



EUROPEAN COMMISSION  
DG Employment, Social Affairs and Inclusion

## EUROPASS2 CV XML Schema Documentation

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**Abstract**

The purpose of this document is to describe in detail the Europass Curriculum Vitae (ECV) Data Standard Specification, which is the format used for the exchanges of CVs in Europass e-portfolio, a free web-based tools that foster mobility and employment in the EU. This document defines the structure, the code lists to be used and the Business Rules that apply for each of the elements in the ECV schema.

**Change log**

Version	Description	Author	Creation Date	Required review date	Reviewed By	Approval date
1.0	First draft of the document	EVERIS	27/11/2019			
2.0	Second draft of the document	EVERIS	13/12/2019			
3.0	Third draft of the document	EVERIS	17/02/2020			

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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 Vacancy Data Standard description	EURES-JV-StandardStaticModel	1.3.1	2018
RD02	EURES ReferenceData	EURES-ReferenceData	1.3.1	2018

## Abbreviations and Acronyms

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

# 1 Introduction

## 1.1 Document Scope

Europass promotes semantic interoperability by defining a specific vocabulary according to which the information contained in Europass Documents is expressed. This vocabulary is defined according to an XML schema, which describes the constraints on the structure and on the contents of Europass Documents.

Individuals, who use the Europass Online Editors to produce their Europass Curriculum Vitae or Europass Language Passport, have the option to receive the document in Europass XML format or PDF format with the XML attached. The most important benefit of this option is that it allows individuals to reuse their personal data and save time and effort when accessing the Europass online editors at a later point, or other systems (job portals, employment /admission services, etc.) that “understand” the Europass vocabulary.

The scope of this document is to provide a detailed description of the **Europass Curriculum Vitae (ECV) for the new release of the Europass portal**, including its elements, cardinality and necessary business rules.

## 1.2 Intended Audience

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

- The DG EMPL Team;
- Technical implementors of the new Europass platform;
- Technical integrator users interested in interoperating with the Europass Platform;

## 1.3 Document Structure

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

- **Background:** Information on design of technical solution (**Design Approach**) and lists the various imported and included XML schema and explain the purpose each schema serves (**Namespaces**)
- **Europass XML Document elements; their structure and data types:** The main body of the document provides an in-depth description of each possible element of a Europass XML document.
- **Code Lists:** tables containing codes or values representing concepts that have been agreed amongst several parties as having the same meaning for all.

## 2 Background

The Europass CV model is based on the HR-Open Standards and EURES specifications.

### 2.1 Design Approach

The **technical solution is designed** to take advantage of the information contained in the ECV.

The approach was to:

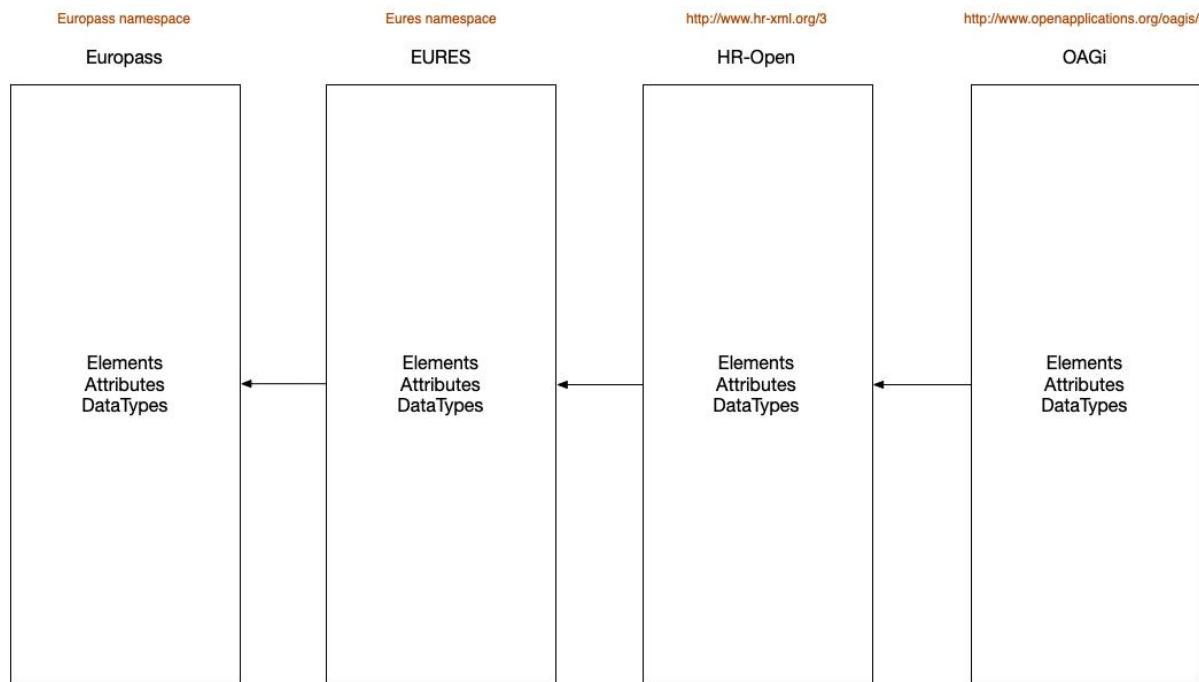
- Reuse existing interoperability solutions.
- Reuse an existing business language.
- Select an international standard (HR-Open)
- Extend already existing EURES schema.
- Have an open and royalty-free standard.

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

- HR-Open Standards is an open and free international standard.
- HR-Open Standards is not a merely generic business language.
- HR-Open Standards covers a large part of the Europass business domain.
- HR-Open Standards is already being used by EURES.

## 2.2 Namespaces

The overall namespace approach of the schemas is as follows (*Figure 1*).



*Figure 1: Namespaces used in Europass2*

Europass CV builds further on the EURES schema by adding own elements and constraining or extending further the elements and attributes of the EURES schema.

Moreover, the EURES schema is largely based on the adaptation of HR-Open schemata. While the EURES xsd itself is an edited version of the HR-Open xsd, we did find it cleaner to explicitly indicate and assign the EURES made modifications to an own namespace, so it becomes clear what properties are taken from HR-Open and what is EURES specific.

Figure 1 shows the overall picture where:

- Europass XSD imports the namespaced version of the EURES XSD,
- EURES XSD imports the official HR-Open XSD
- HR-Open<sup>1</sup> XSD is reusing OAGI<sup>2</sup> elements, attributes and datatypes.

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<sup>1</sup> <https://hropenstandards.org/>

<sup>2</sup> The Open Applications Group (OAGi) is a not-for-profit open standards development organization.  
<https://oagi.org/AboutOAGi/tabid/84/Default.aspx>

The table below shows the namespaces used by the ECV.

Application	Namespace	Comment
Europass	http://www.europass.eu/1.0	Main Europass namespace
EURES	http://www.europass_eures.eu/1.0	
HR-Open	http://www.hr-xml.org/3	
OAGIS	http://www.openapplications.org/oagis/9	

Table 1: Namespaces used in by the ECV

### 2.2.1 XSD structure per namespace

Every namespace follows the structure as used by HR-Open.

The main entry xsd's (e.g. Candidate.xsd) is in the Nouns folder, which define the global structure of the respective documents to be validated.

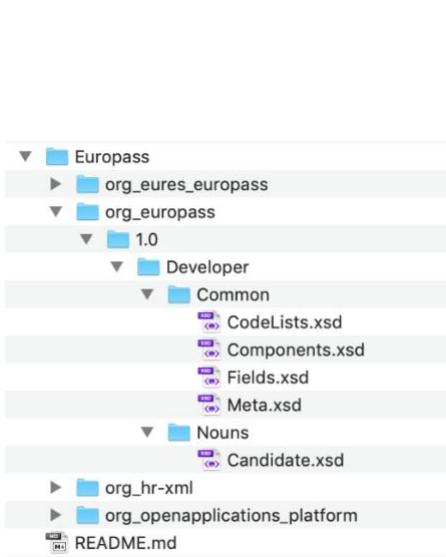
These main xsd's **include** the elements, attributes and datatypes from 4 supporting schemas all to be found in the Common folder of the same namespace:

- Components.xsd
- Fields.xsd
- Codelists.xsd
- Meta.xsd

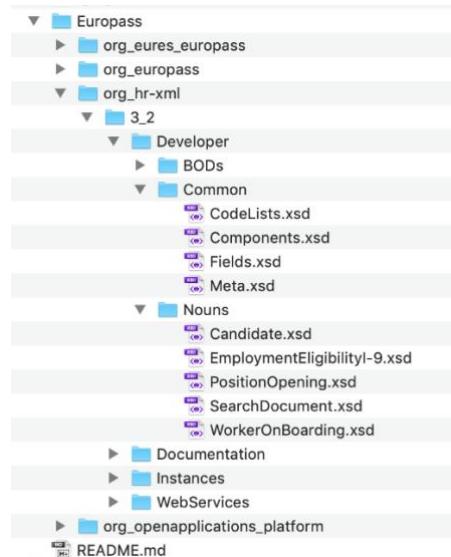
And **import** the schema artefacts of the other relevant namespaces.

### 2.2.2 Structure on the filesystem

The ECV XSD follows the file and folder structure mirrored from HR-Open:



Screenshot 1: Folder structure of Europass



Screenshot 2 Folder structure of HR-Open

The figure above indicates the folder name and namespaces used by the applications. The XSD to be used for Europass validation is Candidate.xsd within org\_europass/1.0/Developer/Nouns. All other xsd's are automatically imported and included from there.

*Table 2: Namespaces and folders that contains the XSDs*

<b>Application</b>	<b>Namespace</b>	<b>Folder</b>
Europass	<a href="http://www.europass.eu/1.0">http://www.europass.eu/1.0</a>	org_europass
EURES (eures)	<a href="http://www.europass_eures.eu/1.0">http://www.europass_eures.eu/1.0</a>	org_eures_europass
HR-Open (hr)	<a href="http://www.hr-xml.org/3">http://www.hr-xml.org/3</a>	org_hr-xml
OAGIS (oa)	<a href="http://www.openapplications.org/oagis/9">http://www.openapplications.org/oagis/9</a>	org_openapplications_platform

### 3 Europass XML Document elements, their structure and datatypes

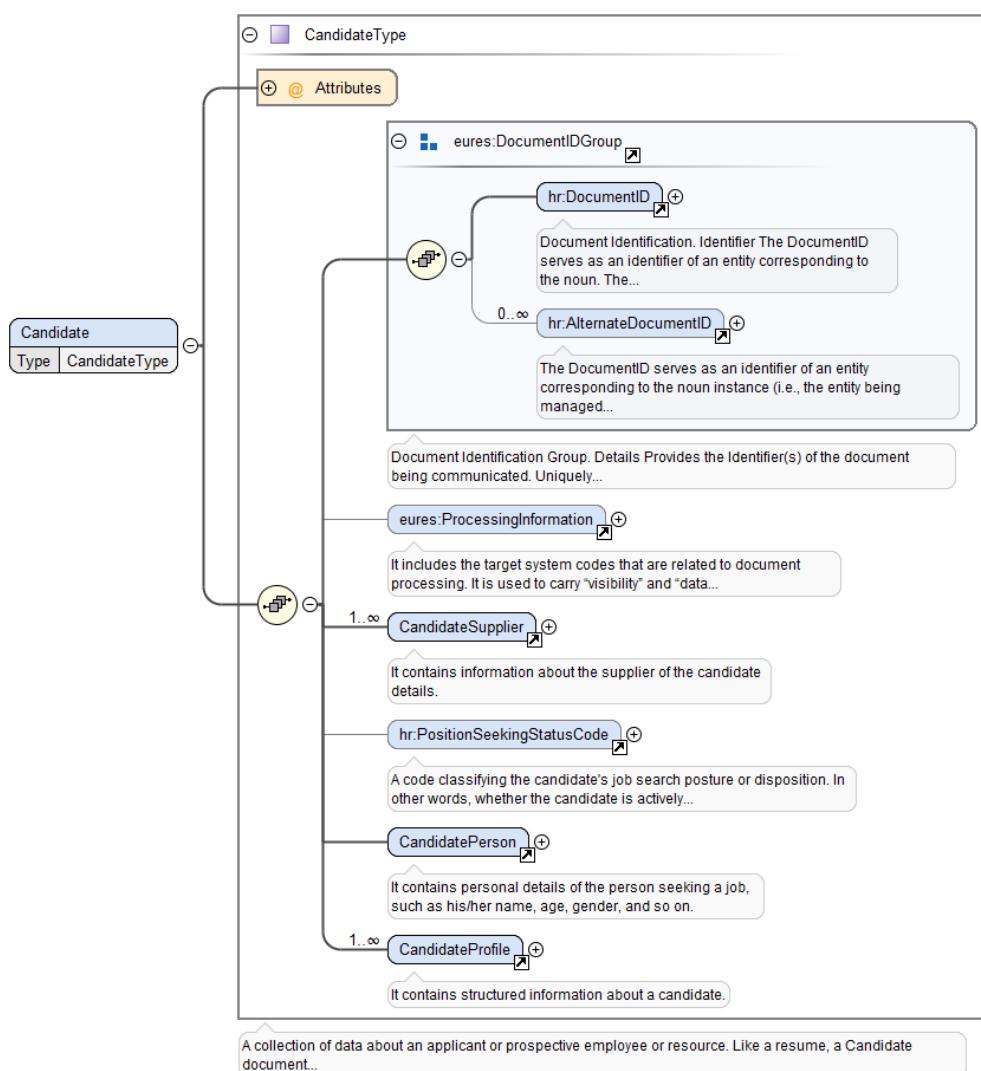
The Europass schema uses the following namespace definitions:

- `xmlns="http://www.europass.eu/1.0"`
- `xmlns:hr=http://www.hr-xml.org/3`
- `xmlns:oa="http://www.openapplications.org/oagis/9"`
- `xmlns:xsi=http://www.w3.org/2001/XMLSchema-instance`
- `xmlns:eures="http://www.europass_eures.eu/1.0"`

#### 3.1 /Candidate (level 0)

Candidate is the root element of Europass2 XML document. This element defines a candidate, i.e. jobseeker or Job changer's CV that is exchanged between an Employment Services (ES) and Interoperability Platform and that is to be matched with open Job Vacancies.

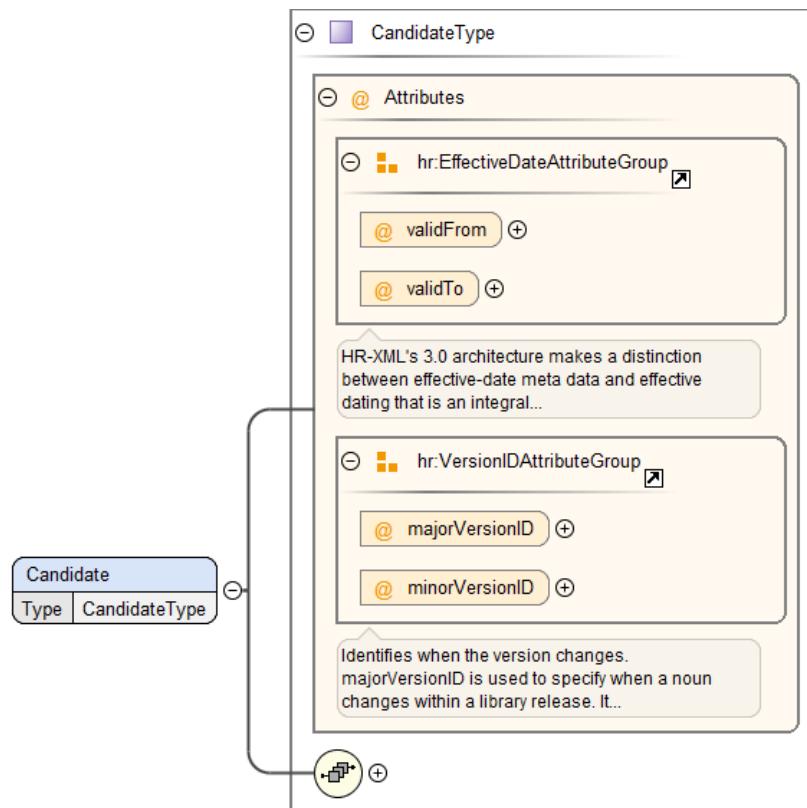
##### 3.1.1 Candidate Element Description



Element	Description	Cardinality	Rule	Examples
<b>Candidate</b>	The root element containing the definition of a candidate, i.e. jobseeker or Job changer's CV that is exchanged between an ES and Interoperability Platform and that is to be matched with open Job Vacancies.  Only one candidate element is allowed.	1	<b>BR-CV-02:</b> Only One Candidate (CV) per XML document instance is allowed.	N/A
<b>Sub-elements</b>				
<b>DocumentID</b>	Original document identifier (id within document supplier system). Provided by first sender of the document! ID issued by first publishing system. (Originator).	1	BR-COM-4: The Document ID identifier must be a UUID and it must be provided by the first sender of the document.  schemeVersionID attribute should use of ECV09-VersionCodes list.	N/A
<b>AlternateDocumentID</b>	Alternate/Additional document identifier (e.g. id within eures information system). (Republishers)  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.	0..n	N/A	N/A
<b>ProcessingInformation</b>	Includes the target system codes that are related to document processing.  In EURES, this element is used to carry "visibility" and "data protection" instructions to the Interoperability Portal.  See the description of this element for more details.	0..1	<b>Information:</b> If the /Candidate /Processing Information element is not present in a Candidate's XML document instance, no visibility restrictions concerning this CV will be applied (i.e., all fields will be visible)	N/A
See section /ProcessingInformation for more information.				

<b>CandidateSupplier</b>	Information about the supplier of the candidate details. This can be the candidate him/herself through the EURES Portal, or a third party (a PES, for instance).	1..n	N/A	N/A
See section /CandidateSupplier for more information.				
<b>PositionSeekingStatus</b>	A code classifying the candidate's job search pattern or disposition. (e.g. "Active", "Passive", "NotConsideringPositions").	0..1	BR-CV-4: The "PositionSeekingCodeContentType" HR-Open Standards Code List must be used to codify the /Candidate /Position Seeking Status.	"Active", "Passive", "NotConsideringPositions"  HR-Open: PositionSeekingStatusEnumType [CL39]
See section /CandidatePerson for more information.				
<b>CandidateProfile</b>	The candidate's structured set of characteristics, such as his/her Qualifications, Work Experience, and so on.  More than one profile is allowed in order to provide the information in different languages. Thus the need for cardinality 1..n.  It is the responsibility of the person who builds up the CV to make sure that a profile is expressed in the same language and those different profile language versions contain exactly the same information.	1..n	<b>BR-COM-01:</b> If not otherwise specified, "English" is used as the default language.  <b>BR-COM-02:</b> Multiple profiles are allowed, but it must be expressed in different languages.	N/A
See section /CandidateProfile for more information.				

### 3.1.2 Candidate Attributes

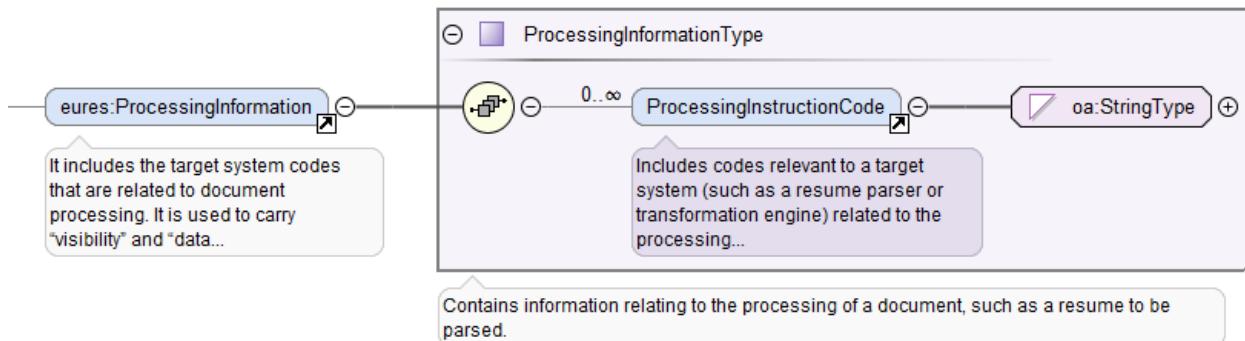


Attributes	Description	Card.	Rules/Comments	Examples
<b>majorVersionID</b>	Identifies the major version of the HR-Open Standards schema.	0..1	<b>BR-COM-56:</b> The attributes “majorVersionID” and “minorVersionID” are mandatory.  <b>BR-COM-57:</b> Compulsory use of the version 3.2 of HR-OS (“majorVersionID” is 3 and “minorVersionID” is 2).	“3”
<b>minorVersionID</b>	Identifies the minor version of the HR-Open Standards schema.	0..1	<b>BR-COM-56:</b> The attributes “majorVersionID” and “minorVersionID” are mandatory.  <b>BR-COM-57:</b> Compulsory use of the version 3.2 of HR-OS (“majorVersionID” is 3 and “minorVersionID” is 2).	“2”
<b>validFrom</b>	Specifies the date of reception of the document in the Interoperability Platform.	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2012-10-10”
<b>validTo</b>	Specifies the last date when the CV will be active.	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2014-08-01”
<b>PositionSeekingStatusCode sub-element</b>				
Attributes	Description	Card.	Rule/Comments	Examples

<b>listName</b>	The code list name	0..1	N/A	N/A
<b>listVersionID</b>	The code list identification	0..1	N/A	N/A
<b>name</b>	The text equivalent of the code content component	0..1	N/A	N/A
<b>listURI</b>	The Uniform Resource Identifier that identifies where the code list is located.	0..1	N/A	N/A
<b>listSchemeURI</b>	The Uniform Resource Identifier that identifies where the code list scheme is located.	0..1	N/A	N/A
<b>DocumentID attributes</b>				
Attributes	Description	Card.	Rule	
Refer to IdentifierType Attributes for additional attributes.				
<b>AlternateDocumentID attributes</b>				
Attributes	Description	Card.	Rule	
It is the same as the "DocumentID" attributes.				

