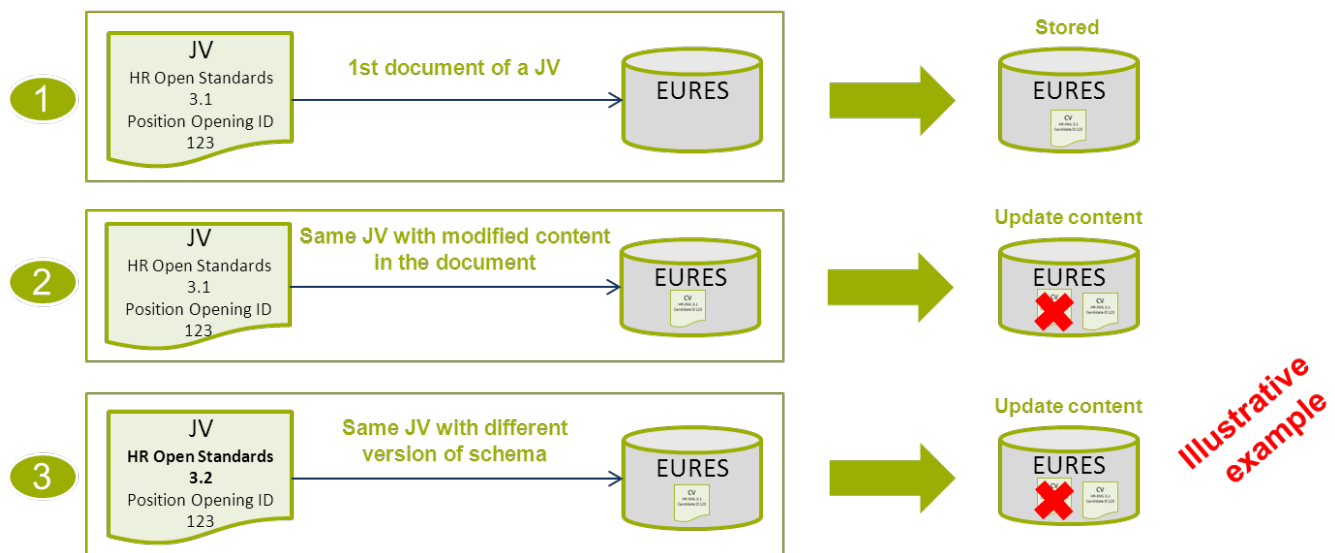
3.3.2 Content Versioning

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 JV** (changes in the content of one or more fields of a JV).

- The Interoperability Platform will not store the history of **content versions**. This means that when a JV 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 JV can't keep a history of all changes in a JV 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 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 JV 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 an Alternate Document ID.
- The following Business Rule (**BR-JV-01**) establishes the job vacancy's EURES Partner:
 - The *SchemaAgencyID* attribute of the *DocumentID* (or *AlternateDocumentID*) and *PartyID* elements must be the same.

Please see sections "4.3 /ID (level 1)" and "4.3.3 ID Examples" for more examples.

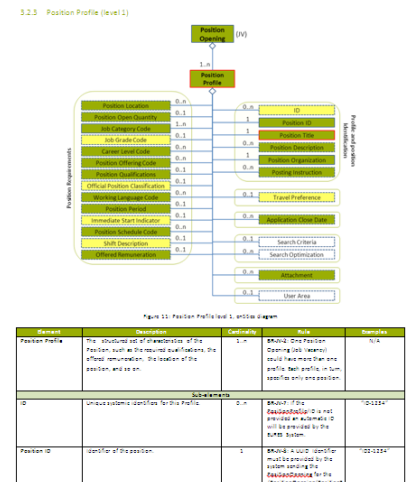
4 EURES JV “Static” Standard Description

The EURES JV model is based on the HR-Open Standards 3.2 “PositionOpening” 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 a tree of elements:

- 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



¹ “PositionOpening” is the HR-Open Standards Noun of the ProcessPositionOpening package: <http://www.hropenstandards.org/>

4.1 Overall View

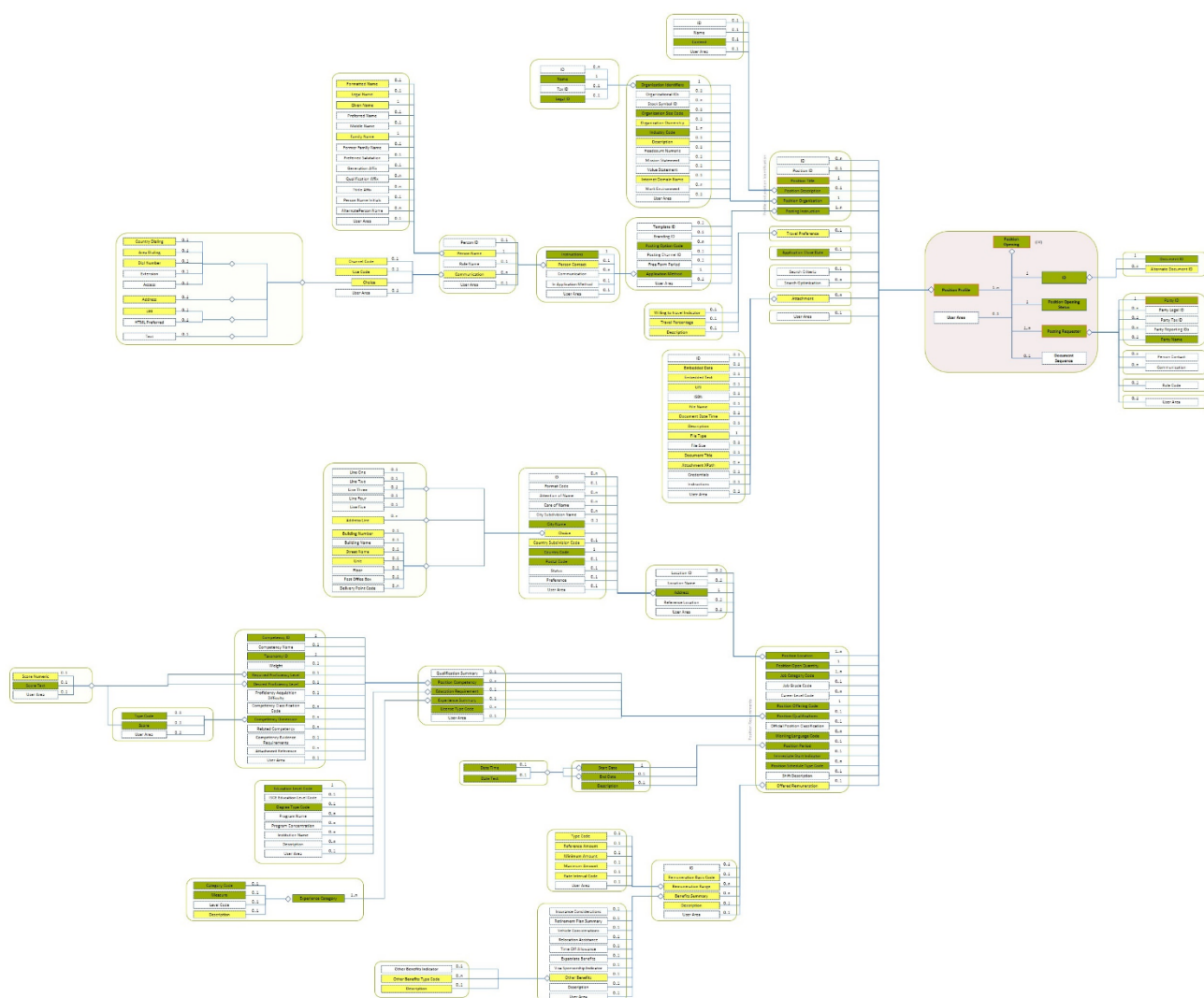


Figure 9: Overall View Entity Diagram

4.2 /Position Opening (level 0)

4.2.1 Position Opening Element Description

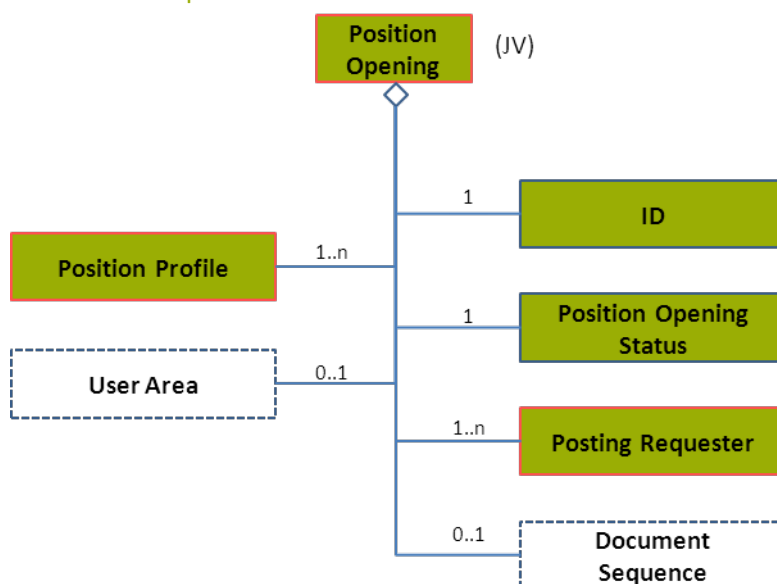


Figure 10: Position Opening Level 0 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Position Opening	The root element containing the definition of a position opening, i.e., a Job Vacancy that is exchanged between an ES and Interoperability Platform and that is to be matched with Candidate profiles. Only one position opening (job vacancy) per job vacancy is allowed.	EURES Technical Minimum / 1		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				
Position Opening Status	A code classifying the opening status of the position. This is an HR-Open Standards open list.	EURES Conformant / 1	BR-JV-03: The "RecruitingDocumentStatusCodeCondent Type" HROpen Standards code list must be used to codify the /PositionOpening /PositionOpeningStatusCode.	"active", "closed", "incomplete" Full code list: "4.15.25 Recruiting Document Status Code Enum Type [CL57]"
Posting Requester	Information about the partner placing or communicating the position posting. The party "Requesting" the posting or advertising service. This can be a EURES Partner registered in the Interoperability Platform or an external PES / PRES that is not a EURES Partner.	EURES Technical Minimum / 1..n		N/A
See section "4.4 /Posting Requester (level 1)" for more information				

Element	Description	Layer / Cardinality	Rule	Examples
Position Profile	The position's structured set of characteristics, such as the required qualifications, the remuneration offered, the location of the position, 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 JV to make sure that a profile is expressed in the same language and those different profile language versions contain exactly the same information.	EURES Technical Minimum / 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 "4.5 /Position Profile (level 1)" for more information				

4.2.2 Position Opening Attributes

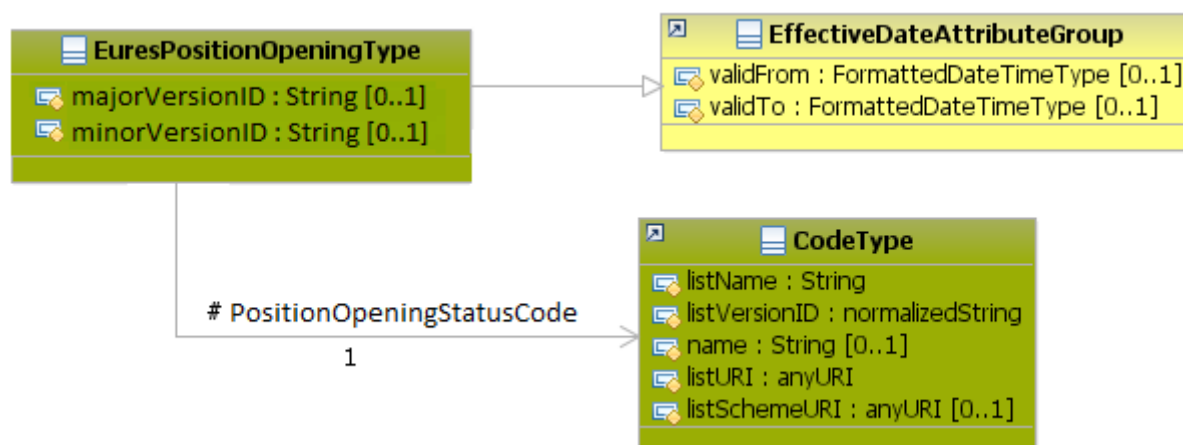


Figure 11: Position Opening Attributes Schema

Attributes	Description	Card.	Rule	Example
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-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	"2012-10-10"
PositionOpeningStatusCode sub-element				
Attributes	Description	Card.	Rule	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 note 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/PositionOpening-1.0”.

The EURES schema uses the following namespace definitions:

- `xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.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

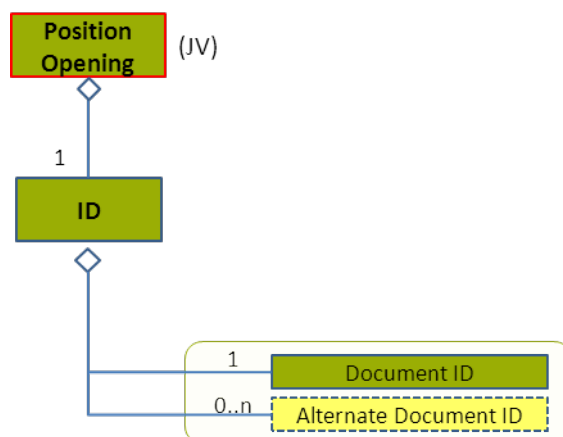


Figure 12: ID Level 1 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
ID	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
Sub-elements				
Document ID	Only identifies a document within the sender organisation. Typically there are only documents IDs within supplier organisation systems. Stores the original document identifier.	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 “3.3.4 Identifiers” for more about how to inform the party of the job vacancy.

4.3.2 ID Attributes

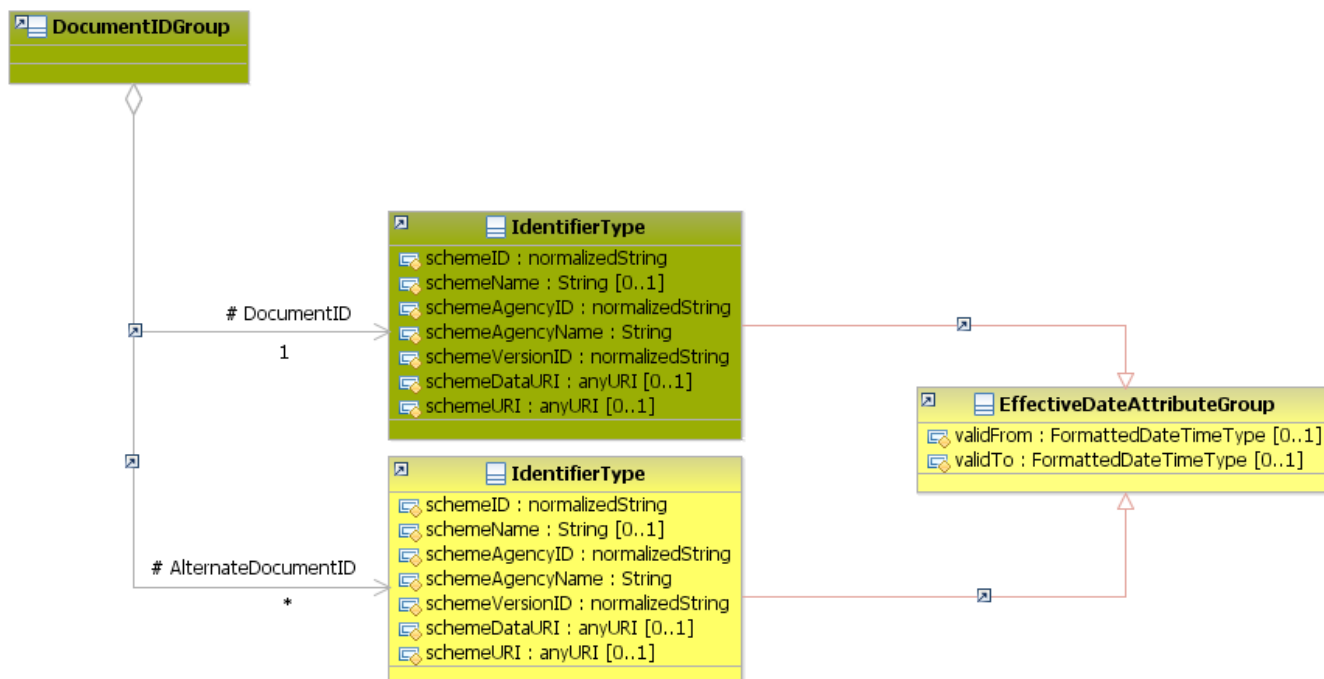


Figure 13: ID Attributes Schema

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	Identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the identification scheme	1	BR-JV-01: The <i>SchemeAgencyID</i> attribute of the <i>DocumentID</i> (or <i>AlternateDocumentID</i>) and at least one <i>PartyID</i> elements must be the same.
schemeAgencyName	Name of the agency that maintains the identification 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 identification scheme data is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the identification 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.
AlternateDocumentID sub-element			
Attributes	Description	Card.	Rule
The same as the “ <i>DocumentID</i> ” sub-element			

4.3.3 ID Examples

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

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

  <!-- Original identifier provided by the PES01 -->
  <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>

  <!-- Additional identifier provided by another PES -->
  <AlternateDocumentID
    schemeID="ID-33334"
    schemeName="DocumentIdentifier"
    schemeAgencyID="PES02"
    schemeAgencyName="PublicEmploymentServices02"
    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="2014-01-01" >
PESID-1233
  </AlternateDocumentID>
</PositionOpening/>
```

4.4 /Posting Requester (level 1)

4.4.1 Posting Requester Element Description

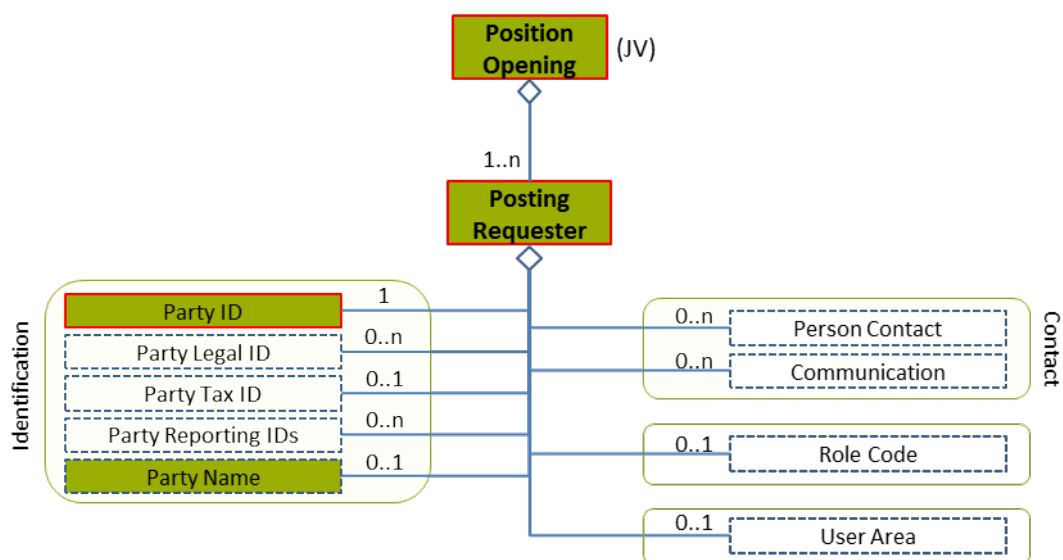


Figure 14: Posting Requester Level 1 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Posting Requester	Information about the partner placing or communicating the position posting. The party "Requesting" the posting or advertising service. This can be a EURES Partner registered in the Interoperability Platform or an external PES / PRES that is not a EURES Partner.	EURES Technical Minimum / 1..n		N/A
Sub-elements				
Party ID	Only an identifier that distinguishes a EURES Partner system involved in a transaction. This identifier must be provided by the Interoperability Platform once registered, and it is unique.	EURES Technical Minimum / 1	BR-JV-05: The /PositionOpening /PartyID must be an UUID provided by the sender system.	"PARTID-1234"
Party Name	The name of the party supplying the Job Vacancy	EURES Conformant Optional / 0..1	N/A	"Party name"

4.4.2 Posting Requester Attributes

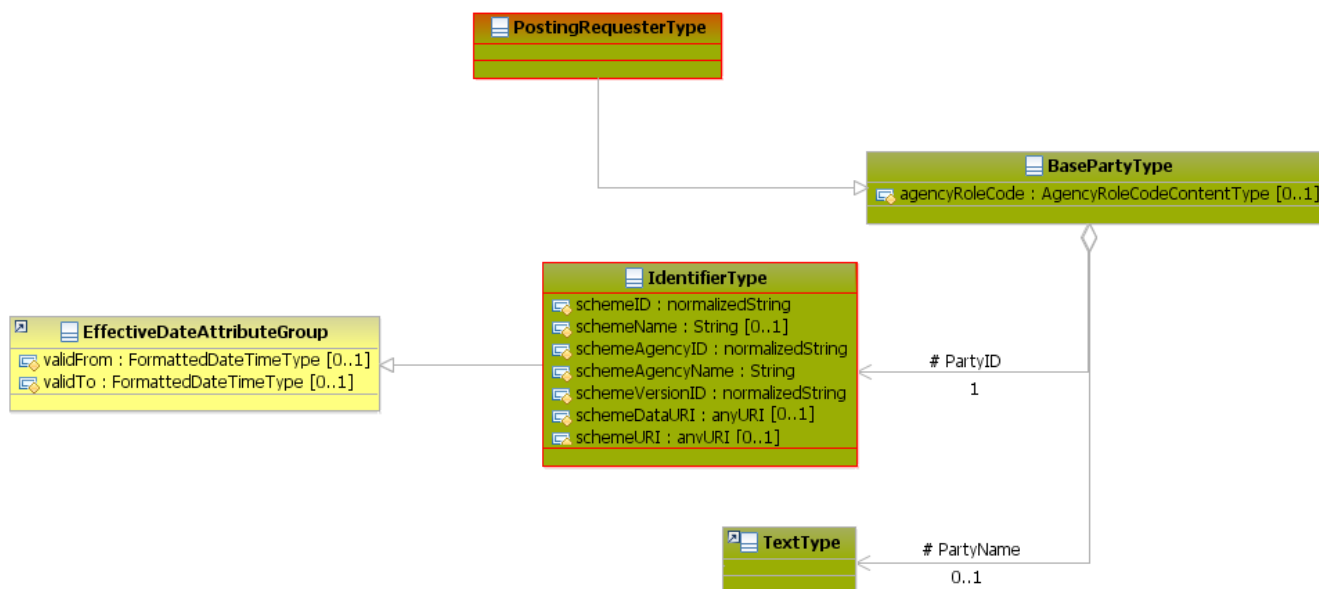


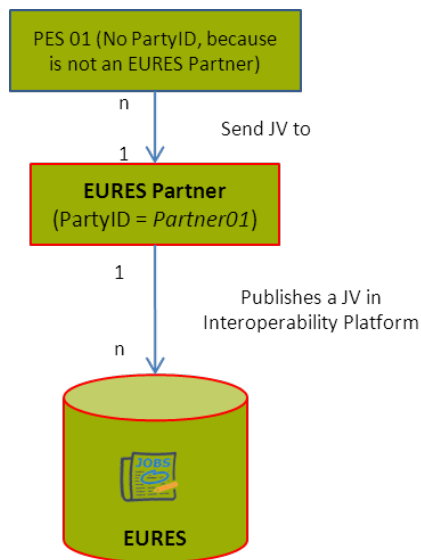
Figure 15: Posting Requester Attributes Schema

Attributes	Description	Card.	Rule
agencyRoleCode	A code classifying the job vacancy role within the organisation, or the role with which that organisation is associated, such as "customer" or "supplier" (full code list "4.15.1 Agency Role Code Enum Type [CL55]") This is an HR-Open Standards code list.	0..1	BR-JV-06: The "AgencyRoleCodeContentType" HR-Open Standards code list must be used to codify the agencyRoleCode attribute.
PartyID 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 identification scheme	1	BR-JV-01: The <i>SchemeAgencyID</i> attribute of the <i>DocumentID</i> (or <i>AlternateDocumentID</i>) and at least one <i>PartyID</i> elements must be the same.
schemeAgencyName	The name of the agency that maintains the identification scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that explains where the identification scheme data is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that explains where the identification 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.
PartyName sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.4.3 Posting Requester Examples

This example shows 2 posting requesters, one of them is a EURES Partner.



```

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

  <!-- EURES Partner requester -->
  <PostingRequester>
    <PartyID
      schemeID="Party-IDs"
      schemeName="PartyIdentifier"
      schemeAgencyID="ID-1234"
      schemeAgencyName="PES01"
      schemeVersionID="1.00"
      schemeDataURI="http://ec.europa.eu/eures/s
tandards/2014/Supplier/Data/ID"
      schemeURI="http://www.pes01.eu"
      validFrom="2014-01-01"
      validTo="2016-12-31">Partner01</PartyID>
    <PartyName>PES01</PartyName>
  </PostingRequester>

  <!-- Another requester -->
  <PostingRequester agencyRoleCode="Supplier">
    <PartyID schemeAgencyID="eures-localpes"
      schemeAgencyName="eures-localpes"
      schemeID="eures-localpes" schemeVersionID="1.0"
      schemeDataURI="http://ec.europa.eu/eures/standar
ds/2014/Supplier/Data/ID">70.00</PartyID>
  </PostingRequester>
</PositionOpening/>
  
```

This example shows one document identifier provided by a PES, called PES01, and how it is related to a requester.