## 3.2 /Processing Information (level 1)

### 3.2.1 Processing Information Element Description

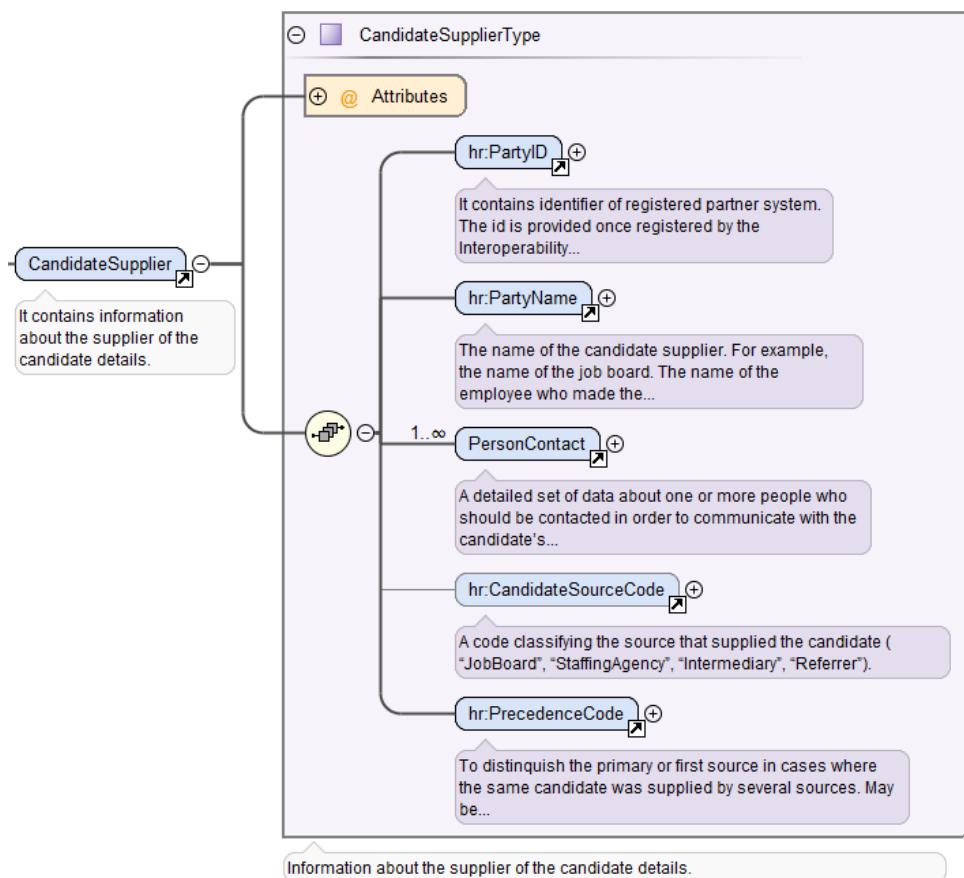


Element	Description	Cardinality	Rule	Examples
<b>Processing Information</b>	Includes codes relevant to a target system related to document processing.  In EURES, this element is used to provide "visibility" and "data"	0..1	If the /Candidate /Processing Information element is not present in a Candidate's XML document instance, no visibility restrictions concerning this CV will be applied (i.e., all fields will be visible)	N/A

	<p>protection” instructions to the Interoperability Portal.</p> <p>See the description of this element for more details.</p>			
<b>Sub-elements</b>				
<b>Processing Instructions</b>	<p>Codes relevant to a target system (such as a resume parser or transformation engine) related to document processing. The Interoperability Portal uses this element to hide certain CV data, such as the Candidate’s name, phone number, etc., and to define which the data protection information is. (e.g. hideCandidateName)</p> <p>A hidden element cannot be searched on the platform.</p>	0..n	<p><b>Information</b></p> <p>If the /Candidate /Processing Information element is not present in a Candidate’s XML document instance, no visibility restrictions concerning this CV will be applied (i.e., all fields will be visible)</p> <p><b>BR-CV-32:</b> The Xpath must be valid</p>	N/A

### 3.3 /CandidateSupplier (level 1)

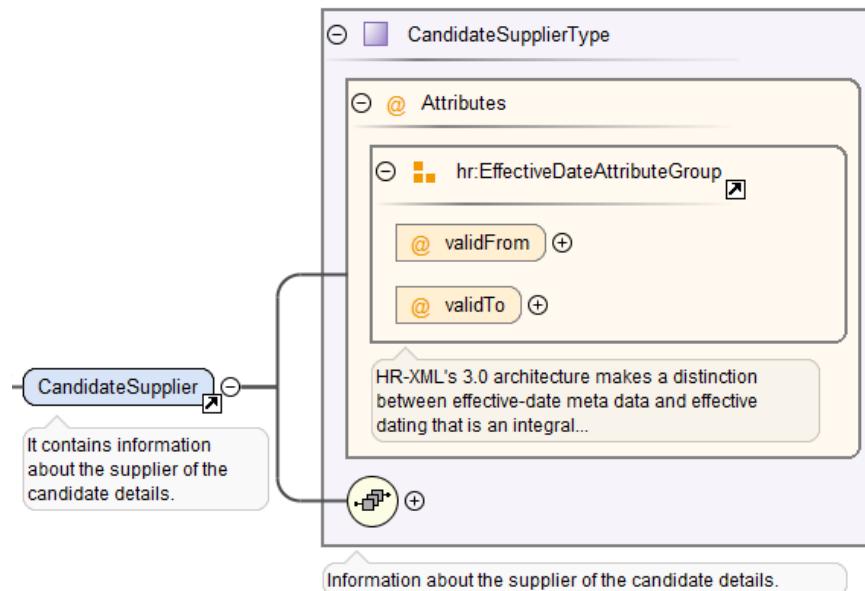
#### 3.3.1 CandidateSupplier Element Description



Element	Description	Cardinality	Rule	Examples
<b>CandidateSupplier</b>	Information about the supplier of the candidate details. This can be the candidate through the EURES Portal, or a third party (a EURES network member, for example).	1..n	N/A	N/A
<b>Sub-elements</b>				
<b>PartyID</b>	Identifier of registered EURES Partner system. The id is provided once registered by the Interoperability platform ("SUP-34833")	1	<b>Information</b>  The /Candidate /SupplierID must be an UUID provided by the sender system	N/A
<b>PartyName</b>	The name of the company supplying the cv.	1	N/A	"Randstad", "Temp Jobs"
<b>PersonContact</b>	A detailed set of data about one or more people who should be contacted in order to communicate with the candidate's supplier.	1..n	N/A	N/A

	See section CadidateSupplier/PersonContact for more information			
<b>CandidateSourceCode</b>	A code classifying the source that supplied the candidate ("JobBoard", "StaffingAgency", "Intermediary", "Referrer")  This is an HR-Open Standards open list.	0..1	<b>BR-CV-07:</b> The HR-Open Standards Code List "CandidateSourceCodeType" must be used to codify the /Candidate /Supplier /Source.	HR-Open/EURES: CandidateSourceCodeType [CL04]
<b>PrecedenceCode</b>	As more than one supplier can be provided, this set of enumerations indicates the identifiers' order of arrival.  This is an HR-Open Standards open list.	1	<b>BR-CV-08:</b> The HR-Open Standards Code List "PrecedenceEnumType" must be used to codify the /Candidate /Supplier /Precedence.	HR-Open/EURES: PrecedenceEnumType [CL41]

### 3.3.2 CandidateSupplier Attributes

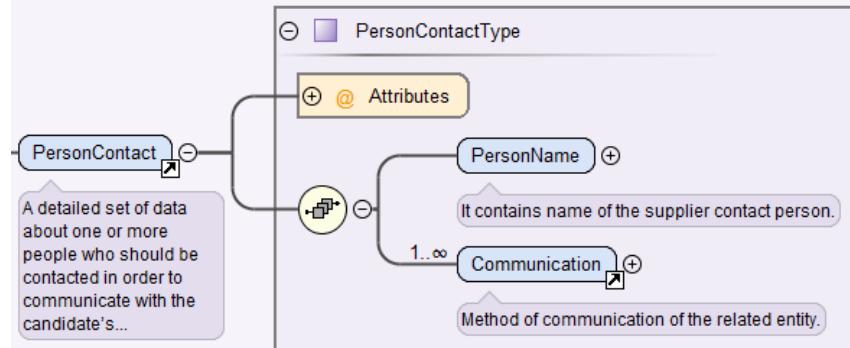


Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this Supplier	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this Supplier	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>PartyID attributes</b>			
Attributes	Description	Card.	Rule
Refer to IdentifierType attributes table for additional attributes.			
<b>PartyName attributes</b>			
Attributes	Description	Card.	Rule
<b>languageID</b>	The language in which the name of the Party is mentioned.	0..1	

PersonContact attributes						
Attributes	Description	Card.	Rule			
See section /CandidateSupplier/PersonContact Attributes for more information						
CandidateSourceCode attributes						
Attributes	Description	Card.	Rule			
Refer to CodeListAttributeGroup attributes.						
PrecedenceCode attributes						
Attributes	Description	Card.	Rule			
PrecedenceCode has no attributes.						

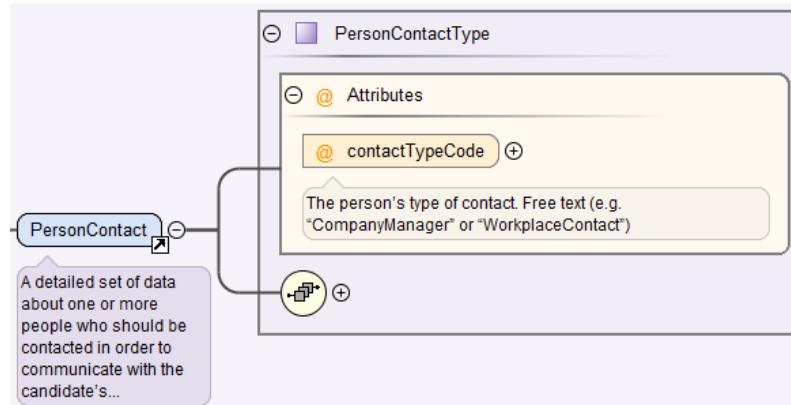
## 3.4 /CandidateSupplier/PersonContact (level 2)

### 3.4.1 PersonContact Element Description



Element	Description	Cardinality	Rule	Examples
PersonContact	A detailed set of data about one or more people who should be contacted in order to communicate with the supplier of the candidate	1..n	N/A	N/A
<b>Sub-elements</b>				
PersonName	Name of the contact of the supplier See section /CandidateSupplier/PersonContact/PersonName for more information	1	N/A	N/A
Communication	A detailed set of data about communication data of the supplier contact person  See section /CandidateSupplier/PersonContact/Communication for more information	1..n	<b>BR-COM-10:</b> If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A

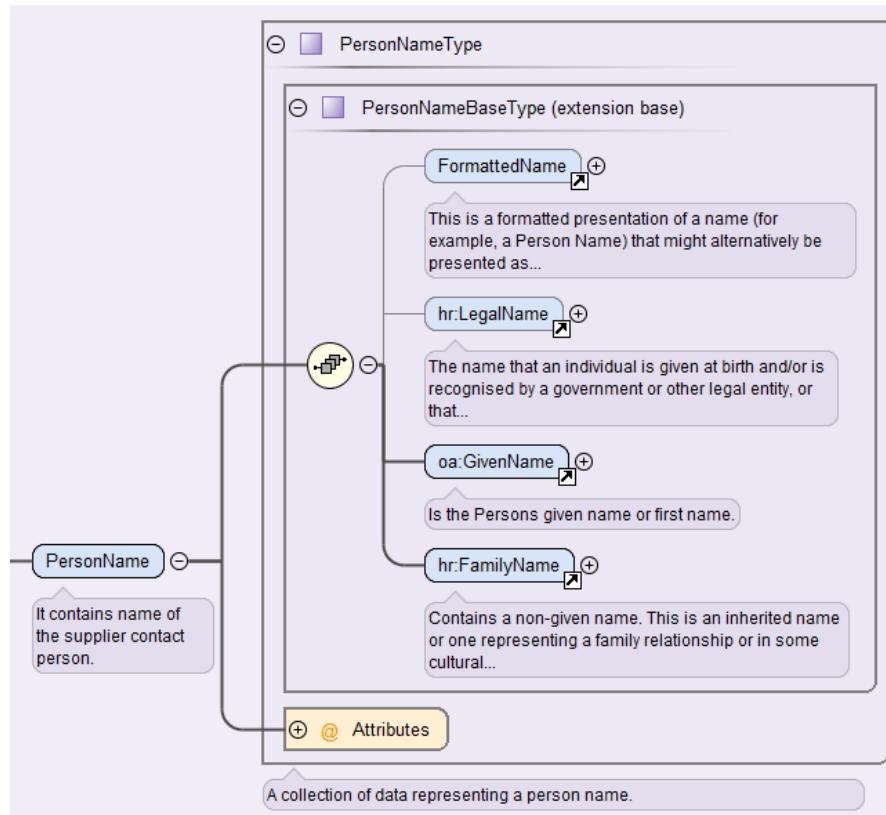
### 3.4.2 PersonContact Attributes



Attributes	Description	Card.	Rule
<b>contactTypeCode</b>	The person's type of contact, such as "CompanyManager" or "WorkplaceContact" This is a free text element.	0..1	N/A
<b>PersonName attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateSupplier/PersonContact/PersonName for more information			
<b>Communication attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateSupplier/PersonContact/Communication for more information			

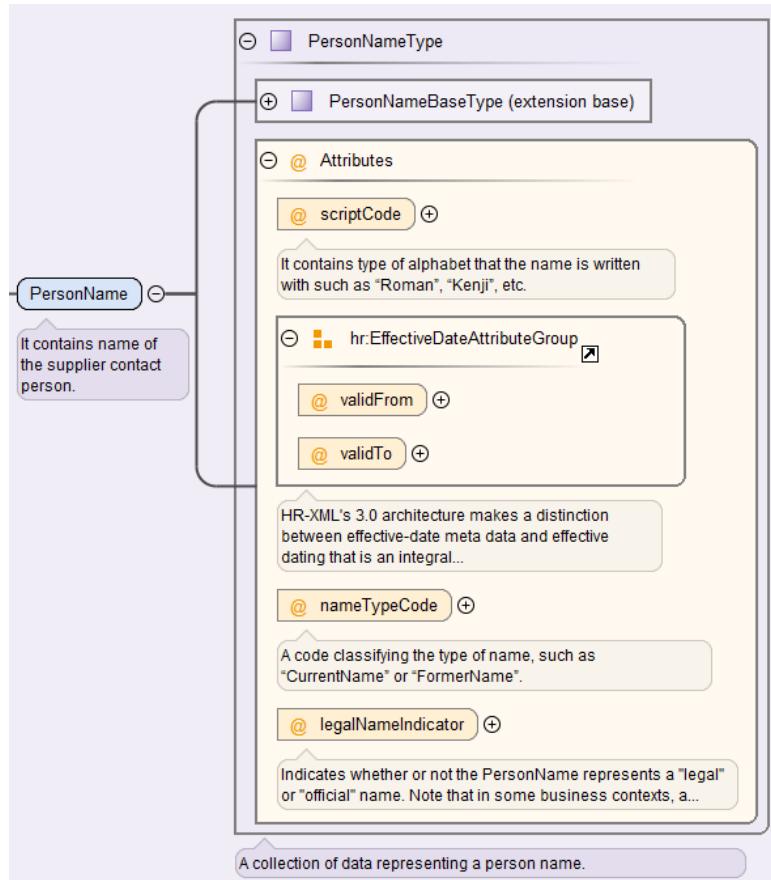
### 3.4.3 Sub-element: /CandidateSupplier/PersonContact/PersonName (level 3)

#### 3.4.3.1 PersonName Element Description



Element	Description	Cardinality	Rule	Example
<b>PersonName</b>	Name of the contact of the supplier	1	N/A	N/A
<b>Sub-elements</b>				
<b>FormattedName</b>	This is a formatted presentation of a name (for example, a Person Name) that might alternatively be presented as discretely fielded components, or it could be a name with alternative formatted representations. The formatCode is an optional available attribute for specifying the applicable "mask" or type of format presentation to which the content conforms.	0..1	N/A	"Paula Cook", "James Black", etc.
<b>LegalName</b>	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	0..1	N/A	"Paula Cook", "James Black", etc.
<b>GivenName</b>	A people given name or first name.	1	N/A	"Mark", "Silvia", etc.

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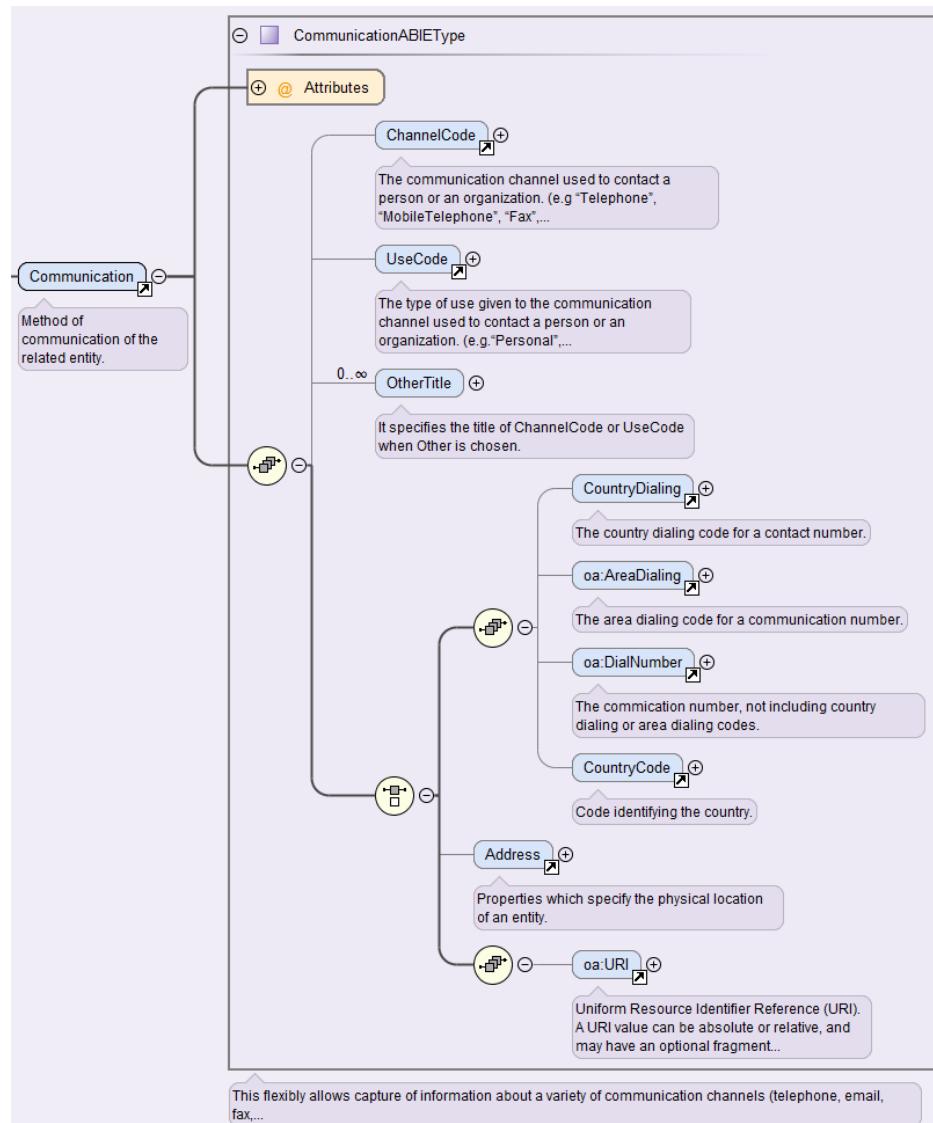
### 3.4.3.2 PersonName Attributes

Attributes	Description	Card.	Rule
<b>scriptCode</b>	Type of alphabet that the name is written with such as "Roman", "Kenji", etc.	0..1	N/A
<b>nameTypeCode</b>	A code classifying the type of name, such as "CurrentName" or "FormerName" (full code list "4.28.21 Name Enum-Type Codes [CL32]" )  This is an HR-Open Standards open list.	0..1	<b>BR-COM-09:</b> Compulsory use of the Name Enum Type Codes [CL32].
<b>legalNameIndicator</b>	Boolean indicating if it is the legal name or not	0..1	N/A

<b>validFrom</b>	Validity start date for this Person Name	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this Person Name	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>LegalName attributes</b>			
Attributes	Description	Card.	Rule
<b>formatCode</b>	Type of format shown	0..1	N/A
<b>languageID</b>	Language in which the LegalName is mentioned	0..1	"en"
<b>FormattedName attributes</b>			
Attributes	Description	Card.	Rule
The same as the " <i>LegalName</i> " attributes			
<b>GivenName attributes</b>			
Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes.			
<b>FamilyName sub-element</b>			
Attributes	Description	Card.	Rule
<b>primaryIndicator</b>	Boolean indicating that it is a single name	0..1	N/A
<b>sequence</b>	Establishes the name order as an integer	0..1	N/A
<b>prefix</b>	A family name's prefix	0..1	N/A
<b>languageID</b>	Language in which the LegalName is mentioned	0..1	"en"

### 3.4.4 Sub-element: /CandidateSupplier/PersonContact/Communication (level 3)

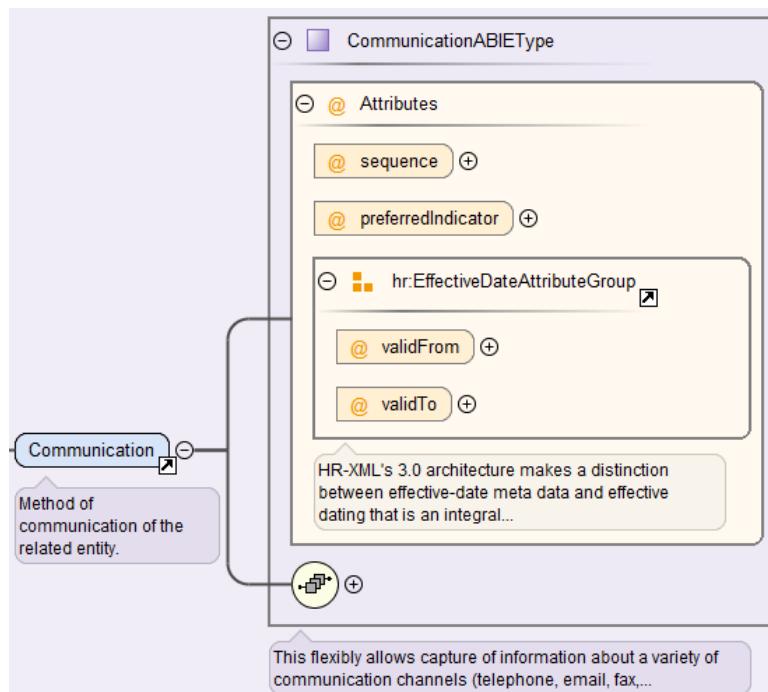
#### 3.4.4.1 Communication Element Description



Element	Description	Cardinality	Rule	Examples
<b>Communication</b>	A person's contact information: ChannelCode, Address, URI –for email, for instance—, etc.	1..n	<b>BR-COM-10:</b> If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A
<b>Sub-elements</b>				
<b>ChannelCode</b>	The communication channel used to contact a person or an organization. (e., “MobileTelephone”, “Fax”, “Email”, “InstantMessage”, “Web”)	0..1	<p><b>ECV05:</b> ChannelCodeContentType must be used to codify the /ChannelCode element.</p> <p><b>BR-CV-31:</b> If URI element is provided, ChannelCode element must contain either “Email” or “Web”.</p> <p>For Email: Maximum number of 99 characters, allow adding more than one email address [1-n].</p>	Europass2: ChannelCodeContentType [ECV04]

<b>UseCode</b>	The type of use given to the communication channel used to contact a person or an organization. (e.g. "Personal", "Business").	0..1	<b>ECV04:</b> ContactUseCodeContentTypemust be used to codify the /UseCode element.	Europass2: ContactUseCodeContentType [ECV03]
<b>OtherTitle</b>	It specifies the tile of ChannelCode or UseCode when Other is chosen.	0..n	N/A	N/A
<b>CommunicationChoice</b>	<b>Selection between the types of communication channels.</b>  See section /CandidateSupplier/PersonContact/Communication/CommunicationChoice for more information	N/A	<b>BR-CV-30:</b> At least one of the following sub-elements (either Address or URI or DialNumber) must be provided.	N/A

### 3.4.4.2 Communication Attributes



Attributes	Description	Card.	Rule
<b>sequence</b>	Establishes the order of the contact data	0..1	N/A
<b>preferredIndicator</b>	Boolean indicating if the current contact data is the preferred one	0..1	N/A
<b>validFrom</b>	Validity start date for this Communication	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Date up to when the communication channel is available	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>ChannelCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes for additional attributes.			
<b>UseCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes for additional attributes.			
<b>CommunicationChoice attributes</b>			
Attributes	Description	Card.	Rule
See section CommunicationChoice Attributes for more information			

3.4.5 Sub-element: /CandidateSupplier/PersonContact/Communication/CommunicationChoice (level 4)

3.4.5.1 *CommunicationChoice Element Description*

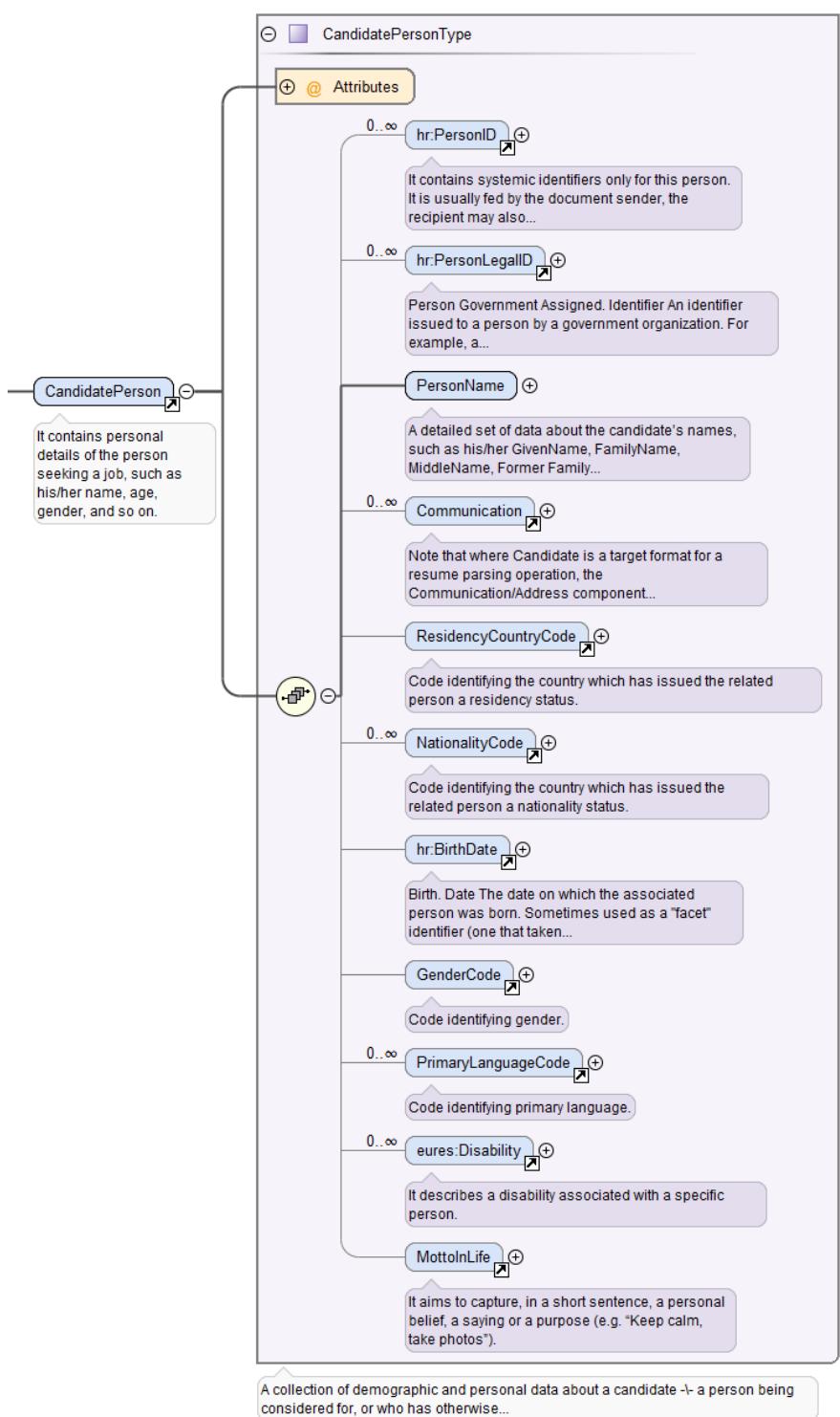
Element	Description	Cardinality	Rule	Examples
<b>CommunicationChoice</b>	Selection between the types of channels 1-Address 2-Telephone 3-URL 4-Text		N/A	N/A
<b>Choice 1 Elements</b>				
<b>CountryDialling</b>	The country dialling code for a contact number	0..1	PhonePrefix [ECV07] code list must be used.	Europass2: PhonePrefix [ECV07]
<b>AreaDialling</b>	The area dialling code for a contact number	0..1	N/A	N/A
<b>DialNumber</b>	The contact number, not including country dialling or area dialling codes	0..1	N/A	N/A
<b>CountryCode</b>	It specifies code identifying the country.	0..1	CountriesAndNationalities [ECV02], AuxCountriesAndNationalities [ECV10] code list must be used.	Europass2: CountriesAndNationalities [ECV02], Europass2: AuxCountriesAndNationalities [ECV10]
<b>Choice 2 Elements</b>				
<b>Address</b>	Properties specifying an entity's physical location	0..1	N/A	N/A
See section /CandidatePerson/Communication/CommunicationChoice/Address for more information				
<b>Choice 3 Elements</b>				
<b>URI</b>	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].	0..1	N/A	“mymail@test.org”, “mymail@noreply.com”, etc.

### 3.4.5.2 CommunicationChoice Attributes

Attributes	Description	Card.	Rule
It has no attributes.			
<b>CountryDialling attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup for additional attributes.			
<b>AreaDialling attributes</b>			
Attributes	Description	Card.	Rule
languageID	Language in which the AreaDialling is mentioned	0..1	"en"
<b>DialNumber attributes</b>			
Attributes	Description	Card.	Rule
languageID	Language in which the DialNumber is mentioned	0..1	"en"
<b>CountryCode attributes</b>			
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.
Refer to CodeListAttributeGroup Attributes section for additional attributes			
<b>Address attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidatePerson/Communication/CommunicationChoice/Address for more information			
<b>URIs attributes</b>			
Attributes	Description	Card.	Rule
It has no attributes.			

## 3.5 /CandidatePerson (level 1)

### 3.5.1 CandidatePerson Element Description

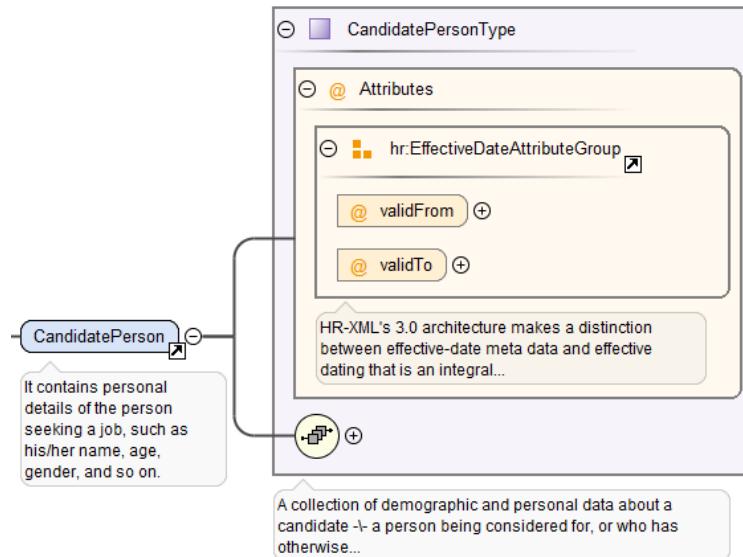


Element	Description	Cardinality	Rule	Examples
<b>CandidatePerson</b>	Personal details of the person seeking a job, such as the name,	1	N/A	N/A

	age, gender, and so on.			
<b>Sub-elements</b>				
<b>PersonID</b>	Systemic identifiers only for this person “Usually fed by the document sender, the recipient also may (and usually does) add his/her own ID, in order to build complex transaction paths”.	0..n	N/A	N/A
<b>PersonLegalID</b>	An identifier issued to a person by a governmental organisation, like a social security or driver’s license number.	0..n	N/A	N/A
<b>PersonName</b>	A detailed set of data about the candidate’s names, such as his/her GivenName, FamilyName, MiddleName, Former Family Name, etc.	1	N/A	N/A
See section /CandidatePerson/PersonName for more information				
<b>Communication</b>	The candidate’s contact information. ChannelCode, Address, URI –for email, for instance—, etc.	0..n	<b>BR-COM-10:</b> If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A
See section /CandidatePerson/Communication for more information				
<b>ResidencyCountryCode</b>	Code specifying the country where the Candidate usually lives	0..1	CountriesAndNationalities [ECV02], AuxCountriesAndNationalities [ECV10] code list must be used.	Europass2: CountriesAndNationalities [ECV02], Europass2: AuxCountriesAndNationalities [ECV10]
<b>NationalityCode</b>	Code specifying the candidate’s nationality	0..n	CountriesAndNationalities [ECV02], AuxCountriesAndNationalities [ECV10] code list must be used.  <b>BR-COM-43:</b> Multiple entries of this code list are allowed.	Europass2: CountriesAndNationalities [ECV02], Europass2: AuxCountriesAndNationalities [ECV10]
<b>BirthDate</b>	The person’s date of birth	0..1	<b>BR-COM-06:</b> Compulsory Date Format: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	1987-08-05
<b>GenderCode</b>	Code indicating the candidate’s gender (“NotKnown”,	0..1	Compulsory use of ECV01-GenderType lists.	Europass2: GenderType [ECV01]

	“Male”, “Female”, “NotSpecified”)			
<b>PrimaryLanguageCode</b>	The candidate's primary or preferred language or languages	0..n	<b>ECV08: Languages</b> <b>BR-COM-43:</b> Multiple entries of this code list are allowed.	Europass2: Languages [ECV06]
<b>Disability</b>	Describes a disability associated with a specific person.	0..n	The absence of a Disability element for a candidate will mean “No disabilities”.	N/A
			See section /CandidatePerson/Disability for more information	

### 3.5.2 CandidatePerson Attributes

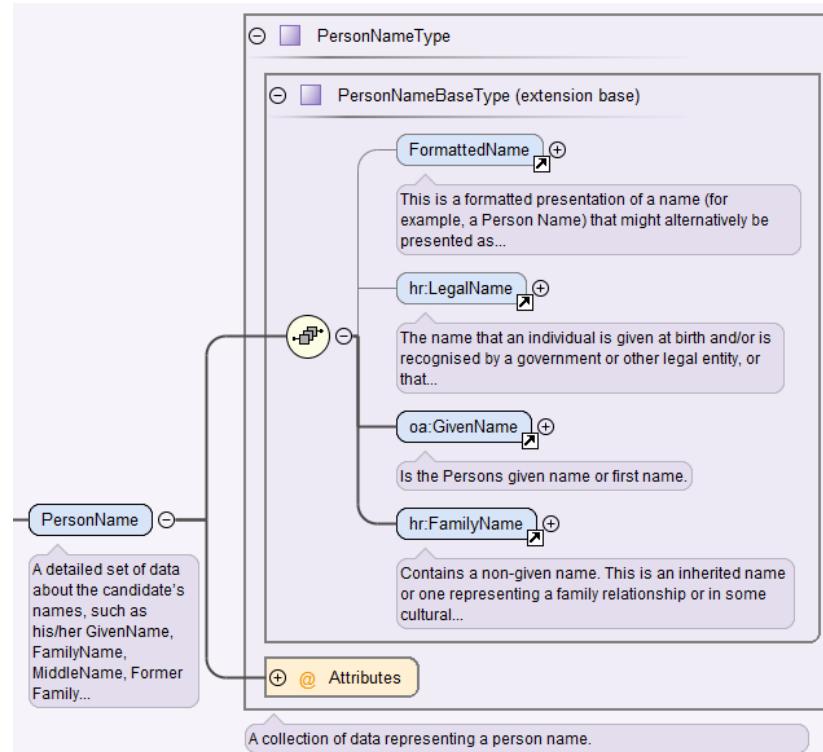


Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-05:</b> If not specified, the “validFrom” date will default to “assigned by EURES on reception”. <b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>PersonID attributes</b>			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes for additional attributes.			
<b>PersonLegalID attributes</b>			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes for additional attributes.			
<b>PersonName attributes</b>			
Attributes	Description	Card.	Rule

See section /CandidatePerson/PersonName for more information			
<b>Communication attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidatePerson/Communication for more information			
<b>ResidencyCountryCode attributes</b>			
Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date as a resident of the country	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date as a resident of the country	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Refer to CodeListAttributeGroup Attributes for additional attributes.			
<b>NationalityCode attributes</b>			
Attributes	Description	Card.	Rule
The same as ResidencyCountryCode attributes			
<b>BirthDate attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>GenderCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup attributes for additional attributes.			
<b>PrimaryLanguageCode attributes</b>			
Attributes	Description	Card.	Rule
<b>typeCode</b>	It specifies type of the selected language: NORMAL, SIGN, CLASSIC or FREETEXT.	0..1	The values must be: NORMAL, SIGN, CLASSIC or FREETEXT.
Refer to CodeListAttributeGroup attributes for additional attributes.			
<b>Disability attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidatePerson/Disability for more information			
<b>MottoInLife attributes</b>			
Attributes	Description	Card.	Rule
<b>languageID</b>	The language in which the name of the Party is mentioned.	0..1	

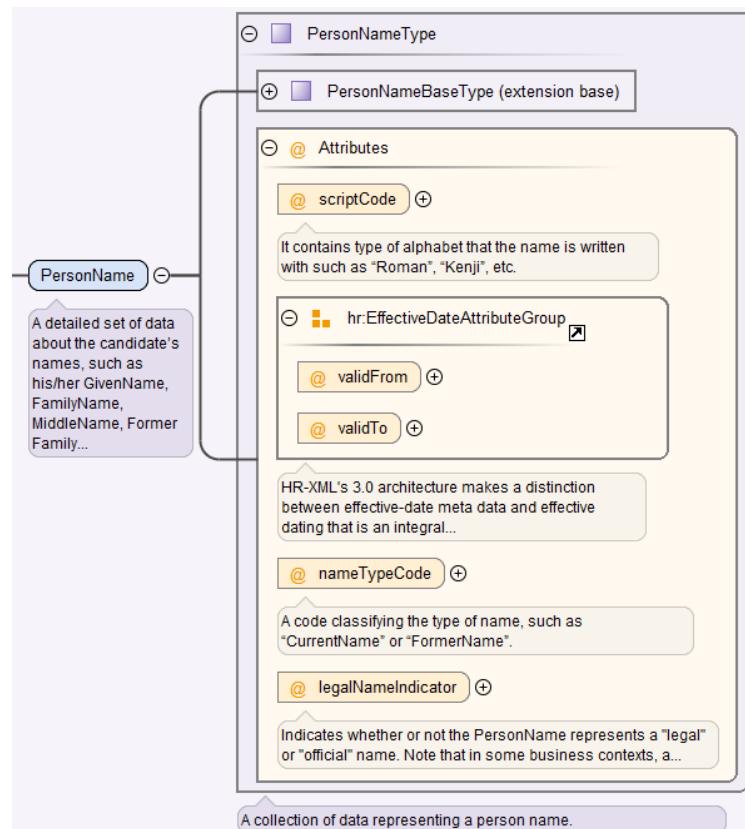
## 3.6 /CandidatePerson/PersonName (level 2)

### 3.6.1 PersonName Element Description



Element	Description	Cardinality	Rule	Example
<b>PersonName</b>	A detailed set of data about the names of the person's names, such as his/her GivenName, FamilyName, MiddleName, FormerFamilyName, etc.	1	N/A	N/A
<b>Sub-elements</b>				
The same as /CandidateSupplier/PersonContact/PersonName				

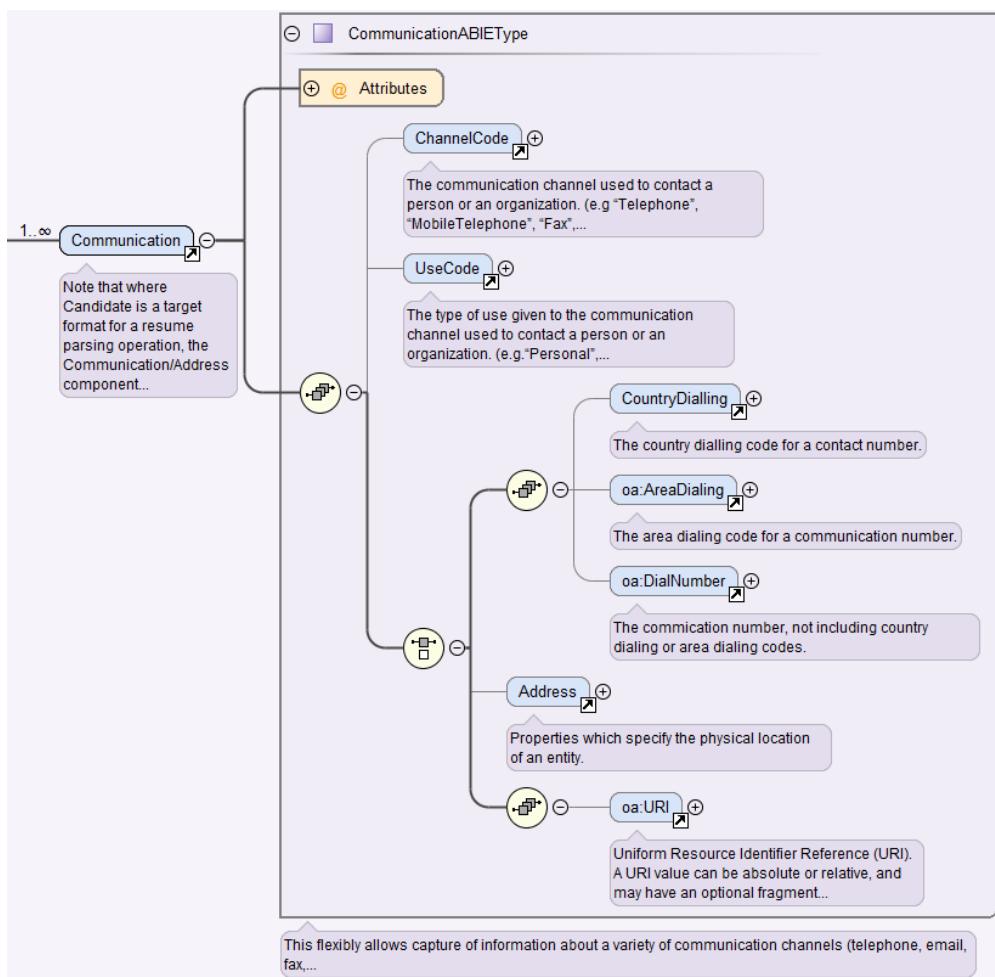
### 3.6.2 PersonName Attributes



Attributes	Description	Card.	Rule
The same as /CandidateSupplier/PersonContact/PersonName			

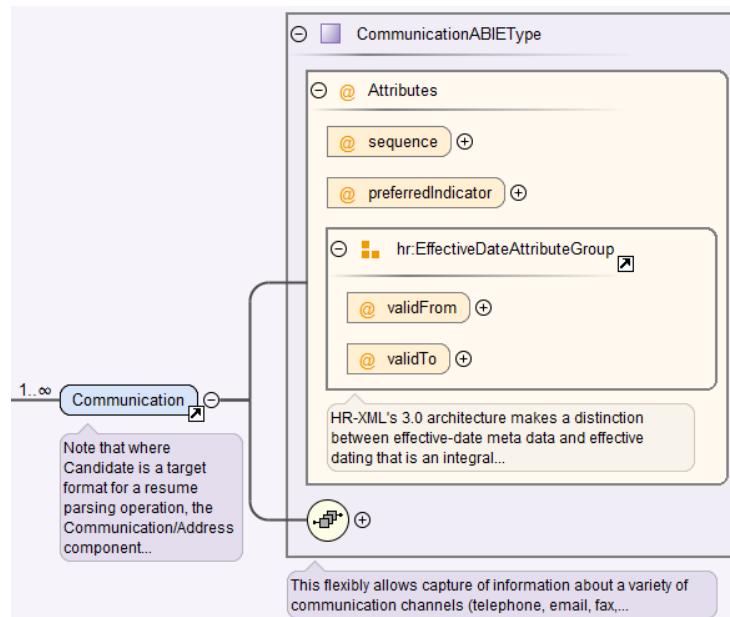
## 3.7 /CandidatePerson/Communication (level 2)

### 3.7.1 Communication Element Description



Element	Description	Cardinality	Rule	Examples
<b>Communication</b>	A person's contact information: ChannelCode, Address, URI –for email, for instance—, etc.	1..n	<b>BR-COM-10:</b> If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A
<b>Sub-elements</b>				
The same as /CandidateSupplier/PersonContact/Communication				

### 3.7.2 Communication Attributes



Attributes	Description	Card.	Rule
The same as /CandidateSupplier/PersonContact/Communication			

### 3.7.3 Sub-element: /CandidatePerson/Communication/CommunicationChoice (level 3)

#### 3.7.3.1 CommunicationChoice Element Description

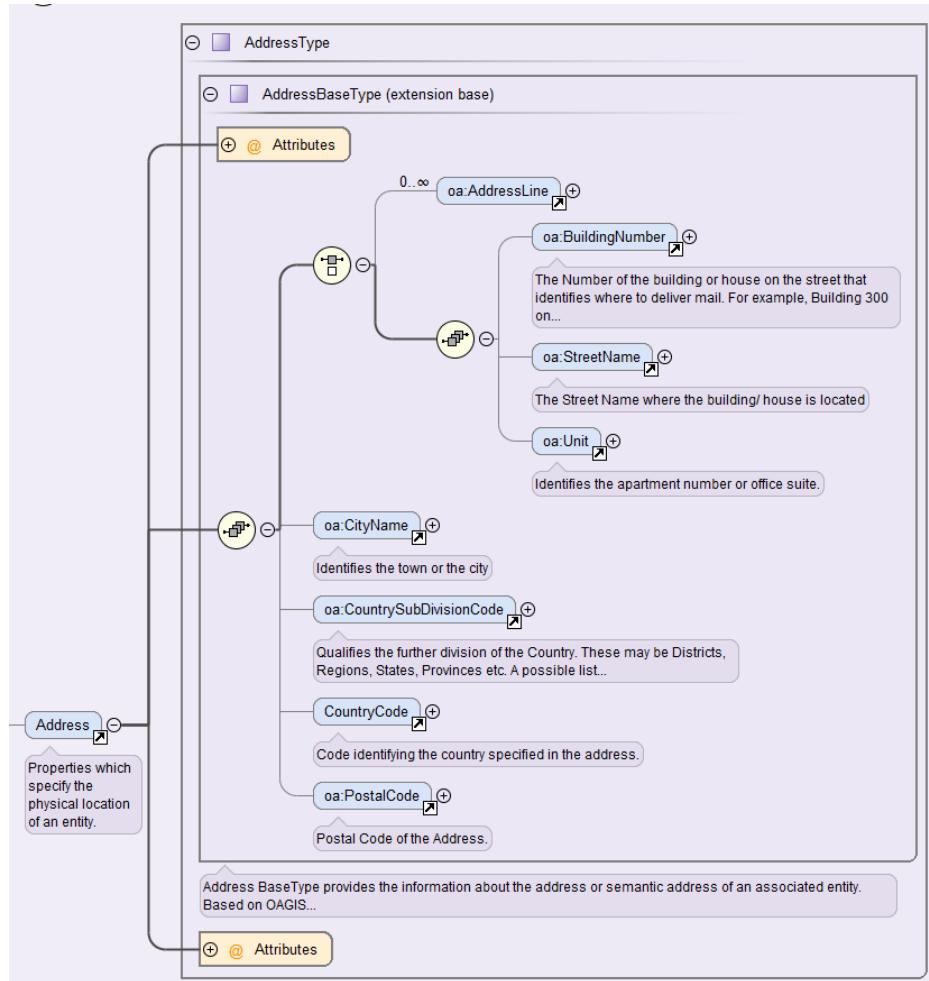
Element	Description	Layer / Cardinality	Rule	Examples
<b>Choice</b>	Selection between the types of channels 1-Address 2-Telephone 3-URL 4-Text	N/A	N/A	N/A
<b>Choice Elements</b>				
The same as /CandidateSupplier/PersonContact/Communication				

#### 3.7.3.2 CommunicationChoice Attributes

Attributes	Description	Card.	Rule
The same as /CandidateSupplier/PersonContact/Communication			

### 3.7.4 Sub-element: /CandidatePerson/Communication/CommunicationChoice/Address (level 4)

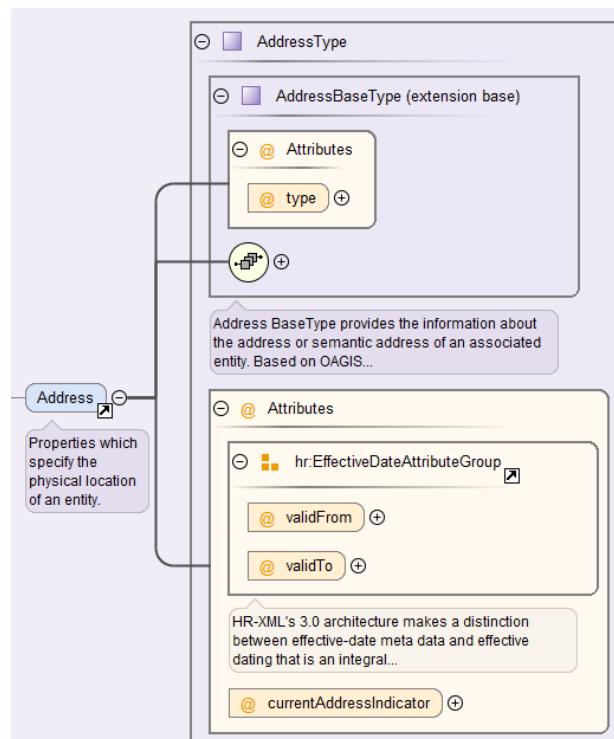
#### 3.7.4.1 Address Element Description



Element	Description	Layer / Cardinality	Rule	Examples
<b>Address</b>	Properties specifying an entity's physical location	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>AddressChoice</b>	Selection between the types of addresses: 1-Address Line 2-Building Number 3-Street Name 4-Unit	N/A	N/A	N/A
	See section /CandidatePerson/Communication/CommunicationChoice/Address/AddressChoice for more information			
<b>CityName</b>	Identifies the town or city	0..1	N/A	"Bruxelles", "Roma", etc.