```

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

  <!-- 1st identifier of the document, send by PES01 1st January 2014 -->
  <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="2014-01-01">
1067482948
  </DocumentID>

  <!-- EURES Partner requester, related to DocumentID through schemeAgencyID -->
  <PostingRequester>
    <PartyID
      schemeID="Party-IDs"
      schemeName="PartyIdentifier"
      schemeAgencyID="PES01"
      schemeAgencyName="PublicEmploymentService01"
      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">
Partner01</PartyID>
    <PartyName>PES01</PartyName>
  </PostingRequester>
</PositionOpening/>

```

4.5 /Position Profile (level 1)

4.5.1 Position Profile Element Description

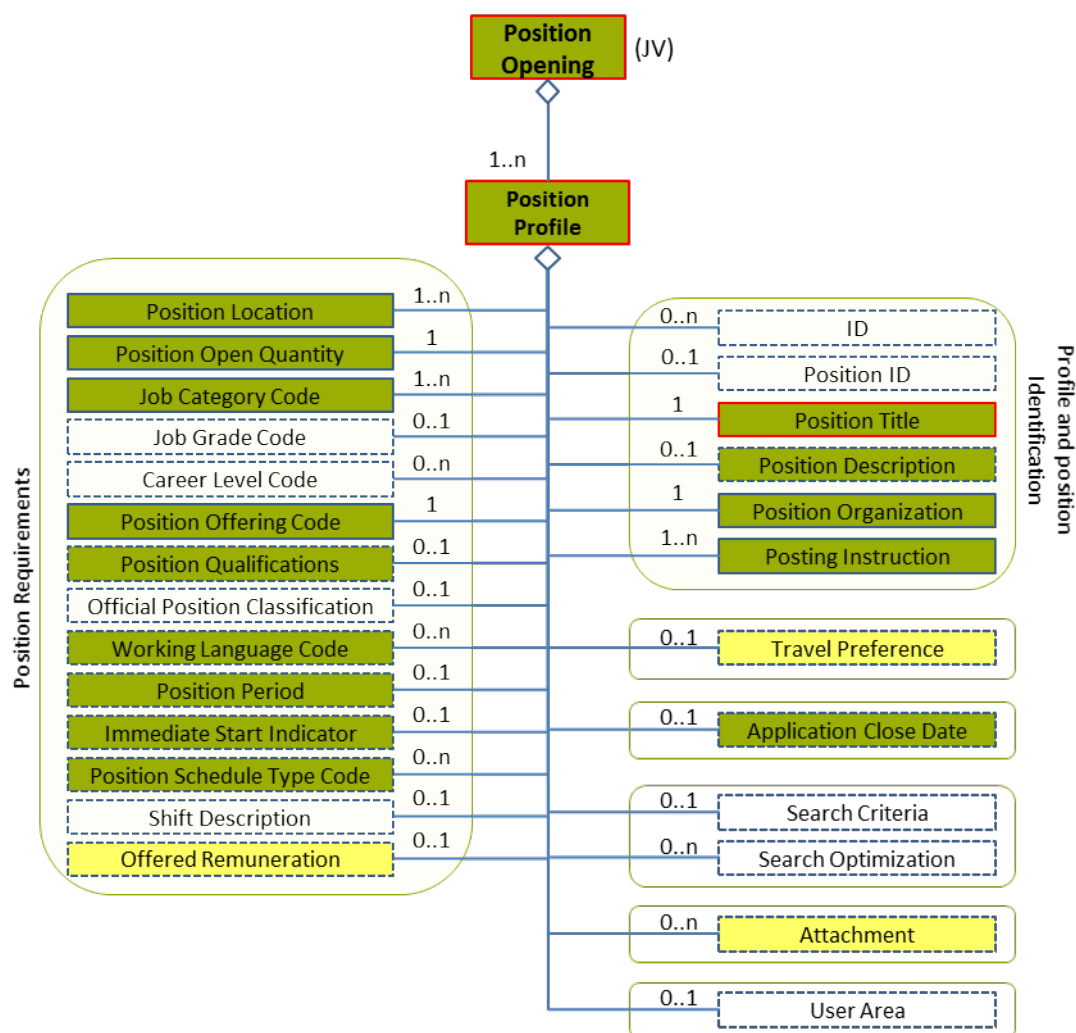


Figure 16: Position Profile Level 1 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Position Profile	The position's structured set of characteristics, such as the required qualifications, the remuneration offered, the location of the position, 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 JV to make sure that a profile is expressed in the same language and those different profile language versions contain exactly the same information.	EURES Technical Minimum / 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				
Position Title	A short phrase describing the position as it would be listed on a business card or in a company directory	EURES Technical Minimum / 1	N/A	"Business analyst" or "Personal assistance"

Position Description	A text description of a position	EURES Conformant Optional / 0..1	N/A	N/A
See section “4.6 /Position Profile /Position Description (level 2)” for more information				
Position Organization	Set of data about the organisation offering the position	EURES Conformant / 1	N/A	N/A
See section “4.7 /Position Profile /Position Organization (level 2)” for more information				
Posting Instruction	Information about where and how a posting should be communicated	EURES Conformant / 1..n	N/A	N/A
See section “4.8 /Position Profile /Posting Instruction (level 2)” for more information				
Travel Preference	A position’s travel requirements and the percentage of time	EURES Optional / 0..1	N/A	N/A
See section “4.9 /Position Profile /Travel Preferences (level 2)” for more information				
Application Close Date	The specific date after which applications will not be accepted The typeCode attribute allows the close date to be classified	EURES Conformant Optional / 0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2013-12-12”
Attachment	External documents or digital objects can be embedded or referenced	EURES Optional / 0..n	N/A	N/A
See section “4.14 /Position Profile /Attachment (level 2)” for more information				
Position Location	A description of the physical location of the position	EURES Conformant / 1..n	N/A	N/A
See section “4.10 /Position Profile /Position Location (level 2)” for more information				
Position Open Quantity	The number of posts currently available to be filled	EURES Conformant / 1	BR-JV-08: The absence of the /PositionOpenQuantity element means that at least 1 position is currently available.	2, 10, etc.
Job 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 Conformant / 1..n	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. ² BR-JV-01²	“1” – Managers, “12” – Administrative, etc. Full code list: “4.15.12 Job Category Codes [CL20]”
Position Offering Code	Descriptive value classifying a position opportunity.	EURES Conformant / 1	BR-COM-38: Compulsory use of the “PositionOfferingCodeContentT ype” list.	“DirectorHire”, “Temporary”, “TemporaryToHire”

² In version 1.2, only ISCO-08 are allowed for Occupation

	This is an HR-Open Standards open list.				”, “ContractToHire”, Etc. Full code list: “4.15.21 Position Offering Codes [CL37]”
Position Qualifications	Information related to matching capacities, knowledge, skills, abilities, awards and other resource deployment-related characteristics (including “competencies”) requested by potential employers or clients.		EURES Conformant Optional / 0..1	N/A	N/A
See section “4.11 /Position Profile /Position Qualifications (level 2)” for more information					
Working Language Code	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 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 is appropriate.		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. BR-COM-43: Multiple entries of this code list are allowed.	“aa” = Afar, “ab” = Abkhazian, etc. Full code list: “4.15.13 Language Codes [CL24]”
Position Period	Period of time during which the contract is valid		EURES Conformant Optional / 0..1	N/A	N/A
See section “4.12 /Position Profile /Position Period (level 2)” for more information					
Immediate Start Indicator	An indicator as to whether a position is available to start immediately		EURES Conformant Optional / 0..1	N/A	“true”, “false”
Position Schedule Type Code	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 “PositionScheduleCodeContent Type” list. BR-COM-43: Multiple entries of this code list are allowed.	“FullTime”, “PartTime”, “FlexTime”, “Any” Full code list: “4.15.22 Position Schedule Codes [CL38]”
Offered Remuneration	Remuneration and benefits offered		EURES Optional / 0..1	N/A	N/A
See section “4.13 /Position Profile /Offered Remuneration (level 2)” for more information					

4.5.2 Position Profile Attributes

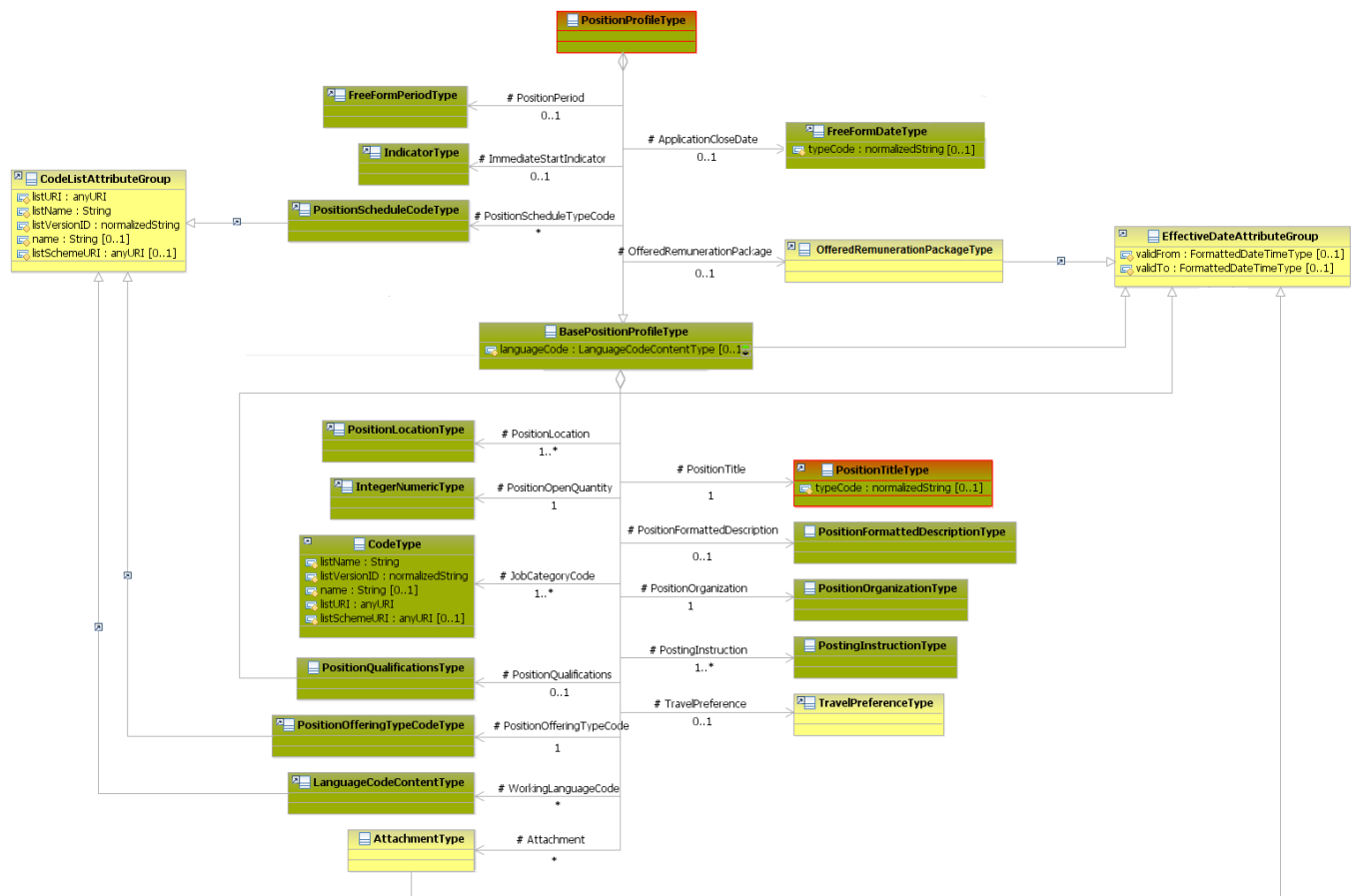


Figure 17: Position Profile Attributes Schema

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. Only adapted EU countries are used, based on ISO 639-1:2002 Alpha-2. The full code list is available here: Official Languages in European Countries Codes [CL33]
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.
ApplicationCloseDate sub-elements			
Attributes	Description	Card.	Rule
typeCode	The type of date, such as “Internal Close Date”	0..1	N/A
PositionPeriod sub-element			
Attributes	Description	Card.	Rule
See section “4.12.2 Position Period Attributes” for more information			
ImmediateStartIndicator sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
PositionScheduleTypeCode 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
OfferedRemunerationPackage sub-element			
Attributes	Description	Card.	Rule
See section “4.13.2 Offered Remuneration Attributes” for more information			
PositionTitle sub-element			
Attributes	Description	Card.	Rule
The same as “ <i>ApplicationCloseDate</i> ” sub-element			
PositionFormattedDescription sub-element			
Attributes	Description	Card.	Rule
See section “4.6.2 Position Description Attributes” for more information			
PositionOrganization sub-element			
Attributes	Description	Card.	Rule
See section “4.7.2 Position Organization Attributes” for more information			
PostingInstruction sub-element			
Attributes	Description	Card.	Rule
See section “4.8.2 Posting Instruction Attributes” for more information			
TravelPreference sub-element			
Attributes	Description	Card.	Rule
See section “4.9.2 Travel Preferences Attributes” for more information			
PositionLocation sub-element			
Attributes	Description	Card.	Rule
See section “4.10.2 Position Location Attributes” for more information			
PositionOpenQuantity sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
JobCategoryCode sub-element			
Attributes	Description	Card.	Rule
The same as the “ <i>PositionScheduleTypeCode</i> ” sub-element			
PositionQualifications sub-element			
Attributes	Description	Card.	Rule
See section “4.11.2 Position Qualifications Attributes” for more information			
PositionOfferingTypeCode sub-element			
Attributes	Description	Card.	Rule
The same as the “ <i>PositionScheduleTypeCode</i> ” sub-element			
WorkingLanguageCode sub-element			
Attributes	Description	Card.	Rule
The same as the “ <i>PositionScheduleTypeCode</i> ” sub-element			
Attachment sub-element			
Attributes	Description	Card.	Rule
See section “4.14.2 Attachment Attributes” for more information			

4.5.3 Position Profile Examples

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

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-
```

```

xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionTitle>Business analyst</PositionTitle>
    ...
  </PositionProfile>

  <PositionProfile languageCode="fr">
    <PositionTitle>Analyste d'affaires</PositionTitle>
    ...
  </PositionProfile>
</PositionOpening>

```

4.6 /Position Profile /Position Description (level 2)

4.6.1 Position Description Element Description

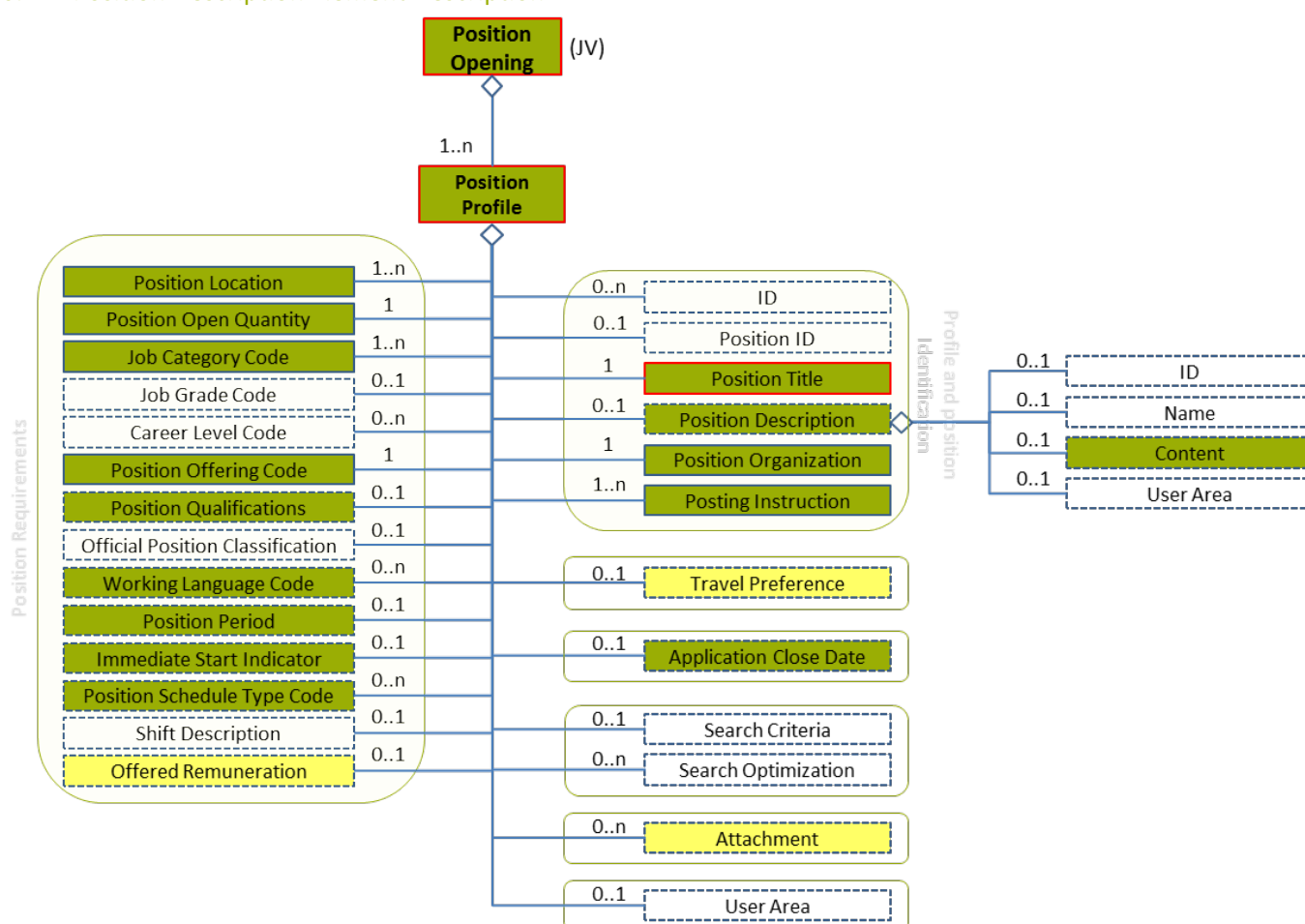


Figure 18: Position Description Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Position Description	Text description of a position	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Content	In some cases, content may include a mark-up or might be encoded, for example, HTML content. In such cases, the content might be enclosed within a CDATA section.	EURES Conformant Optional / 0..1	N/A	"<![CDATA[Management of Security and emergencies]]>"

4.6.2 Position Description Attributes



Figure 19: Position Description Attributes Schema

Attributes	Description	Card.	Rule	Examples
This element has no attributes				
Content sub-elements				
Attributes	Description	Card.	Rule	Examples
These sub-elements have no attributes.				

4.6.3 Position Description Examples

This example shows how to describe a job through the position description element.

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionFormattedDescription>
      <Content>Support for the professional care of the business units
        regarding the application and use of the system RCTS.</Content>
    </PositionFormattedDescription>
  </PositionProfile>
</PositionOpening>
```

4.7 /Position Profile /Position Organization (level 2)

4.7.1 Position Organization Element Description

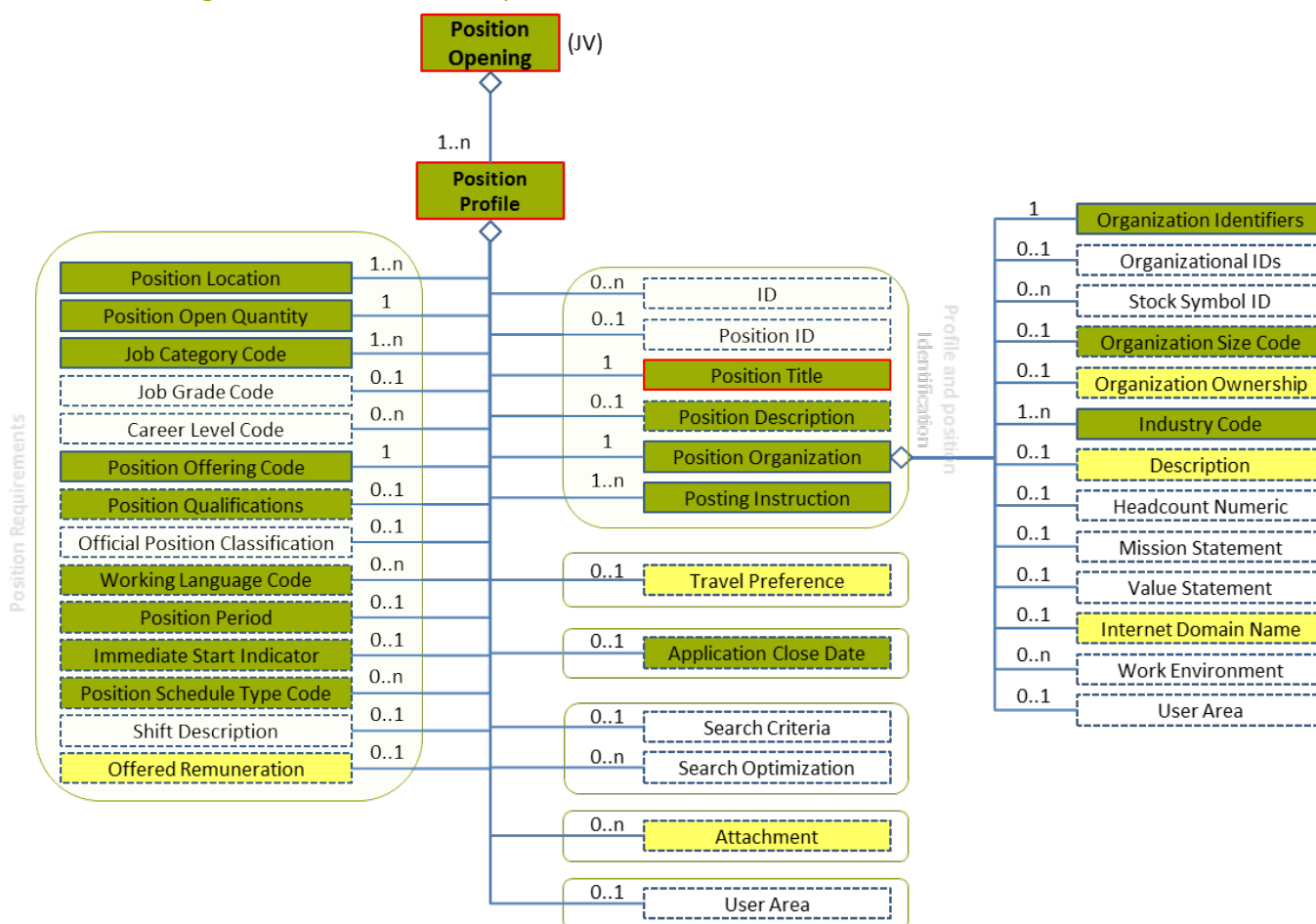


Figure 20: Position Organization Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Position Organization	Set of data about the organisation offering this Position	EURES Conformant / 1	N/A	N/A
Sub-elements				
Organization Identifiers	A collection of different identifiers of an organisation	EURES Conformant / 1	N/A	N/A
See section "4.7.4 Sub-element: /Organization Identifiers (level 3)" for more information				
Organization Size Code	Contains a code classifying an organisation's size or business scope	EURES Conformant Optional / 0..1	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.	"MicroEnterprise", "SmallEnterprise", etc. Full code list: "4.15.20 Organization Size Codes [CL35]"
Organization Ownership	The owner organisation's code This is an HR-Open Standards open list.	EURES Optional / 0..1	BR-COM-27: Compulsory use of the "OrganizationOwnershipTypeCodeContentypeCodeContentType" list.	"Public", "Private", "Non-profit", "Government" Full code list: "4.15.19

					<i>Organization Ownership Codes [CL34]</i>
Industry Code	A code classifying the industry of the organisation, position, or other entity		EURES Conformant / 1..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: “4.15.16 NACE Codes [CL31]”
Description	Position organisation description		EURES Optional / 0..1	N/A	“Electricity and gas supplier”
Internet Domain Name	The unique hostname used to identify a particular host or server on the World Wide Web and in e-mails and other Internet communications		EURES Optional / 0..1	N/A	“www.domainName.com”

4.7.2 Position Organization Attributes

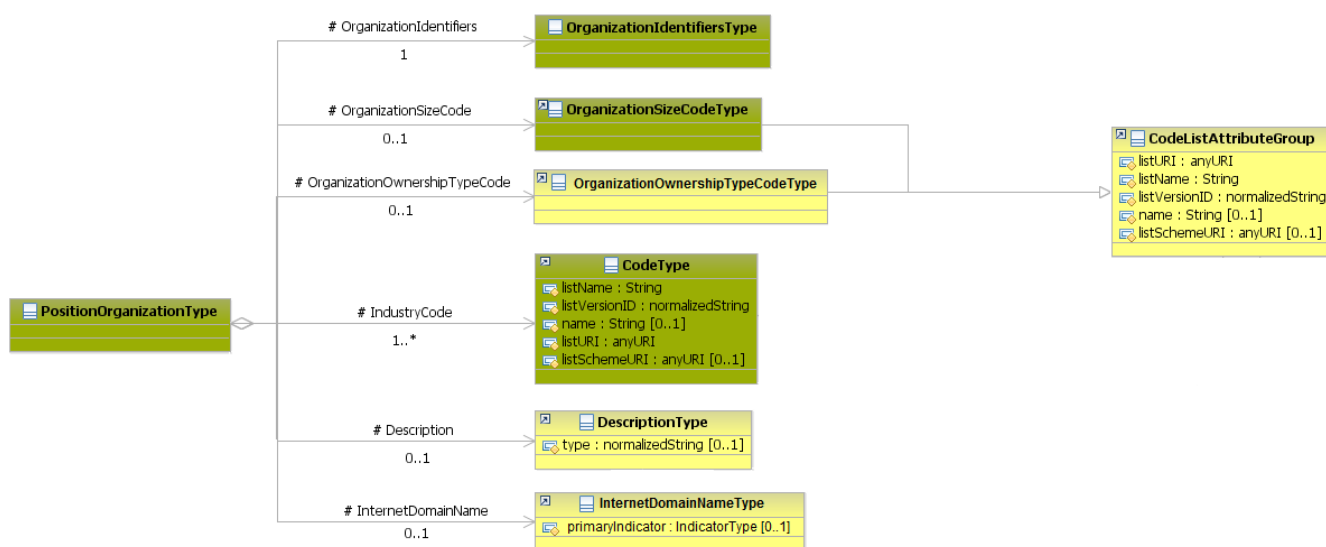


Figure 21: Position Organization Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OrganizationIdentifiers sub-elements			
Attributes	Description	Card.	Rule
See section “4.7.4.2 Organization Identifiers Attributes” for more information			
OrganizationSizeCode 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
OrganizationOwnershipTypeCode sub-elements			

Attributes	Description	Card.	Rule
The same as the "OrganizationSizeCode" sub-element			
IndustryCode sub-element			
Attributes	Description	Card.	Rule
The same as the "OrganizationSizeCode" sub-element			
Description sub-element			
Attributes	Description	Card.	Rule
type	The type of comment	0..1	N/A
InternetDomainName sub-element			
Attributes	Description	Card.	Rule
primaryIndicator	Indicates whether the internet domain name is the primary one or not	0..1	N/A

4.7.3 Position Organization Examples

This example shows the description of the employer offering the job.

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionOrganization>
      <OrganizationIdentifiers>
        <OrganizationName>Public Administration</OrganizationName>
        <OrganizationLegalID schemeID="LegalID" schemeAgencyID="CIF"
          schemeAgencyName="Codigo Identificacion Fiscal" schemeVersionID="1.0"
          schemeDataURI="PENDING">CIF A58818501</OrganizationLegalID>
      </OrganizationIdentifiers>
      <OrganizationSizeCode listName="EURES_OrganizationSize"
        listVersionID="(2003)1422" name="small enterprise"
        listURI="https://ec.europa.eu/eures">smallenterprise</OrganizationSizeCode>
      <OrganizationOwnershipTypeCode
        listName="OrganizationOwnershipTypeCodeContentType" listVersionID="1.0"
        listURI="http://www.hr-xml.org/"
        >public</OrganizationOwnershipTypeCode>
      <IndustryCode listName="NACE_r2" listVersionID="NACE REVISION 2"
        name="Hospital activities"
        listURI="http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs"
        >86.1</IndustryCode>
      <InternetDomainName>http://ec.europa.eu</InternetDomainName>
    </PositionOrganization>
  </PositionProfile>
</PositionOpening>

```

4.7.4 Sub-element: /Organization Identifiers (level 3)

4.7.4.1 Organization Identifiers Element Description

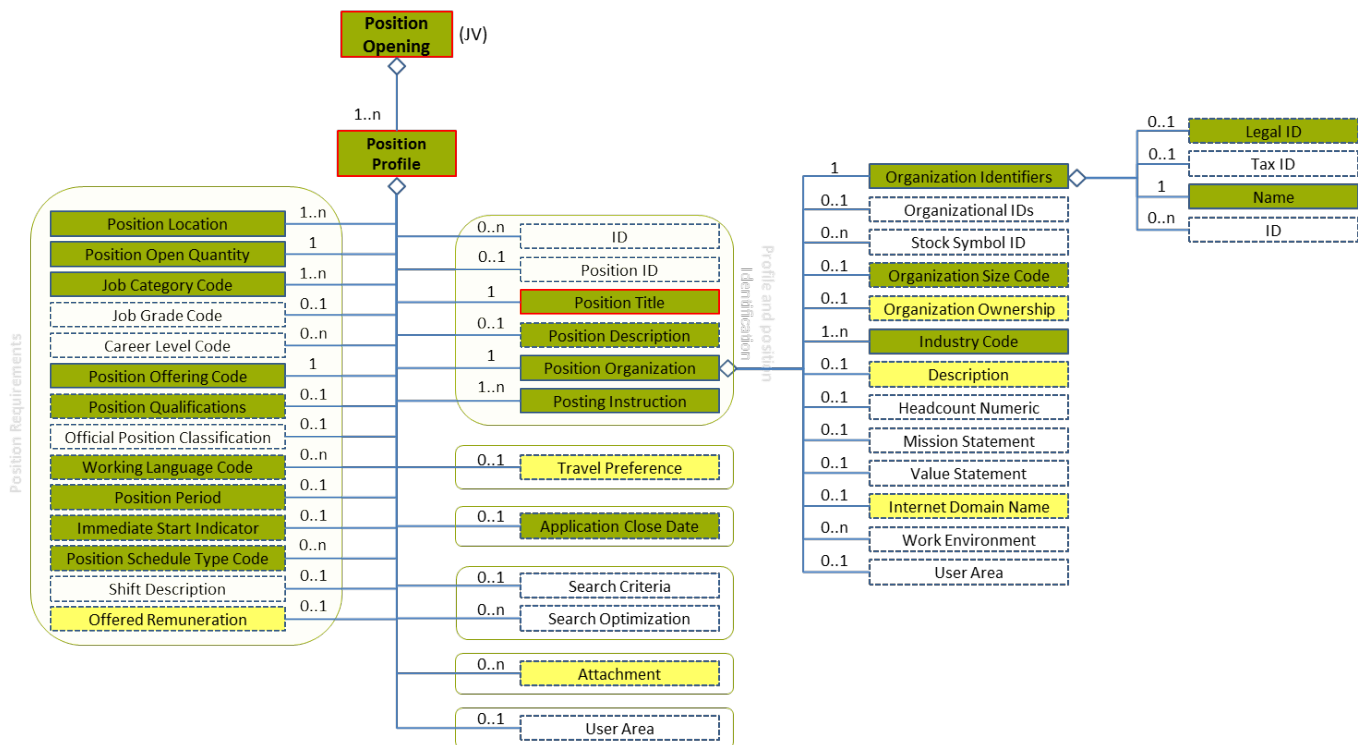


Figure 22: Organization Identifiers Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Organization Identifiers	A collection of different identifiers of an organization	EURES Conformant / 1	N/A	N/A
Sub-elements				
Legal ID	An identifier issued to an organization by a government organization which identifies it as a legal entity. The schemeName typically would be used to reference the type of identifier and the schemeAgencyID would be used to identify the issuing agency as necessary.	EURES Conformant Optional / 0..1	N/A	"ID-1234", "LD-1234", etc.
Name	Usually an official or legal name used to refer to an organisation	EURES Conformant / 1	N/A	"Consulting IT"

4.7.4.2 Organization Identifiers Attributes

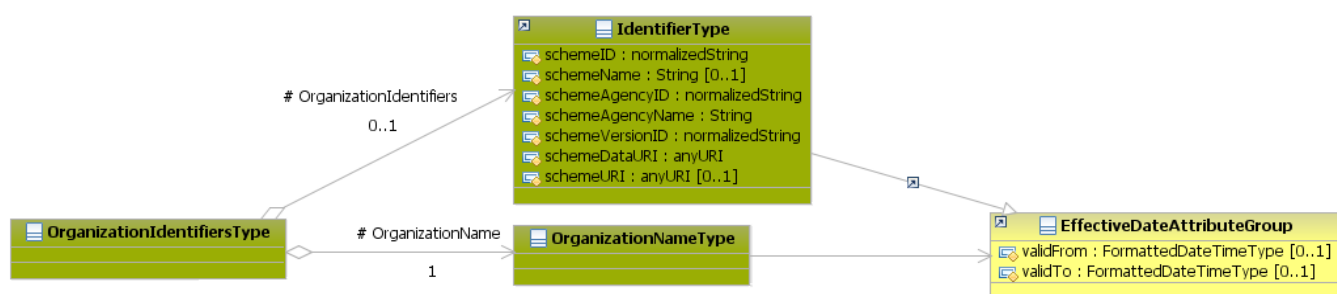


Figure 23: Organization Identifiers Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
LegalID sub-elements			
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 identification scheme	1	N/A
schemeAgencyName	The name of the agency that maintains the identification scheme	1	N/A
schemeVersionID	The identification scheme version	1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the identification scheme data is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the identification 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.
Name sub-elements			
Attributes	Description	Card.	Rule
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.