<b>CountrySubdivisionCode</b>	Qualifies further division of the Member States of Europe, possibly into Districts, Regions, States, Provinces, etc.	0..1	<b>BR-COM-21:</b> Compulsory use of the “EURES_CountrySubdivisionCodes-CodeList.gc” list defined by EURES. This is based on NUTS 2013 – Level 3.  <b>BR-COM-53:</b> If CountryCode is specified, CountrySubDivisionCode value must correspond to CountryCode value.	HR-Open/EURES: CountrySubdivisionCodes [CL08]
<b>CountryCode</b>	Code of the country	1	CountriesAndNationalities [ECV02], AuxCountriesAndNationalities [ECV10] code list must be used.	Europass2: CountriesAndNationalities [ECV02], Europass2: AuxCountriesAndNationalities [ECV10]
<b>Postal Code</b>	the Address' Postal Code	0..1	N/A	N/A

### 3.7.4.2 Address Attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>currentAddressIndicator</b>	Current address of the information	0..1	N/A
<b>type</b>	The address type	0..1	N/A
<b>CityName attributes</b>			

Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes			
<b>CountryCode attributes</b>			
Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Refer to CodeListAttributeGroup Attributes section for additional attributes			
<b>CountrySubdivisionCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes			
<b>PostalCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes			

### 3.7.5 Sub-element:

/CandidatePerson/Communication/CommunicationChoice/Address/AddressChoice (level 5)

#### 3.7.5.1 AddressChoice Element Description

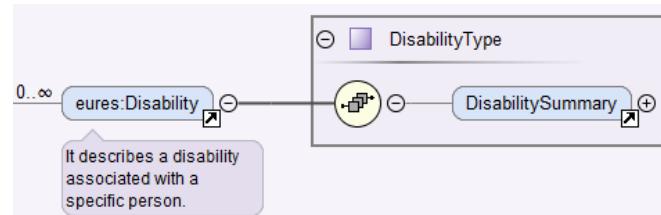
Element	Description	Cardinality	Rule	Examples
<b>Choice</b>	Selection between the types of addresses: 1-Address Line 2-Building Number 3-Street Name 4-Unit	N/A	N/A	N/A
<b>Choice Elements</b>				
<b>Choice 1</b>				
<b>AddressLine</b>	Full address text in a text field	0..n	N/A	“Apartment 10, Derp House,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

#### 3.7.5.2 AddressChoice Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>BuildingNumber, Unit, StreetName attributes</b>			
Attributes	Description	Card.	Rule
<b>languageID</b>	Language in which the GivenName is mentioned	0..1	“en”
<b>AddressLine attributes</b>			
Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes.			

## 3.8 /CandidatePerson/Disability (level 2)

### 3.8.1 Disability Element Description



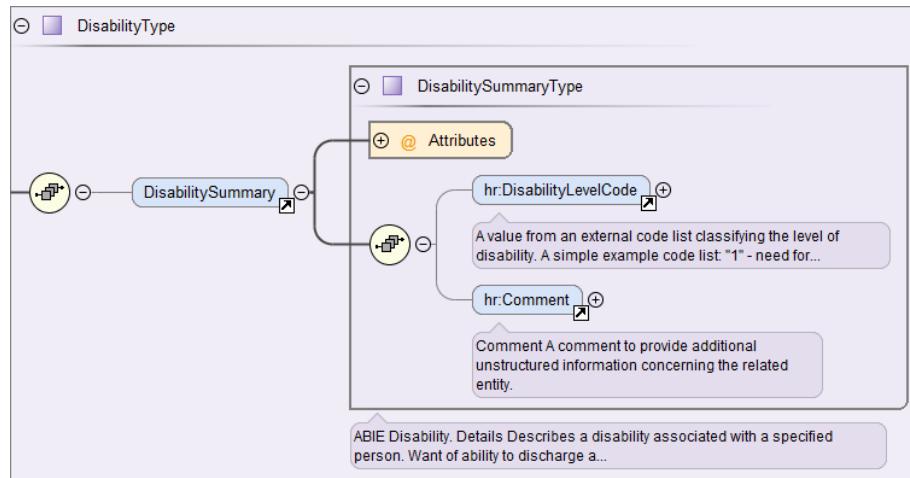
Element	Description	Cardinality	Rule	Examples
<b>Disability</b>	Describes a disability associated with a specified person, lack of ability to discharge a function and incapacity in the eyes of the law. The absence of the Disability element will mean "No disabilities".	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>DisabilitySummary</b>	Describes a disability associated with a specified person, lack of ability to discharge a function and incapacity in the eyes of the law  See section /CandidatePerson/Disability/DisabilitySummary for more information	0..1	N/A	N/A

### 3.8.2 Disability Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>DisabilitySummary attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidatePerson/Disability/DisabilitySummary for more information			

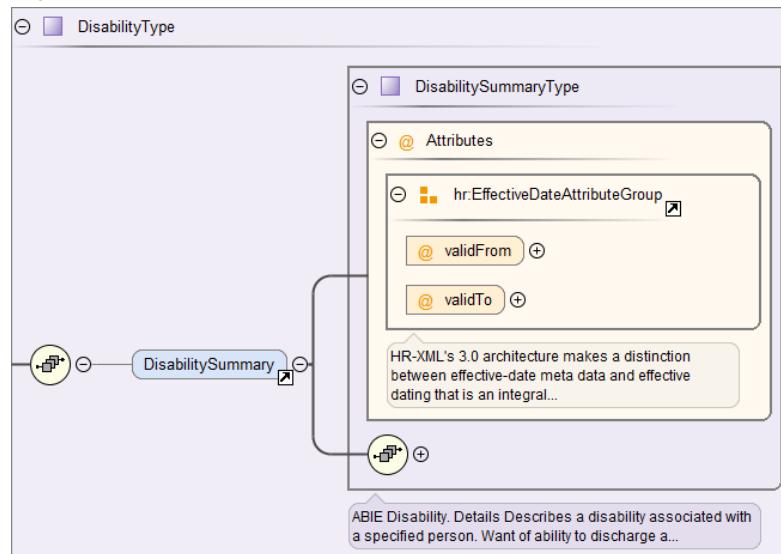
### 3.8.3 Sub-element: /CandidatePerson/Disability/DisabilitySummary (level 3)

#### 3.8.3.1 DisabilitySummary Element Description



Element	Description	Cardinality	Rule	Example
<b>DisabilitySummary</b>	Describes a disability associated with a specified person, lack of ability to discharge a function and incapacity in the eyes of the law	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>DisabilityLevelCode</b>	A value from an external code list classifying the level of disability	0..1	<b>BR-CV-17:</b> Compulsory use of the "EURES_DisabilityLevelCode-CodeList.gc" list defined by EURES.  Full code list: "4.28.10 Disability Level Code [CL12]"	"1" – need for another person's assistance with daily life tasks "2" – inability to perform one or more sensory or physical functions, etc.
<b>Comment</b>	A free form for comments	0..1	N/A	"Comment about the free form"

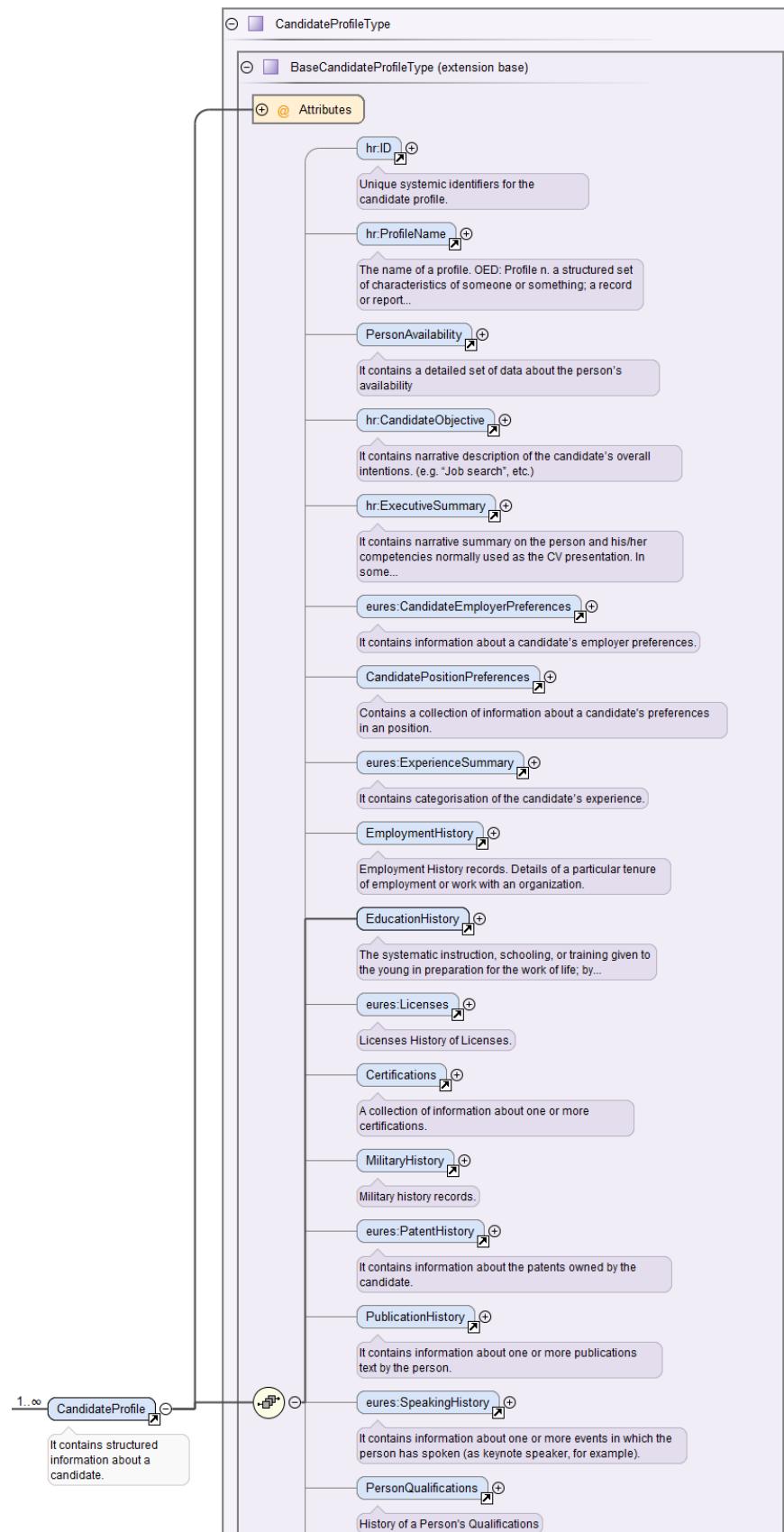
### 3.8.3.2 DisabilitySummary Attributes

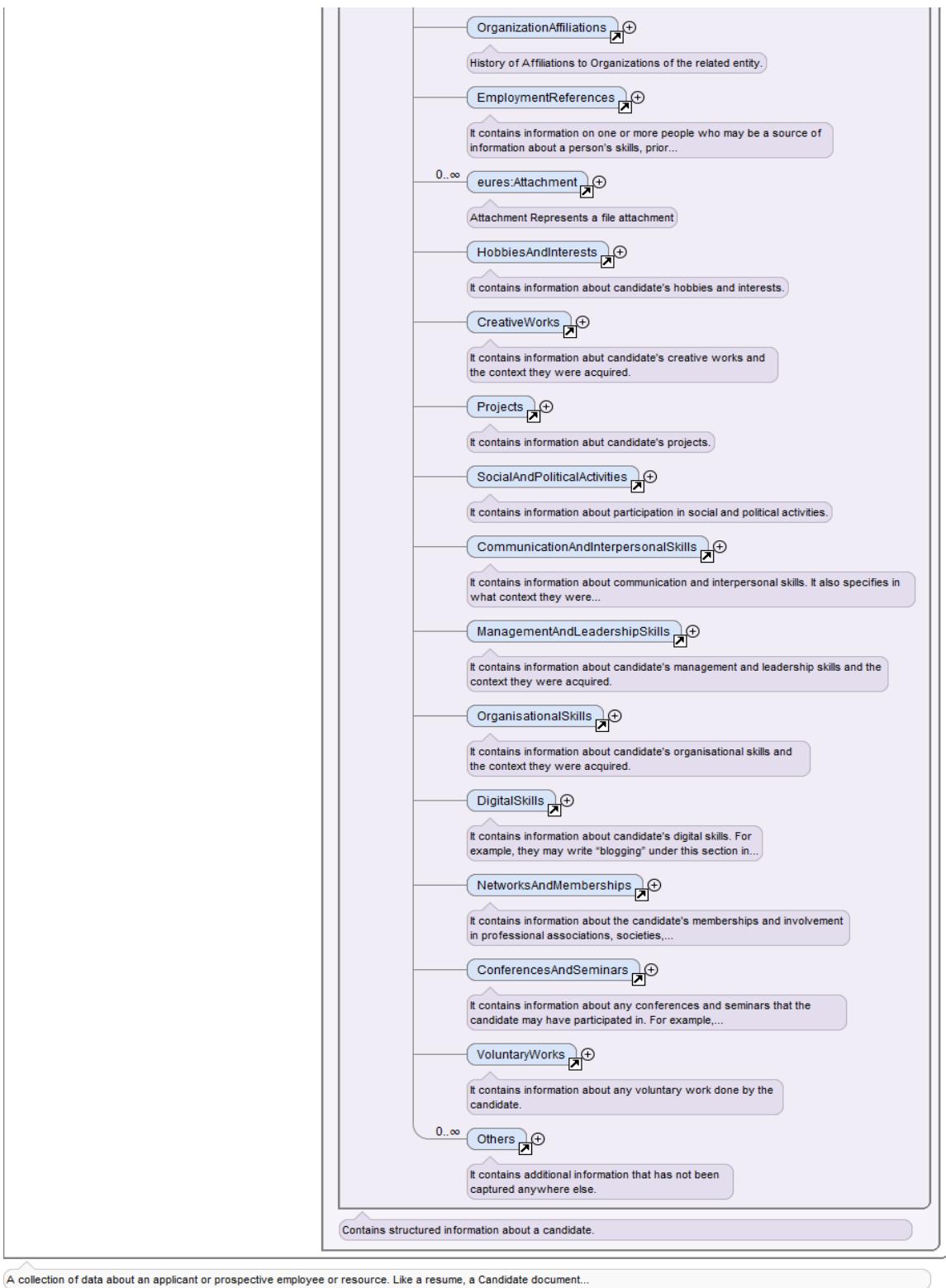


Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>DisabilityLevelCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>Comment attribute</b>			
Attributes	Description	Card.	Rule
Refer to NoteType Attributes section for additional attributes.			

## 3.9 /CandidateProfile (level 1)

### 3.9.1 CandidateProfile Element Description





Element	Description	Cardinality	Rule	Example
<b>CandidateProfile</b>	The candidate's structured set of characteristics, such as his/her Qualifications, Work Experience, and so on.	1..n	<b>BR-COM-01:</b> If not otherwise specified, "EN" (English) is used as the default language.	N/A

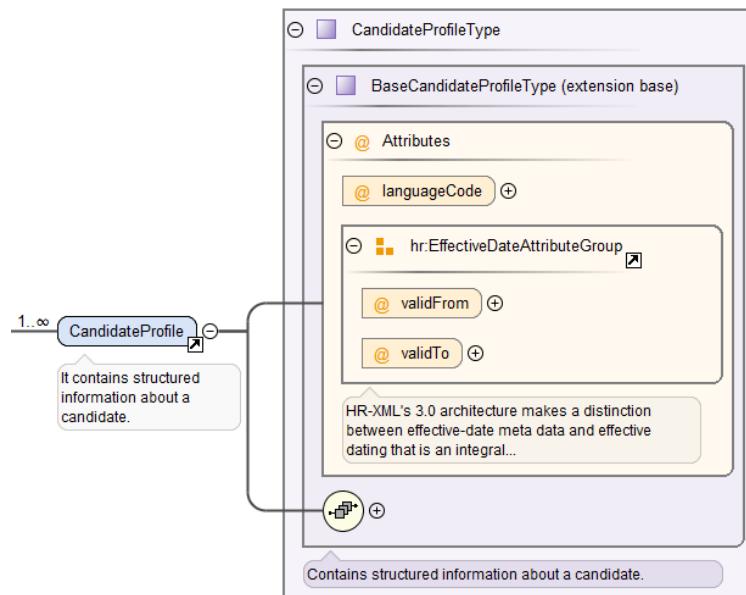
	<p>More than one profile is allowed in order to provide the information in different languages. Thus the need for cardinality 1..n.</p> <p>It is the responsibility of the person who builds up the CV to make sure that a profile is expressed in the same language and those different profile language versions contain exactly the same information.</p>		<b>BR-COM-02:</b> Multiple profiles are allowed, but it must be expressed in different languages.	
<b>Sub-elements</b>				
<b>ID</b>	Unique systemic identifiers for this Profile	0..1	<b>BR-CV-09:</b> If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	"PR-009", "ID-111", etc.
<b>ProfileName</b>	A descriptive name for this Profile	0..1	N/A	"Profile 1. English", etc.
<b>PersonAvailability</b>	A detailed set of data about the person's availability See section /CandidateProfile/PersonAvailability for more information	0..1	N/A	N/A
<b>CandidateObjective</b>	Narrative description of the candidate's overall intentions	0..1	N/A	"Job search", etc.
<b>ExecutiveSummary</b>	Narrative summary on the person and his/her competencies normally used as the CV presentation. 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.	0..1	N/A	"Presentation example", etc.
<b>CandidateEmployerPreferences</b>	Information about a candidate's employer preferences See section /CandidateProfile/CandidateEmployerPreferences for more information	0..1	N/A	N/A
<b>CandidatePositionPreferences</b>	Information about a candidate's preferences in a position See section /CandidateProfile/CandidatePositionPreferences for more information	0..1	N/A	N/A
<b>ExperienceSummary</b>	Categorisation of the candidate's Experience See section /CandidateProfile/CandidateExperienceSummary for more information	0..1	N/A	N/A
<b>EmploymentHistory</b>	Prior and current details of a person's employment, work, or relevant experience that can be reported on a professional profile, CV, resume, employment application, or similar document See section /CandidateProfile/EmploymentHistory for more information	0..1	N/A	N/A
<b>EducationHistory</b>	Information documenting a person's education, including data relevant to verifying such education, continuous education, schooling or training in preparation for work life; by extension or training obtained as an adult. See section /CandidateProfile/EducationHistory for more information	1	N/A	N/A
<b>Licenses</b>	Contains details regarding one or more licenses (such as a driver's licence)	0..1	N/A	N/A

	See section /CandidateProfile/Licenses for more information			
<b>Certifications</b>	Information about one or more certifications. Certifications are formal statements by an issuing authority that the certification holder has met educational or testing requirements associated with it.	0..1	N/A	N/A
See section /CandidateProfile/Certifications for more information				
<b>MilitaryHistory</b>	Information about the person's military status	0..1	N/A	N/A
See section /CandidateProfile/MilitaryHistory for more information				
<b>PatentHistory</b>	Information about the Patents owned by the person	0..1	N/A	N/A
See section /CandidateProfile/PatentHistory for more information				
<b>PublicationHistory</b>	Information about one or more publications text by the person	0..1	N/A	N/A
See section /CandidateProfile/PublicationHistory for more information				
<b>SpeakingHistory</b>	Information about one or more events in which the person has spoken (as keynote speaker, for example)	0..1	N/A	N/A
See section /CandidateProfile/SpeakingHistory for more information				
<b>PersonQualifications</b>	Information related to matching capacities, knowledge, skills, abilities, awards and other resource deployment-related characteristics (including "competencies") offered by a candidate	0..1	N/A	N/A
See section /CandidateProfile/PersonQualifications for more information				
<b>OrganizationAffiliations</b>	Details on one or more organisational affiliations, for example, membership in a trade or civic organisation, seat on a board of directors, membership in a union, etc.	0..1	N/A	N/A
See section /CandidateProfile/OrganizationAffiliations for more information				
<b>EmploymentReferences</b>	Contains information on one or more people who may be a source of information about a person's skills, prior employment, character, or suitability for employment	0..1	N/A	N/A
See section /CandidateProfile/EmploymentReferences for more information				
<b>Attachment</b>	Allows for embedding or referencing external documents or digital objects	0..n	N/A	N/A
See section /CandidateProfile/Attachment for more information				
<b>HobbiesAndInterests</b>	Information about candidate's hobbies & interests.	0..1	N/A	N/A
See section /CandidateProfile/HobbiesAndInterests for more information				
<b>CreativeWorks</b>	Information about candidate's creative works and the context they were acquired	0..1	N/A	N/A
See section /CandidateProfile/CreativeWorks for more information				
<b>Projects</b>	Information about candidate's projects.	0..1	N/A	N/A

	See section /CandidateProfile/Projects for more information			
<b>SocialAndPoliticalActivities</b>	Information about participation in social and political activities	0..1	N/A	N/A
	See section /CandidateProfile/SocialAndPoliticalActivities for more information			
<b>CommunicationAndInterpersonalSkills</b>	Information about communication and Interpersonal skills. Specify in what context they were acquired.	0..1	N/A	Good communication skills gained through my experience as a sales manager
	See section /CandidateProfile/CommunicationAndInterpersonalSkills for more information			
<b>ManagementAndLeadershipSkills</b>	Information about candidate's management/leadership skills and the context they were acquired	0..1	N/A	N/A
	See section /CandidateProfile/ManagementAndLeadershipSkills for more information			
<b>OrganisationalSkills</b>	Information about candidate's organisational skills and the context they were acquired	0..1	N/A	N/A
	See section /CandidateProfile/OrganisationalSkills for more information			
<b>NetworksAndMemberships</b>	Information about candidate's memberships/involvement in professional associations, societies, political parties, sports clubs.	0..1	N/A	N/A
	See section /CandidateProfile/NetworksAndMemberships for more information			
<b>DigitalSkills</b>	Provided as free text. For example, they may write "blogging" under this section in their profile. This can be used to suggest relevant ESCO skills such as "WordPress" or "create online news content"	0..1	Validation rule for this: - - Maximum number of 99 characters - - Allow adding more than one digital skill [1,n] - - Cannot create two or more groups of digital skills with the same name - - Cannot have two or more digital skills in the same group with the same name	N/A
	See section /CandidateProfile/DigitalSkills for more information			
<b>ConferencesAndSeminars</b>	Describe any conferences and seminars that they may have participated in. For example, they may have presented their own work or projects, facilitated a workshop, been a panellist or an event organiser yourself, or been a member of a scientific committee, etc.	0..1	N/A	N/A
	See section /CandidateProfile/ConferencesAndSeminars for more information			

<b>VoluntaryWorks</b>	Contains information about any voluntary work done by the candidate.  See section /CandidateProfile/VoluntaryWorks for more information	0..1	N/A	N/A
<b>Others</b>	Additional information that has not been captured anywhere else  See section /CandidateProfile/Others for more information	0..n	N/A	N/A

### 3.9.2 CandidateProfile Attributes



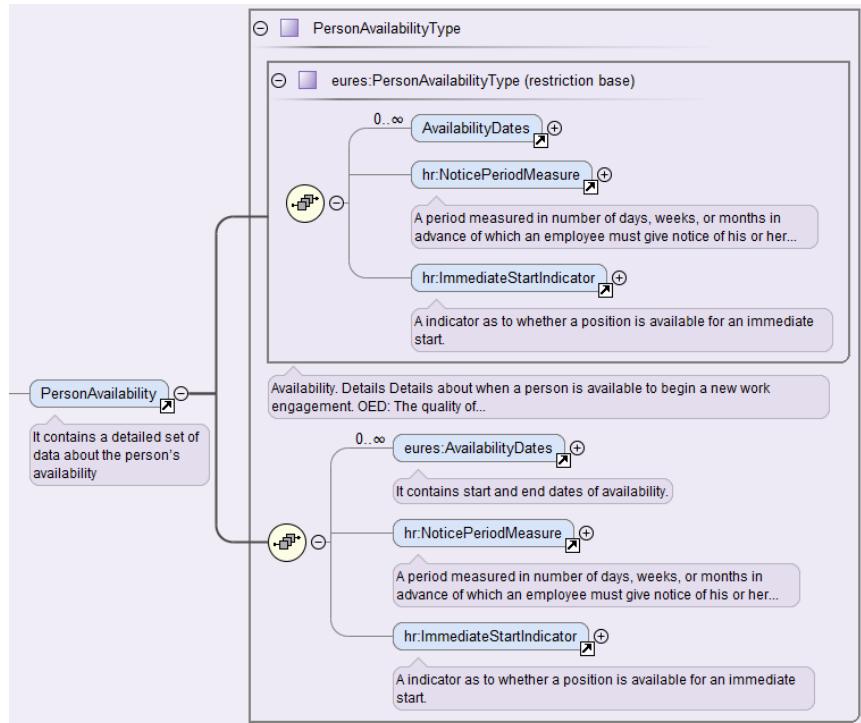
Attributes	Description	Card.	Rule
<b>languageCode</b>	Language used throughout the whole document. Only official European Country languages are allowed.	0..1	<b>BR-COM-01:</b> If not otherwise specified, "EN" (English) is used as the default language.  Compulsory use of the "ECV06-Language" list, ESCO Language and ESCO Classical Languages only.
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>PersonAvailability attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PersonAvailability for more information			
<b>EducationHistory attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory for more information			
<b>PersonQualifications attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PersonQualifications for more information			
<b>ExperienceSummary attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/ExperienceSummary for more information			
<b>EmploymentHistory attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory for more information			
<b>EmploymentReferences attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentReferences for more information			

Certifications attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Certifications for more information			
CandidateEmploymentPreferences attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidateEmploymentPreferences for more information			
CandidatePositionPreferences attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreferences for more information			
Licenses attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Licenses for more information			
MilitaryHistory attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/MilitaryHistory for more information			
PatentHistory attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PatentHistory for more information			
PublicationHistory attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PublicationHistory for more information			
OrganizationAffiliations attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/OrganizationAffiliations for more information			
SpeakingHistory attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/SpeakingHistory for more information			
ID attributes			
Attributes	Description	Card.	Rule
Refer to IdentifierType attributes for additional attributes.			
ProfileName attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
ExecutiveSummary attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Attachment attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Attachment for more information			
HobbiesAndInterests attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/HobbiesAndInterests for more information			
CreativeWorks attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CreativeWorks for more information			
Projects attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Projects for more information			
SocialAndPoliticalActivities attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/SocialAndPoliticalActivities for more information			
CommunicationAndInterpersonalSkills attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CommunicationAndInterpersonalSkills for more information			
ManagementAndLeadershipSkills attributes			

Attributes	Description	Card.	Rule
See section /CandidateProfile/ManagementAndLeadershipSkills for more information			
OrganisationalSkills attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/OrganisationalSkills for more information			
NetworksAndMemberships attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/NetworksAndMemberships for more information			
DigitalSkills attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/DigitalSkills for more information			
ConferencesAndSeminars attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/ConferencesAndSeminars for more information			
Others attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Others for more information			

## 3.10 /CandidateProfile/PersonAvailability (level 2)

### 3.10.1 PersonAvailability Element Description



Element	Description	Cardinality	Rule	Examples
<b>PersonAvailability</b>	Detailed set of data about the person's availability	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>AvailabilityDates</b>	Start and end dates of availability	0..n	N/A	N/A
See section CandidateProfile/PersonAvailability/AvailabilityDates for more information				
<b>NoticePeriodMeasure</b>	A period measured in number of days, weeks, or months in advance of which an employee must give notice of his or her intention to resign his or her employment	0..1	N/A	N/A

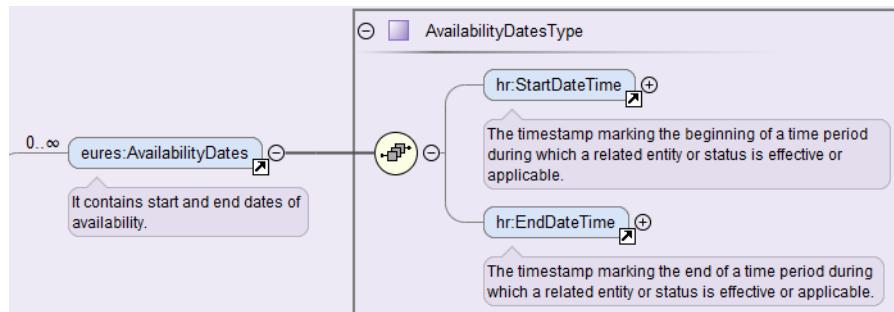
<b>ImmediateStartIndicator</b>	An indicator as to whether the person is available to start immediately	0..1	N/A	“True” = This person is available to start immediately. “False” = This person is not available to start immediately.
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### 3.10.2 PersonAvailability Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>AvailabilityDates attributes</b>			
<b>Attributes</b> See section CandidateProfile/PersonAvailability/AvailabilityDates for more information			
<b>NoticePeriodMeasure attributes</b>			
<b>Attributes</b> Refer to MeasureType Attributes for additional attributes.			
<b>InmediateStartIndicator attributes</b>			
<b>Attributes</b> This sub-element has no attributes.			

### 3.10.3 Sub-element: /CandidateProfile/PersonAvailability/AvailabilityDates (level 3)

#### 3.10.3.1 AvailabilityDates Element Description



Element	Description	Cardinality	Rule	Examples
<b>AvailabilityDates</b>	Start and end dates of availability	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>StartTime</b>	The timestamp marking the beginning of a time period during which a related entity or status is effective or applicable	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2014-10-09”
<b>EndTime</b>	The timestamp marking the end of a time period during which a related entity or status is effective or applicable	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2015-10-09”

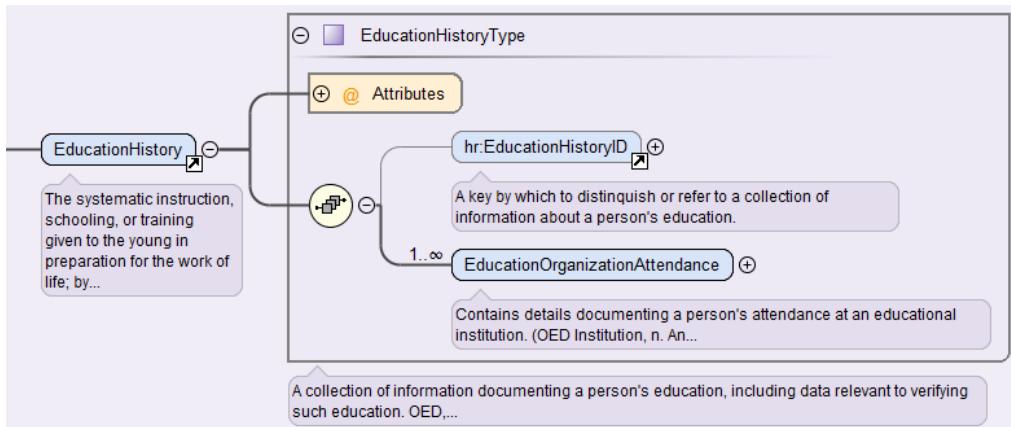
#### 3.10.3.2 Availability Dates Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>StartTime sub-element</b>			
<b>Attributes</b> This sub-element has no attributes.			
<b>EndTime sub-element</b>			
<b>Attributes</b> This sub-element has no attributes.			

This sub-element has no attributes.

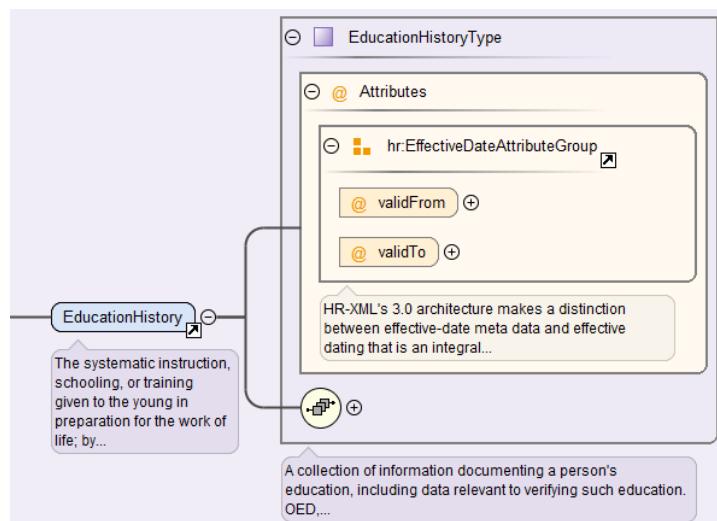
## 3.11 /CandidateProfile/EducationHistory (level 2)

### 3.11.1 EducationHistory Element Description



Element	Description	Cardinality	Rule	Examples
<b>EducationHistory</b>	A collection of information documenting a person's education, including data relevant to verifying such education, continuous education, schooling or training in preparation for work life; by extension, similar instruction or training obtained as an adult.	1	N/A	N/A
<b>Sub-elements</b>				
<b>EducationHistoryID</b>	A key by which to distinguish or refer to information about a person's education.	0..1	N/A	N/A
<b>EducationOrganizationAttendance</b>	A detailed set of data with details regarding a person's attendance at an educational institution  See section /CandidateProfile/EducationHistory /EducationOrganizationAttendance for more information	1..n	N/A	N/A

### 3.11.2 EducationHistory Attributes

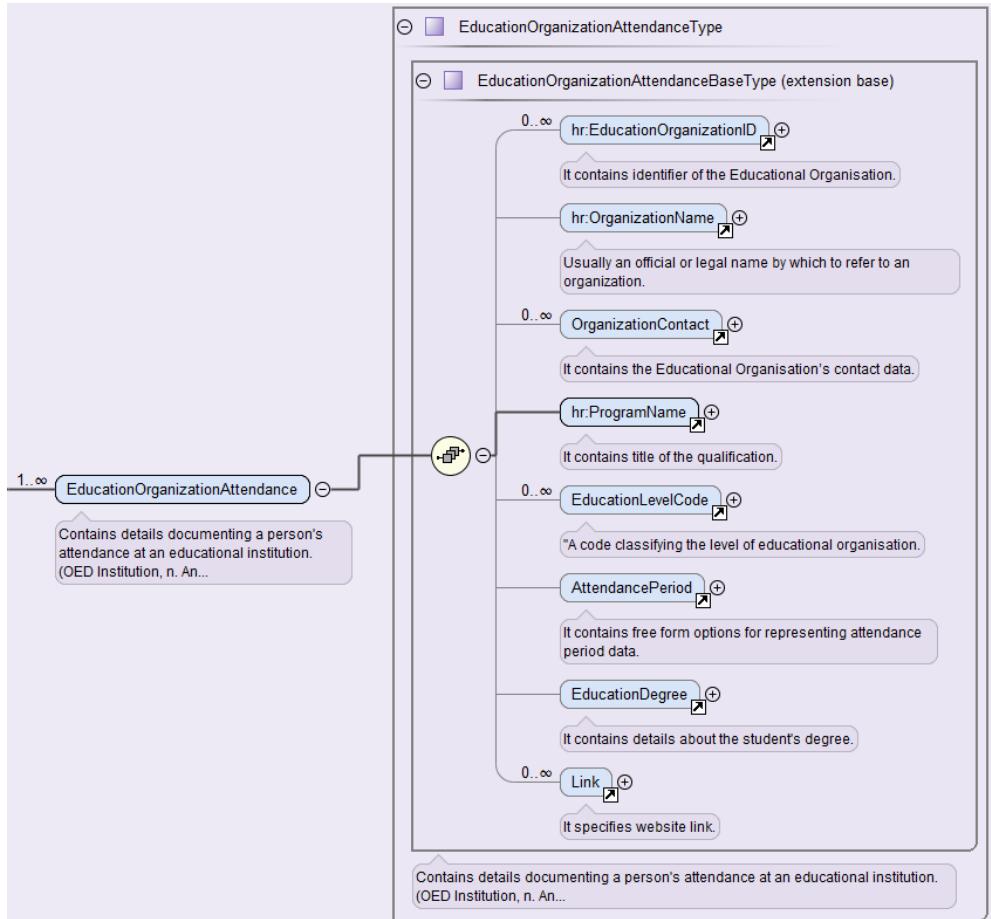


Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>EducationHistoryID attributes</b>			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
Refer to IdentifierType Attributes for additional attributes.			
<b>EducationOrganizationAttendance attributes</b>			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
See section /CandidateProfile/EducationHistory /EducationOrganizationAttendance for more information			

### 3.11.3 Sub-element: /CandidateProfile/EducationHistory/EducationOrganizationAttendance (level 3)

#### 3.11.3.1 EducationOrganizationAttendance Element Description



Element	Description	Cardinality	Rule	Examples
<b>EducationOrganizationAttendance</b>	A detailed set of data containing details regarding a person's attendance at an educational institution	1..n	N/A	N/A
<b>Sub-elements</b>				
<b>EducationOrganizationID</b>	Identifier of the Educational Organisation	0..n	N/A	"ORG-122", etc.
<b>OrganizationName</b>	The official or legal name by which to refer to an organisation	0..1	- Maximum length: 99 characters	"University of Brussels", etc.

<b>OrganizationContact</b>	The Educational Organisation's contact data	0..n	N/A	N/A
	See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/OrganizationContact for more information			
<b>ProgramName</b>	The title of the qualification	1	N/A	"Education Leadership Program", "Biomedical engineering", etc.
<b>Education LevelCode</b>	A code classifying the level of educational organisation. In this case, the standard used could be EQF or ISCED.	0..n	HR-Open/EURES: EQF [CL15]  BR-COM-44: One value for each code list is allowed.  BR-COM-55: Compulsory use of the attributes "listVersionID", "listName" and "listURI".	CL15-EURES_ISCEDEducationLevel CL15-EURES_EQF
<b>AttendancePeriod</b>	Free form options for representing attendance period data.	0..1	If the End Date sub-element is not filled, it means that the candidate is currently studying	N/A
<b>EducationDegree</b>	Details about the student's degree	0..1	N/A	N/A
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree for more information				
<b>Link</b>	It specifies url link.	0..1	N/A	N/A

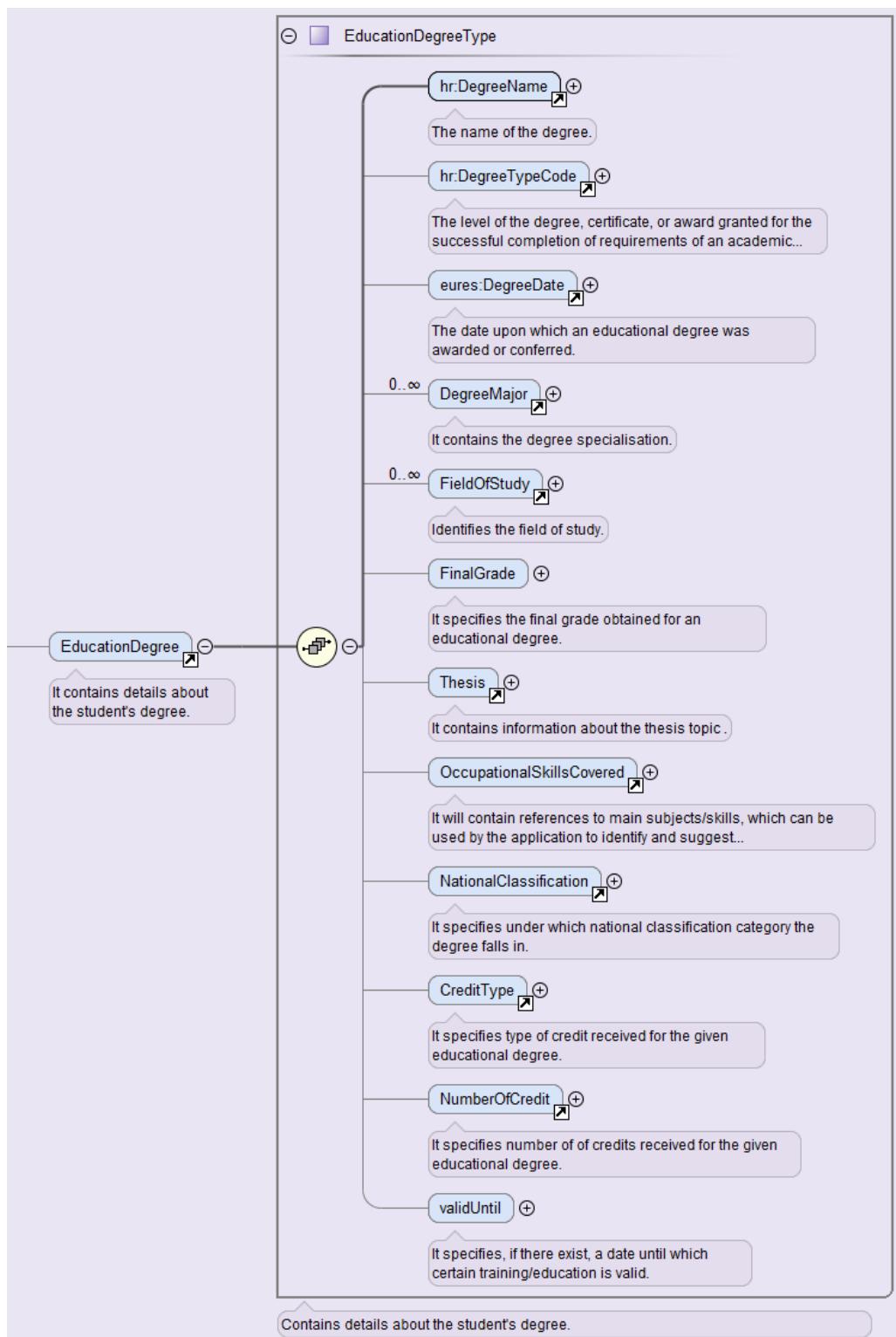
### 3.11.3.2 EducationOrganizationAttendance Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
Refer to IdentifierType Attributes for additional attributes.			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/OrganizationContact for more information			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
<b>languageID</b>	Identifier of the language used in the program name	0..1	
<b>EducationDegree attributes</b>			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree for more information			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
<b>OrganizationName attributes</b>			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>languageID</b>	Identifier of the language used in the organisation name	0..1	
<b>AttendancePeriod attributes</b>			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod for more information			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
<b>Attributes</b>	<b>Description</b>	<b>Card.</b>	<b>Rule</b>
It has no attributes.			