4.8 /Position Profile /Posting Instruction (level 2)

4.8.1 Posting Instruction Element Description

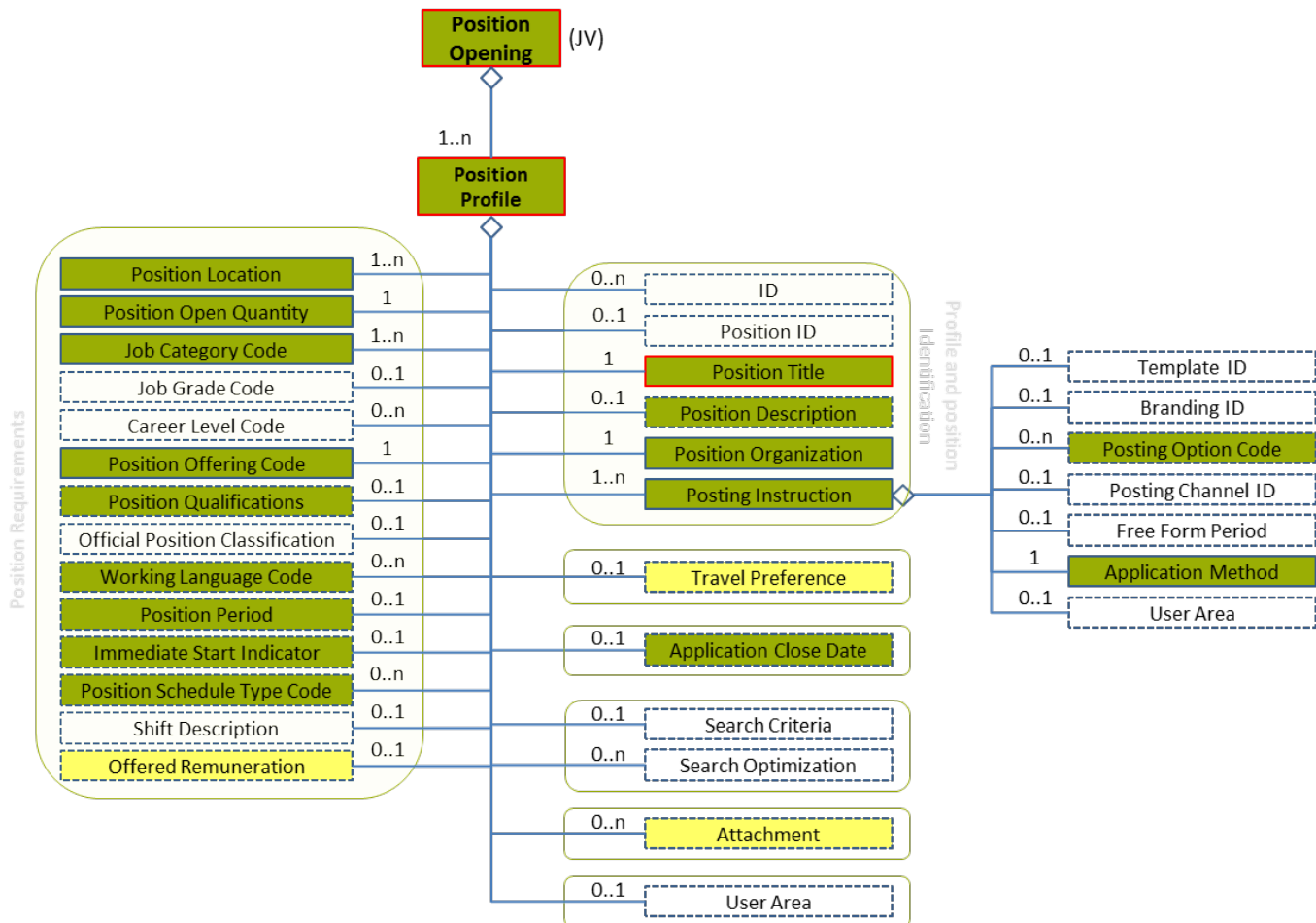


Figure 24: Posting Instruction Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Posting Instruction	Information about where and how a posting should be communicated	EURES Conformant / 1..n	N/A	N/A
Sub-elements				
Posting Option Code	Used to communicate a choice among options available with respect to the posting	EURES Conformant Optional / 0..n	BR-COM-43: Multiple entries of this code list are allowed.	"EURES Flag", etc. Full code list: "4.15.24 Posting Option Code [CL56]"
Application Method	Instructions on how to apply for the position	EURES Conformant / 1	N/A	N/A
See section "4.8.3 Sub-element: /Application Method (level 3)" for more information				

4.8.2 Posting Instruction Attributes

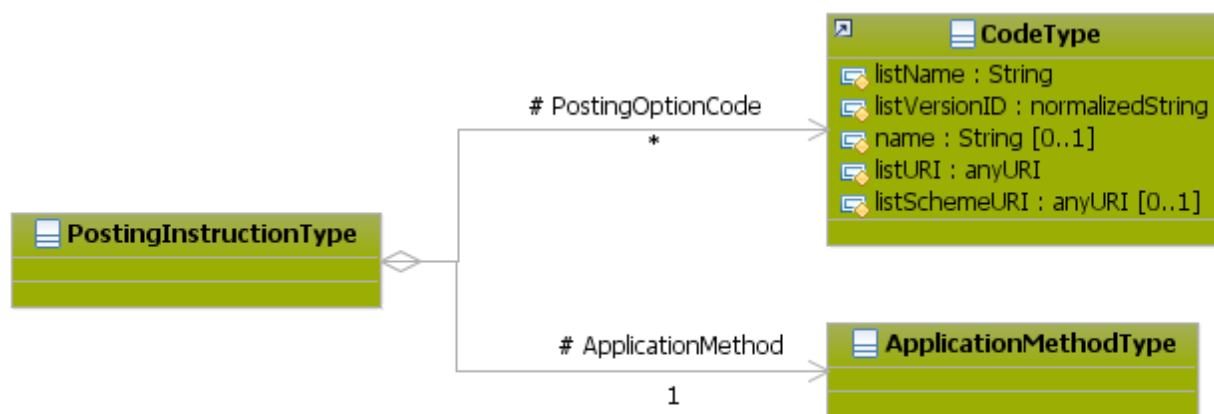


Figure 25: Posting Instruction Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
PostingOptionCode sub-elements			
Attributes	Description	Card.	Rule
listName	Code list name	1	N/A
listVersionID	Code list version	1	N/A
name	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
ApplicationMethod sub-elements			
Attributes	Description	Card.	Rule
See section “4.8.3.2 Application Method Attributes” for more information			

4.8.3 Sub-element: /Application Method (level 3)

4.8.3.1 Application Method Element Description

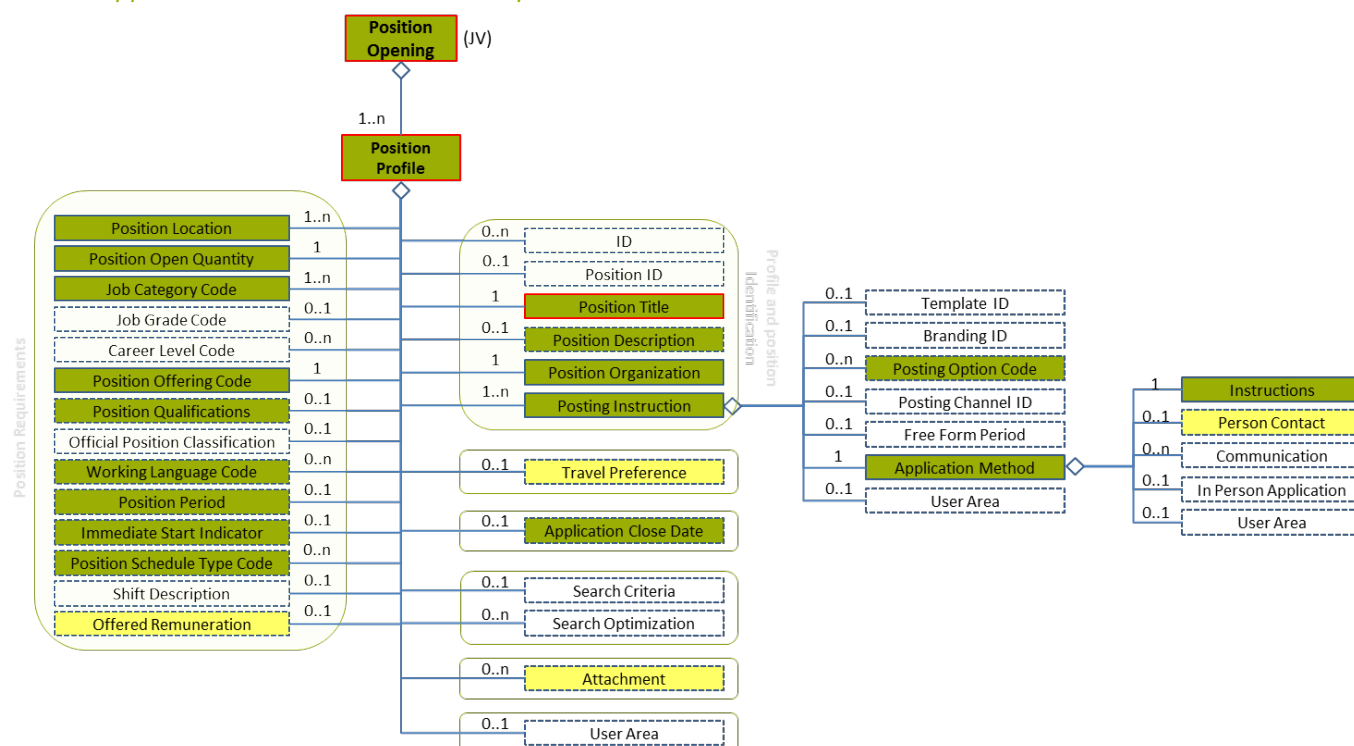


Figure 26: Application Method Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Application Method	Instructions on how to apply for the position	EURES Conformant / 1	N/A	N/A
Sub-elements				
Instructions	Description related to the instructions to apply for the position	EURES Conformant / 1	N/A	"To apply the job contact with the hotel".
Person Contact	The data of one or more people who should be contacted in order to apply for the job	EURES Optional / 0..1	N/A	N/A
See section "4.8.4 Sub-element: /Application Method /Person Contact (level 4)" for more information				

4.8.3.2 Application Method Attributes

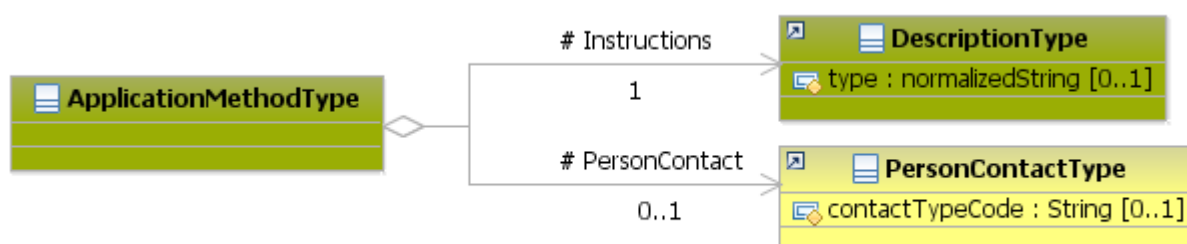


Figure 27: Application Method Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
Instructions sub-elements			
Attributes	Description	Card.	Rule
type	The type of the comment	0..1	N/A
PersonContact sub-elements			
Attributes	Description	Card.	Rule
See section “4.8.4 Sub-element: /Application Method /Person Contact (level 4)” for more information			

4.8.4 Sub-element: /Application Method /Person Contact (level 4)

4.8.4.1 Person Contact Element Description

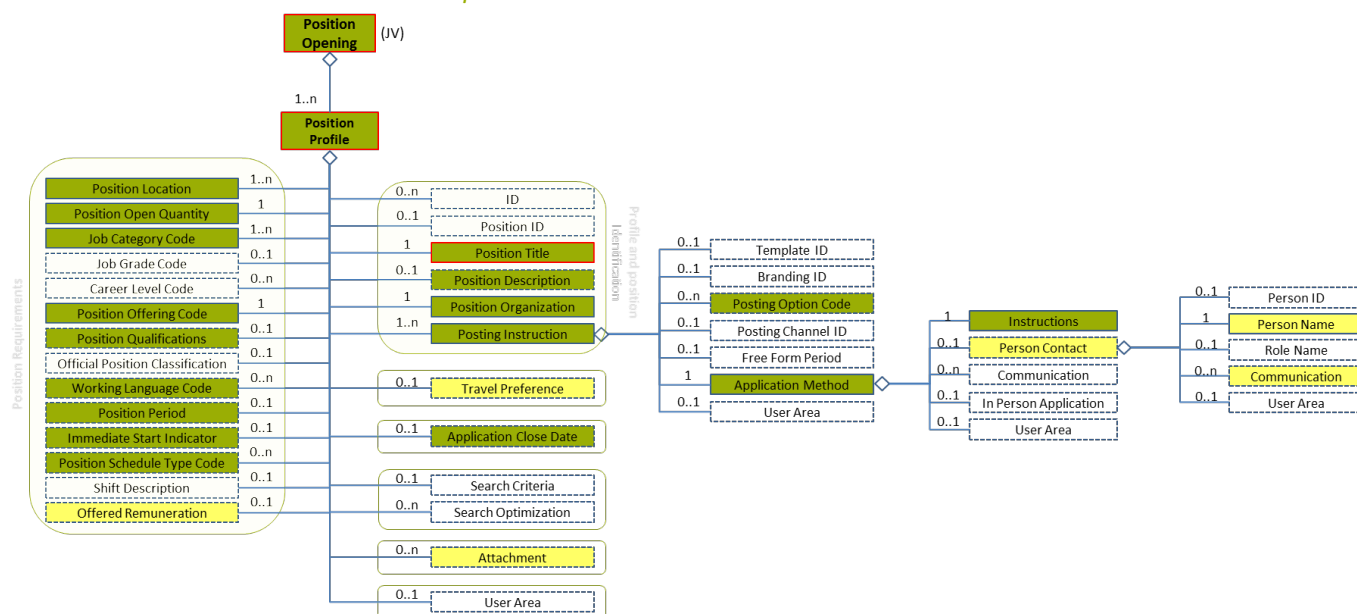


Figure 28: Person Contact Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Person Contact	A detailed set of data about one or more people who should be contacted in order apply for the job	EURES Optional / 0..1	N/A	N/A
Sub-elements				
Person Name	Name of the supplier contact person	EURES Optional / 1	N/A	N/A
See section “4.8.5 Sub-element: /Application Method /Person Contact /Person Name (level 4)” for more information				
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
See section “4.8.6 Sub-element: /Application Method /Person Contact /Communication (level 4)” for more information				

4.8.4.2 Person Contact Attributes

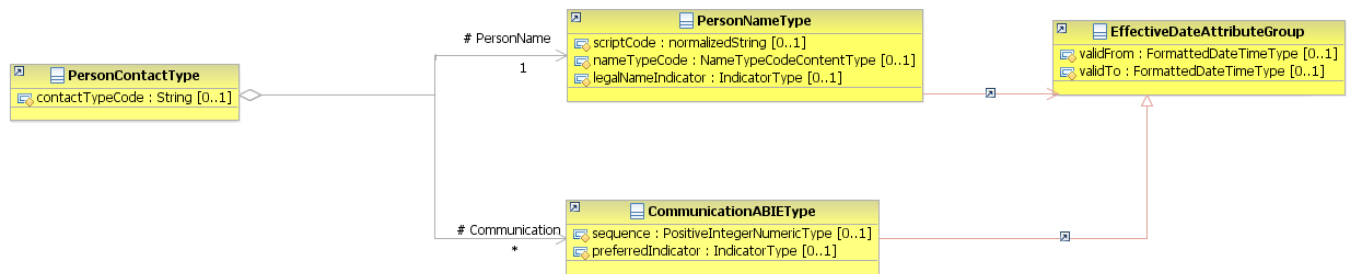


Figure 29: Person Contact Attributes Schema

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 "4.8.5.2 Person Name Attributes" for more information			
Communication sub-element			
Attributes	Description	Card.	Rule
See section "4.8.6.2 Communication Attributes" for more information			

4.8.5 Sub-element: /Application Method /Person Contact /Person Name (level 4)

4.8.5.1 Person Name Element Description

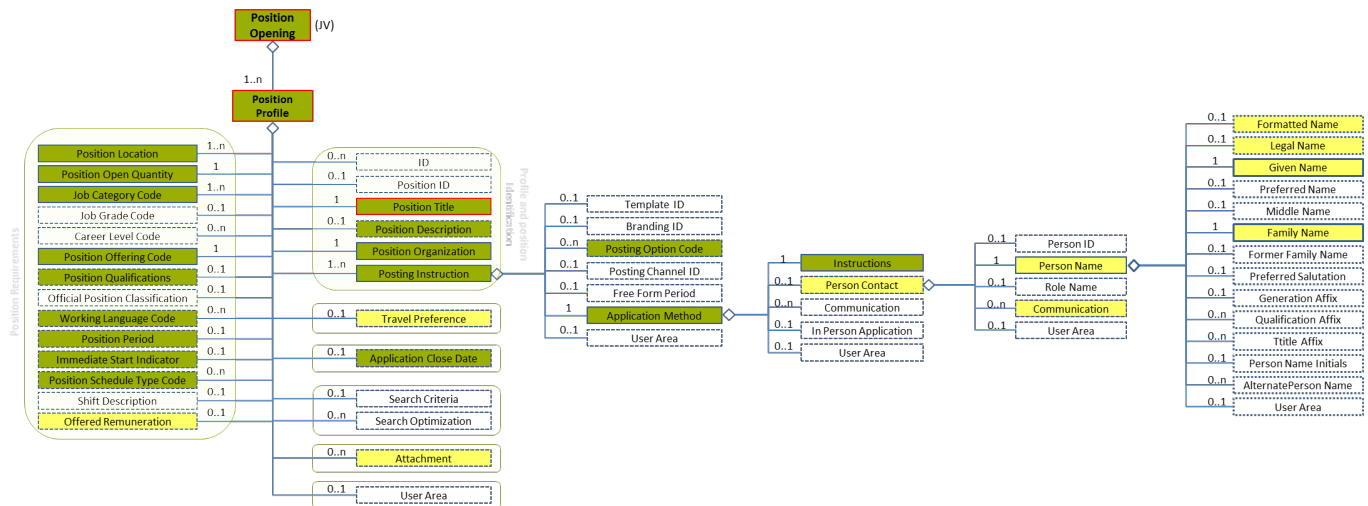


Figure 30: Person Name Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Person Name	A detailed set of data about the person's names, such as his/her GivenName, FamilyName, MiddleName, FormerFamilyName, etc.	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	EURES Optional	N/A	"Paula Cook", "James Black", etc.

Element	Description	Layer / Cardinality	Rule	Examples
	might alternatively be presented as discretely fielded components, or it could be a name with alternative formatted representations. The <code>formatCode</code> is an optional available attribute for specifying the applicable "mask" or type of format presentation to which the content conforms.	/ 0..1		
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 <code>FamilyName</code> "prefix" attribute. Not all implementers may find it necessary to separate prefixes from the family name itself. Capturing the prefix and <code>FamilyName</code> 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 <code>FamilyName</code> allows such formatting requirements to be handled flexibly	EURES Optional / 1	N/A	"Smith", "Santos Tavares", "Van der Meyde", etc.

4.8.5.2 Person Name Attributes

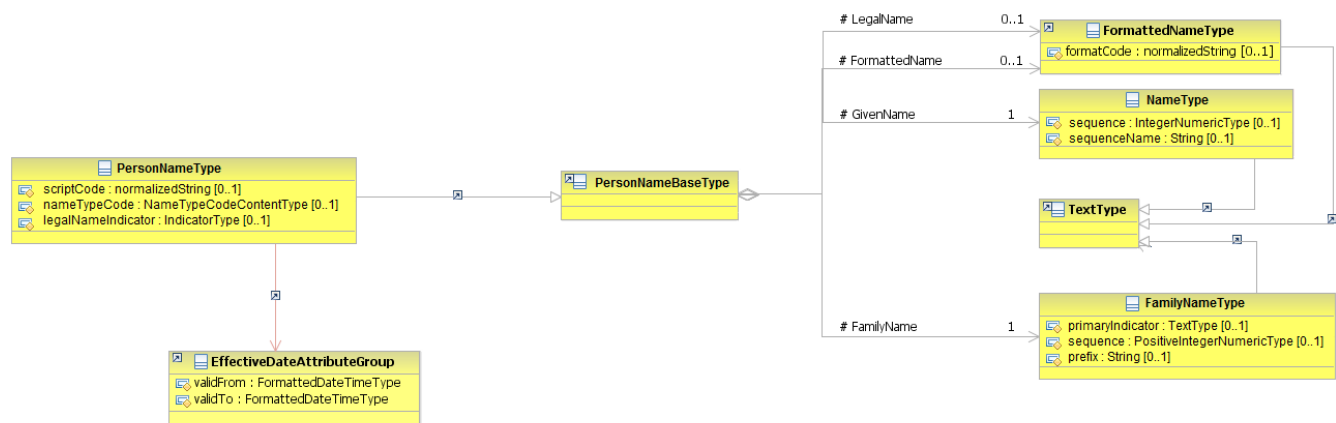


Figure 31: PersonName Attributes Schema

Attributes	Description	Card.	Rule
scriptCode	Type of alphabet in which 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 “4.15.17 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

4.8.6 Sub-element: /Application Method /Person Contact /Communication (level 4)

4.8.6.1 Communication Element Description

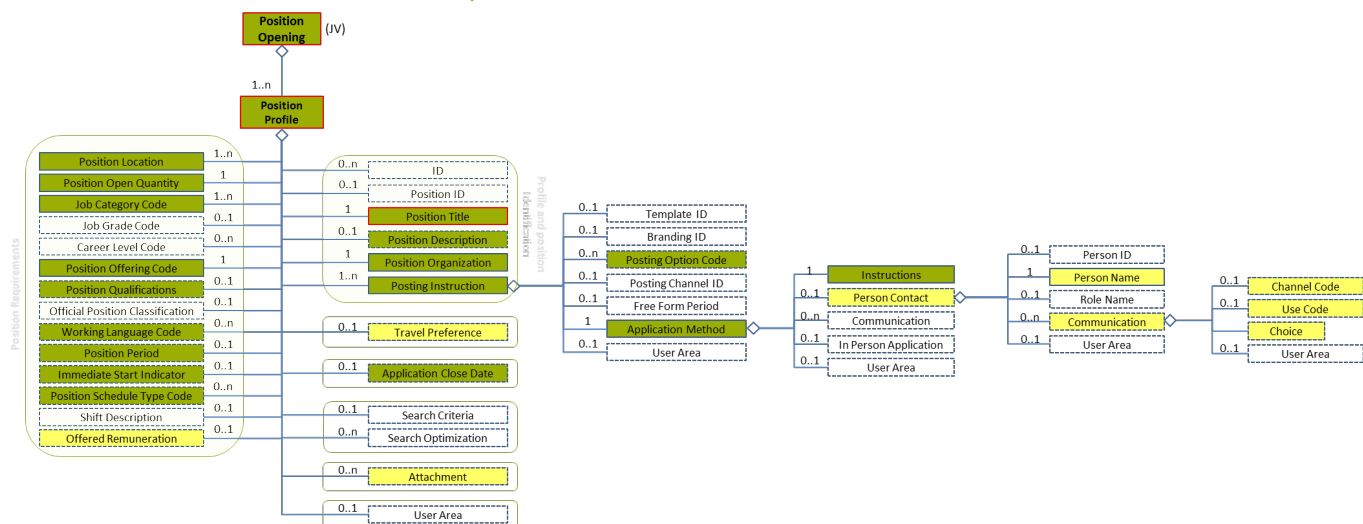


Figure 32: Communication Level 4 Entity Diagram

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 organization 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: "4.15.2 Channel Type Codes [CL05]"
Use Code	The type of use given to the communication channel used to contact a person or an organization 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: "4.15.3 Contact Use Type Codes [CL06]"
Choice	Selection between the types of communication channels. See section "4.8.7 Sub-element: /Application Method /Person Contact /Communication /Choice (level 5)" for more information	N/A	N/A	N/A

4.8.6.2 Communication Attributes

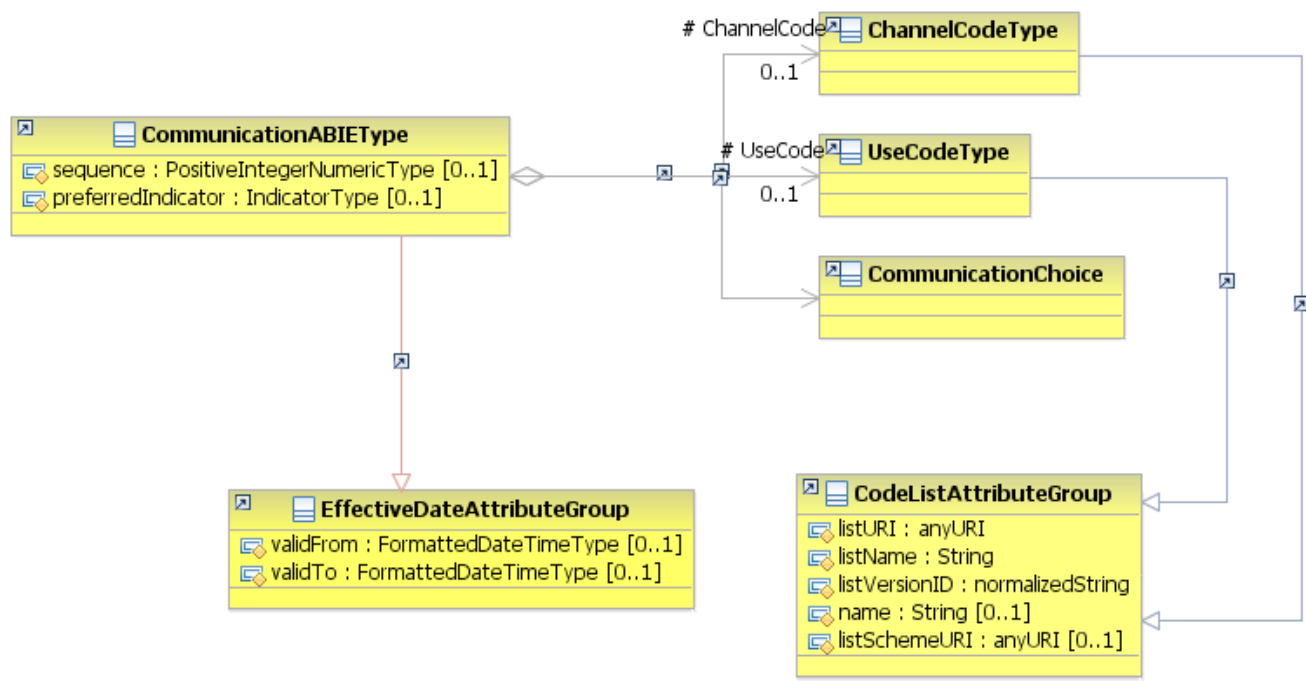


Figure 33: Communication Attributes Schema

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	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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 “4.8.7.2 Communication Choice Attributes” for more information			

4.8.7 Sub-element: /Application Method /Person Contact /Communication /Choice (level 5)

4.8.7.1 Communication Choice Element Description

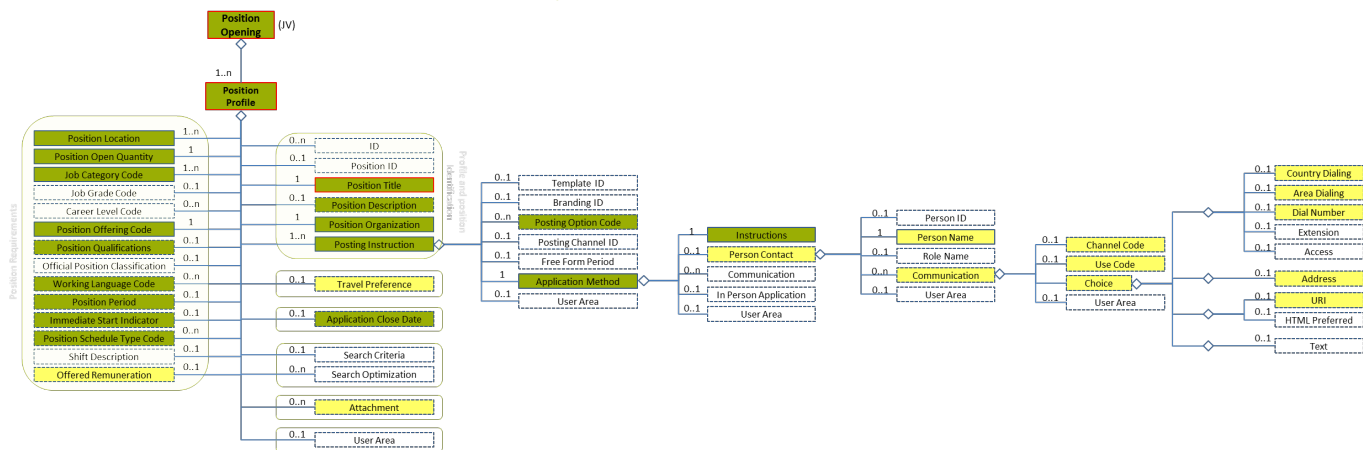


Figure 34: Communication Choice Level 5 Entity Diagram

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	Please see "4.10.3 Sub-element: /Address (level 3)"
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.