### 3.11.4 Sub-element:

/CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree (level 4)

#### 3.11.4.1 EducationDegree Element Description



Element	Description	Cardinality	Rule	Examples
<b>EducationDegree</b>	Contains details about the student's degree	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>DegreeName</b>	Narrative details of the degree awarded	1	N/A	"B.B.A.", "PhD", etc.
<b>DegreeTypeCode</b>	The certificate obtained with the degree, or award granted for the successful completion of requirements of an academic program	0..1	<b>BR-COM-17:</b> Compulsory use of the "EURES_DegreeType-CodeList.gc" list defined by EURES. This is based on ESCO Qualifications – version 1.0	HR-Open/EURES: DegreeType [CL10]
<b>DegreeDate</b>	The date in which an educational degree is awarded or conferred	0..1	<b>BR-COM-16:</b> At least one of its sub-elements must be provided.  See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeDate for more information	N/A
<b>DegreeMajor</b>	The degree of specialisation	0..n	N/A	N/A
	See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor for more information			
<b>FieldOfStudy</b>	Identifies the field of study	0..n	isced-f (top level) controlled list/String,	N/A
	See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/FieldOfStudy for more information			
<b>FinalGrade</b>	Specifies the final grade obtained for an educational degree	0..1		
	Same as /CandidateProfile/PersonQualifications/PersonCompetency/ProficiencyLevel			
<b>Thesis</b>	Information about the thesis topic	0..1		
<b>OccupationalSkillsCovered</b>	It will contain references to skills, which can be used by the application to identify and suggest relevant ESCO skills.	0..1		
<b>NationalClassification</b>	It specifies under which category the degree falls in	0..1		
<b>CreditType</b>	It specifies type of credit received for the given educational degree.	0..1		
<b>NumberOfCredit</b>	It specifies number of credits received for the given educational degree.	0..1		
<b>validUntil</b>	It specifies, if there exist, a date until which certain training/education is valid.  Sub-elements of validUntil is same as DegreeDate. See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeDate for more information	0..1		

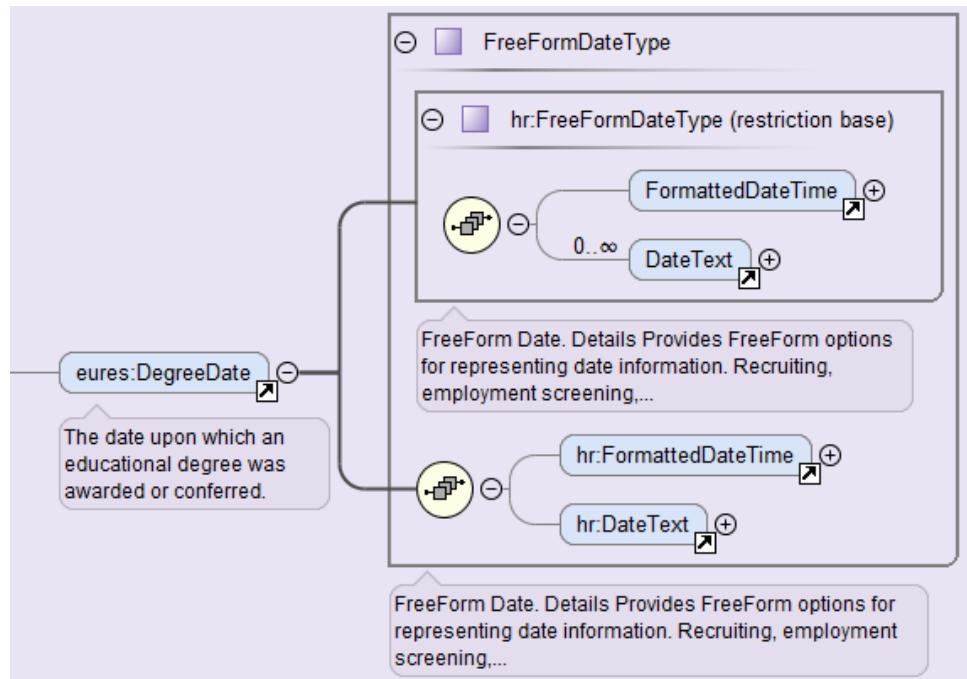
### 3.11.4.2 EducationDegree Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>DegreeName attributes</b>			
Attributes	Description	Card.	Rule

<b>languageID</b>	Identifier of the language used in the Degree name	0..1	
<b>DegreeTypeCode attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>DegreeDate attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeDate for more information			
<b>DegreeMajor attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor for more information			
<b>FieldOfStudy attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/FieldOfStudy for more information			
<b>FinalGrade attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
Same as /CandidateProfile/PersonQualifications/PersonCompetency/ProficiencyLevel			
<b>Thesis attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
<b>OccupationalSkillsCovered attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
It has no attributes.			
<b>NationalClassification attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
It has no attributes.			
<b>CreditType attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
It has no attributes.			
<b>NumberOfCredit attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
It has no attributes.			
<b>validUntil attributes</b>			
<b>Attributes</b>	<b>Description</b>	Card.	Rule
Same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeDate.			

**3.11.5 Sub-element:**  
**/CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeDate (level 5)**

**3.11.5.1 DegreeDate Element Description**



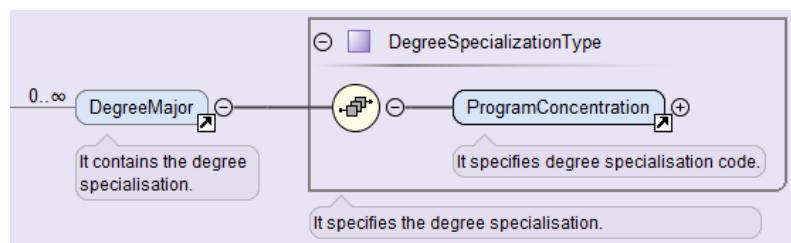
Element	Description	Cardinality	Rule	Examples
<code>DegreeDate</code>	The date in which an educational degree was awarded or conferred	0..1	<b>BR-COM-16:</b> At least one of its sub-elements must be provided.	N/A
<b>Sub-elements</b>				
<code>FormattedDateTime</code>	A formatted representation of a date,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

**3.11.5.2 DegreeDate Attributes**

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>DateText attributes</b>			
Attributes	Description	Card.	Rule
Refer to DateText Attributes section for additional attributes.			
<b>FormattedDateTime attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

**3.11.6 Sub-element:**  
**/CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor (level 5)**

**3.11.6.1 DegreeMajor Element Description**



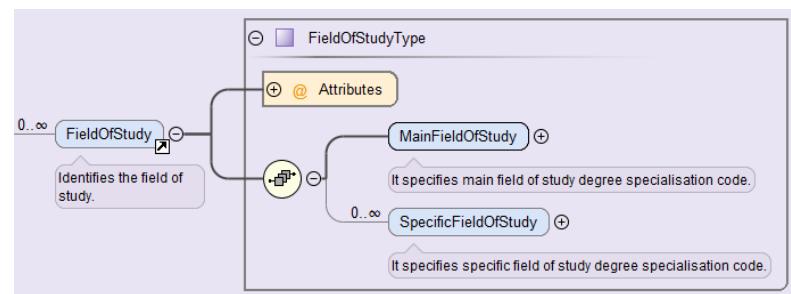
Element	Description	Cardinality	Rule	Examples
DegreeMajor	The degree specialisation	0..n	N/A	N/A
<b>Sub-elements</b>				
ProgramConcentration	Degree specialisation	1	Compulsory use of Europass2: FieldOfStudy [ECV05]	"001", "002", "003" etc.

**3.11.6.2 DegreeMajor Attributes**

Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
<b>ProgramConcentration attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

**3.11.7 Sub-element:**  
**/CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/FieldOfStudy (level 5)**

**3.11.7.1 FieldOfStudy Element Description**



Element	Description	Cardinality	Rule	Examples
FieldOfStudy	It identifies field of study.	0..n	N/A	N/A
<b>Sub-elements</b>				
MainFieldOfStudy	It specifies main field of study degree	1		
SpecificFieldOfStudy	It specifies specific field of study degree	0..∞		

	specialisation code.			
	Same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor			
SpecificFieldOfStudy	It specifies main field of study degree specialisation code.	0..n		
	Same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor			

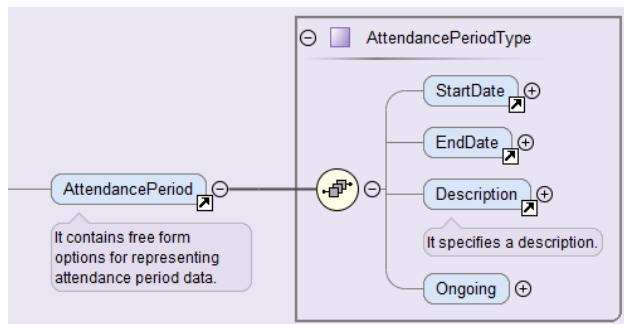
### 3.11.7.2 FieldOfStudy Attributes

Attributes	Description	Card.	Rule
typeCode	It specifies if main field of study contains: FREETEXT or URI	0..1	The value must be: FREETEXT or URI
<b>MainFieldOfStudy attributes</b>			
Attributes	Description	Card.	Rule
Same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor			
<b>SpecificFieldOfStudy attributes</b>			
Attributes	Description	Card.	Rule
Same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor			

### 3.11.8 Sub-element:

/CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod (level 4)

#### 3.11.8.1 AttendancePeriod Element Description



Element	Description	Cardinality	Rule	Examples
AttendancePeriod	Provides Freeform options for representing attendance period data	0..1	N/A	N/A
<b>Sub-elements</b>				
StartDate	A timestamp marking the beginning of the attendance period  See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate for more information	0..1	<b>BR-COM-16:</b> At least one of its sub-elements must be provided.	N/A
EndDate	A timestamp marking the end of the attendance period  See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate for more information	0..1	<b>BR-COM-16:</b> At least one of its sub-elements must be provided.	N/A
Description	Narrative details of the attendance period	0..1	N/A	"Additional information about the attendance period."

<b>Ongoing</b>	It indicates if the attendance period is still ongoing and hence has no end date.	0..1		
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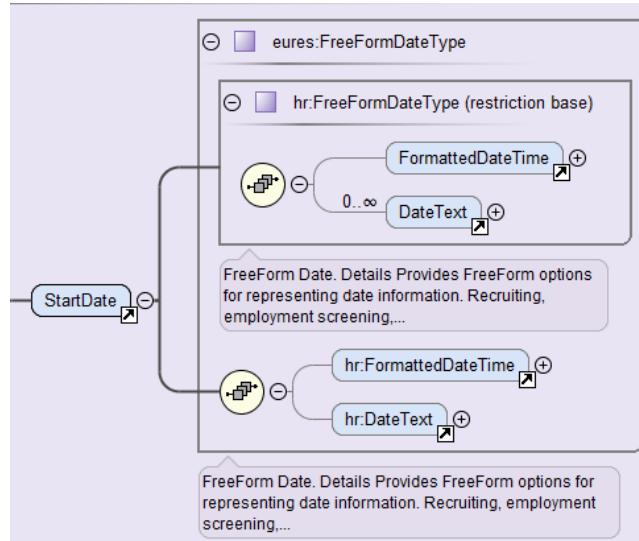
### 3.11.8.2 AttendancePeriod Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
Attributes	Description	Card.	Rule
Refer to DescriptionType attributes section for additional attributes.			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate for more information			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate for more information			
Attributes	Description	Card.	Rule
It has no attributes.			

### 3.11.9 Sub-element:

/CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/Start Date (level 5)

#### 3.11.9.1 StartDate Element Description



Element	Description	Cardinality	Rule	Examples
<b>StartDate</b>	A timestamp marking the beginning of the attendance period	0..1	<b>BR-COM-16:</b> At least one of its sub-elements must be provided.	N/A
Sub-elements				
<b>FormattedDateTime</b>	A formatted representation of a date, which may be specified as a date, date/time, year, or year/month	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	"2009-01-04", "2009-01", etc.
<b>DateText</b>	A text or formatted representation of a date or date information	0..1	N/A	"January 4, 2009" or "Two Years Ago"

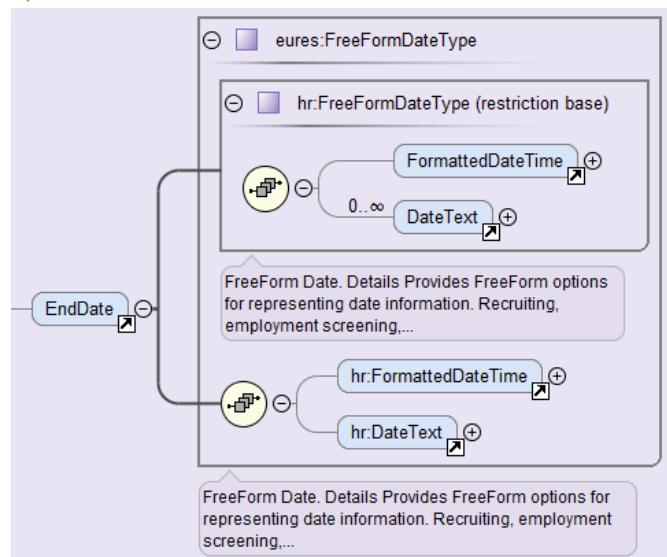
### 3.11.9.2 StartDate Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
	<b>DateText attributes</b>		
Attributes	Description	Card.	Rule
Refer to DateText Attributes section for additional attributes.			
	<b>FormattedDateTime attributes</b>		
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

### 3.11.10 Sub-element:

/CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/End Date (level 5)

#### 3.11.10.1 EndDate Element Description



Element	Description	Cardinality	Rule	Examples
<code>EndDate</code>	A timestamp marking the end of the attendance period	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	N/A
<b>Sub-elements</b>				
The same as /CandidateProfile/EducationHistory/ EducationOrganizationAttendance/AttendancePeriod/StartDate				

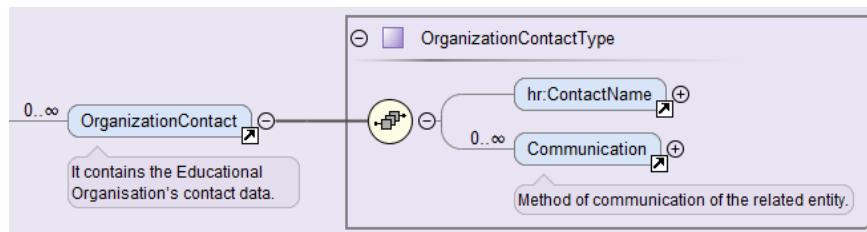
### 3.11.10.2 EndDate Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/EducationHistory/ EducationOrganizationAttendance/AttendancePeriod/StartDate			

### 3.11.11 Sub-element:

/CandidateProfile/EducationHistory/EducationOrganizationAttendance/OrganizationContact  
(level 4)

#### 3.11.11.1 OrganizationContact Element Description



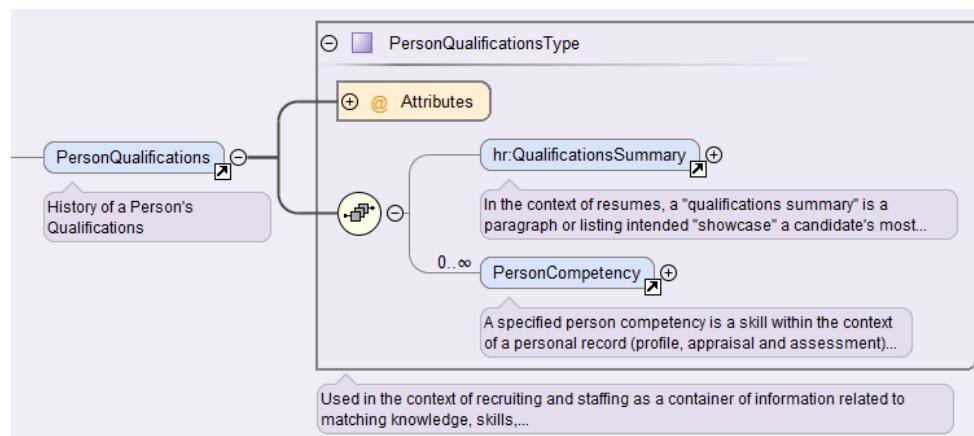
Element	Description	Cardinality	Rule	Examples
OrganizationContact	An Organisation's contact information	0..n	N/A	N/A
<b>Sub-elements</b>				
The same as /CandidateProfile/EmploymentHistory/EmployerHistory/OrganizationContact				

#### 3.11.11.2 OrganizationContact Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/EmploymentHistory/EmployerHistory/OrganizationContact			

## 3.12 /CandidateProfile/PersonQualifications (level 2)

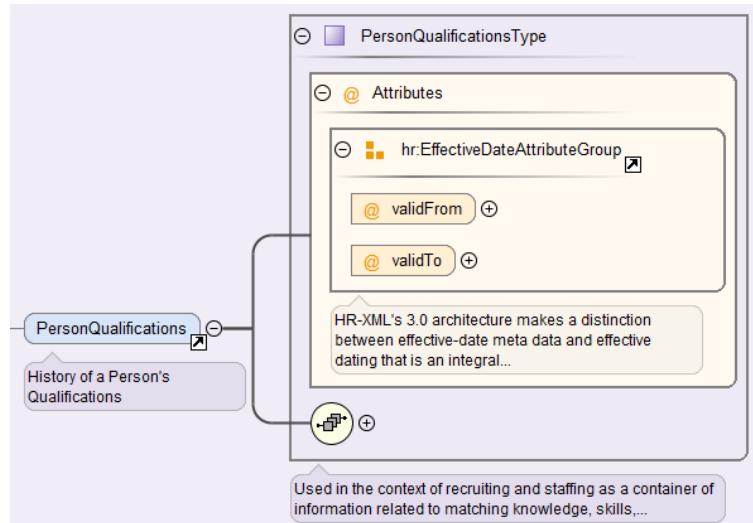
### 3.12.1 PersonQualifications Element Description



Element	Description	Cardinality	Rule	Examples
PersonQualifications	Information related to matching capacities, knowledge, skills, abilities, awards and other resource deployment-related characteristics (including "competencies") offered by a candidate	0..1	N/A	N/A
<b>Sub-elements</b>				
QualificationsSummary	In the context of resumes, a "qualifications summary" is a paragraph or listing to "showcase" a candidate's most compelling skills and experience. In this context, the "qualifications summary" may be persuasive or have self-marketing content versus a "formal recognition of achievement or competence". In other words, use of term "qualifications" sometimes encompasses both qualifications asserted or claimed as well as those that have been formally recognised by an "awarding organisation." It is used in the context of recruiting and staffing as a container of information related to matching knowledge, skills, abilities, and other resource deployment-related characteristics (including "competencies") offered by a candidate and/or requested by a potential employer or customer.	0..1	N/A	N/A
Person Competency	A specified person competency is a skill within the context of a personal record (profile, appraisal and assessment) that is assessed or asserted at a specified level of proficiency.	0..n		N/A

See section /CandidateProfile/PersonQualifications/PersonCompetency for more information

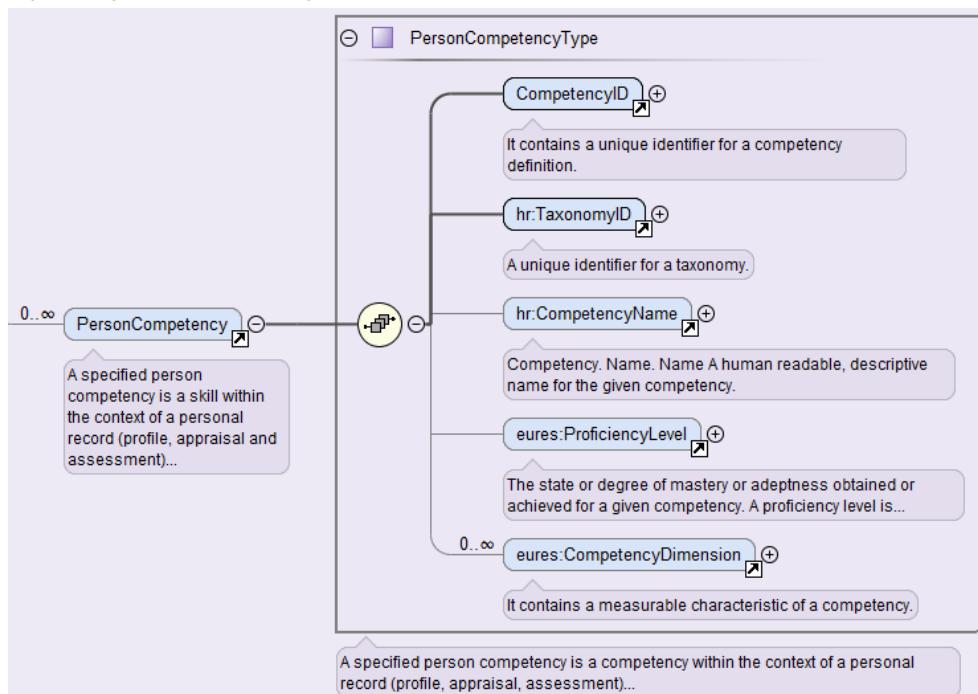
### 3.12.2 PersonQualifications Attributes



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.
<b>QualificationsSummary attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>PersonCompetency attributes</b>			
Attributes	Description	Card.	Rule

### 3.12.3 Sub-element: /CandidateProfile/PersonQualifications/PersonCompetency (level 3)

#### 3.12.3.1 PersonCompetency Element Description



Element	Description	Cardinality	Rule	Examples
<b>PersonCompetency</b>	A specified person competency is a skill within the context of a personal record (profile, appraisal and assessment) that is assessed or asserted at specified level of proficiency.	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>CompetencyID</b>	Unique identifier for a skill or competency that depends on the taxonomy used, in this case CEFR. Taxonomy information is included in the ID attributes “EN”, “FR”, etc. Full code list: “4.28.17 Language Codes [CL24]”  If Taxonomy information isn't language, text field to be used. “Aircraft Assembly”, “Aircraft Electronics”, etc.	1	Use of ECV06-Languages, if TaxonomyID's value is “language”. Or NormalizedStringType if TaxonomyID's value is “other”.	Full code list: Europass2: Languages [ECV06]
<b>TaxonomyID</b>	Unique identifier for the type of competency.	1	<b>BR-COM-54:</b> TaxonomyID's value should be “language” if the CompetencyID is a language or “other”, in the other competencies	“language”, “other”
<b>CompetencyName</b>	A legible, descriptive name for a given competency	0..1	N/A	“English-Language”, “Social skills”, etc.
<b>ProficiencyLevel</b>	The state or degree of mastery or adeptness obtained or achieved for a given competency. Proficiency levels are expressed as a score, a point scale, or a	0..1	<b>BR-COM-49:</b> If “CompetencyDimension / TypeCode” is specified,	N/A

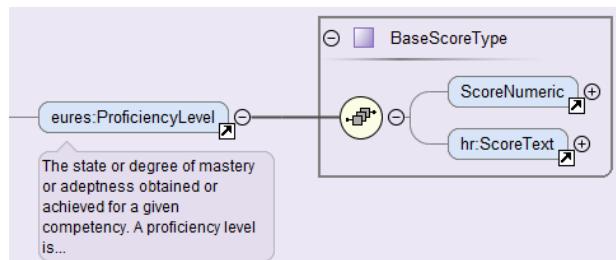
	mark in a range of values. (In case of CompetencyID=CEFR, ProficiencyLevel could be: "Basic user", "Independent User" or "Proficient User").  See section /Candidate/Perso		"ProficiencyLevel" is mandatory.	
CompetencyDimension	A measurable characteristic of a competency	0..n	<p>Only used for language skills</p> <p><b>BR-COM-48:</b> If "CompetencyDimension" element is specified, "TypeCode" and "Score" are mandatory elements.</p> <p><b>BR-COM-49:</b> If "CompetencyDimension / TypeCode" is specified, "ProficiencyLevel" is mandatory.</p>	N/A

### 3.12.3.2 PersonCompetency Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>CompetencyID attributes</b>			
Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> 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	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Refer to IdentifierType Attributes section for additional attributes.			
<b>TaxonomyID attributes</b>			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
<b>CompetencyName attributes</b>			
Attributes	Description	Card.	Rule
Refer to TextType Attributes section for additional attributes.			
<b>ProficiencyLevel attributes</b>			
Attributes	Description	Card.	Rule
See section /Candidate/Perso			
<b>CompetencyDimension attributes</b>			
Attributes	Description	Card.	Rule
See section /Candidate/Perso			

### 3.12.4 Sub-element: /CandidateProfile/Perso

#### 3.12.4.1 ProficiencyLevel Element Description



Element	Description	Cardinality	Rule	Examples
ProficiencyLevel	The state or degree of mastery or adeptness obtained or achieved for a given competency. A proficiency level is expressed as a score a point scale or a mark among range of values.	0..1	BR-COM-49: If "CompetencyDimension / TypeCode" is specified, "ProficiencyLevel" is mandatory.	N/A
<b>Sub-elements</b>				
ScoreNumeric	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	0..1	N/A	"1", "2", "3", etc.
ScoreText	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	0..1	HR-Open/EURES: ProficiencyLevel [CL25], if TaxonomyID's value is "language".  Full code list: "HR-Open/EURES: ProficiencyLevel [CL25]"	"A1", "A2", "B1", etc.  Full code list: "HR-Open/EURES: ProficiencyLevel [CL25]"

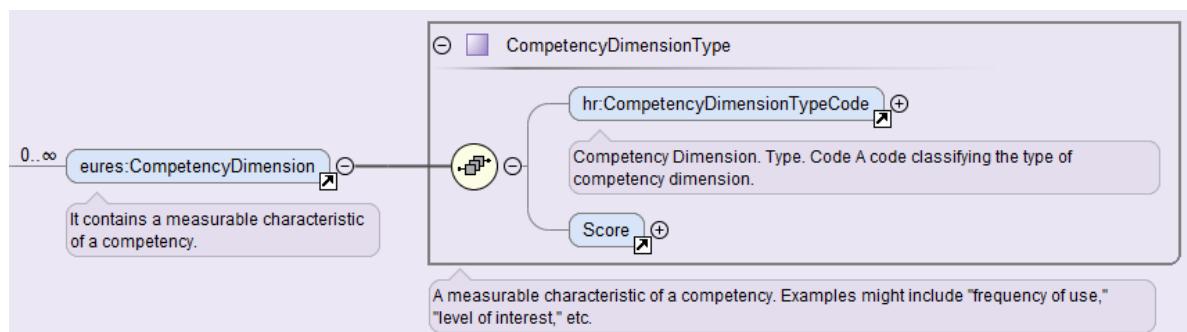
### 3.12.4.2 ProficiencyLevel Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>ScoreText attributes</b>			
Attributes	Description	Card.	Rule
Refer to ScoreText Attributes section for additional attributes.			
<b>ScoreNumeric attributes</b>			
Attributes	Description	Card.	Rule
Refer to ScoreNumeric Attributes section for additional attributes.			