4.8.7.2 Communication Choice Attributes

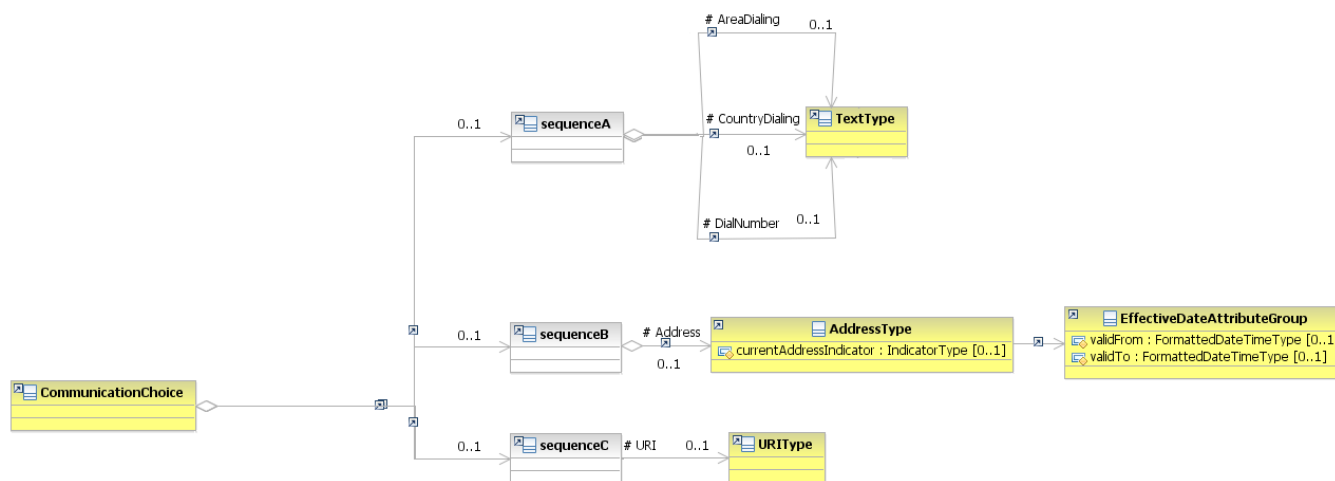


Figure 35: Communication Choice Attributes Schema

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 “4.10.3.2 Address Attributes” for more information			
URIs sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.8.7.3 Communication Choice Examples

This example shows how to fill in the person’s business telephone number.

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PostingInstruction>
      <ApplicationMethod>
        <Instructions>In order to apply for the job, call directly to
the person of contact.</Instructions>

        <PersonContact>
          <PersonName>
            <!-- EURES Conformant layer required -->
            <oa:GivenName>John</oa:GivenName>
            <FamilyName prefix="Van">Whye</FamilyName>
          </PersonName>
        </PersonContact>
      </ApplicationMethod>
    </PostingInstruction>
  </PositionProfile>
</PositionOpening>
```

```

        </PersonName>

        <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">Business</UseCode>

            <oa:CountryDialing>34</oa:CountryDialing>
            <oa:AreaDialing>93</oa:AreaDialing>
            <oa:DialNumber>55445676</oa:DialNumber>
        </Communication>
    </PersonContact>
</ApplicationMethod>
</PostingInstruction>
</PositionProfile>
</PositionOpening>

```

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

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-
xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
    <PositionProfile languageCode="en">
        <PostingInstruction>
            <ApplicationMethod>
                <Instructions>In order to apply for the job, send the CV
                through the e-mail.</Instructions>

                <PersonContact>
                    <PersonName>
                        <!-- EURES Conformant layer required -->
                        <oa:GivenName>John</oa:GivenName>
                        <FamilyName prefix="Van">Whye</FamilyName>
                    </PersonName>
                    <Communication>
                        <ChannelCode listName="ChannelCodeContentType"
listVersionID="1.0" listURI="http://www.hr-
xml.org/" >Email</ChannelCode>
                        <UseCode>Business</UseCode>

                        <oa:URI>fake-account@aol.es</oa:URI>
                    </Communication>
                </PersonContact>
            </ApplicationMethod>
        </PostingInstruction>
    </PositionProfile>
</PositionOpening>

```

4.9 /Position Profile /Travel Preferences (level 2)

4.9.1 Travel Preferences Element Description

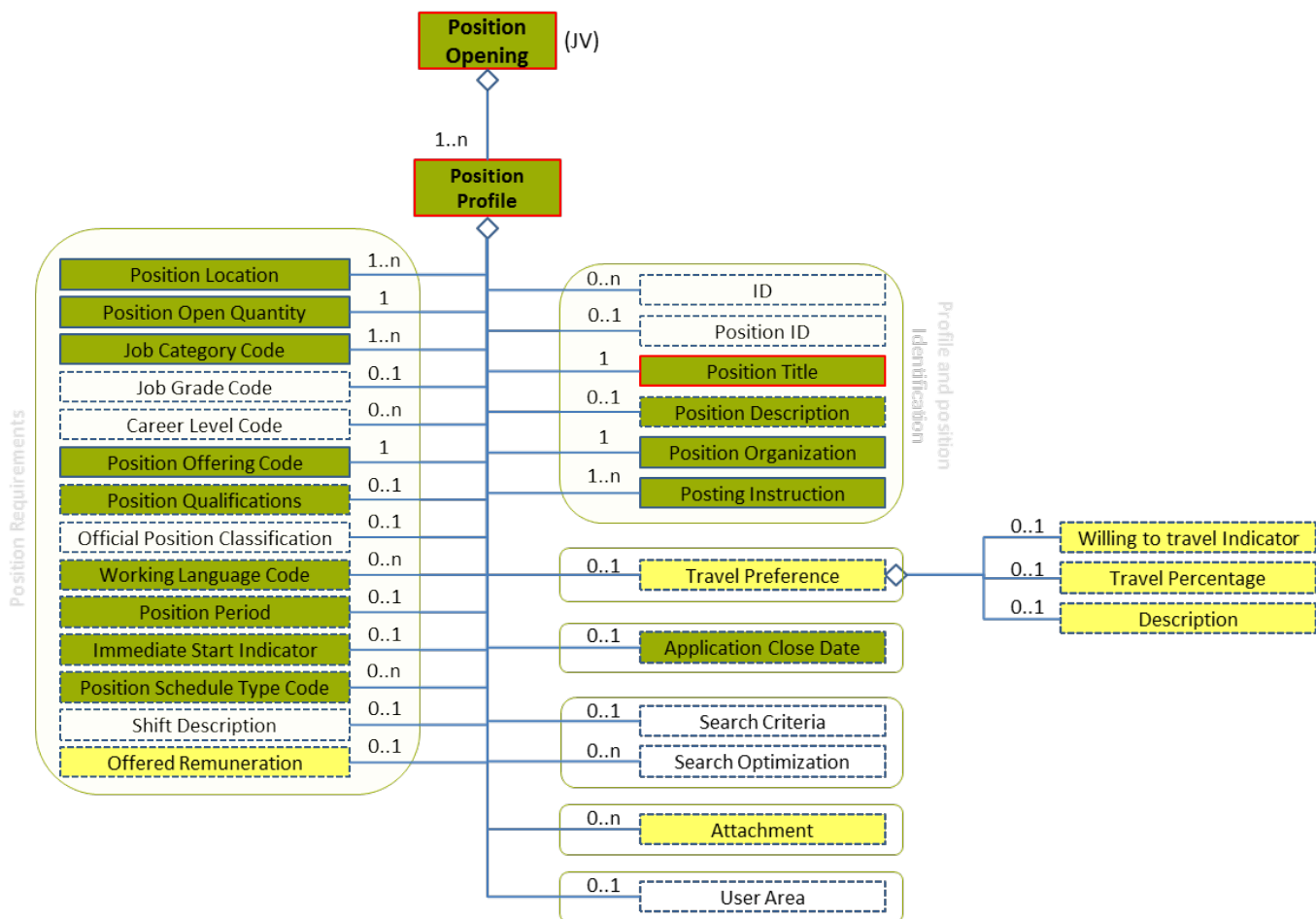


Figure 36: Travel Preferences Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Travel Preference	A position's travel requirements and the percentage of time	EURES Optional / 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/her position	EURES Optional / 0..1	N/A	"true" = The Candidate is willing to travel "false" = The candidate is not willing to travel
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.

4.9.2 Travel Preferences Attributes

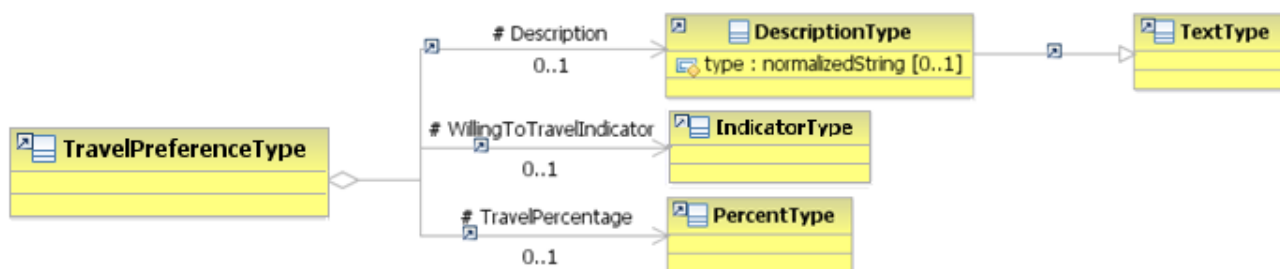


Figure 37: Travel Preferences Attributes Schema

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.			

4.9.3 Travel Preferences Examples

This example shows a job position which requires travelling 50% of the time:

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <TravelPreference>
      <WillingToTravelIndicator>true</WillingToTravelIndicator>
      <TravelPercentage>50</TravelPercentage>
    </TravelPreference>
  </PositionProfile>
</PositionOpening>
  
```

4.10 /Position Profile /Position Location (level 2)

4.10.1 Position Location Element Description

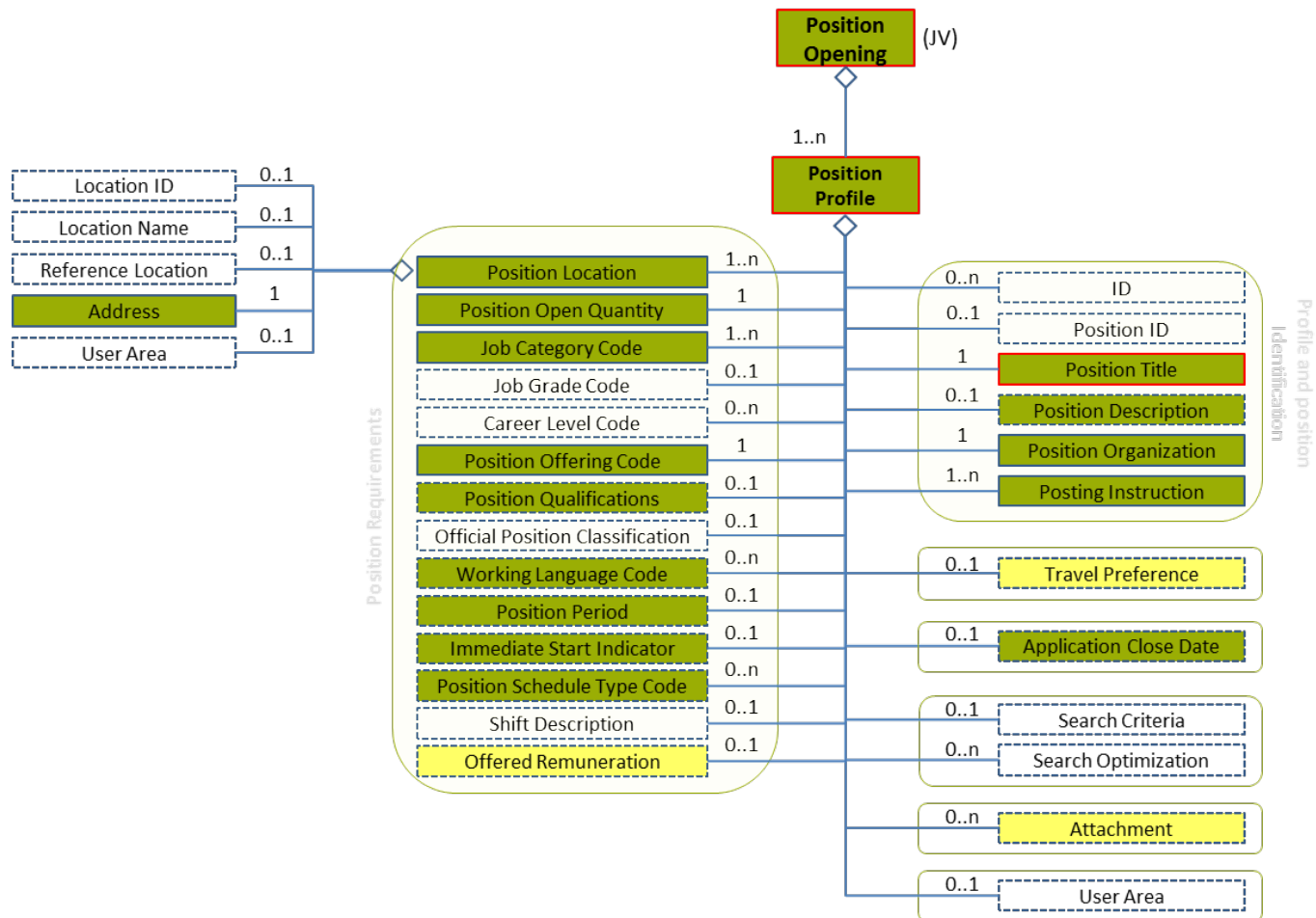


Figure 38: Position Location Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Position Location	Description of the position's physical location	EURES Conformant / 1..n	N/A	N/A
Sub-elements				
Address	Properties specifying an entity's physical location	EURES Conformant / 1	N/A	N/A
See section "4.10.3 Sub-element: /Address (level 3)" for more information				

4.10.2 Position Location Attributes



Figure 39: Position Location Attributes Schema

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

4.10.3 Sub-element: /Address (level 3)

4.10.3.1 Address Element Description

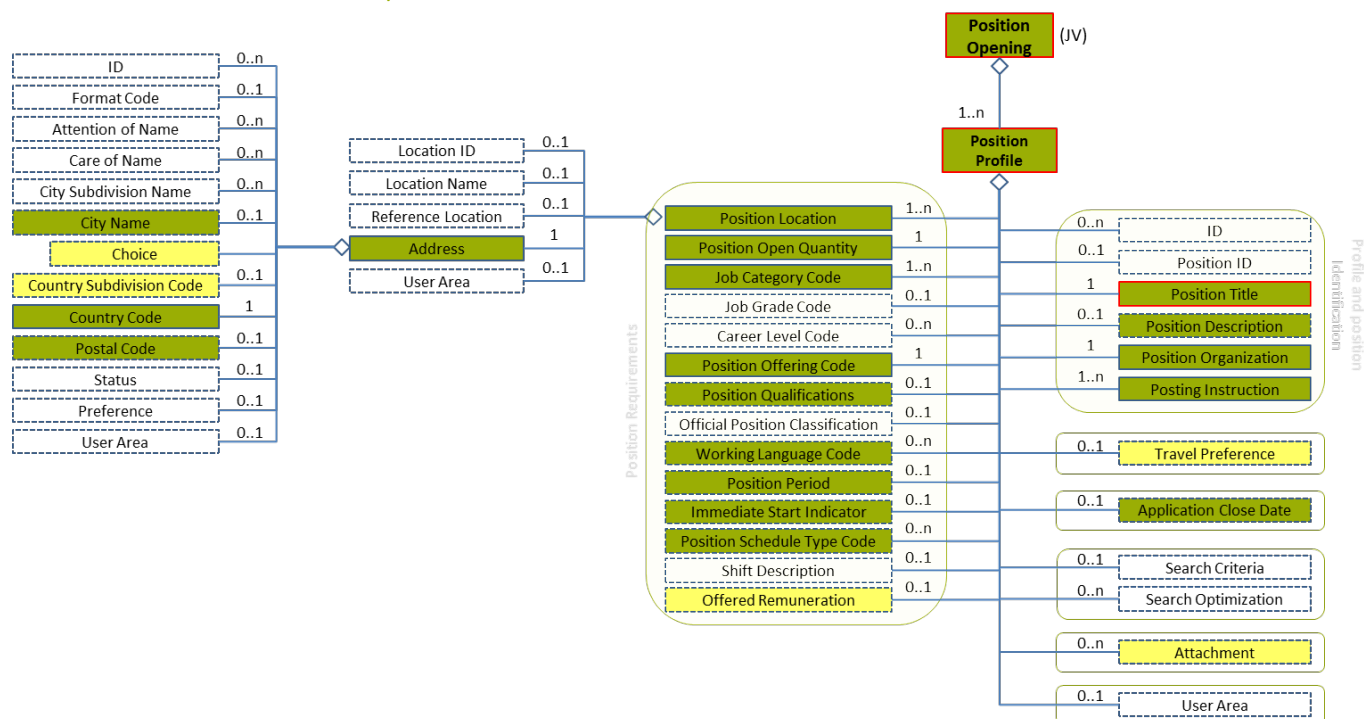


Figure 40: Address Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Address	Properties specifying an entity's physical location	EURES Conformant / 1	N/A	N/A
Sub-elements				
Choice	Selection between the address types: 1-Address Line 2-Building Number 3-Street Name 4-Unit See section “4.10.4 Sub-element: /Address /Choice (level 4)” for more information	N/A	N/A	N/A
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_CountrySubdivision Codes-CodeList.gc” list defined by EURES. This is	“BE07”, “CS01”, etc. Full code list: “4.15.5 Country

				based on NUTS 2013 – Level 3.	<i>Subdivision Codes [CL08]</i>
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.	“AR” – Argentina, “AT” – Austria, “CS” – Costa Rica, etc. Full code list: “4.15.4 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: “4.15.23 Postcodes [CL40]”

4.10.3.2 Address Attributes

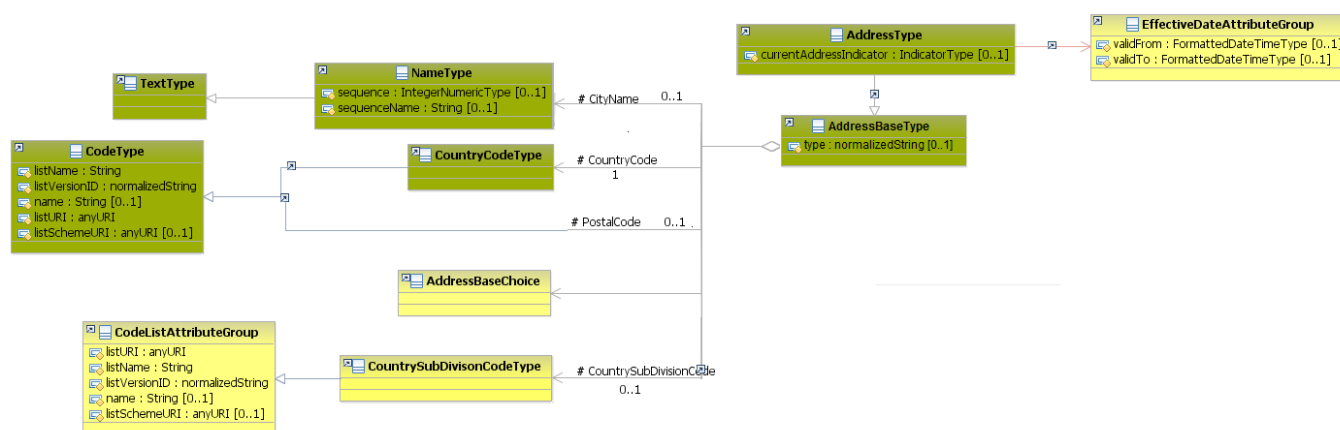


Figure 41: Address Attributes Schema

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.
currentAddressIndicator	Current address of the information	0..1	N/A
type	The address type	0..1	N/A
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	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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

4.10.4.2 Address Choice Attributes

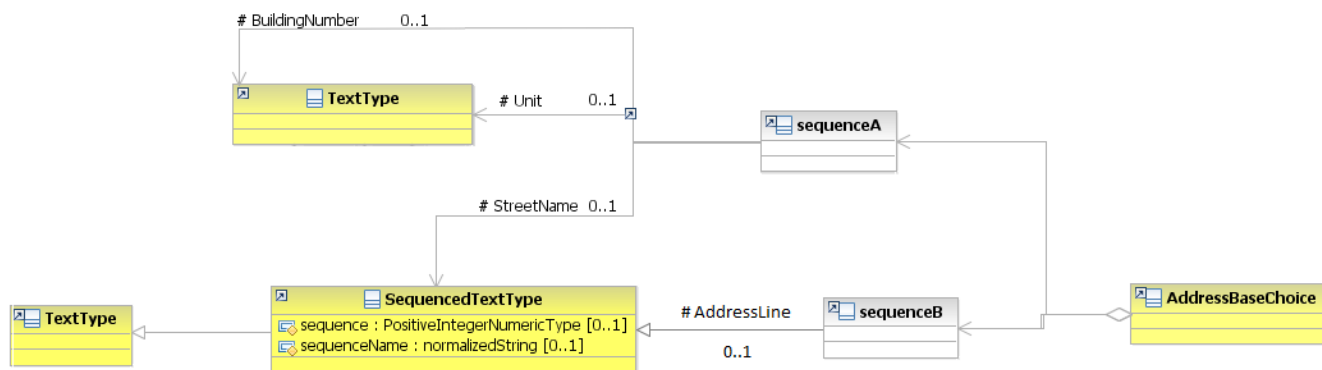


Figure 43: Address Choice Attributes Schema

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

4.10.4.3 Address 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

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionLocation>
      <Address currentAddressIndicator="true">
        <oa:CityName>Brussels</oa:CityName>

        <oa:AddressLine>Les Marchands de Bruxelles SA, Boîte postale
        10 Bruxelles 1, 1000 Brussels (Belgium)</oa:AddressLine>

        <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>

</Address>
</PositionLocation>
</PositionProfile>
</PositionOpening>

```

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

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-
xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionLocation>
      <Address currentAddressIndicator="true">
        <oa:CityName>Etterbeek</oa:CityName>

        <oa:BuildingNumber>25</oa:BuildingNumber>
        <oa:StreetName>Rue Louis Hap</oa:StreetName>
        <oa:Unit>Local 480, 4ème étage</oa:Unit>