### 3.12.5 Sub-element:

/CandidateProfile/PersonQualifications/PersonCompetency/CompetencyDimension (level 4)

### 3.12.5.1 CompetencyDimension Element Description



Element	Description	Cardinality	Rule	Examples
CompetencyDimension	A measurable characteristic of a skill or competency	0..n	Only used for language skills	N/A

			<b>BR-COM-48:</b> If "CompetencyDimension" element is specified, "TypeCode" and "Score" are mandatory elements.  <b>BR-COM-49:</b> If "CompetencyDimension / TypeCode" is specified, "ProficiencyLevel" is mandatory.	
<b>Sub-elements</b>				
<b>CompetencyDimensionTypeCode</b>	A code classifying the type of competency dimension described	0..1	<b>BR-COM-37:</b> Compulsory use of the "EURES_Dimension-CodeList.gc" list defined by EURES. This is based on CEFR, if TaxonomyID's value is "language".  <b>BR-COM-55:</b> Compulsory use of the attributes "listVersionID", "listName" and "listURI".	"CEF-Understanding-Reading", "CEF-Understanding-Listening", etc.  Full code list: " HR-Open/EURES: Dimension [CL11]"
<b>Score</b>	Details regarding the student's scores at a specific dimension  See section /CandidateProfile/PersonQualifications/PersonCompetency/CompetencyDimension/Score for more information	0..1	N/A	N/A

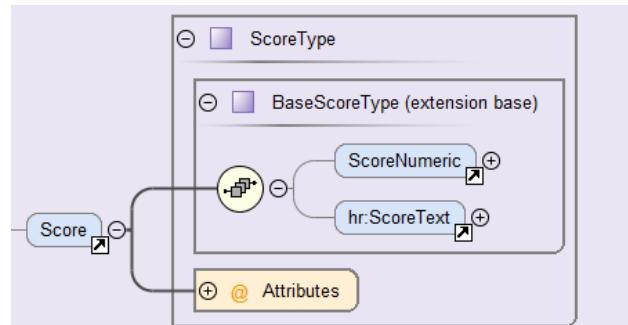
### 3.12.5.2 CompetencyDimension Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>CompetencyDimensionTypeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>Score attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PersonQualifications/PersonCompetency/CompetencyDimension/Score for more information			

### 3.12.6 Sub-element:

/CandidateProfile/PersonQualifications/PersonCompetency/CompetencyDimension/Score (level 5)

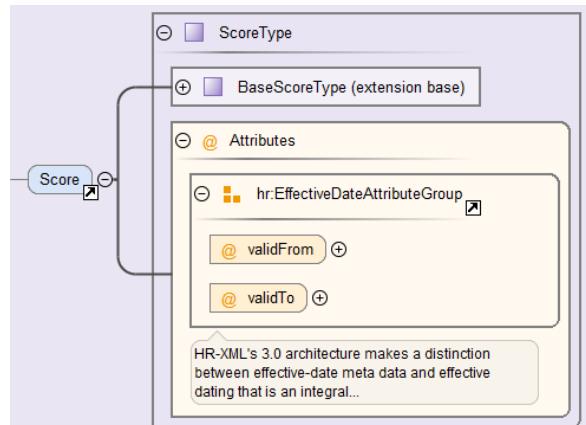
#### 3.12.6.1 Score Element Description



Element	Description	Cardinality	Rule	Examples

<b>Score</b>	Details regarding the student's scores at a specific dimension	0..1	BR-COM-16: At least one of its sub-elements must be informed.	N/A
<b>Sub-elements</b>				
The same as /CandidateProfile/PersonQualifications/PersonCompetency/ProficiencyLevel				

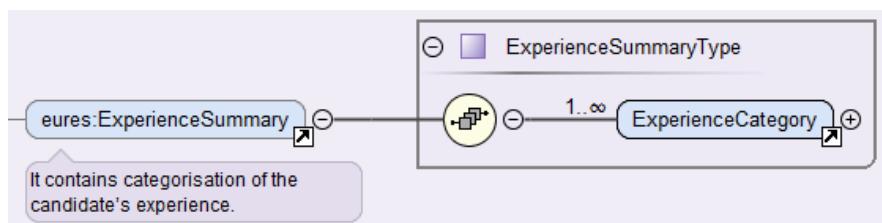
### 3.12.6.2 Score Attributes



Attributes	Description	Card.	Rule	
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	
<b>Sub-elements</b>				
Attributes	Description	Card.	Rule	
The same as /CandidateProfile/PersonQualifications/PersonCompetency/ProficiencyLevel				

## 3.13 /CandidateProfile/ExperienceSummary (level 2)

### 3.13.1 ExperienceSummary Element Description



Element	Description	Cardinality	Rule	Examples
<b>ExperienceSummary</b>	Narrative summary of the person and of his/her competencies, normally used as the CV presentation	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>ExperienceCategory</b>	This is intended as a fielded summary of qualifications. It can be used as a "roll-up" of data within the candidate history and experience components.  See section CandidateProfile/ExperieceSummary/ExperienceCategory for more information	1..n	N/A	N/A

### 3.13.2 ExperienceSummary Attributes

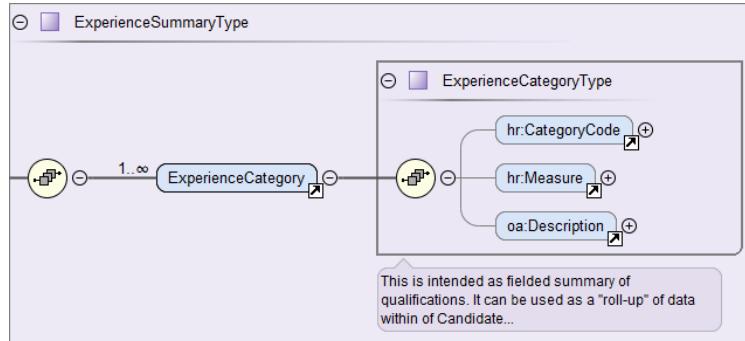
Attributes	Description	Card.	Rule
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This element has no attributes.
<b>ExperienceCategory attributes</b>
Attributes      Description      Card.      Rule

See section CandidateProfile/ExperieceSummary/ExperienceCategory for more information

### 3.13.3 Sub-element: /CandidateProfile/ExperienceSummary/ExperienceCategory (level 3)

#### 3.13.3.1 ExperienceCategory Element Description



Element	Description	Cardinality	Rule	Examples
<b>ExperienceCategory</b>	This is intended as a fielded summary of qualifications. It can be used as a "roll-up" of data within the candidate history and experience components.	1..n	N/A	N/A
<b>Sub-elements</b>				
<b>CategoryCode</b>	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  "1" – Managers, "12" – Administrative, etc.	0..1	Use "ISCO2008-CodeList.gc" list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations  <b>BR-COM-29:</b> Compulsory use of the "ISCO2008-CodeList.gc" list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0.  <b>BR-COM-55:</b> Compulsory use of the attributes "listVersionID", "listName" and "listURI".	"1" – Managers, "12" – Administrative, etc.  Full code list: "HR-Open/EURES: ISCO2008 [CL20] HR-Open/EURES: ESCO_Occupations [CL20]"
<b>Measure</b>	Code indicating the period of time, measured in years or months of experience	0..1	N/A	N/A
<b>Description</b>	Description of the category	0..1	N/A	"Years of Financial Industry Management Experience", etc.

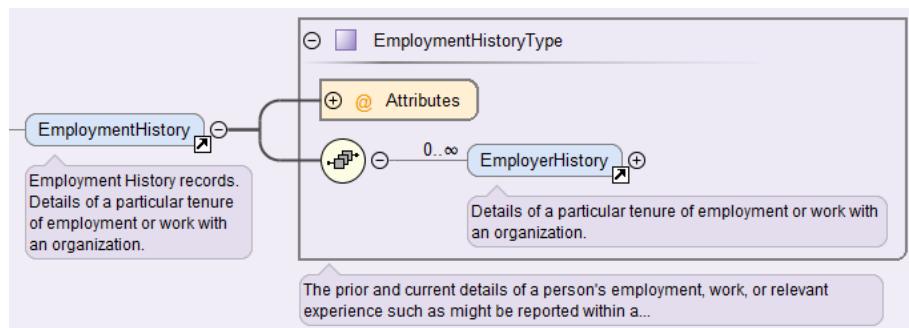
#### 3.13.3.2 ExperienceCategory Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>CategoryCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>Measure attributes</b>			
Attributes	Description	Card.	Rule

Refer to MeasureType Attributes section for additional attributes.				
Description attributes				
Attributes	Description	Card.	Rule	
Refer to DescriptionType Attributes section for additional attributes.				

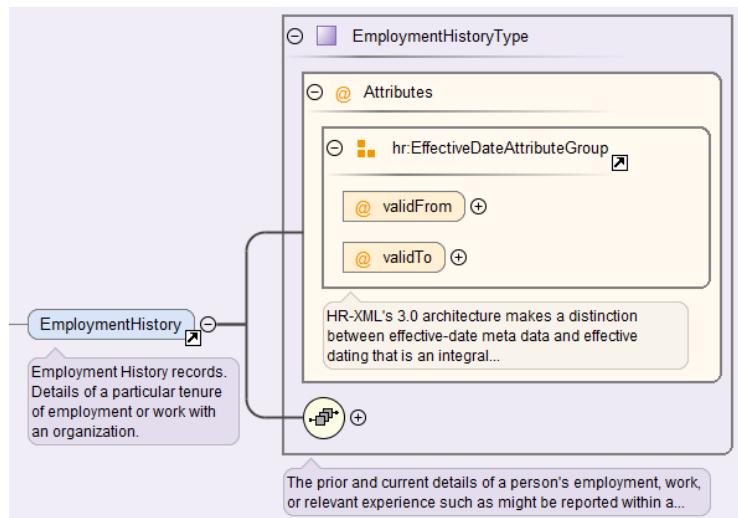
## 3.14 /CandidateProfile/EmploymentHistory (level 2)

### 3.14.1 EmploymentHistory Element Description



Element	Description	Cardinality	Rule	Examples
<b>EmploymentHistory</b>	The prior and current details of a person's employment, work, or relevant experience as they would be reported in a professional profile, CV, resume, employment application, or similar document	0..1	N/A	N/A
Sub-elements				
<b>Employer History</b>	Details regarding a person's tenure while working for an employer See section /CandidateProfile/EmploymentHistory/EmployerHistory for more information	0..n	N/A	N/A

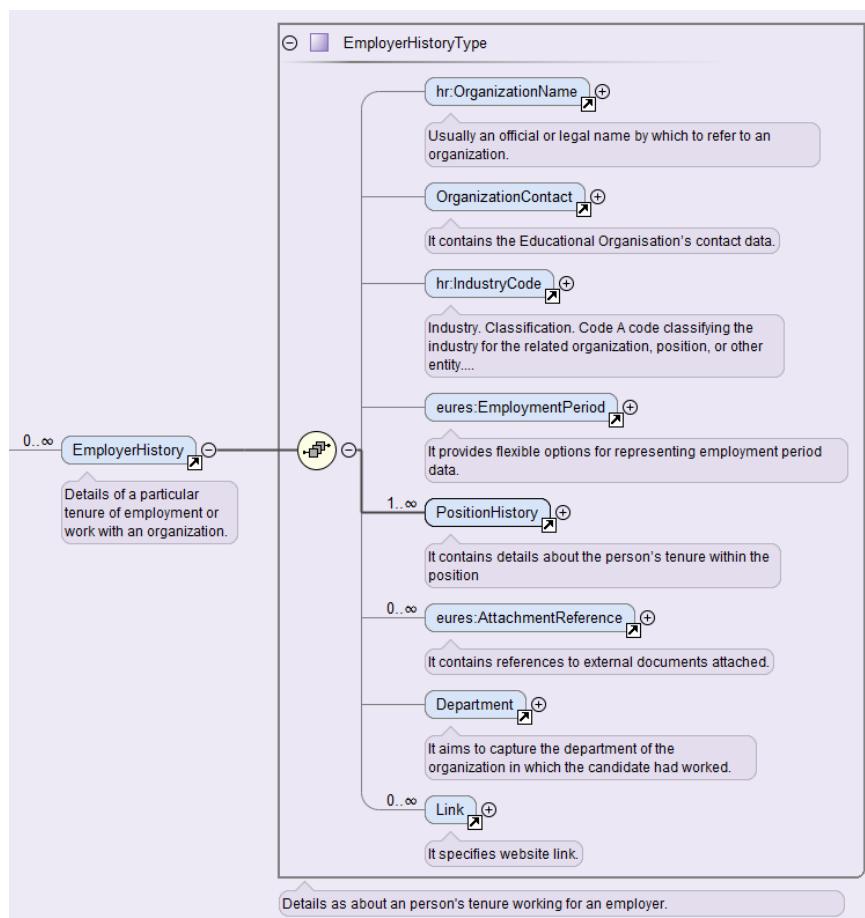
### 3.14.2 EmploymentHistory Attributes



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

### 3.14.3 Sub-element: /CandidateProfile/EmploymentHistory/EmployerHistory (level 3)

#### 3.14.3.1 EmployerHistory Element Description



Element	Description	Cardinality	Rule	Examples
<b>EmployerHistory</b>	Details about a person's tenure while working for an employer. This element is optional as there could be candidates without work experience. If it is not filled out, it means that the candidate does not have work experience, or he/she does not want to fill it out.	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>OrganizationName</b>	Usually an official or legal name by which to refer to an organisation	0..1	N/A	"Wellness Healthcare", "Police Department", etc.
<b>OrganizationContact</b>	An Organisation's contact information  See section /CandidateProfile/EmploymentHistory/EmployerHistory/OrganizationContact for more information	0..1	N/A	N/A
<b>IndustryCode</b>	A code classifying the industry of the related organisation, position, or other entity.	0..1	<b>BR-COM-20:</b> Compulsory use of the "NACE-CodeList.gc" list defined by EURES. This is based on EU NACE.	"01" = Agriculture, "02" = Forestry, etc.

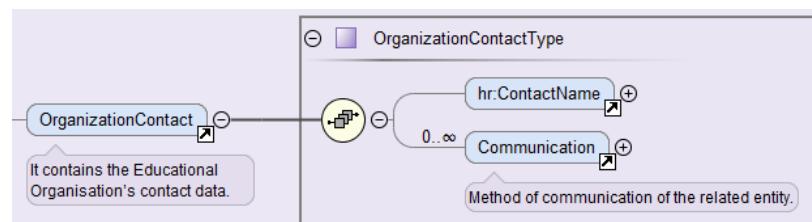
				Full code list: "Open/EURES: NACE [CL31]"
<b>EmploymentPeriod</b>	Provides flexible options for representing employment period data  See section /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod for more information	0..1	N/A	N/A
<b>PositionHistory</b>	Details about the person's tenure within the position  See section /CandidateProfile/EmploymentHistory/EmployerHistory/PositionHistory for more information	1..n	N/A	N/A
<b>AttachmentReference</b>	Reference to external documents attached  See section /CandidateProfile/EmploymentHistory/EmployerHistory/AttachmentReference for more information	0..n	N/A	N/A
<b>Department</b>	It aims to capture the department of the organization in which the candidate had worked.	0..1		
<b>Link</b>	It specifies website link.	0..n		

### 3.14.3.2 EmployerHistory Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>OrganizationName attributes</b>			
Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>languageID</b>	Identifier of the language used in the organisation name	0..1	
<b>OrganizationContact attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/OrganizationContact for more information			
<b>IndustryCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>EmploymentPeriod attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod for more information			
<b>PositionHistory attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/PositionHistory for more information			
<b>AttachmentReference attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/AttachmentReference for more information			
<b>Department attributes</b>			
Attributes	Description	Card.	Rule
Refer to TextType Attributes section for additional attributes.			
<b>Link attributes</b>			
Attributes	Description	Card.	Rule
It has no attributes.			

3.14.4 Sub-element: /CandidateProfile/EmploymentHistory/EmployerHistory/OrganizationContact (level 4)

3.14.4.1 OrganizationContact Element Description



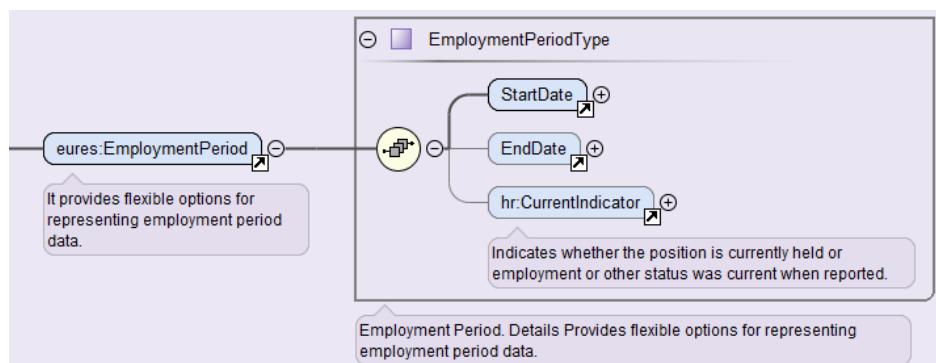
Element	Description	Cardinality	Rule	Examples
OrganizationContact	Contact information for the organization	0..1	N/A	N/A
<b>Sub-elements</b>				
ContactName	Name of the organization's contact person	1	N/A	"Lidia Smith"
Communication	Contact data/information of the contact person: ChannelCode, Address, URI –for email, for instance—, etc	0..n	N/A	N/A
	See section /CandidatePerson/Communication for more information			

3.14.4.2 OrganizationContact Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>ContactName attributes</b>			
Attributes	Description	Card.	Rule
Refer to TextType Attributes section for additional attributes.			
<b>Communication attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidatePerson/Communication for more information			

3.14.5 Sub-element: /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod (level 4)

3.14.5.1 EmploymentPeriod Element Description



Element	Description	Cardinality	Rule	Examples
EmploymentPeriod	Provides flexible options for representing employment period data	1	N/A	N/A
<b>Sub-elements</b>				
StartDate	A timestamp marking the beginning of employment period data	1	N/A	N/A

	See section /CandidatePofile/EmploymentHistory/EmployerHistory/EmploymentPeriod/StartDate for more information			
<b>EndDate</b>	A timestamp marking the end of employment period data See section /CandidatePofile/EmploymentHistor/EmployerHistory/EmploymentPeriod/EndDate for more information	0..1	N/A	N/A
<b>CurrentIndicator</b>	Indicates whether the position is currently held or if employment or other status was current when reported	0..1	N/A	“true” = The position is currently held “false” = The position is not currently held

### 3.14.5.2 EmploymentPeriod Attributes

Attributes	Description	Card.	Rule
This element has no attributes			
<b>StartDate attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidatePofile/EmploymentHistory/EmployerHistory/EmploymentPeriod/StartDate for more information			
<b>EndDate attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidatePofile/EmploymentHistor/EmployerHistory/EmploymentPeriod/EndDate for more information			
<b>CurrentIndicator attributes</b>			
Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information.	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information.	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

### 3.14.6 Sub-element:

/CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod/StartDate (level 5)

### 3.14.6.1 StartDate Element Description

Element	Description	Cardinality	Rule	Examples
<b>StartDate</b>	A timestamp marking the beginning of the employment period data	1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
<b>Sub-elements</b>				
The same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate				

### 3.14.6.2 StartDate Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate			

### 3.14.7 Sub-element:

/CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod/EndDate (level 5)

### 3.14.7.1 EndDate Element Description

Element	Description	Cardinality	Rule	Examples
<b>EndDate</b>	A timestamp marking the end of the employment period data	0..1	BR-COM-16: At least one of its sub-elements	N/A

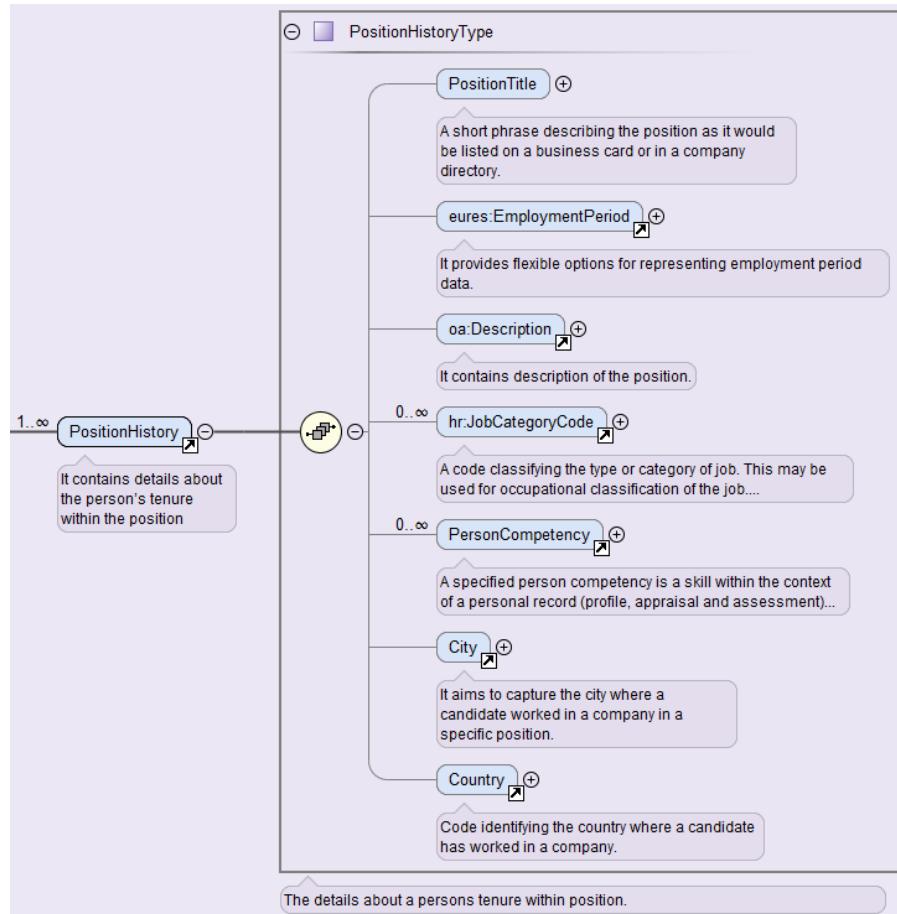
			must be provided.	
<b>Sub-elements</b>				
The same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate				