        <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>

      </Address>
    </PositionLocation>
  </PositionProfile>
</PositionOpening>

```

4.11 /Position Profile /Position Qualifications (level 2)

4.11.1 Position Qualifications Element Description

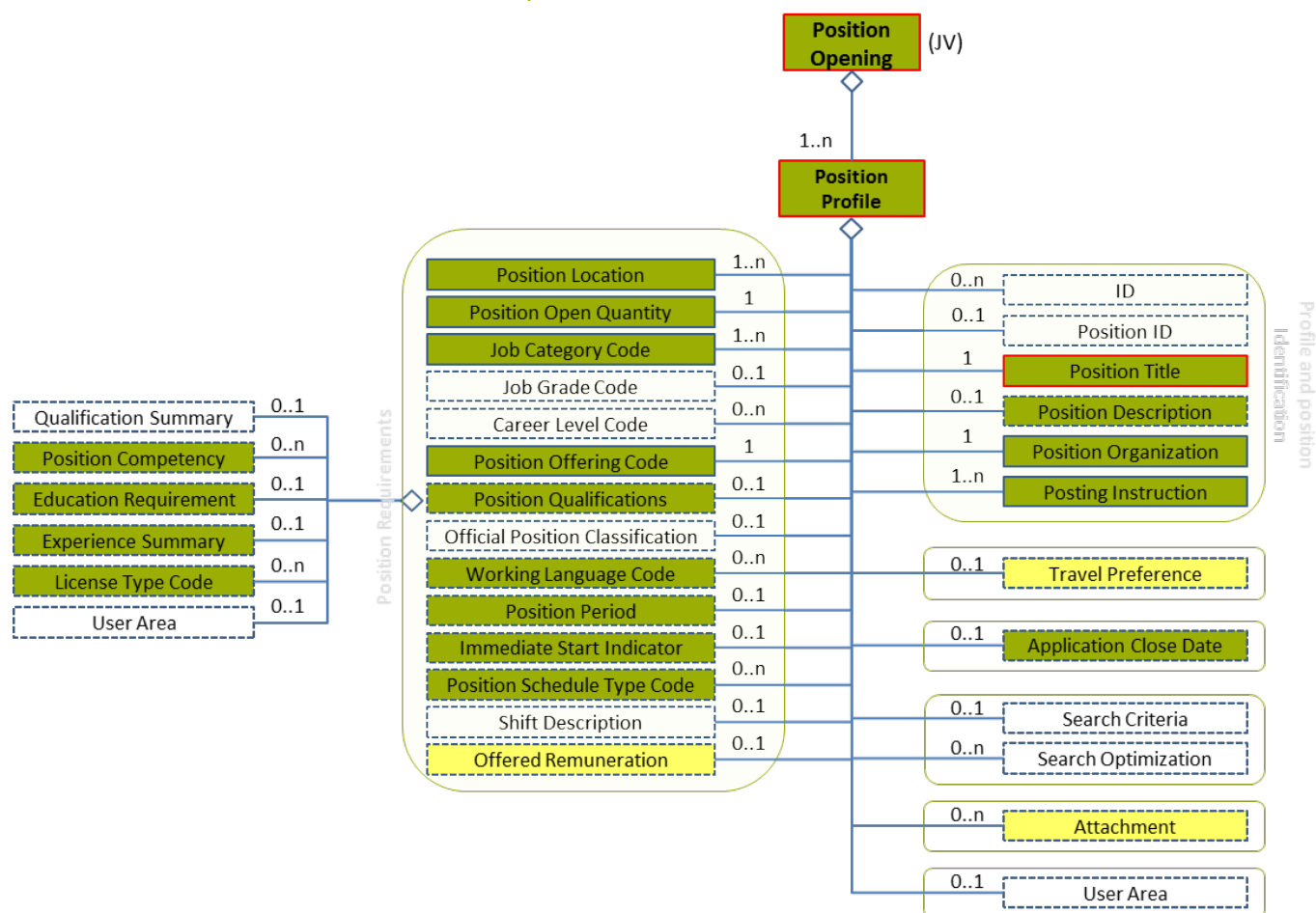


Figure 44: Position Qualifications Level 2 Entity Diagram

Element	Description	Card.	Rule	Examples
Position Qualifications	Information related to matching capacities, knowledge, skills, abilities, awards and other resource deployment-related characteristics (including “competencies”) required by a potential employer or client	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Position Competency	A qualified position competency has a specified required and/or desired level of proficiency and has an explicit or implicit level of importance (weight) among sibling competencies associated with a position	EURES Conformant Optional / 0..n		N/A
	See section “4.11.3 Sub-element: /Position Competency (level 3)” for more information			
Education Requirement	Required education for the position	EURES Conformant Optional / 0..1	N/A	N/A
	See section “4.11.8 Sub-element: /Education Requirement (level 3)” for more information			
Experience Summary	Required experience for the position	EURES Conformant Optional / 0..1	N/A	N/A

			0..1		
	See section “4.11.9 Sub-element: /Experience Summary (level 3)” for more information				
License Type Code	Contains the driving licenses required for the position		EURES Conformant Optional / 0..n	BR-COM-43: Multiple entries of this code list are allowed. BR-COM-41: : Compulsory use of the “EURES_LicenseTypeCode-CodeList” list. This is based on Directive 2006/126/EC.	“A” – Motorcycle, “B” - Car with up to 8 passengers; lorry up to 3.5 tons, etc. Full code list: “4.15.9 Driving License Codes [CL14]”

4.11.2 Position Qualifications Attributes

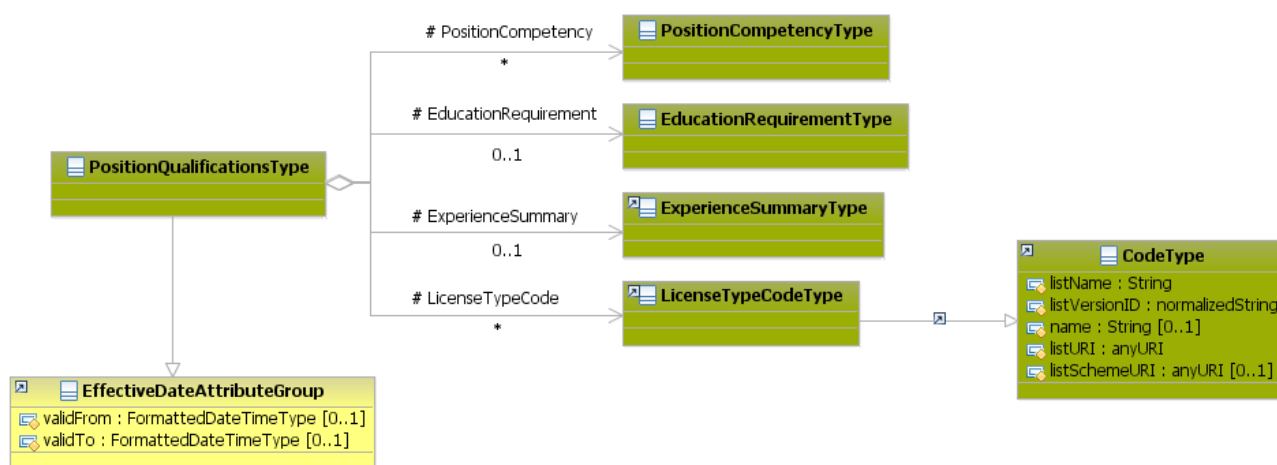


Figure 45: Position Qualifications Attributes Schema

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 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.
PositionCompetency sub-element			
Attributes	Description	Card.	Rule
See section “4.11.3.2 Position Competency Attributes” for more information			
EducationRequirement sub-element			
Attributes	Description	Card.	Rule
See section “4.11.8.2 Education Requirement Attributes” for more information			
ExperienceSummary sub-element			
Attributes	Description	Card.	Rule
See section “4.11.9.2 Experience Summary Attributes” for more information			
LicenseTypeCode sub-element			
Attributes	Description	Card.	Rule
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	
----------------------	---	------	--

4.11.3 Sub-element: /Position Competency (level 3)

4.11.3.1 Position Competency Element Description

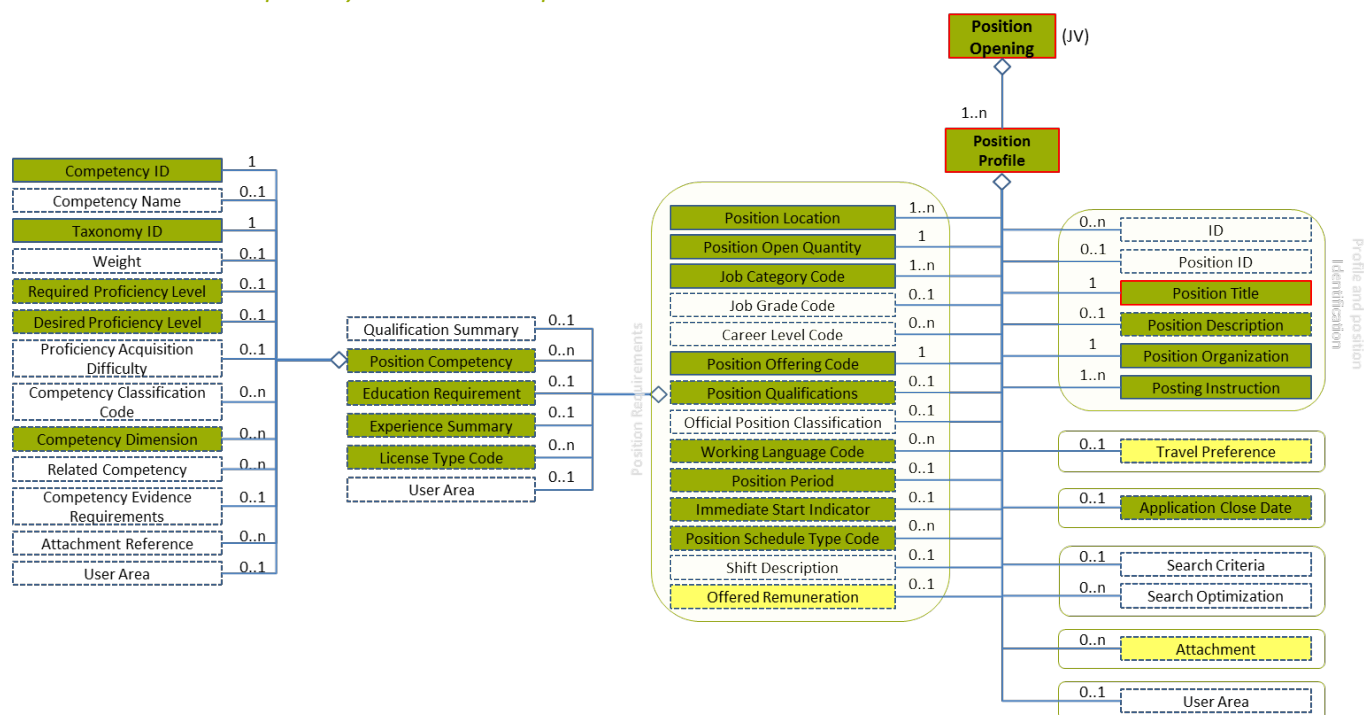


Figure 46: Position Competency Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Position Competency	A qualified position competency has a specified required and/or desired level of proficiency and has an explicit or implicit level of importance (weight) among sibling competencies associated with a position	EURES Conformant Optional / 0..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: "4.15.13 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"
Required Proficiency Level	A minimum level of proficiency for a competency associated with a position, role, course, or other item. The proficiency level is expressed as a score, a point scale or a mark within a value range.	EURES Conformant Optional / 0..1	N/A	N/A
	See section "4.11.4 Sub-element: /Position Competency /Required Proficiency Level (level 4)" for more information			
Desired Proficiency Level	An optimum or ideal level of proficiency for a competency with respect to an associated position, role, course, or other item. Proficiency levels are expressed as a score, a point scale or a mark within a value range	EURES Conformant Optional / 0..1	N/A	N/A

	See section “4.11.5 Sub-element: /Position Competency /Desired Proficiency Level (Level 4)” for more information			
Competency Dimension	A measurable characteristic of a competency	EURES Conformant Optional / 0..n	N/A	N/A
	See section “4.11.6 Sub-element: /Position Competency /Competency Dimension (level 4)” for more information			

4.11.3.2 Position Competency Attributes

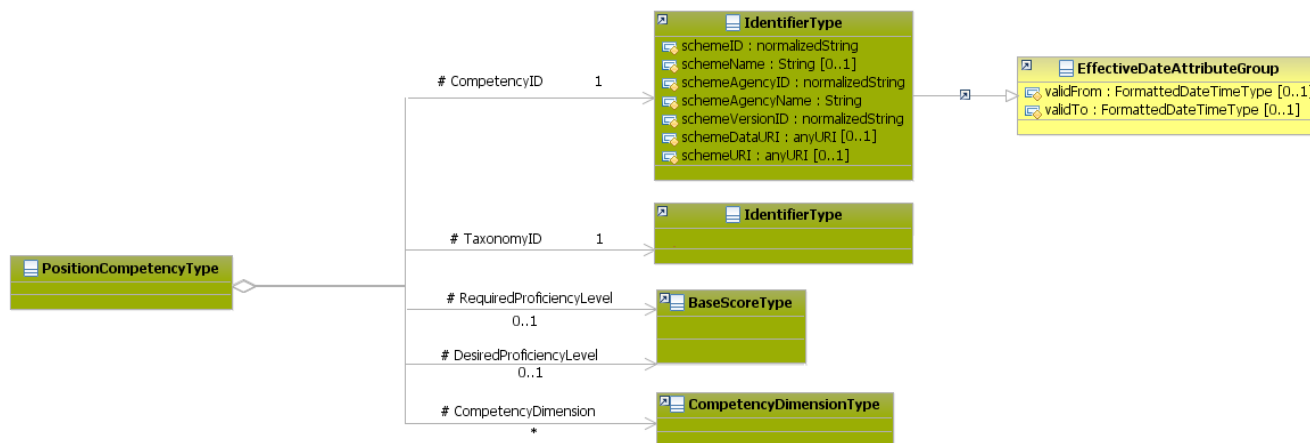


Figure 47: Position Competency Attributes Schema

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.			
RequiredProficiencyLevel sub-elements			
Attributes	Description	Card.	Rule
See section “4.11.4.2 Required Proficiency Level Attributes” for more information			
DesiredProficiencyLevel sub-elements			
Attributes	Description	Card.	Rule

See section "4.11.5.2 Desired Proficiency Level Attributes" for more information

CompetencyDimension sub-elements

Attributes	Description	Card.	Rule
See section "4.11.6.2 Competency Dimension Attributes" for more information			

4.11.3.3 Position Competency Examples

This is an example of how to add the required language skills. In this case, A2 level English language skills are required, as defined by CEFR, but a B2 level is desired:

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionQualifications>
      <PositionCompetency>
        <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>

        <RequiredProficiencyLevel>
          <ScoreText>A2</ScoreText>
        </RequiredProficiencyLevel>

        <DesiredProficiencyLevel>
          <ScoreText>B2</ScoreText>
        </DesiredProficiencyLevel>

        <CompetencyDimension>
          <CompetencyDimensionTypeCode listName="EURES_Dimension"
            listVersionID="1.0" listURI="http://www.coe.int">
            CEF-Speaking-Interaction
          </CompetencyDimensionTypeCode>
        </CompetencyDimension>
      </PositionCompetency>
    </PositionQualifications>
  </PositionProfile>
</PositionOpening>
```

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):

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionQualifications>
      <PositionCompetency>
        <CompetencyID schemeID="Identifier of schema"
          schemeAgencyID="Identifier of the agency" schemeAgencyName="Name
            of the agency" schemeVersionID="Version of the schema"
```

```

        schemaDataURI="URL">Problems Management</CompetencyID>

        <TaxonomyID>other</TaxonomyID>
    </PositionCompetency>
</PositionQualifications>
</PositionProfile>
</PositionOpening>

```

4.11.4 Sub-element: /Position Competency /Required Proficiency Level (level 4)

4.11.4.1 Required Proficiency Level Element Description

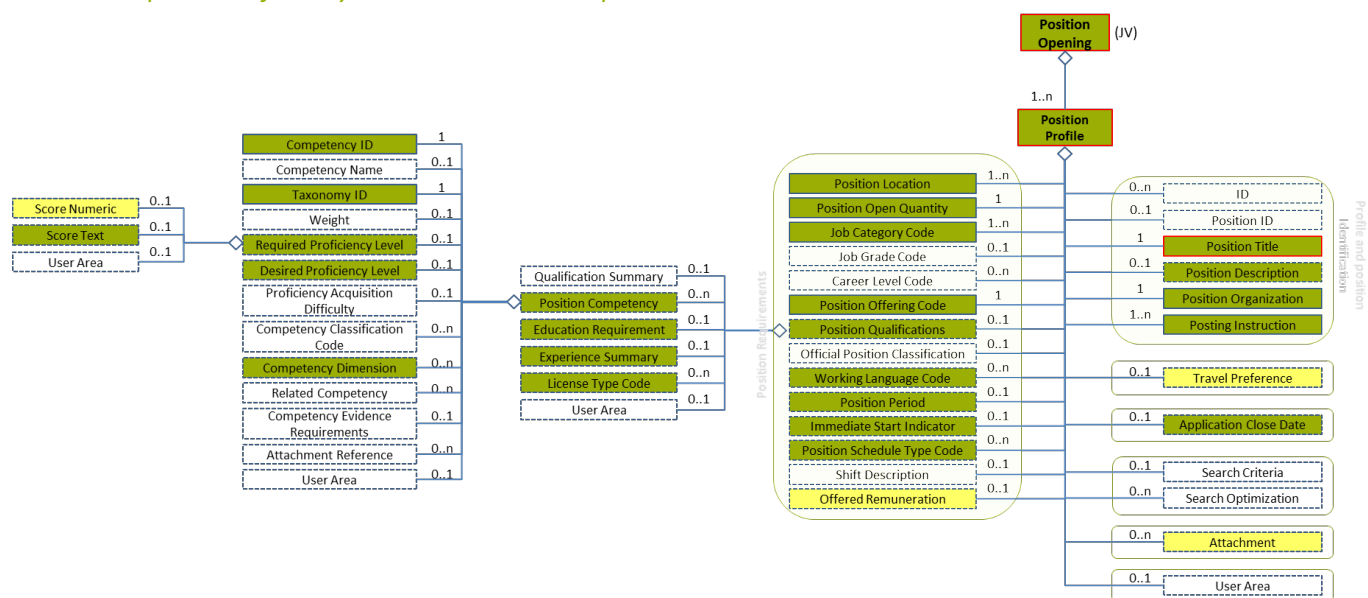


Figure 48: Required Proficiency Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Required Proficiency Level	A minimum level of proficiency for a competency associated with a position, role, course, or other item. Proficiency levels are expressed as a score, a point scale or a mark within a value range	EURES Conformant Optional / 0..1	BR-COM-49: If "CompetencyDimension / TypeCode" is specified, "RequiredProficiencyLevel" or "DesiredProficiencyLevel" 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: "4.15.14 Language Proficiency Codes [CL25]"

4.11.4.2 Required Proficiency Level Attributes

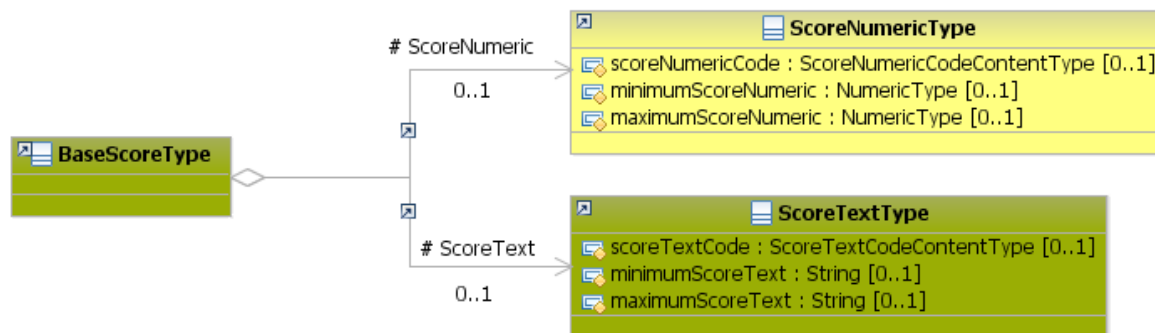


Figure 49: Required Proficiency Level Attributes Schema

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

4.11.4.3 Required Proficiency Level Examples

This example shows how to fill in the score, according to Language Proficiency Codes.

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionQualifications>
      <PositionCompetency>
        <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>

        <RequiredProficiencyLevel>
          <ScoreText>B1</ScoreText>
        </RequiredProficiencyLevel>
      </PositionCompetency>
    </PositionQualifications>
  </PositionProfile>
</PositionOpening>

```

4.11.5 Sub-element: /Position Competency /Desired Proficiency Level (Level 4)

4.11.5.1 Desired Proficiency Level Element Description

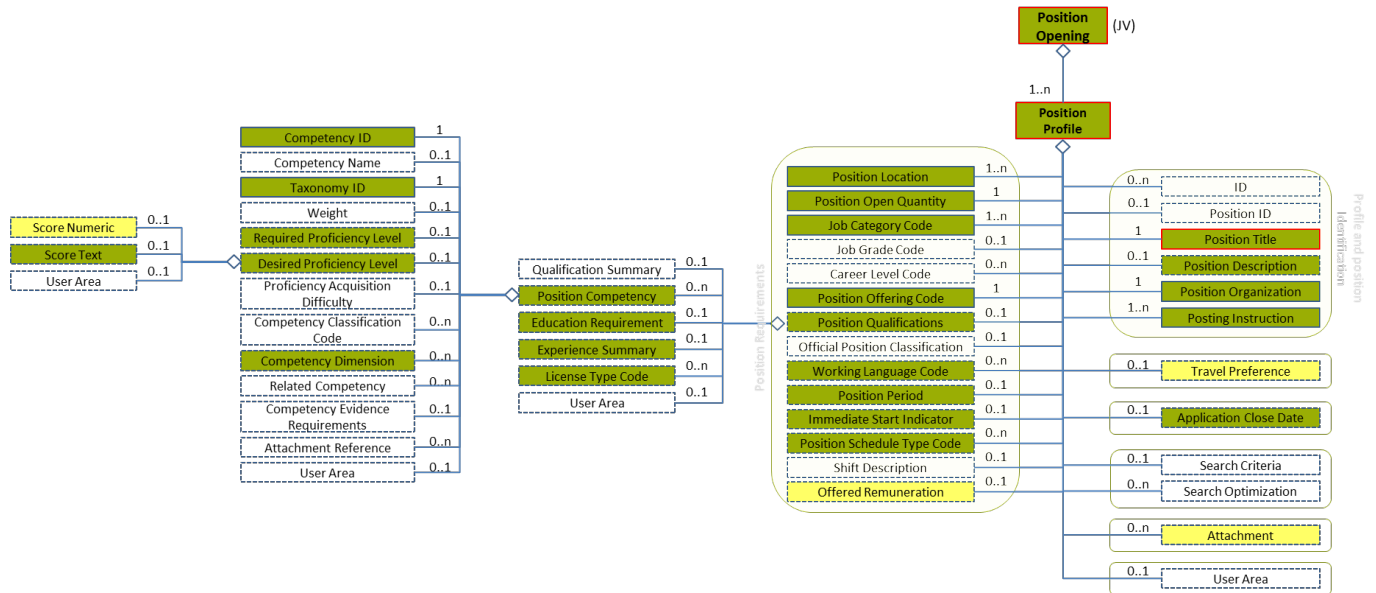


Figure 50: Desired Proficiency Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Desired Proficiency Level	An optimum or ideal level of proficiency for a competency with respect to a position, role, course, or other item. Proficiency levels are expressed as a score, a point scale or a mark within a value range	EURES Conformant Optional / 0..1	BR-COM-49: If “CompetencyDimension / TypeCode” is specified, “RequiredProficiencyLevel” or “DesiredProficiencyLevel” is mandatory.	N/A
Sub-elements				
The same as “4.11.4.1 Required Proficiency Level Element Description”				

4.11.5.2 Desired Proficiency Level Attributes

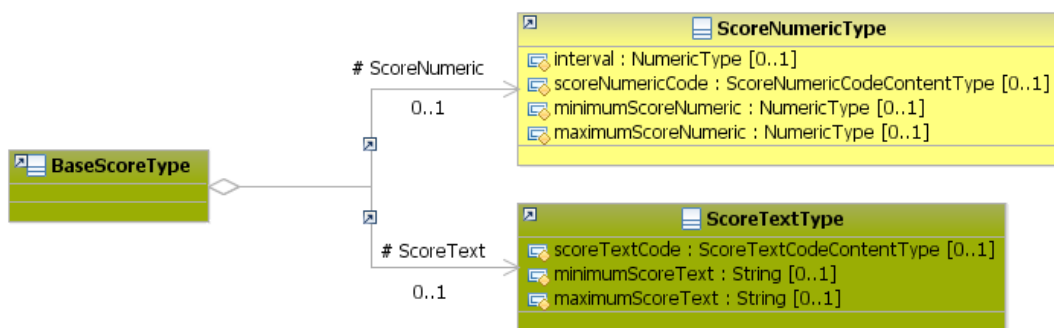


Figure 51: Desired Proficiency Level Attributes Schema

Attributes	Description	Card.	Rule	Examples
The same as “4.11.4.2 Required Proficiency Level Attributes”				

4.11.5.3 Desired Proficiency Level Examples

It is the same example as “4.11.4.3 Required Proficiency Level Examples”

4.11.6 Sub-element: /Position Competency /Competency Dimension (level 4)

4.11.6.1 Competency Dimension Element Description

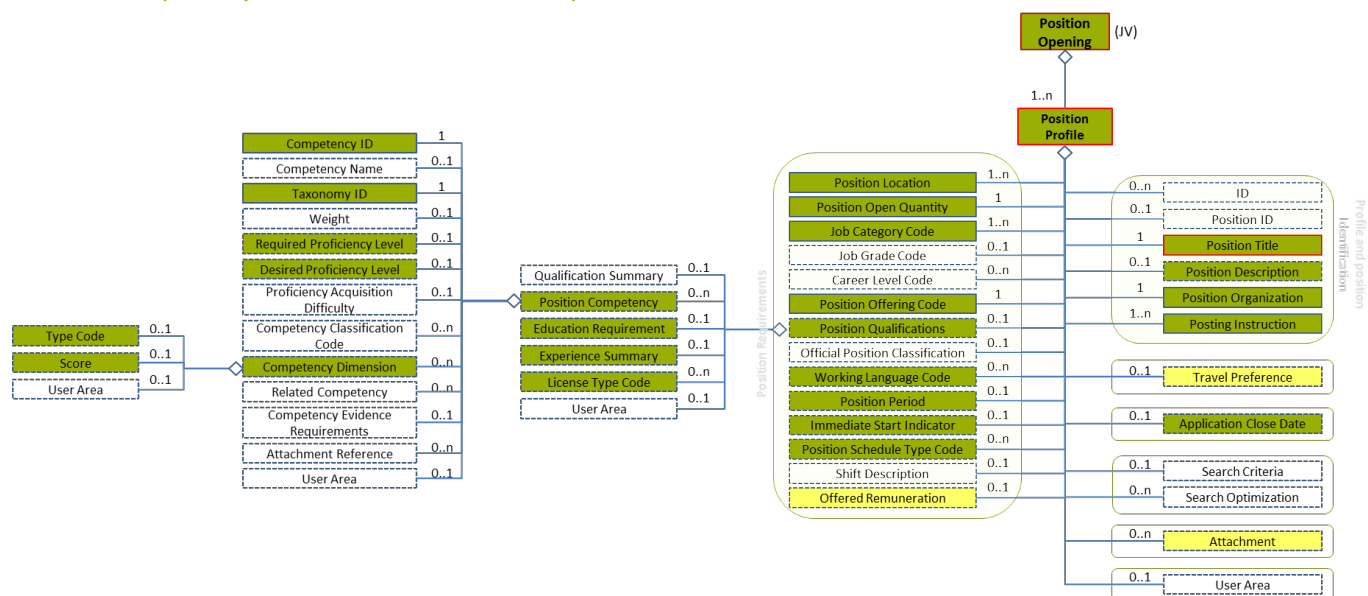


Figure 52: Competency Dimension Level 4 Entity Diagram

Element	Description	Card.	Rule	Examples
Competency Dimension	A measurable characteristic of a 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, "RequiredProficiencyLevel" or "DesiredProficiencyLevel" is mandatory.	N/A
Sub-elements				
Type 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: "4.15.8 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 "4.11.7 Sub-element: /Position Competency /Competency Dimension /Score (level 5)" for more information				

4.11.6.2 Competency Dimension Attributes

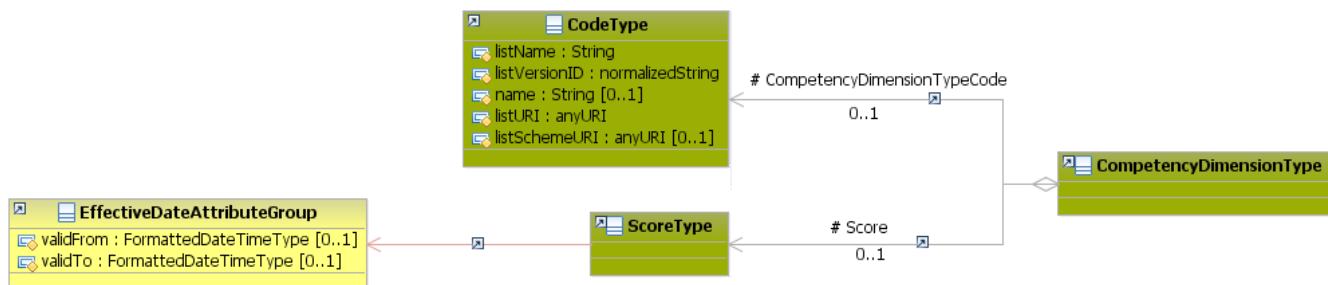


Figure 53: Competency Dimension Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
CompetencyDimensionTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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
Score sub-element			
Attributes	Description	Card.	Rule
See section “4.11.7.2 Score Attributes” for more information			

4.11.6.3 Competency Dimension Examples

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

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionQualifications>
      <PositionCompetency>
        <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" listURI="http://www.coe.int">
            CEF-Speaking-Interaction
          </CompetencyDimensionTypeCode>
          <Score>
            <ScoreText>B1</ScoreText>
          </Score>
        </CompetencyDimension>
      </PositionCompetency>
    </PositionQualifications>
  </PositionProfile>
```

4.11.7 Sub-element: /Position Competency /Competency Dimension /Score (level 5)

4.11.7.1 Score Element Description

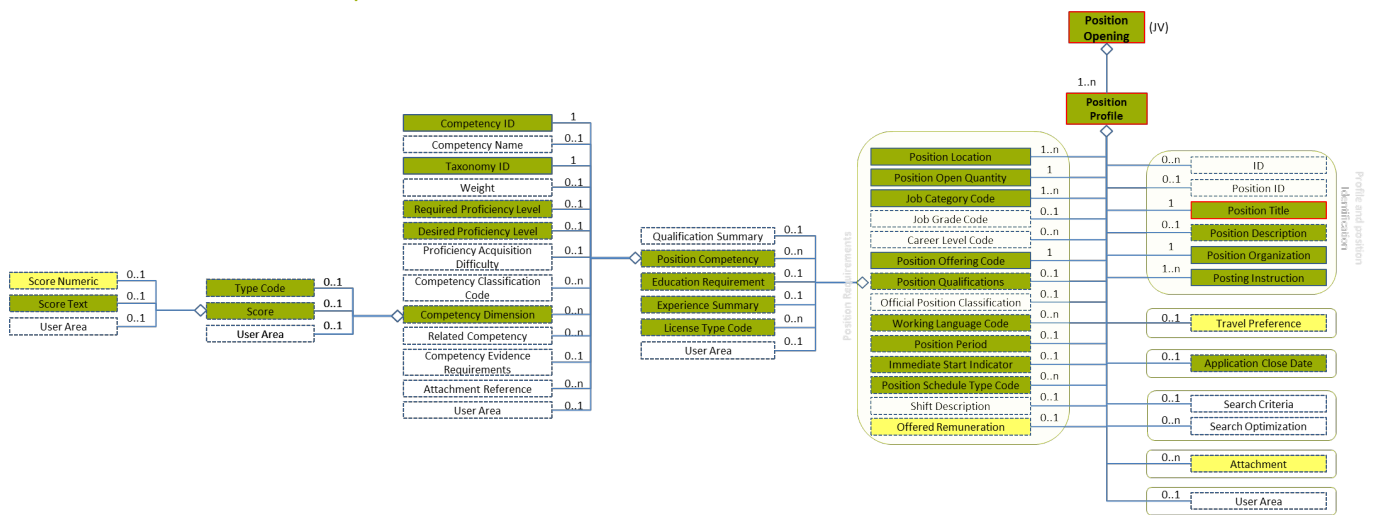


Figure 54: Score Level 5 Entity Diagram

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 “4.11.4.1 Required Proficiency Level Element Description”				

4.11.7.2 Score Attributes

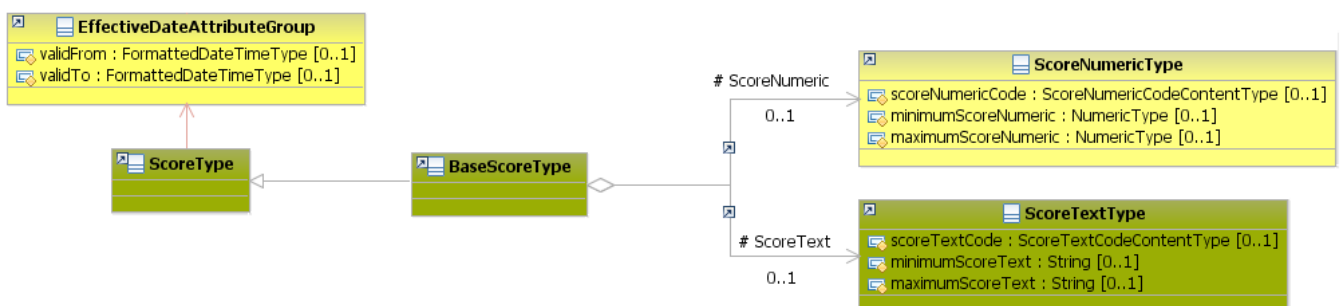


Figure 55: Score Attributes Schema

Attributes	Description	Card.	Rule	Examples
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 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.	
ScoreText, ScoreNumeric sub-element				
The same as “4.11.4.2 Required Proficiency Level Attributes”				

4.11.8 Sub-element: /Education Requirement (level 3)

4.11.8.1 Education Requirement Element Description

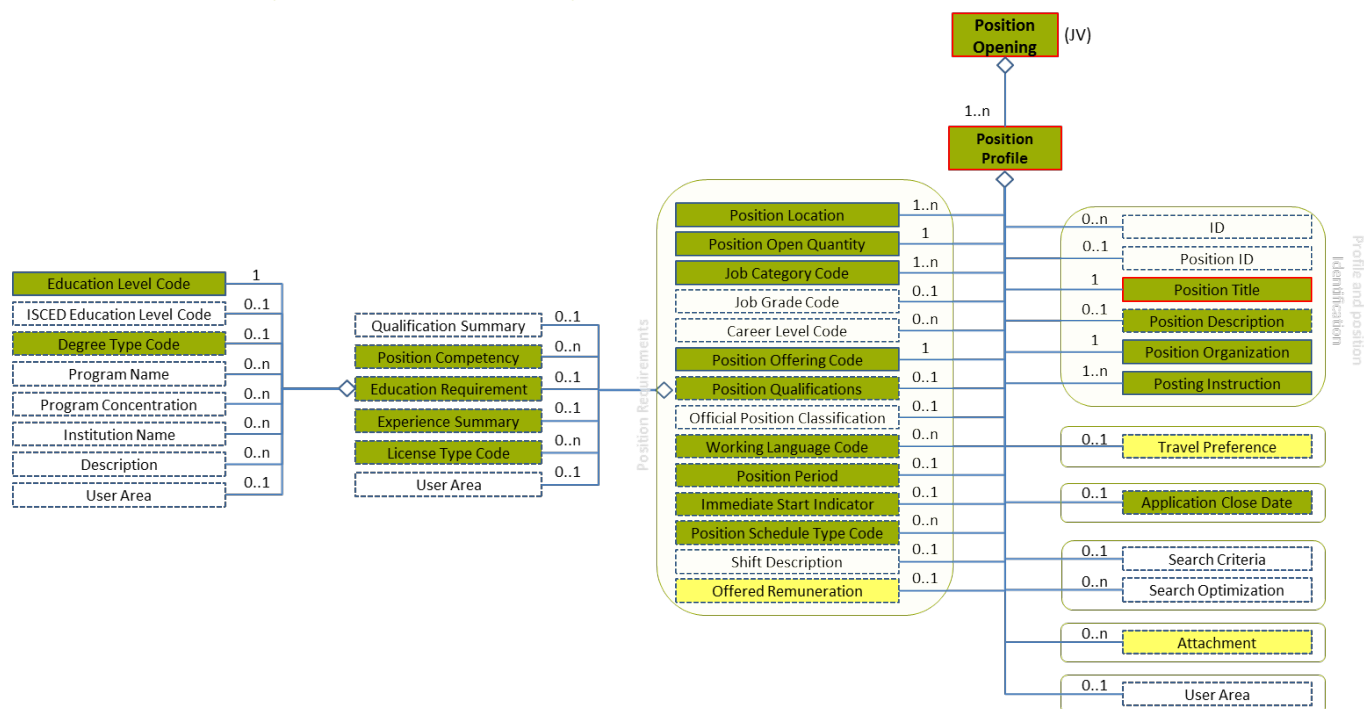


Figure 56: Education Requirement Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Education Requirement	Required education for the position	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Education Level Code	A code classifying the level of educational organisation. In this case, the standard used could be EQF or ISCED	EURES Conformant / 1	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).	“0”, “1”, “2”, etc. Full code list: “4.15.10 Education Level Codes [CL15]”
Degree Type Code	The certificate obtained with the degree, or award granted, for the successful completion of requirements of an academic program	EURES Conformant Optional / 0..1	OBR-COM-17: Compulsory use of the “EURES_DegreeType-CodeList.gc” list defined by EURES. This is based on ESCO Qualifications – version 1.0. ³	“23938”, “23399”, etc. Full code list: “4.15.7 Degree Codes [CL10]”

³ In version 1.2, ESCO Qualification are not validated

4.11.8.2 Education Requirement Attributes

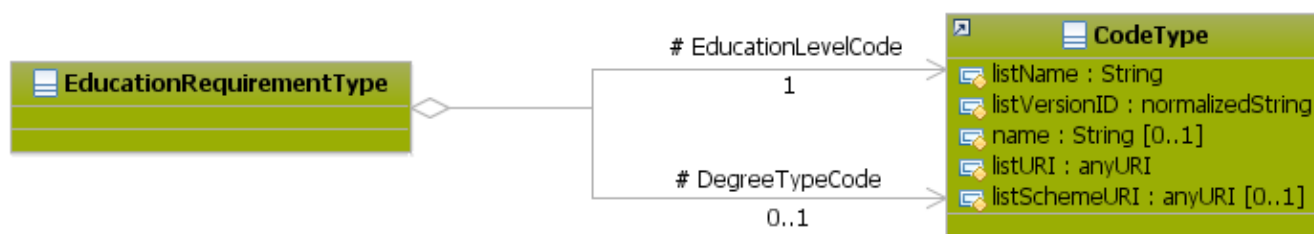


Figure 57: Education Requirement Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
EducationLevelCode sub-element			
Attributes	Description	Card.	Rule
listName	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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
DegreeTypeCode sub-element			
Attributes	Description	Card.	Rule
Same as "EducationLevelCode"			

4.11.8.3 Education Requirement Examples

This example shows how to add a specific education requirement. In this case, adding the European Hairdressing Certificate:

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionQualifications>
      <EducationRequirement>
        <EducationLevelCode listName="EURES_EQF"
          listVersionID="2008/C11/01" name="Master"
          listURI="http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme">7</EducationLevelCode>

        <DegreeTypeCode listName="ESCO_Qualifications"
          listVersionID="ESCOv1" listURI="PENDING">
          http://ec.europa.eu/esco/qualifications/23887
        </DegreeTypeCode>
      </EducationRequirement>
    </PositionQualifications>
  </PositionProfile>
</PositionOpening>

```

4.11.9 Sub-element: /Experience Summary (level 3)

4.11.9.1 Experience Summary Element Description

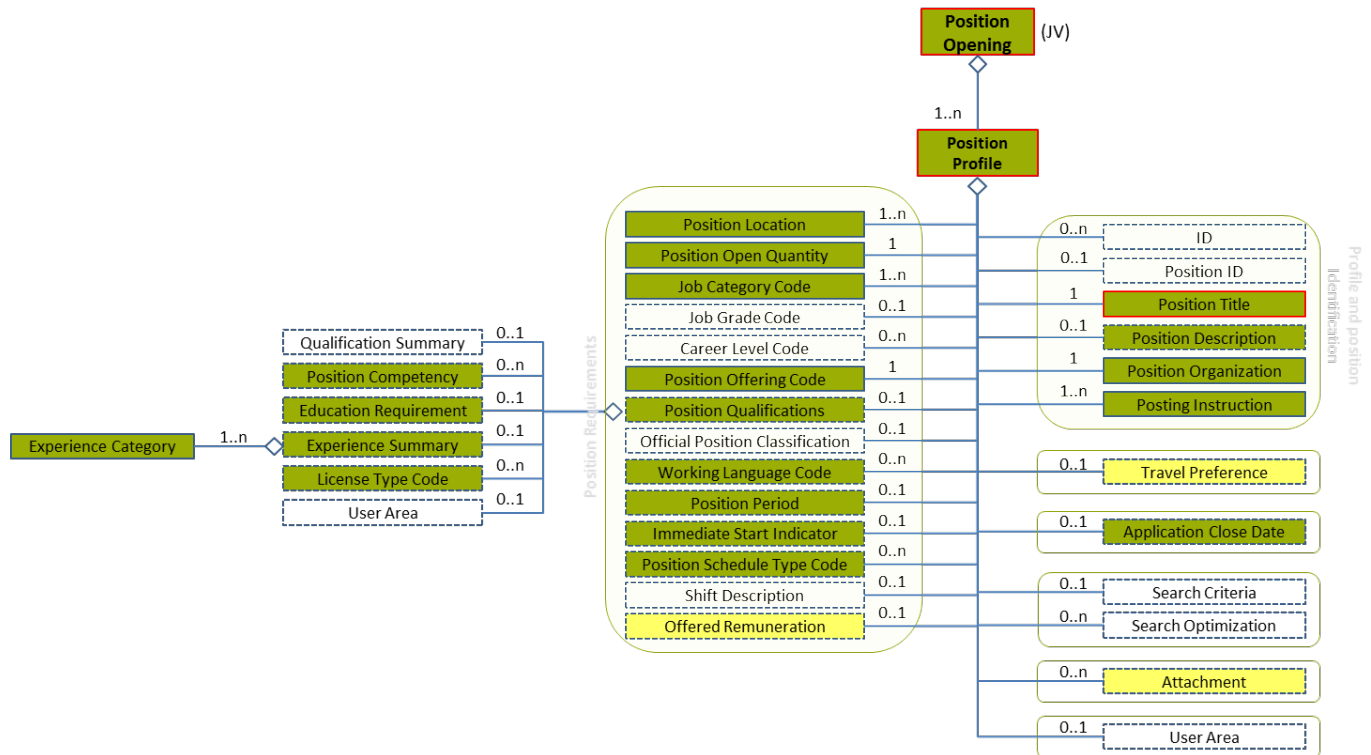


Figure 58: Experience Summary Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Experience Summary	Required experience for the position.	EURES Conformant Optional / 0..1	N/A	N/A
Sub-elements				
Experience Category	This is intended as fielded summary of experience. It can be used as a "roll-up" of data within of Candidate history and experience components.	EURES Conformant / 1..n	N/A	N/A
See section "4.11.10 Sub-element: /Experience Summary /Experience Category (level 4)" for more information				

4.11.9.2 Experience Summary Attributes

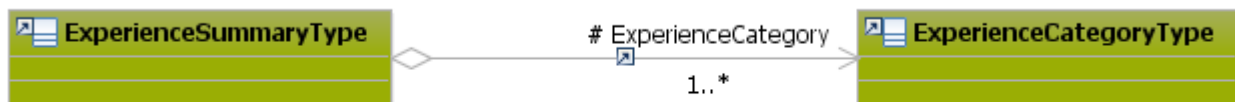


Figure 59: Experience Summary Attributes Schema

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

Attributes	Description	Card.	Rule
See section “4.11.10.2 Experience Category Attributes” for more information			

4.11.10 Sub-element: /Experience Summary /Experience Category (level 4)

4.11.10.1 Experience Category Element Description

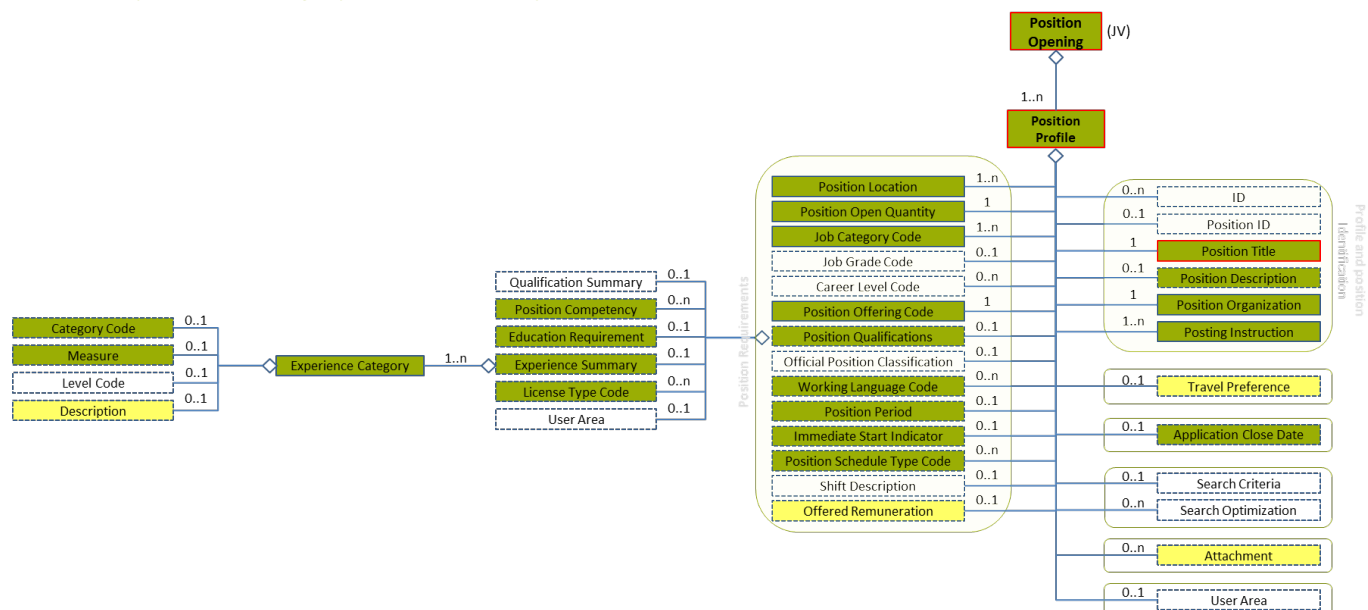


Figure 60: Category Level 4 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Experience Category	This is intended as fielded summary of qualifications. It can be used as a "roll-up" of data within of Candidate history and experience components	EURES Conformant / 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 Conformant 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. ² BR-JV-01 ²	“1” – Managers, “12” – Administrative, etc. Full code list: “4.15.12 Job Category Codes [CL20]”
Measure	Code indicating the period of time, measured in years or months of experience	EURES Conformant 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.

4.11.10.2 Experience Category Attributes

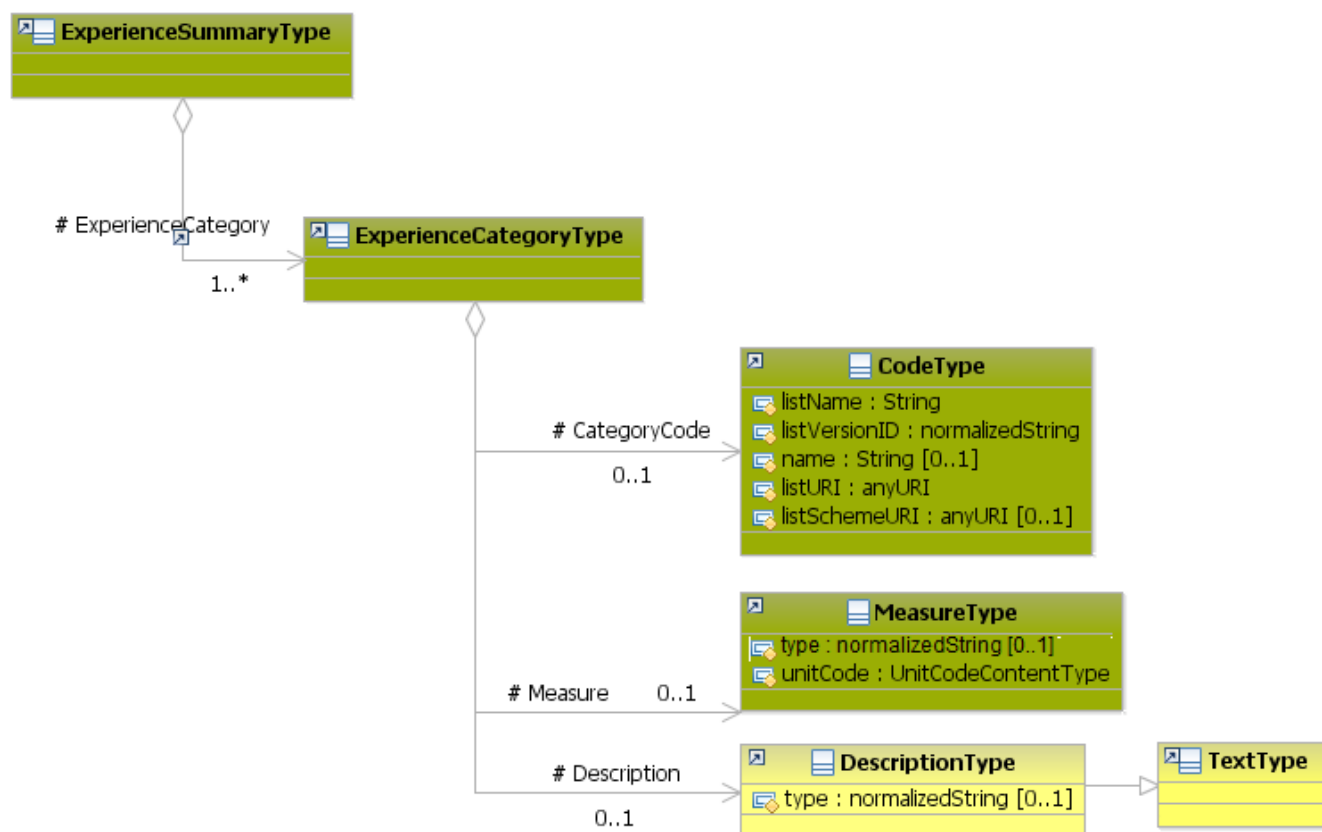


Figure 61: Experience Category Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
CategoryCode sub-element			
Attributes	Description	Card.	Rule
listName	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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: “4.15.31 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

4.11.10.3 Experience Category Examples

This example shows how to fill in the required experience. In this case, there are three years of experience and the job category is childcare.

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionQualifications>
      <ExperienceSummary>
        <ExperienceCategory>
          <CategoryCode listName="ISCO2008" listVersionID="2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008"
>http://ec.europa.eu/esco/occupation/15562</CategoryCode>

          <Measure unitCode="years">3</Measure>

          <oa:Description>Applicants must have 3 years of experience
in care of children.</oa:Description>
        </ExperienceCategory>
      </ExperienceSummary>
    </PositionQualifications>
  </PositionProfile>
</PositionOpening>
```

4.12 /Position Profile /Position Period (level 2)

4.12.1 Position Period Element Description

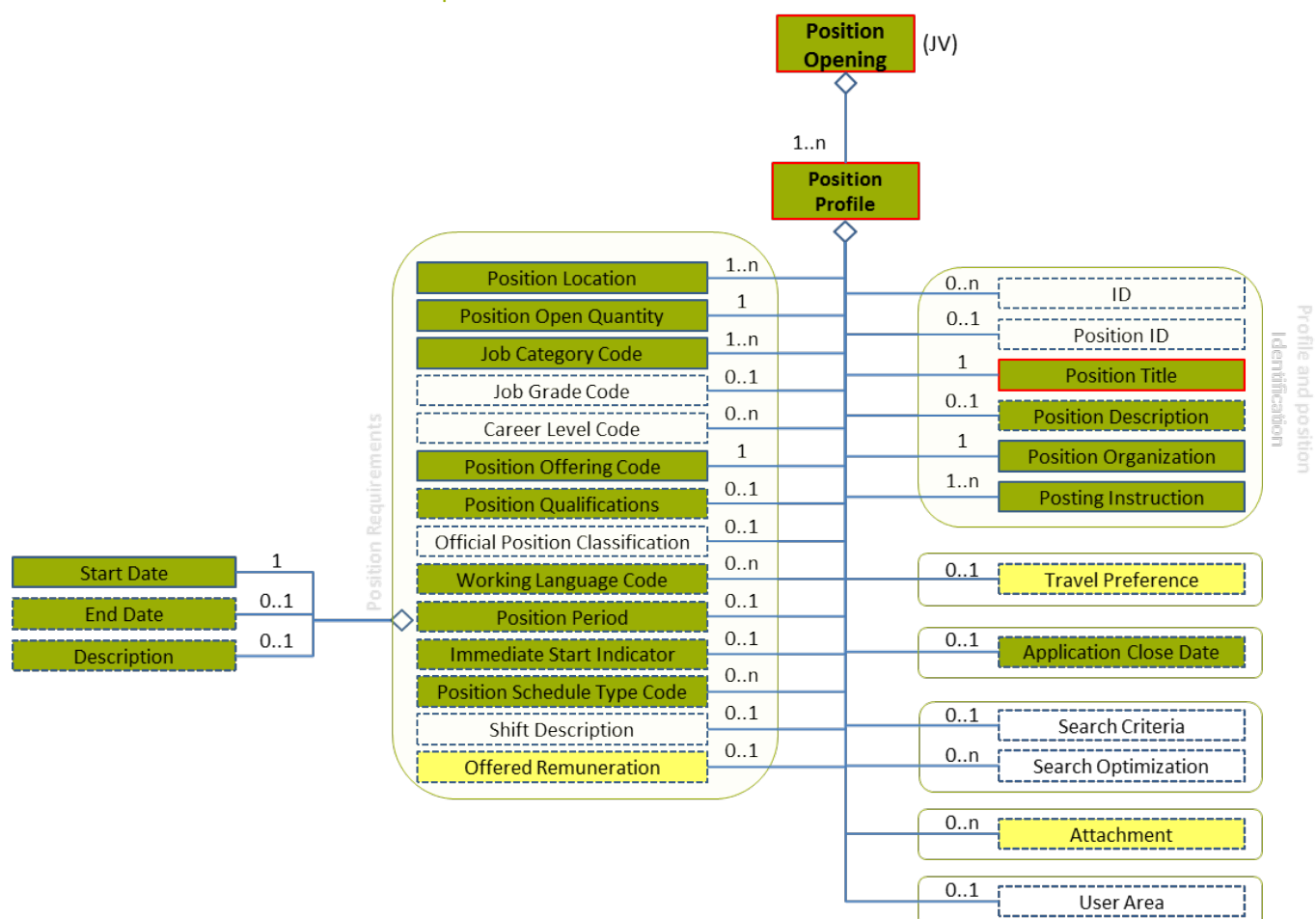


Figure 62: Position Period Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Position Period	Period of time during which the Position will be open	EURES Conformant Optional / 0..1	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 “4.12.4 Sub-element: /Start Date (level 3)” 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 “4.12.5 Sub-element: /End Date (level 3)” for more information				
Description	Narrative details of the attendance period	EURES Conformant Optional / 0..1	N/A	“Additional information about the position period.”

4.12.2 Position Period Attributes

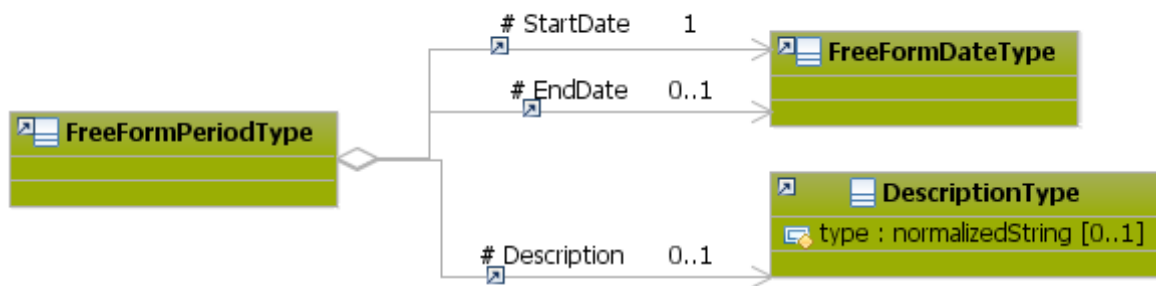


Figure 63: Position Period Attributes Schema

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 “4.12.5.2 End Date Attributes” for more information			
StartDate sub-element			
Attributes	Description	Card.	Rule
See section “4.12.4.2 Start Date Attributes” for more information			

4.12.3 Position Period Examples

This example shows a job that is temporary because it has a start and end date:

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-
xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionPeriod>
      <!-- Starting date -->
      <StartDate>
        <FormattedDateTime>2015-05-06</FormattedDateTime>
      </StartDate>

      <!-- Ending date -->
      <EndDate>
        <FormattedDateTime>2015-09-30</FormattedDateTime>
      </EndDate>
    </PositionPeriod>
  </PositionProfile>
</PositionOpening>

```

This example shows a job that has only a start date, because it could be a permanent job:

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-
xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <PositionPeriod>
      <!-- Starting date -->
      <StartDate>
        <FormattedDateTime>2015-05-06</FormattedDateTime>
      </StartDate>
    </PositionPeriod>
  </PositionProfile>
</PositionOpening>

```

4.12.4 Sub-element: /Start Date (level 3)

4.12.4.1 Start Date Element Description

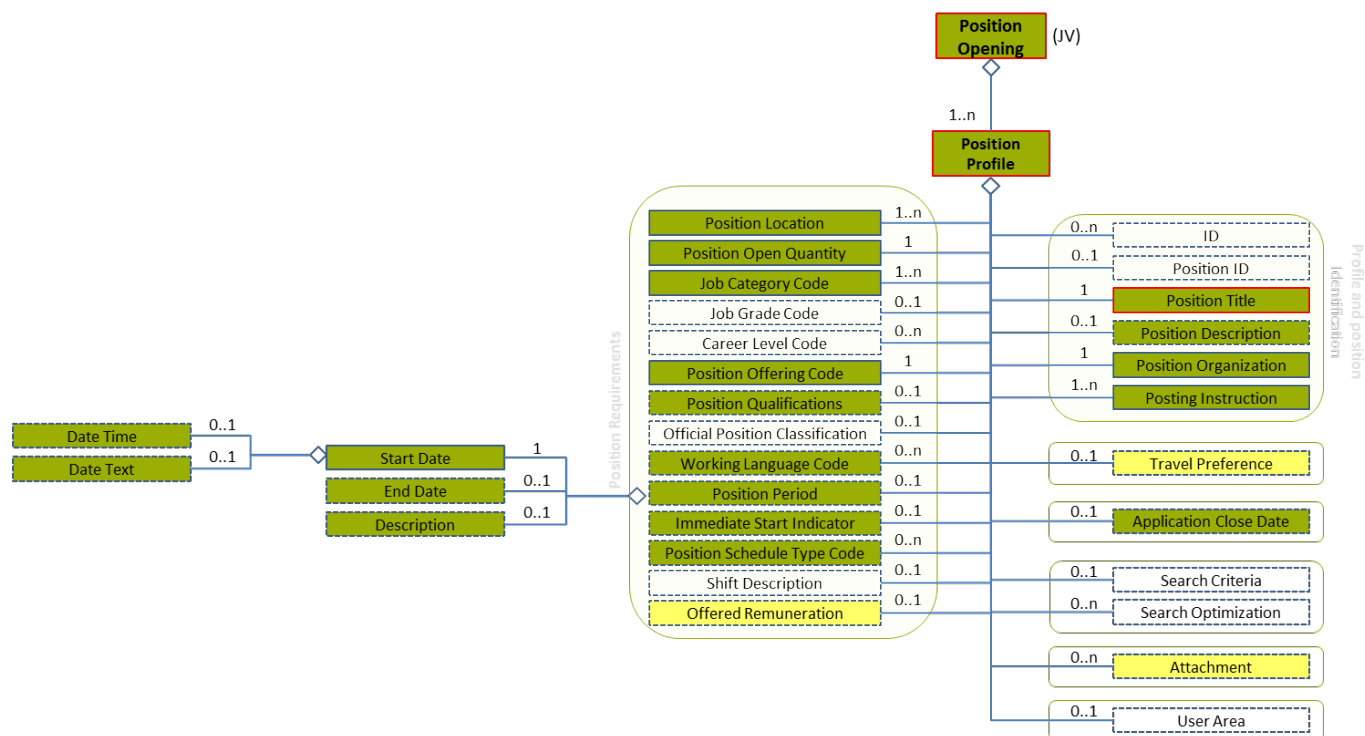


Figure 64: Start Date Level 3 Entity Diagram

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	N/A	"2009-01-04"
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"

4.12.4.2 Start Date Attributes

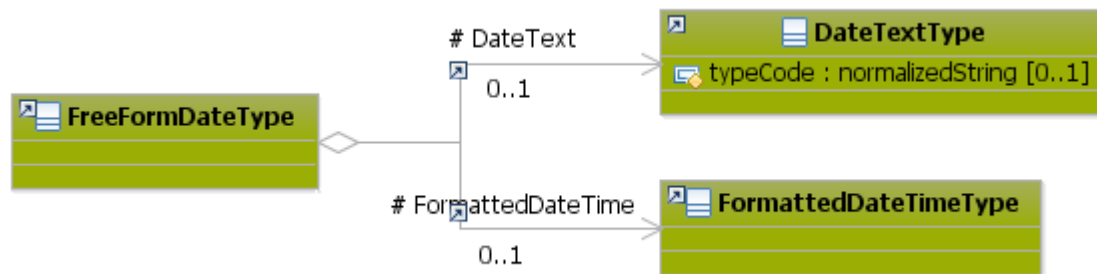


Figure 65: Start Date Attributes Schema

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

4.12.5 Sub-element: /End Date (level 3)

4.12.5.1 End Date Element Description

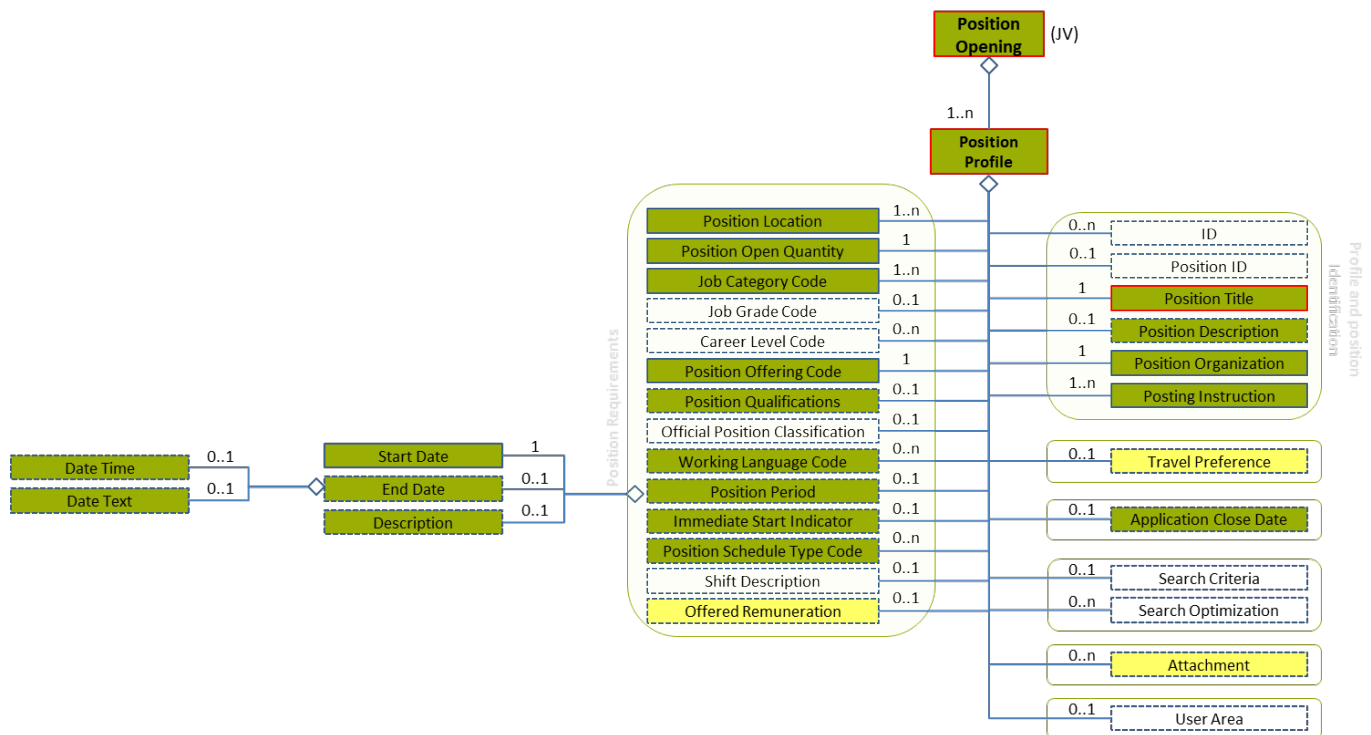


Figure 66: End Date Level 3 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
End Date	A timestamp marking the end of the attendance period	EURES Conformant Optional /	N/A	N/A

		0..1		
Sub-elements				
The same as "4.12.4.1 Start Date Element Description"				

4.12.5.2 End Date Attributes

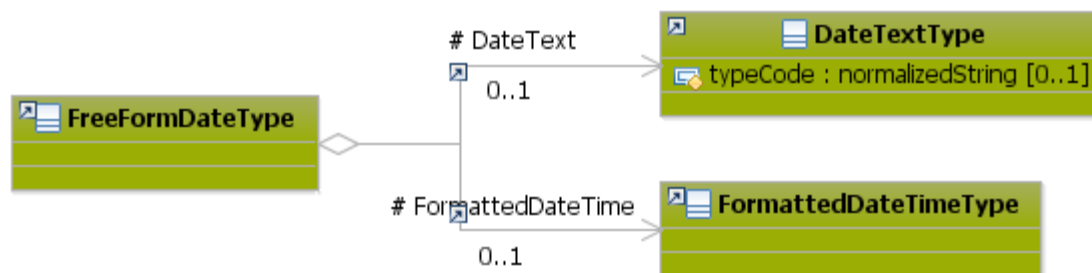


Figure 67: End Date Attributes Schema

Attributes	Description	Card.	Rule	Examples
Same as "4.12.4.2 Start Date Attributes"				

4.13 /Position Profile /Offered Remuneration (level 2)

4.13.1 Offered Remuneration Element Description

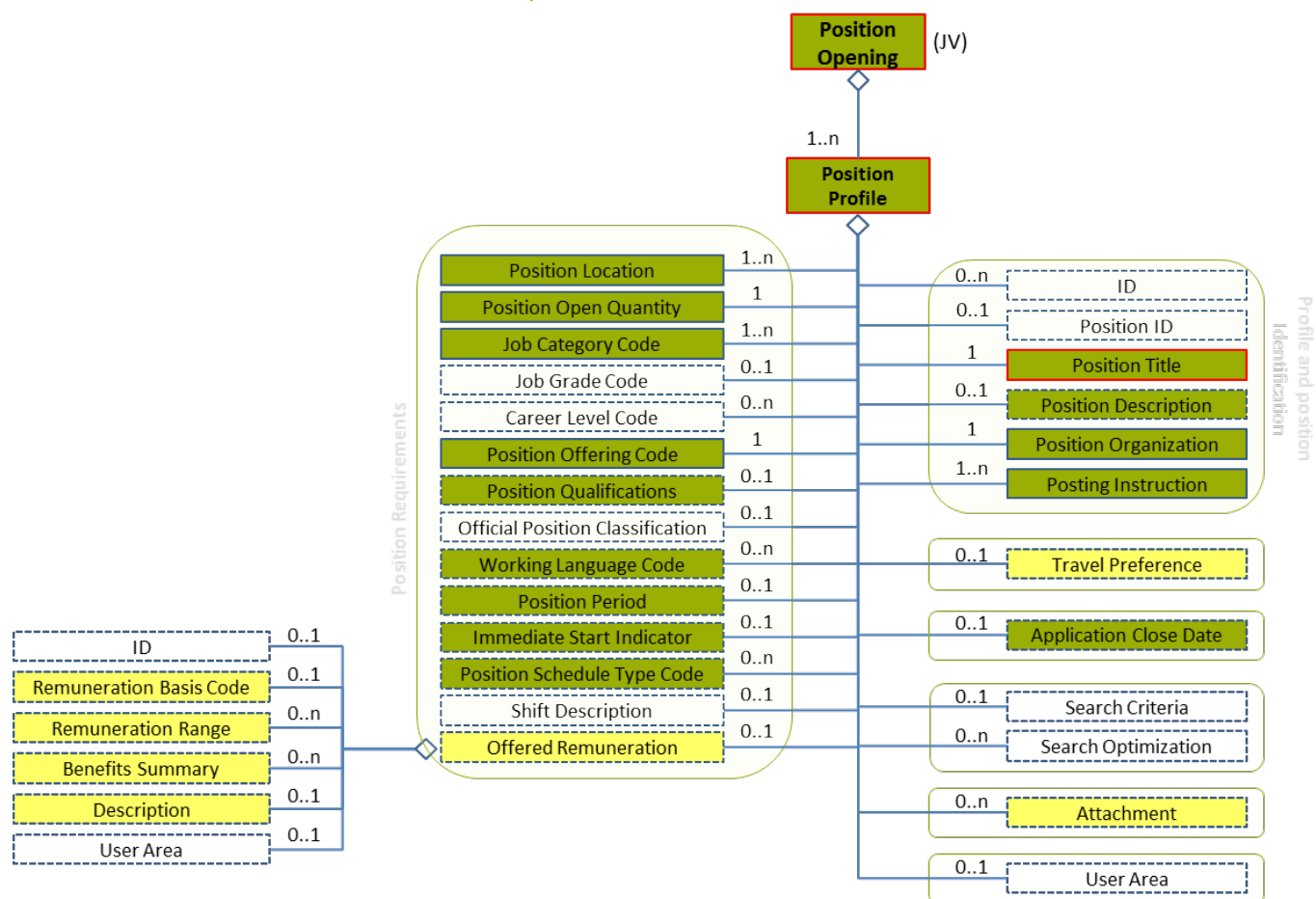


Figure 68: Offered Remuneration Level 2 Entity Diagram

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

Offered Remuneration	Remuneration offered and benefits		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 “RemunerationBasisCodeContent Type” list.	“Hourly”, “Salaried”, “SalariedPlusComission”, “ComissionOnly” Full code list: “4.15.26 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 “4.13.3 Sub-element: /Remuneration Range (level 3)” for more information					
Benefits Summary	Summary of benefits		EURES Optional / 0..n	N/A	N/A
See section “4.13.4 Sub-element: /Benefits Summary (level 3)” for more information					
Description	Description of the remuneration offered		EURES Optional / 0..1	N/A	“Description of the remuneration offered”, etc.

4.13.2 Offered Remuneration Attributes

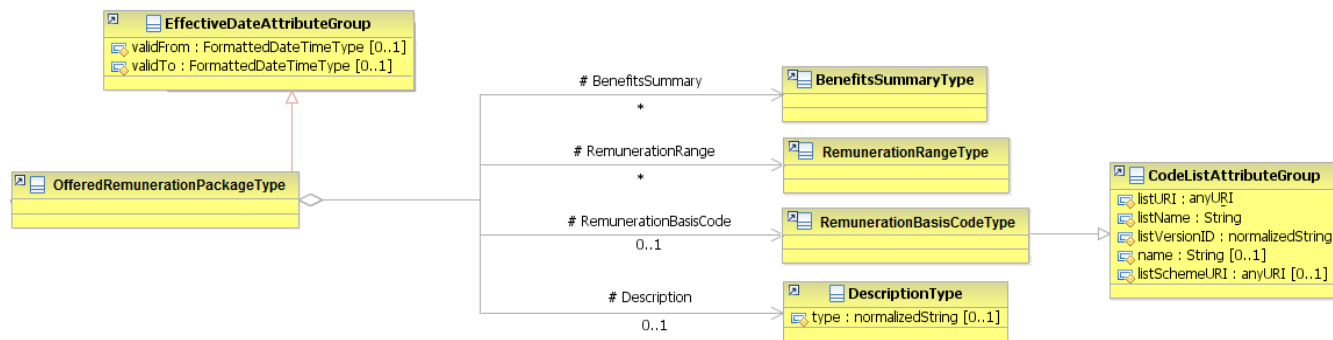


Figure 69: Offered Remuneration Attributes Schema

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 “4.13.4.2 Benefits Summary Attributes” for more information			
RemunerationRange sub-element			
Attributes	Description	Card.	Rule
See section “4.13.3.2 Remuneration Range Attributes” for more information			
RemunerationBasisCode sub-element			
Attributes	Description	Card.	Rule

Attributes	Description	Card.	Rule
listName	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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

4.13.3 Sub-element: /Remuneration Range (level 3)

4.13.3.1 Remuneration Range Element Description

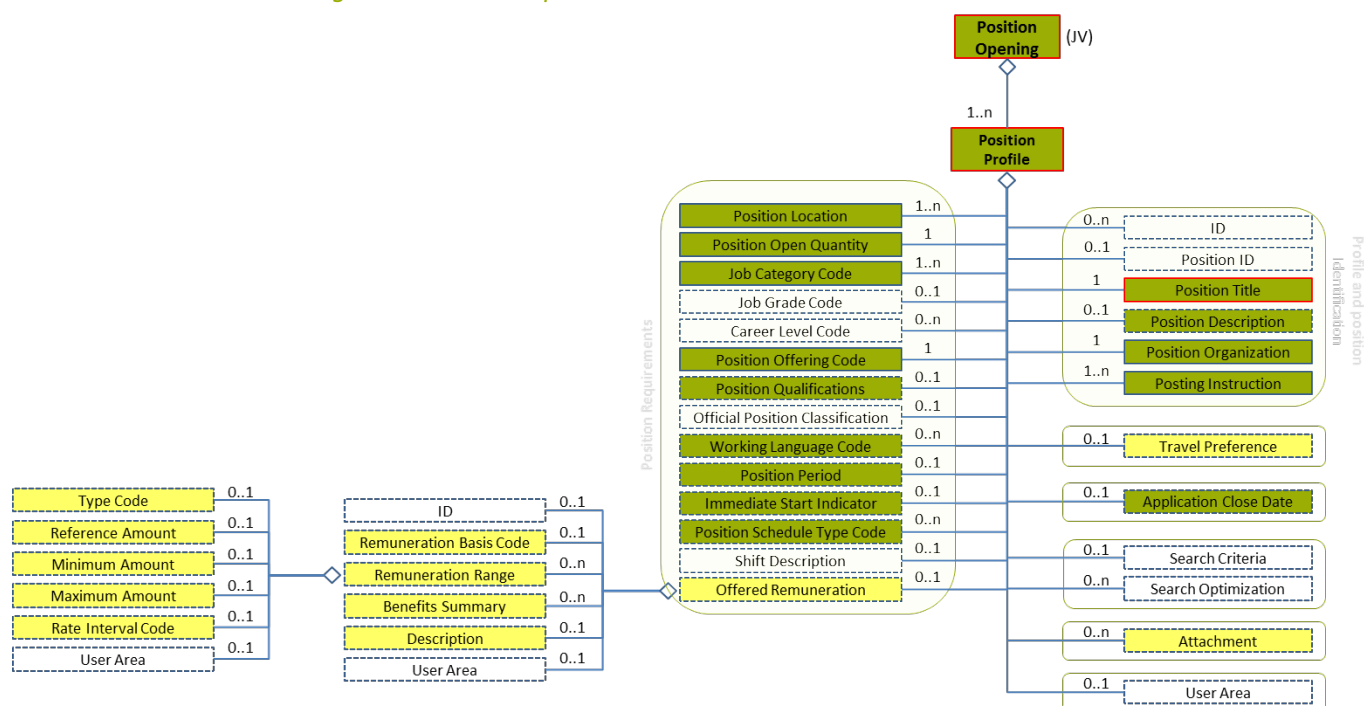


Figure 70: Remuneration Range Level 3 Entity Diagram

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: "4.15.28 Remuneration Type"

					<i>Codes [CL49]"</i>
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.
Minimum Amount	The minimum amount an organization is willing to pay for a position		EURES Optional / 0..1	N/A	"20000", "35000", etc.
Maximum Amount	The maximum amount an organization is willing to pay for a position		EURES Optional / 0..1	N/A	"20000", "35000", etc.
Rate Interval Code	An interval of time or other basis used to express a rate of pay or remuneration This is an HR-Open Standards open list.		EURES Optional / 0..1	BR-COM-33: Compulsory use of the "RemunerationRateIntervalCode ContentType" list.	"Hour", "Day", "Week", etc. Full code list: "4.15.27 Remuneration Rate Interval Codes [CL50]"

4.13.3.2 Remuneration Range Attributes

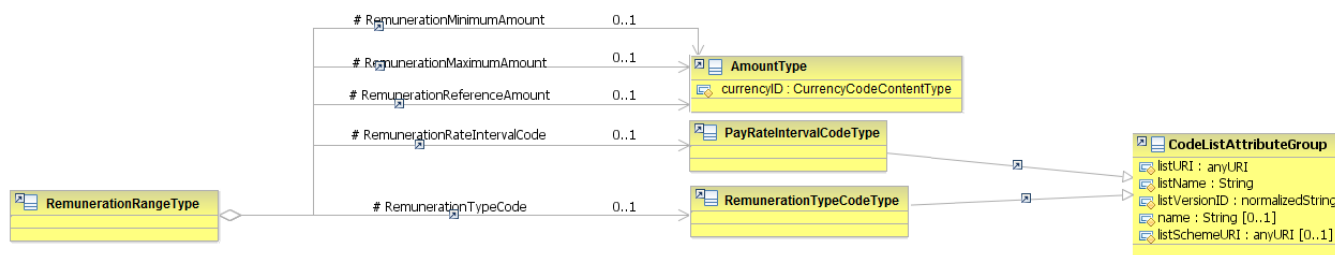


Figure 71: Remuneration Range Attributes Schema

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: "4.15.6 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			
Attributes	Description	Card.	Rule
The same as "RemunerationMinimumAmount"			
RemunerationReferenceAmount sub-element			
Attributes	Description	Card.	Rule
The same as "RemunerationMinimumAmount"			
RemunerationRateIntervalCode sub-element			
Attributes	Description	Card.	Rule
listName	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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

Attributes	Description	Card.	Rule
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"			

4.13.3.3 Remuneration Range Examples

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

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <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/">
          Year</RemunerationRateIntervalCode>

        <RemunerationMinimumAmount
          currencyID="EUR">2000</RemunerationMinimumAmount>
        <RemunerationMaximumAmount
          currencyID="EUR">2500</RemunerationMaximumAmount>
      </RemunerationRange>
    </OfferedRemunerationPackage>
  </PositionProfile>
</PositionOpening>
```

4.13.4 Sub-element: /Benefits Summary (level 3)

4.13.4.1 Benefits Summary Element Description

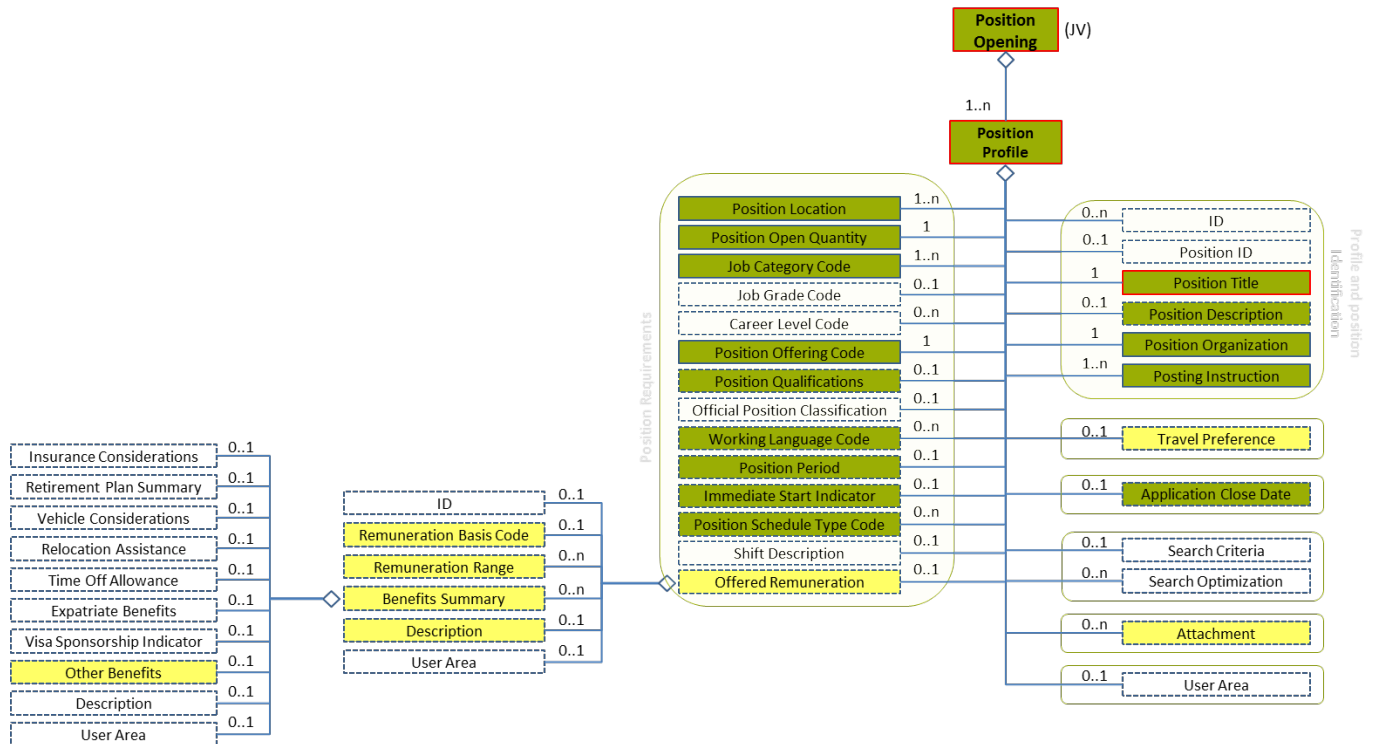


Figure 72: Benefits Summary Level 3 Entity Diagram

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 "4.13.5 Sub-element: /Benefits Summary /Other Benefits (Level 4)" for more information				

4.13.4.2 Benefits Summary Attributes

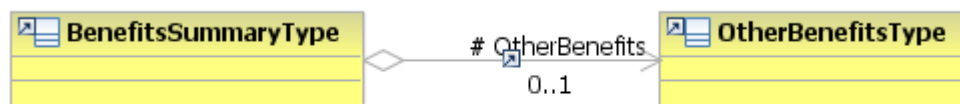


Figure 73: Benefits Summary Attributes Schema

Attributes	Description	Card.	Rule	Examples
This element has no attributes.				
OtherBenefits sub-element				
Attributes	Description	Card.	Rule	Examples
See section "4.13.5.2 Other Benefits Attributes" for more information				

4.13.5 Sub-element: /Benefits Summary /Other Benefits (Level 4)

4.13.5.1 Other Benefits Element Description

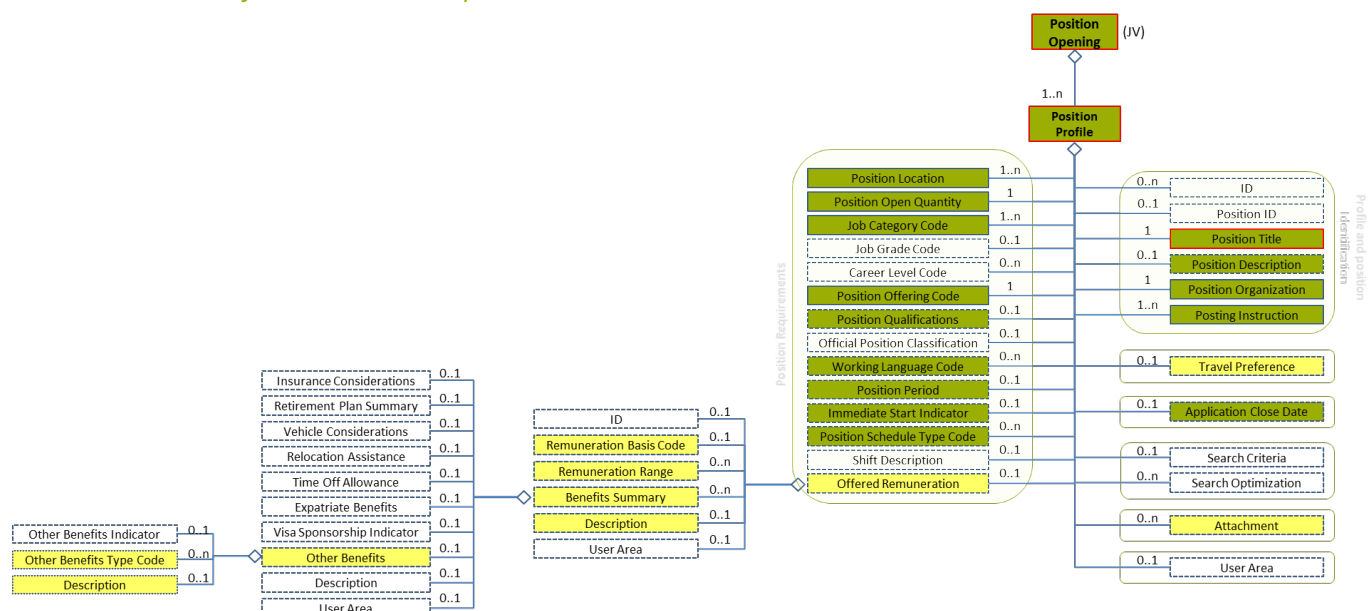


Figure 74: Other Benefits Level 4 Entity Diagram

Element	Description	Layer / 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.	"1" = Accommodation included, "2" = Meals included, etc. Full code list: "4.15.30 Social Benefits Codes [CL52]"
Description	Narrative details of benefits	EURES Optional / 0..1	N/A	"Description of other benefits", etc.

4.13.5.2 Other Benefits Attributes

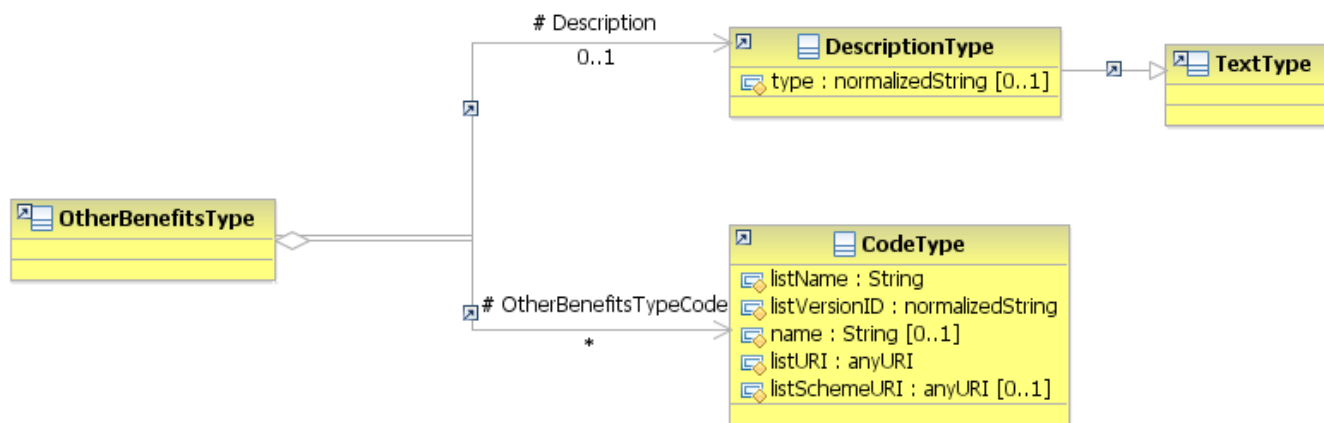


Figure 75: Other Benefits Attributes Schema

Attributes	Description	Card.	Rule
This element has no attributes.			
OtherBenefitsTypeCode sub-element			
Attributes	Description	Card.	Rule
listName	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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

4.14 /Position Profile /Attachment (level 2)

4.14.1 Attachment Element Description

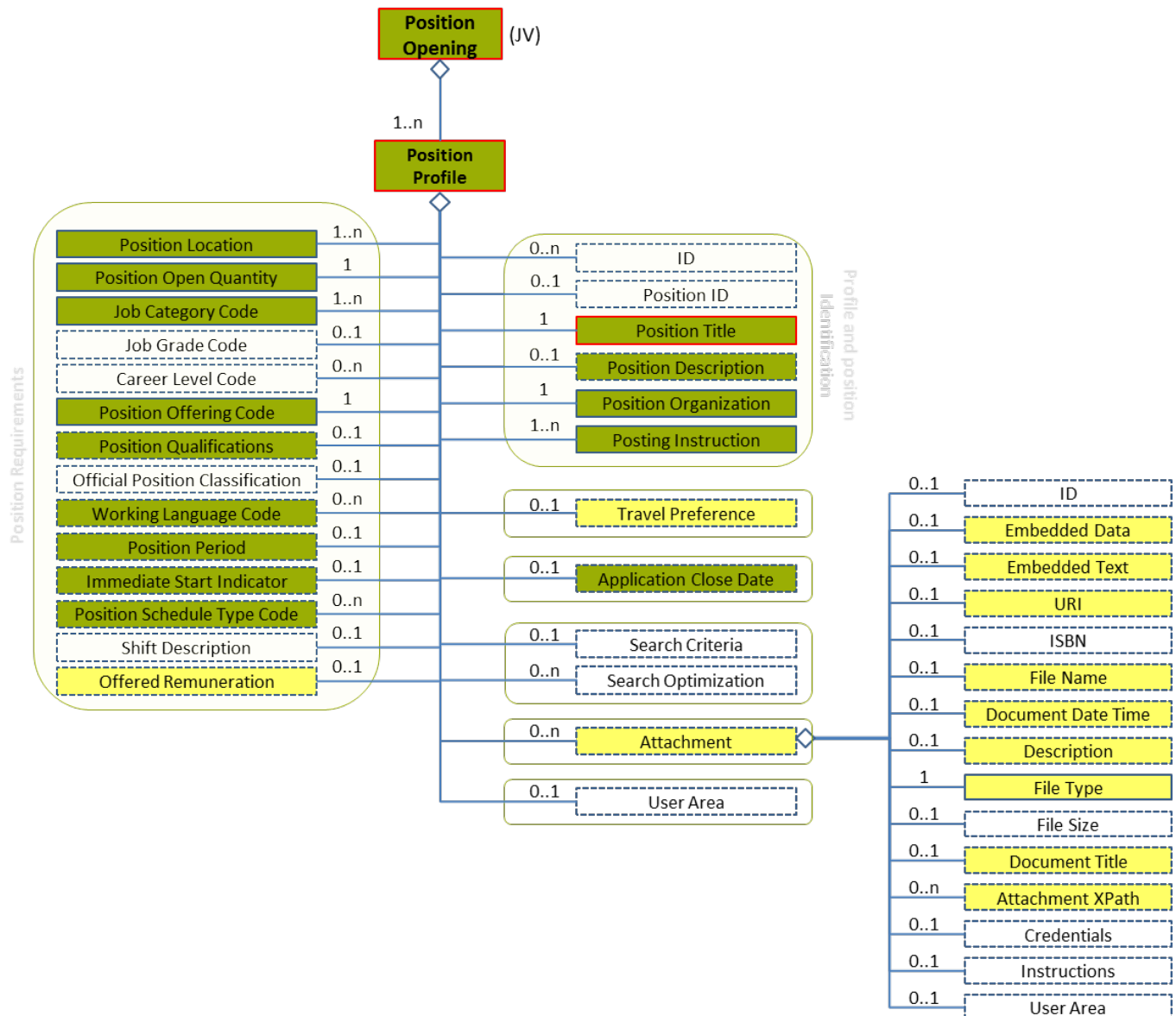


Figure 76: Attachment Level 2 Entity Diagram

Element	Description	Layer / Cardinality	Rule	Examples
Attachment	Allows external documents or digital objects to be embedded or referenced	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 /	N/A	"Embedded text"

			0..1		
URI	Represents a Uniform Resource Identifier Reference (URI). A URI value can be absolute or relative, and may have an optional fragment identifier (i.e. it can be a URI Reference). This type should be used to specify the intention that the value fulfil the role of a URI, as defined by [RFC 2396] and as amended by [RFC 2732]		EURES Optional / 0..1	N/A	"http://uri.org", etc.
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 attachment file type		EURES Optional / 1	BR-COM-35: Compulsory use of the "EURES_FileTypeCode-CodeList.gc" list defined by EURES.	"PDF", "DOC", etc. Full code list: "4.15.11 File Type Codes [CL17]"
Document Title	The name of the document		EURES Optional / 0..1	N/A	"Photo", "Presentation of the company", etc.
Attachment XPath	Path to the external documents attached		EURES Optional / 0..n	N/A	"/PositionOpening/PostingRequester", etc.

4.14.2 Attachment Attributes

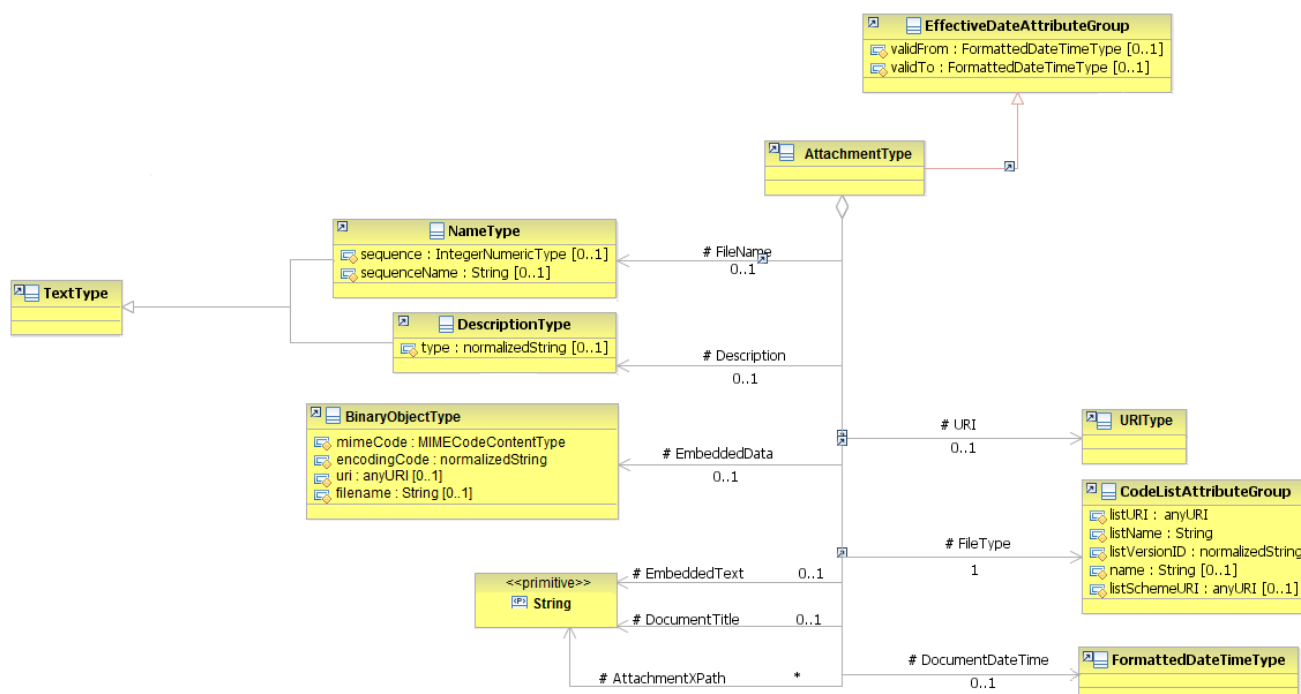


Figure 77: Attachment Attributes Schema

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.
EmbeddedData sub-element			
Attributes	Description	Card.	Rule
mimeType	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 file's URI	0..1	N/A
filename	The name of the file	0..1	N/A
Embedded Text sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
URI sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

FileName sub-element			
Attributes	Description	Card.	Rule
sequence	Establishes the order of contact data	0..1	N/A

sequenceName	Establishes the order of contact data	0..1	N/A
DocumentDateTime sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Description sub-element			
Attributes	Description	Card.	Rule
type	The comment type	0..1	N/A
FileType sub-element			
Attributes	Description	Card.	Rule
listName	Code list name	1	N/A
listVersionID	Code list identification	1	N/A
name	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
Document Title sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Attachment XPath sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

4.14.3 Attachment Examples

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

```
<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <Attachment>
      <oa:URI>http://europass.cedefop.europa.eu/es/documentsJV/jv01222.pdf</oa:URI>

      <oa:Description>Document that describes the
      position.</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>
  </PositionProfile>
</PositionOpening>
```

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

```

<PositionOpening xmlns="http://www.hr-xml.org/3" xsi:schemaLocation="http://www.hr-
xml.org/3 ../Developer/Nouns/PositionOpening.xsd">
  <PositionProfile languageCode="en">
    <Attachment>
      <oa:EmbeddedData mimeType="image/jpeg"
encodingCode="base64Binary">/9j/4AAQSkZJRgABAQAAQABAAD//gA7Q1JFQVRPU
jog</oa:EmbeddedData>
      <oa:FileName>logo.jpg</oa:FileName>
      <DocumentDateTime>2013-01-30</DocumentDateTime>
      <oa:FileType listName="EURES_FilesTypeCode" listVersionID="1.0"
name="photo" listURI="https://ec.europa.eu/eures">photo</oa:FileType>
      <DocumentTitle>Logo</DocumentTitle>

      <AttachmentXPath>/PositionOpening/PositionProfile</AttachmentXPath>
    </Attachment>
  </PositionProfile>
</PositionOpening>

```

4.15 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 JV specifications re-use a large bunches of these Code Lists.

In addition to HR-Open Standards Code Lists, EURES also defines several other ones 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-CV-StandardStaticModel (RD01 – “EURES CV standard “static” description”).

4.15.1 Agency Role Code Enum Type [CL55]

A code classifying the job vacancy's role within the organization or the role with which that organization is associated.

The values come from an **HR-Open Standards list**, and the values could be:

Code	Description
Customer	The organisation is the job vacancy's customer
Supplier	The organisation is the job vacancy's supplier
Requester	The organisation is the job vacancy's requester

The code attribute values are as follows:

Attributes	Value
listName	AgencyRoleCodeEnumType
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

Because roles are filled in as attributes, they are filled in differently:

```
<PostingRequester agencyRoleCode="Supplier">
    ...
</PostingRequester>
```

4.15.2 Channel Type Codes [CL05]

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

Their values come from an **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>
```

4.15.3 Contact Use Type Codes [CL06]

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

Their values come from an **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 communication use as a *personal* code:

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

4.15.4 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

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

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>
```

4.15.5 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's 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>
```

4.15.6 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.

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

⁵ NUTS 2013: <http://ec.europa.eu/eurostat/web/nuts/overview>

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

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

Code	Description
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 an attribute, it is filled in differently:

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

4.15.7 Degree Codes [CL10]³

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	{Cod name or description}
listURI	PENDING
listSchemeURI	PENDING DEFINITION

This example fills in the *PMP* qualification:

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

4.15.8 Dimension Codes [CL11]

These codes are used to classify the language competency dimension.

Two standards can be used to classify the dimensions:

- The **EURES Standard, based on CEFR⁹**:

Code	Description
------	-------------

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

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

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"
>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"
>http://ec.europa.eu/esco/skill/367171</CompetencyDimensionTypeCode>
```

4.15.9 Driving License Codes [CL14]

Codes used to specify a type of drivers licence.

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

¹⁰ ESCO Skills / Competences: <https://ec.europa.eu/esco/portal/browse>

¹¹ In version 1.2, ESCO Skills are not validated.

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:

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"
```

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

```
name="A1" listURI="http://ec.europa.eu/eures">A1</LicenseTypeCode>
```

4.15.10 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's or equivalent level
7	Master's 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

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
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. 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.

4.15.11 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's name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	PENDING DEFINITION

This example fills in the certificate as evidence:

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

4.15.12 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**¹⁶² taxonomy, it will become mandatory from 2020:
<https://ec.europa.eu/esco/portal/browse?type=Occupation>

The code attribute values are as follows:

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

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

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

4.15.13 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 specialised 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

¹⁶ ESCO – Occupations: <https://ec.europa.eu/esco/portal/browse?type=Occupation>

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

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:

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

4.15.14 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 language proficiency is filled in as an attribute, it is filled in differently:

```
<ScoreText minimumScoreText="A1" maximumScoreText="C2">B2</ScoreText>
```

4.15.15 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

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
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
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/"
>BE</CountryCode>
```

4.15.16 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.

A 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>
```

4.15.17 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 the prior to marriage
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 the jobseeker's name as the *birthName*:

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

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

4.15.18 Official Languages in European Countries 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 specialised 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:

```
<PositionProfile languageCode="en">
```

4.15.19 Organization Ownership Codes [CL34]

These codes classify the organization ownership category.

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

Code	Description
public	
private	
non-profit	

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

Code	Description
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>
```

4.15.20 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 organization size as a small enterprise:

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

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

4.15.21 Position Offering Codes [CL37]

These codes classify the preferred contract type.

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

Code	Description
DirectHire	Hired directly by the employer, without any external staffing
Temporary	Position only for a 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>
```

4.15.22 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's 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>
```

4.15.23 Postcodes [CL40]

These codes are the Address postcodes.

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

NUTS 2013 and National Institutes values are provided in its website.

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:

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 with the *Brussels* postcode:

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

²⁶ NUTS 2013 and National Institutes: <http://ec.europa.eu/eurostat/web/nuts/correspondence-tables/postcodes-and-nuts>

```
>1020</oa:PostalCode>
```

4.15.24 Posting Option Code [CL56]

Codes used to communicate a choice among options available with respect to the posting.

The **EURES Standard New** is used:

Code	Description
EURESFlag	The job vacancy has enabled the EURES flag, which means that that organization is interested in recruiting internationally

The code attribute values are as follows:

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

This example fills in with the enabled EURES Flag option:

```
<PostingOptionCode listName="EURES_PostingOptionCodes" listVersionID="1.0"
name="EURES Flag" listURI="https://ec.europa.eu/eures"
>EURESFlag</PostingOptionCode>
```

4.15.25 Recruiting Document Status Code Enum Type [CL57]

These codes classify the opening status of the position.

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

Code	Description
Active	The job vacancy status is open
Closed	The job vacancy status is closed
Incomplete	The job vacancy is still incomplete

The code attribute values are as follows:

Attributes	Value
listName	RecruitingDocumentStatusCodeEnumType
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 status of the job vacancy as active:

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

Active</PositionOpeningStatusCode>

4.15.26 Remuneration Basis Codes [CL48]

These codes classify the primary or fundamental basis upon which a 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 with 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>
```

4.15.27 Remuneration Rate Interval Codes [CL50]

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

Their values come from an **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
Quarter	Remuneration per quarter
SeasonalTerm	Remuneration per seasonal term
HalfYear	Remuneration per half year
Year	Remuneration per year
QuarterToDate	Remuneration per quarter to date

Code	Description
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 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>
```

4.15.28 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 incentive the employee
ShiftPremium	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>
```

4.15.29 Skills and Competences Codes [CL58]¹¹

Skills and competences relevant to a board range of jobs and occupations and within a specific economic sector, context or occupation.

The standard used in the **EURES Standards: ESCO Skills and Competences**.

A list is provided on its 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 DEFINITION

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

```
<CompetencyClassificationCode listName="ESCO_Skills" listVersionID="ESCOv1" name="Air  
Force Conscript (providing training)" listURI="PENDING">  
  
    http://ec.europa.eu/esco/skills/19758  
  
</CompetencyClassificationCode>
```

4.15.30 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"
>8</OtherBenefitsTypeCode>
```

4.15.31 Unit Codes [CL54]

These codes classify the type of measurement unit.

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

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 the year as unit code:

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

4.15.32 Version Codes [CL55]

These codes classify the EURES HR Standard version.

Code	Description
1.0	
1.1	
1.2	

4.15.33 Mime Codes [CL56]

These codes specify the data mime code of an attachment.

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

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
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/4AAQSkZJRgABAQAAQABAAAD//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.

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6 Annex 2. Ordered List With all JV Schema Elements

This annex provides an ordered list with all the elements of the JV schema and the page where they are located.

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7 Annex 3. Treatment of Unfulfilled Business Rules

This annex provides the actions to 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. Only adapted EU countries 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-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-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. ³	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.

Business Rule	Treatment of the BR unfulfilled
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.
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. ²	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. <i>File Type Codes [CL17]</i>	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 full code list is here: Unit Codes [CL54]	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-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	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
"language".	
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, "RequiredProficiencyLevel" or "DesiredProficiencyLevel" 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-JV-01 : The job vacancy's EURES Partner is established like: The <i>SchemeAgencyID</i> attribute of the <i>DocumentID</i> (or <i>AlternateDocumentID</i>) and at least one <i>PartyID</i> elements must be the same.	The document is rejected.
BR-JV-03 : The "RecruitingDocumentStatusCodeContent" HROpen Standards code list must be used to codify the /PositionOpening /PositionOpeningStatusCode.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-JV-05 : The /PositionOpening /PartyID must be an UUID provided by the sender system.	The document is rejected.
BR-JV-06 : The "AgencyRoleCodeContent" HR-Open Standards code list must be used to codify the agencyRoleCode attribute.	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.
BR-JV-08 : The absence of the /PositionOpenQuantity element means that at least 1 position is currently available.	The value is filled in with 1 position.
BR-JV-14 : Compulsory use of the "EURES_SkillsCompetences" list defined by EURES. This is based on ESCO Skills and Competences – version ¹¹	The value is not saved. If the element belongs to EURES Technical minimum layer, the document is rejected.

8 Annex 4. Examples

8.1 Example 1 [EX-01]

Example of the XML with the mandatory elements. This sample describes the following position:

- It is a job vacancy posted by the “Requester01” the 10th of December 2015.
- The job is for the company “Consulting Business SL” in the UK.
- There are 2 positions available as “Business and administration professionals” and with a contract.

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-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. -->
<PositionOpening xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd"
xmlns="http://www.hr-xml.org/3" xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance" majorVersionID="3"
minorVersionID="2">
  <!-- BR-JV-01: The SchemaAgencyID attribute of the DocumentID (or AlternateDocumentID) and
  PartyID elements must be the same.
  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>

  <!-- BR-JV-03: The "RecruitingDocumentStatusCodeContentType" HR-Open Standards code list must be
  used to codify the /PositionOpening /PositionOpeningStatusCode. -->
  <PositionOpeningStatusCode listName="RecruitingDocumentStatusCodeEnumType" listVersionID="1.0"
  listURI="http://www.hr-xml.org/">Active</PositionOpeningStatusCode>

  <PostingRequester>
    <!-- BR-JV-05: The /PositionOpening /PartyID must be an UUID provided by the sender
    system. -->
    <PartyID schemeID="TestParty-01" schemeAgencyID="EURES" schemeAgencyName="EURES"
    schemeVersionID="1.0" validFrom="2015-12-10">Requester01</PartyID>
  </PostingRequester>

  <!-- 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.
  @languageCode: BR-COM-04: Compulsory use of the "EURES_EULanguageCodes-CodeList.gc" list
  defined by EURES. Only adapted EU countries are used, based on ISO 639-1:2002 Alpha-2.
  The full code list is available here: Official Languages in European Countries Codes
  [CL33] -->
  <PositionProfile languageCode="en">
    <PostingInstruction>
      <ApplicationMethod>
        <Instructions>To apply for the job, contact directly to the Human
        Resources team.</Instructions>
      </ApplicationMethod>
    </PostingInstruction>

    <PositionTitle>Business Analyst</PositionTitle>

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

    <PositionOrganization>
      <OrganizationIdentifiers>
        <OrganizationName>Consulting Business SL</OrganizationName>
      </OrganizationIdentifiers>
      <!-- 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="Activities of holding companies">K64.2.0</IndustryCode>
    </PositionOrganization>

    <!-- BR-JV-08: The absence of the /PositionOpenQuantity element means that at least 1
    position is currently available. -->
    <PositionOpenQuantity>2</PositionOpenQuantity>

    <!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList" list defined by EURES and based
    on ISCO-08. -->
    <JobCategoryCode listName="ISCO2008"
    listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" listVersionID="2008"
    name="Business and administration professionals">24</JobCategoryCode>

    <!-- BR-COM-38: Compulsory use of the "PositionOfferingEnumType" list.-->
    <PositionOfferingTypeCode listName="PositionOfferingTypeCodeContentType"
    listVersionID="1.0" listURI="http://www.hr-xml.org/">Contract</PositionOfferingTypeCode>
</PositionProfile>
</PositionOpening>

```

8.2 Example 2 [EX-02]

Example of the XML with the conformant elements. This sample describes the following position:

- It is a job vacancy posted by the “Requester01” the 10th of December 2015.
- The job is for the company “Consulting Business SL”, a medium sized enterprise in Oxford, the UK.
- There are 2 positions available as “Business and administration professionals”, a contract as full-time job and starting the 1st of December 2015.
- The candidate must have at least a B2 in English and the “Business Intelligence” skill. Also, it is required he or she has the PMP certificate. And at least 4 months of experience in “Business and administration professional” skill.

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-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. -->
<PositionOpening xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd"
xmlns="http://www.hr-xml.org/3" xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
xmlns:oa="http://www.openapplications.org/oagis/9" majorVersionID="3" minorVersionID="2">
    <!-- BR-JV-01: The SchemaAgencyID attribute of the DocumentID (or AlternateDocumentID) and PartyID
    elements must be the same.
    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>

    <!-- BR-JV-03: The "RecruitingDocumentStatusCodeContentType" HR-Open Standards code list must be
    used to codify the /PositionOpening /PositionOpeningStatusCode. -->
    <PositionOpeningStatusCode listName="RecruitingDocumentStatusCodeEnumType" listVersionID="1.0"
    listURI="http://www.hr-xml.org/">Active</PositionOpeningStatusCode>

    <PostingRequester>
        <!-- BR-JV-05: The /PositionOpening /PartyID must be an UUID provided by the sender system.
        -->
        <PartyID schemeID="TestParty-01" schemeAgencyID="EURES" schemeAgencyName="EURES"
        schemeVersionID="1.0" validFrom="2015-12-10">Requester01</PartyID>

        <PartyName>Requester 01</PartyName>
    </PostingRequester>

    <!-- 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.
    @languageCode: BR-COM-04: Compulsory use of the "EURES_EULanguageCodes-CodeList.gc" list
    defined by EURES. Only adapted EU countries are used, based on ISO 639-1:2002 Alpha-2. The
    full code list is available here: Official Languages in European Countries Codes [CL33] -->
    <PositionProfile languageCode="en">
        <PostingInstruction>
            <!-- BR-COM-43: Multiple entries of this code list are allowed. -->

```

```

<PostingOptionCode listName="EURES_PostingOptionCodes" listVersionID="1.0"
listURI="https://ec.europa.eu/eures">EURESFlag</PostingOptionCode>
<ApplicationMethod>
  <Instructions>To apply for the job, contact directly to the Human Resources
  team.</Instructions>
</ApplicationMethod>
</PostingInstruction>

<PositionTitle>Business Analyst</PositionTitle>

<PositionLocation>
  <Address>
    <oa:CityName>Oxford</oa:CityName>
    <!-- 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">UK</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_nomenclatu
    re/introduction" listVersionID="2010">OX11RQ</oa:PostalCode>
  </Address>
</PositionLocation>

<PositionOrganization>
  <OrganizationIdentifiers>
    <OrganizationName>Consulting Business SL</OrganizationName>
    <OrganizationLegalID schemeID="Government" schemeAgencyID="Government"
    schemeAgencyName="Government" schemeVersionID="1.0"
    >BE0999999999</OrganizationLegalID>
  </OrganizationIdentifiers>

  <!-- 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="Activities of holding companies">K64.2.0</IndustryCode>
  <!-- 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. -->
  <OrganizationSizeCode listName="EURES_OrganizationSize" listVersionID=" (2003)1422"
  listURI="https://ec.europa.eu/eures">medium-sizedenterprise</OrganizationSizeCode>
</PositionOrganization>

<!-- BR-JV-08: The absence of the /PositionOpenQuantity element means that at least 1
position is currently available. -->
<PositionOpenQuantity>2</PositionOpenQuantity>

<!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList" list defined by EURES and based
on ISCO-08. -->
<JobCategoryCode listName="ISCO2008" listVersionID="2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" name="Business and administration
professionals">24</JobCategoryCode>

<!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList" list defined by EURES and based
on ISCO-08. -->
<PositionOfferingTypeCode listName="PositionOfferingTypeCodeContentType"
listVersionID="1.0" listURI="http://www.hr-xml.org/">Contract</PositionOfferingTypeCode>

<PositionQualifications>
  <PositionCompetency><!-- 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>
  <!-- BR-COM-49: If "CompetencyDimension / TypeCode" is specified,
  "RequiredProficiencyLevel" or "DesiredProficiencyLevel" is mandatory. -->
  <RequiredProficiencyLevel>
    <!-- BR-COM-47: Compulsory use of Language Proficiency Codes [CL25],
    if TaxonomyID's value is "language". -->
    <ScoreText>A1</ScoreText>
  </RequiredProficiencyLevel>
  <!-- BR-COM-49: If "CompetencyDimension / TypeCode" is specified,
  "RequiredProficiencyLevel" or "DesiredProficiencyLevel" is mandatory. -->

```

```

<DesiredProficiencyLevel>
  <!-- BR-COM-47: Compulsory use of Language Proficiency Codes [CL25],
    if TaxonomyID's value is "language". -->
  <ScoreText>B2</ScoreText>
</DesiredProficiencyLevel>

<!-- 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>
</PositionCompetency>

<PositionCompetency>
  <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>
</PositionCompetency>

<EducationRequirement>
  <!-- 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>

  <DegreeTypeCode listName="DegreeListName" listVersionID="1.0"
listURI="http://ec.europa.eu/eures">Master</DegreeTypeCode>
</EducationRequirement>

<ExperienceSummary>
  <ExperienceCategory>
    <!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list
defined by EURES and based on ISCO-08. -->
    <CategoryCode listName="ISCO2008" listVersionID="2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008"
name="Business and administration professionals">24</CategoryCode>
    <Measure unitCode="month">4</Measure>
  </ExperienceCategory>
</ExperienceSummary>

<!-- BR-COM-43: Multiple entries of this code list are allowed.
BR-COM-41: : Compulsory use of the "EURES_LicenseTypeCode-CodeList" 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>
</PositionQualifications>

<PositionFormattedDescription>
  <Content>Analyst in banking business.</Content>
</PositionFormattedDescription>

<!-- 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>

<PositionPeriod>
  <!-- BR-COM-16: At least one of its sub-elements must be informed. -->
  <StartDate><FormattedDateTime>2015-12-01</FormattedDateTime></StartDate>
  <!-- BR-COM-16: At least one of its sub-elements must be informed. -->
  <EndDate><FormattedDateTime>2016-01-15</FormattedDateTime></EndDate>
  <oa:Description>Additional information related to the period.</oa:Description>
</PositionPeriod>
<ImmediateStartIndicator>true</ImmediateStartIndicator>

```

```

<!-- 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>

<!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-
DDThh:mm:ss. -->
<ApplicationCloseDate>2016-01-15</ApplicationCloseDate>
</PositionProfile>
</PositionOpening>

```

8.3 Example 3 [EX-03]

Example of the XML with the conformant elements. This sample describes the following position:

- It is a job vacancy posted by the “Requester01” the 10th of December 2015.
- The job is for the company “Consulting Business SL”, a medium sized and private enterprise in Oxford, the UK.
- There are 2 positions available as “Business and administration professionals”, a contract as full-time job and starting the 1st of December 2015.
- The candidate must have at least a B2 in English and the “Business Intelligence” skill. Also, it is required he or she has the PMP certificate. And at least 4 months of experience in “Business and administration professional” skill.
- The travel is around 25% of the time, the salary is 30,000 € per year and the meals and accommodation are included.

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-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. -->
<PositionOpening xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/PositionOpening.xsd"
xmlns="http://www.hr-xml.org/3" xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
xmlns:oa="http://www.openapplications.org/oagis/9" majorVersionID="3" minorVersionID="2">
  <!-- BR-JV-01: The SchemaAgencyID attribute of the DocumentID (or AlternateDocumentID) and PartyID
  elements must be the same.
  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>

  <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>

  <!-- BR-JV-03: The "RecruitingDocumentStatusCodeContentType" HR-Open Standards code list must be
  used to codify the /PositionOpening /PositionOpeningStatusCode. -->
  <PositionOpeningStatusCode listName="RecruitingDocumentStatusCodeEnumType" listVersionID="1.0"
  listURI="http://www.hr-xml.org/">Active</PositionOpeningStatusCode>

  <PostingRequester>
    <!-- BR-JV-05: The /PositionOpening /PartyID must be an UUID provided by the sender system.
    -->
    <PartyID schemeID="TestParty-01" schemeAgencyID="EURES" schemeAgencyName="EURES"
    schemeVersionID="1.0" validFrom="2015-12-10">Requester01</PartyID>

    <PartyName>Requester 01</PartyName>
  </PostingRequester>

  <!-- 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.
  @languageCode: BR-COM-04: Compulsory use of the "EURES_EULanguageCodes-CodeList.gc" list
  defined by EURES. Only adapted EU countries are used, based on ISO 639-1:2002 Alpha-2. The

```

```

full code list is available here: Official Languages in European Countries Codes [CL33] -->
<PositionProfile languageCode="en">
  <PostingInstruction>
    <!-- BR-COM-43: Multiple entries of this code list are allowed. -->
    <PostingOptionCode listName="EURES_PostingOptionCodes" listVersionID="1.0"
      listURI="https://ec.europa.eu/eures">EURESFlag</PostingOptionCode>

    <ApplicationMethod>
      <Instructions>To apply for the job, contact directly to the Human Resources
        team.</Instructions>
      <PersonContact>
        <PersonName>
          <FormattedName formatCode="Family Name, Given Name">Graham,
            John</FormattedName>
          <LegalName formatCode="Given Name Family Name">John
            GRAHAM</LegalName>
          <oa:GivenName>John</oa:GivenName>
          <FamilyName>Graham</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>
          <!-- 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>
          <oa:URI>no-reply@no-reply.com</oa:URI>
        </Communication>
      </PersonContact>
    </ApplicationMethod>
  </PostingInstruction>

  <PositionTitle>Business Analyst</PositionTitle>

  <PositionLocation>
    <Address>
      <oa:CityName>Oxford</oa:CityName>
      <!-- BR-COM-21: Compulsory use of the "EURES_CountrySubdivisionCodes-
        CodeList.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">UKC11</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">UK</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_nomenclatu
          re/introduction" listVersionID="2010">OX11RQ</oa:PostalCode>
    </Address>
  </PositionLocation>
  <PositionOrganization>
    <OrganizationIdentifiers>
      <OrganizationName>Consulting Business SL</OrganizationName>
      <OrganizationLegalID schemeID="Government" schemeAgencyID="Government"
        schemeAgencyName="Government" schemeVersionID="1.0"
        >BE099999999</OrganizationLegalID>
    </OrganizationIdentifiers>
    <!-- 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="Activities of holding companies">K64.2.0</IndustryCode>
    <!-- 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. -->
    <OrganizationSizeCode listName="EURES_OrganizationSize" listVersionID="(2003)1422"

```

```

listURI="https://ec.europa.eu/eures">medium-sizedenterprise</OrganizationSizeCode>
<!-- BR-COM-27: Compulsory use of the "OrganizationOwnershipEnumType" list. -->
<OrganizationOwnershipTypeCode listName="OrganizationOwnershipTypeCodeContentType"
listVersionID="1.0" listURI="http://www.hr-
xml.org/">Private</OrganizationOwnershipTypeCode>
<InternetDomainName>https://ec.europa.eu/eures/public/homepage</InternetDomainName>
</PositionOrganization>

<!-- BR-JV-08: The absence of the /PositionOpenQuantity element means that at least 1
position is currently available. -->
<PositionOpenQuantity>2</PositionOpenQuantity>

<!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList" list defined by EURES and based
on ISCO-08. -->
<JobCategoryCode listName="ISCO2008" listVersionID="2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" name="Business and administration
professionals">24</JobCategoryCode>

<!-- 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>

<PositionQualifications>
  <PositionCompetency>
    <!-- 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>
    <!-- BR-COM-49: If "CompetencyDimension / TypeCode" is specified,
    "RequiredProficiencyLevel" or "DesiredProficiencyLevel" is mandatory. -->
    <RequiredProficiencyLevel>
      <!-- BR-COM-47: Compulsory use of Language Proficiency Codes [CL25],
      if TaxonomyID's value is "language". -->
      <ScoreText>A1</ScoreText>
    </RequiredProficiencyLevel>
    <!-- BR-COM-49: If "CompetencyDimension / TypeCode" is specified,
    "RequiredProficiencyLevel" or "DesiredProficiencyLevel" is mandatory. -->
    <DesiredProficiencyLevel>
      <!-- BR-COM-47: Compulsory use of Language Proficiency Codes [CL25],
      if TaxonomyID's value is "language". -->
      <ScoreText>B2</ScoreText>
    </DesiredProficiencyLevel>

    <!-- 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>
  </PositionCompetency>

  <EducationRequirement>
    <!-- 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>

    <DegreeTypeCode listName="DegreeListName" listVersionID="1.0"
    listURI="http://ec.europa.eu/eures">Master</DegreeTypeCode>
  </EducationRequirement>

  <ExperienceSummary>
    <ExperienceCategory>
      <!-- BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list
      defined by EURES and based on ISCO-08. -->

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<CategoryCode listName="ISCO2008" listVersionID="2008"
listURI="http://ec.europa.eu/esco/ConceptScheme/ISCO2008" name="Business and administration
professionals">24</CategoryCode>
    <Measure unitCode="month">4</Measure>
    </ExperienceCategory>
</ExperienceSummary>

<!-- BR-COM-43: Multiple entries of this code list are allowed.
BR-COM-41: : Compulsory use of the "EURES_LicenseTypeCode-CodeList" 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>
    </PositionQualifications>

    <PositionFormattedDescription>
        <Content>Analyst in banking business.</Content>
    </PositionFormattedDescription>

    <TravelPreference>
        <WillingToTravelIndicator>true</WillingToTravelIndicator>
        <TravelPercentage>25</TravelPercentage>
    </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>

    <PositionPeriod>
        <!-- BR-COM-16: At least one of its sub-elements must be informed. -->
        <StartDate><FormattedDateTime>2015-12-01</FormattedDateTime></StartDate>
        <!-- BR-COM-16: At least one of its sub-elements must be informed. -->
        <EndDate><FormattedDateTime>2016-01-15</FormattedDateTime></EndDate>
        <oa:Description>Additional information related to the period.</oa:Description>
    </PositionPeriod>
    <ImmediateStartIndicator>true</ImmediateStartIndicator>

    <!-- 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>

    <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>
                <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>

        <!-- BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-
DDThh:mm:ss. -->
        <ApplicationCloseDate>2016-01-15</ApplicationCloseDate>

        <Attachment>

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<oa:URI>http://europass.cedefop.europa.eu/es/documentsJV/jv01222.pdf</oa:URI>
<oa:Description>Document that describes the position.</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/4AAQSkZJRgABAQAAQABAAD//gA7Q1JFQVRPUjog</oa:EmbeddedData>
  <oa:FileName>logo.jpg</oa:FileName>
  <DocumentDateTime>2013-01-30</DocumentDateTime>
  <oa:FileType listName="EURES_FileTypeCode" listVersionID="1.0" name="photo"
listURI="https://ec.europa.eu/eures">photo</oa:FileType>
  <DocumentTitle>Logo</DocumentTitle>
  <AttachmentXPath>/PositionOpening/PositionProfile</AttachmentXPath>
</Attachment>
</PositionProfile>
</PositionOpening>

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