### 3.14.7.2 EndDate Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate			

## 3.14.8 Sub-element: /CandidateProfile/EmploymentHistory/EmployerHistory/PositionHistory (level 4)

### 3.14.8.1 PositionHistory Element Description



Element	Description	Cardinality	Rule	Examples
<b>PositionHistory</b>	The details about the person's tenure within the position	1..n	N/A	N/A
<b>Sub-elements</b>				
<b>PositionTitle</b>	A short phrase describing the position as it would be listed on a business card or in a company directory. OED: An appellation attached to a position in virtue of rank, function or office.	0..1	Use CL20-ESCO_Occupations	HR-Open/EURES: ESCO_Occupations [CL20].
<b>EmploymentPeriod</b>	Provides flexible options for representing employment period data	0..1	N/A	N/A

	See section /CandidateProfile/EducationHistory/EmployerHistory/PositionHistory/EmploymentPeriod for more information			
<b>Description</b>	Description of the position	0..1	N/A	"Description of the position", etc.
<b>JobCategoryCode</b>	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.	0..n	<b>BR-COM-29:</b> Compulsory use of the "ISCO2008-CodeList.gc" list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0.	"1" – Managers, "12" – Administrative, etc.  Full code list: "HR-Open/EURES: ISCO2008 [CL20] HR-Open/EURES: ESCO_Occupations [CL20]"
<b>PersonCompetency</b>	A specified person competency is a skill within the context of a personal record (profile, appraisal and assessment) that is assessed or asserted at specified level of proficiency.	0..n	N/A	N/A
	See section /CandidateProfile/EducationHistory/EmployerHistory/PositionHistory/PersonCompetency for more information			
<b>City</b>	It aims to capture the city where a candidate worked in a company in a specific position.	0..1		
<b>Country</b>	Code identifying the country where a candidate has worked in a company.	0..1	<b>ECV02:</b> Compulsory use of codelist defined by Europass CountriesAndNationalities	Europass2: CountriesAndNationalities [ECV02]

### 3.14.8.2 PositionHistory Attributes

Attributes	Description	Card.	Rule
This element has no attributes			
<b>PositionTitle attributes</b>			
Attributes	Description	Card.	Rule
Refer to PositionTitleType Attributes section for additional attributes.			
<b>EmploymentPeriod attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EmployerHistory/PositionHistory/EmploymentPeriod for more information			
<b>Description attributes</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
<b>JobCategoryCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>PersonCompetency attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EmployerHistory/PositionHistory/PersonCompetency for more information			
<b>City attributes</b>			
Attributes	Description	Card.	Rule
Refer to TextType Attributes section for additional attributes.			
<b>Country attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			

### 3.14.9 Sub-element:

/CandidateProfile/EmploymentHistory/EmployerHistory/PositionHistory/EmploymentPeriod  
(level 5)

#### 3.14.9.1 EmploymentPeriod Element Description

Element	Description	Cardinality	Rule	Examples
EmploymentPeriod	Provides flexible options for representing employment period data	0..1	N/A	N/A
<b>Sub-elements</b>				
The same as /CandidateProfile/EducationHistory/EmployerHistory/EmploymentPeriod				

#### 3.14.9.2 EmploymentPeriod Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/EducationHistory/EmployerHistory/EmploymentPeriod			

### 3.14.10 Sub-element:

/CandidateProfile/EmploymentHistory/EmployerHistory/PositionHistory/PersonCompetency  
(level 5)

#### 3.14.10.1 PersonCompetency Description

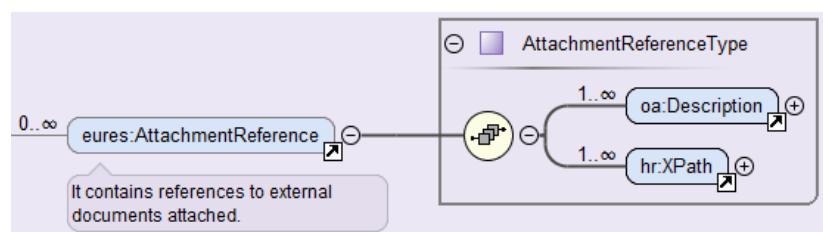
Element	Description	Cardinality	Rule	Examples
Person Competency	A specified person competency is a skill within the context of a personal record (profile, appraisal and assessment) that is assessed or asserted at specified level of proficiency.	0..n	N/A	N/A
<b>Sub-elements</b>				
The same as /CandidateProfile/PersonQualifications/PersonCompetency				

#### 3.14.10.2 PersonCompetency Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/PersonQualifications/PersonCompetency			

### 3.14.11 Sub-element: /CandidateProfile/EmploymentHistory/EmployerHistory/AttachmentReference (level 4)

#### 3.14.11.1 AttachmentReference Element Description



Element	Description	Cardinality	Rule	Examples
AttachmentReference	Reference to the external documents attached	0..n	N/A	N/A

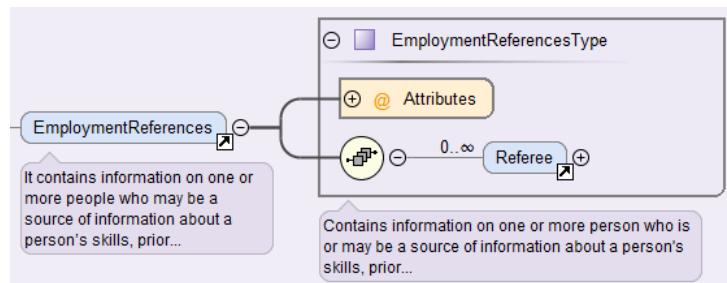
Sub-elements				
<b>XPath</b>	Reference to an embedded document located in another element of the schema	1..n	N/A	
<b>Description</b>	Narrative details of the external document attached	1..n	N/A	"Education History"

### 3.14.11.2 AttachmentReference Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
XPath attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Description attributes			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attribute section for additional attributes.			

## 3.15 /CandidateProfile/EmploymentReferences (level 2)

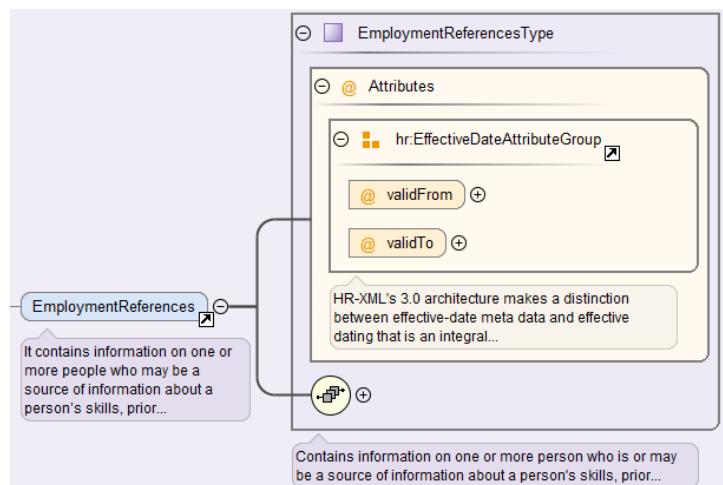
### 3.15.1 EmploymentReferences Element Description



Element	Description	Cardinality	Rule	Examples
<b>EmploymentReferences</b>	Contains information on one or more people who are or may be a source of information about a person's skills, prior employment, character, or suitability for employment	0..1	N/A	N/A
Sub-elements				
<b>Referee</b>	A person who may be referred to for information or guidance on a person's character or other qualities, specifically an applicant for employment, for an academic or other award, or the like.	0..n	N/A	N/A

See section /CandidateProfile/EmploymentReference/Referee for information

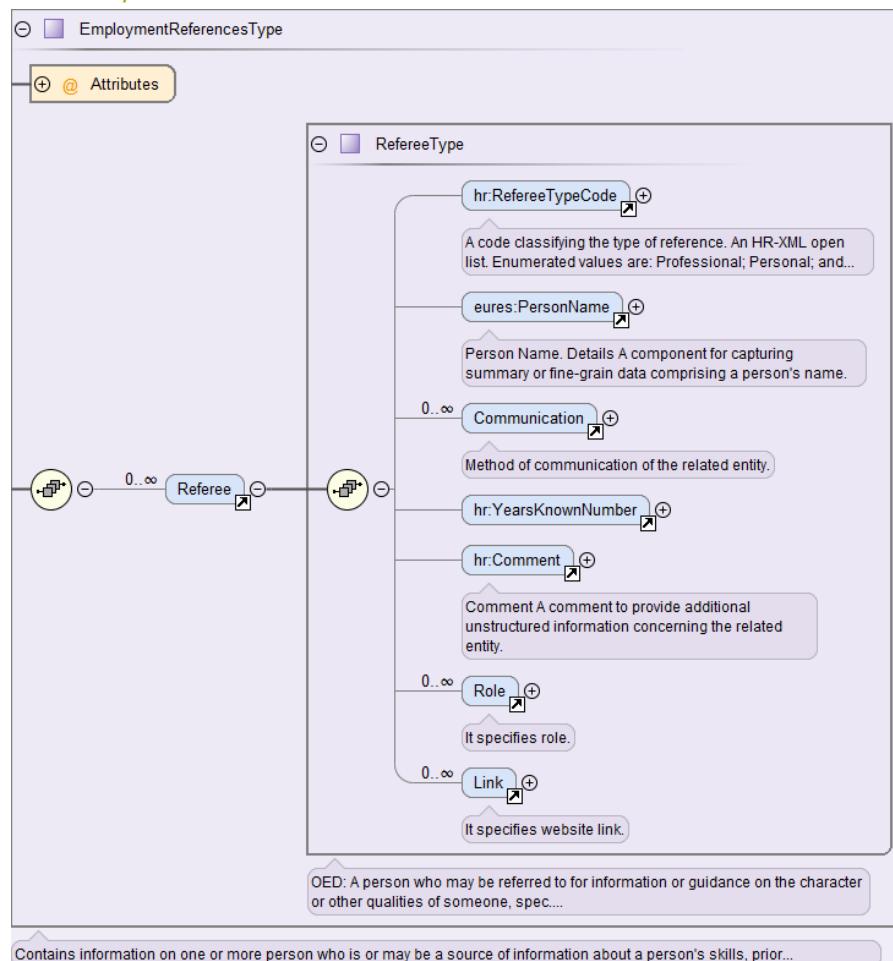
### 3.15.2 EmploymentReferences Attributes



Attributes	Description	Card.	Rule
<code>validFrom</code>	Validity start date for this entity's information.	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<code>validTo</code>	Validity end date for this entity's information.	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>Referee sub-element</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentReference/Referee for information			

### 3.15.3 Sub-element: /CandidateProfile/EmploymentReferences/Referee (level 3)

#### 3.15.3.1 RefereeElement Description



Element	Description	Cardinality	Rule	Examples
<b>Referee</b>	A person who may be referred to for information or guidance on a person's character or other qualities, specifically of an applicant for employment, for an academic or other award, or the like.	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>PersonName</b>	A component for capturing summary or fine-grain data that makes up a person's name	0..1	N/A	"Mr. John L Smith III, Phd", "Dr. Martin White", etc.
	The same as section /CandidatePerson/PersonName			
<b>RefereeTypeCode</b>	A code classifying the reference type (e.g. "Professional", "Personal", "Verification")	0..1	<b>BR-CV-22:</b> The HR-Open Standards Code List "RefereeTypeCode".  Full code list: "HR-Open/EURES: RefereeTypeCode [CL46]	"Professional", "Personal", "Verification"
<b>Communication</b>	Communication of the referee	0..n	N/A	N/A
	The same as section /CandidateSupplier/PersonContact/Communication			
<b>Years Known Number</b>	Number of years known	0..1	N/A	"1", "2", "3", etc.

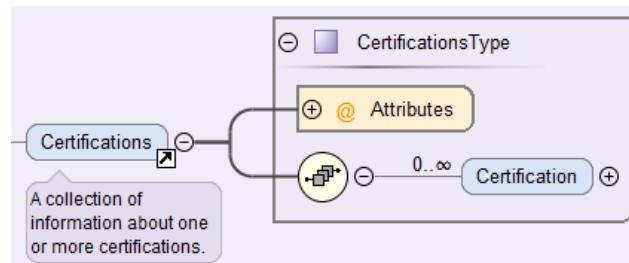
<b>Comment</b>	Comment given by a Referee.	0..1	N/A	"Comment about the referee"
<b>Role</b>	Specifies a role of referee in regards with a candidate.	0..1		
<b>Link</b>	It specifies url link.	0..1		

### 3.15.3.2 RefereeAttributes

Attributes	Description	Card.	Rule
This element has no attributes.			
	<b>PersonName attributes</b>		
Attributes	Description	Card.	Rule
The same as section /CandidatePerson/PersonName			
	<b>RefereeTypeCode attributes</b>		
Attributes	Description	Card.	Rule
It has no attributes.			
	<b>Communication attributes</b>		
Attributes	Description	Card.	Rule
The same as section /CandidateSupplier/PersonContact/Communication			
	<b>YearsKnownNumber attributes</b>		
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
	<b>Comment attributes</b>		
Attributes	Description	Card.	Rule
Refer to NoteType Attributes section for additional attributes.			
	<b>Role attributes</b>		
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the title.	0..1	
	<b>Link attributes</b>		
Attributes	Description	Card.	Rule
It has no attributes.			

## 3.16 /CandidateProfile/Certifications (level 2)

### 3.16.1 Certifications Element Description



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

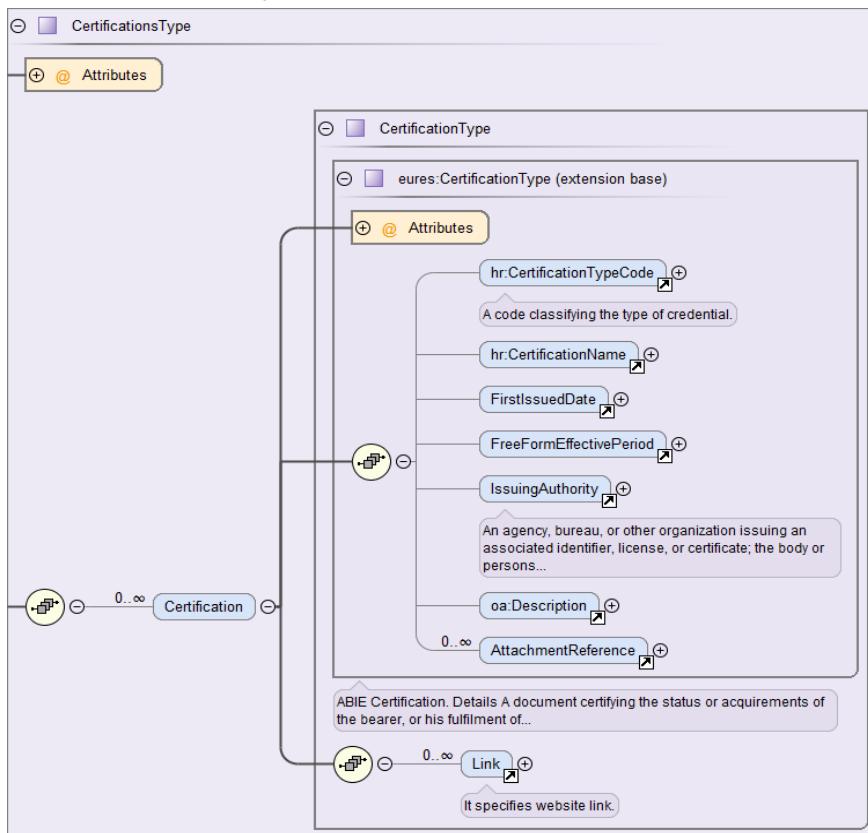
### 3.16.2 Certifications Attributes

Attributes	Description	Card.	Rule
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<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity enddate for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>Certification sub-element</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Certifications/Certification for more information			

### 3.16.3 Sub-element: /CandidateProfile/Certifications/Certification (level 3)

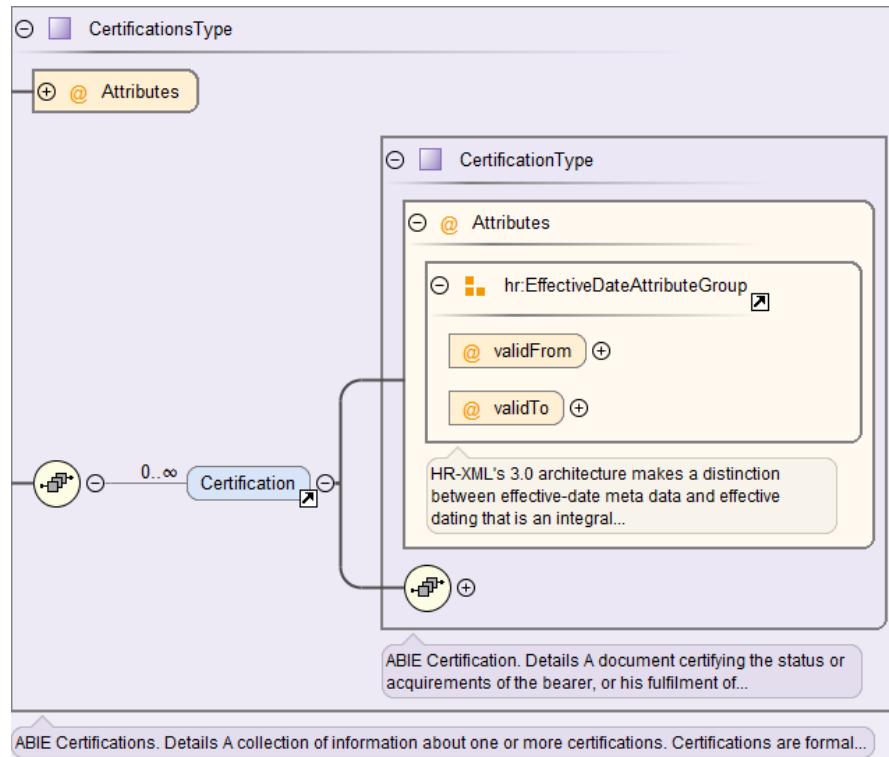
#### 3.16.3.1 Certification Element Description



Element	Description	Cardinality	Rule	Examples
<b>Certification</b>	A document certifying the status or acquiresments of the bearer, or his/her fulfilment of conditions authorizing him/her to act or practise in a specified way and which is therefore often equal to a licence.	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>CertificationTypeCode</b>	A code classifying the type of credential	0..1	N/A	"Appeal-Standard", "Certification Not Required", etc.
<b>CertificationName</b>	Name of the certification	0..1	N/A	"Transmission System Operators", etc.
<b>FirstIssuedDate</b>	First date issued See section /CandidateProfile /Certifications/Certification/FirstIssuedDate for more information	0..1	N/A	N/A
<b>FreeFormEffectivePeriod</b>	Indicates the period in which the associated component is effective. Based on the same TimePeriodType UN/CEFACT ABIE (except that the start date is optional). The xsd:choice	0..1	N/A	N/A

	<p>between an EndDate and Duration was also removed for processing simplicity. Generally, an EndDate or Duration would appear, but not both. This usage rule is not enforced by the schema.</p> <p>See section /CandidateProfile/Certifications/Certification/FreeFormEffectivePeriod for more information</p>			
<b>IssuingAuthority</b>	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority, but can sometimes be a private organization.  See section /CandidateProfile/Certifications/Certification/IssuingAuthority for more information	0..1	N/A	N/A
<b>Description</b>	Description of the certification	0..1	N/A	"Certification of Transmission System Operators at EU", etc.
<b>AttachmenReference</b>	Reference to the external documents attached  The same as /EmploymentHistory/EmployerHistory/AttachementReference section	0..n	N/A	N/A
<b>Link</b>	It specifies website link.	0..n		

### 3.16.3.2 Certification Attributes

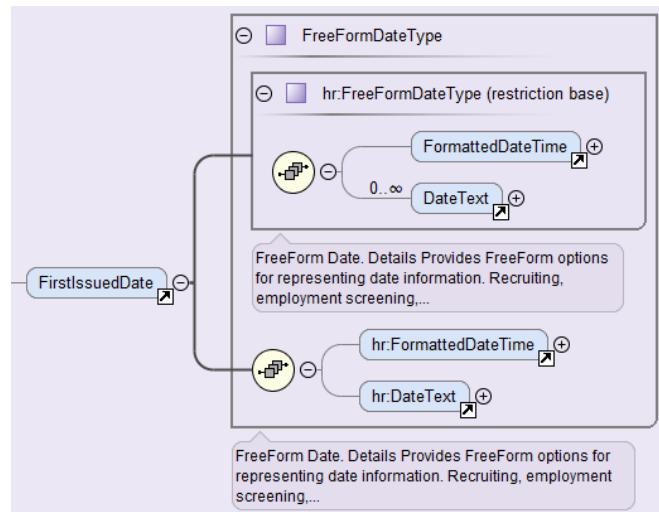


Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information.	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information.	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>CertificationTypeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>CertificationName attributes</b>			
Attributes	Description	Card.	Rule
<b>languageID</b>	Identifier of the language used in the CertificationName.	0..1	
<b>Description attributes</b>			

Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes,			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Certifications/Certification/FreeFormEffectivePeriod for more information			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Certifications/Certification/IssuingAuthority for more information			
Attributes	Description	Card.	Rule
The same as /EmploymentHistory/EmployerHistory/AttachmentReference attributes section			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Certifications/Certification/FirstIssuedDate for more information			
Attributes	Description	Card.	Rule
It has no attributes.			

### 3.16.4 Sub-element: /CandidateProfile/Certifications/Certification/FirstIssuedDate (level 4)

#### 3.16.4.1 FirstIssuedDate Element Description



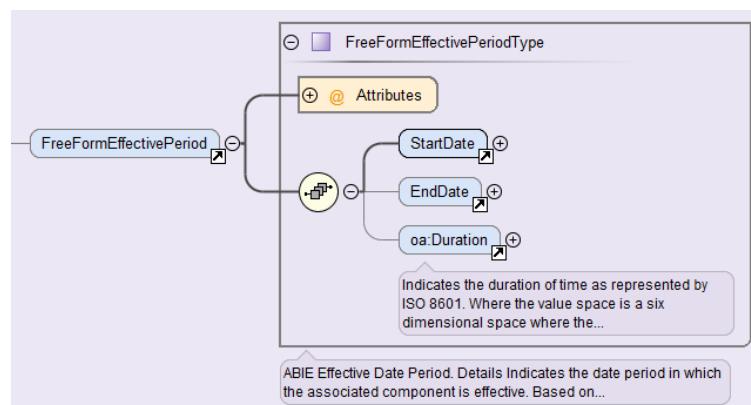
Element	Description	Cardinality	Rule	Examples
<code>FirstIssuedDate</code>	First date issued	0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
Sub-elements				
The same as /CandidateProfile/EducationHistory/EduadationOrganizationAttendance/EducationDegree/DegreeDate				

#### 3.16.4.2 FirstIssuedDate Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/EducationHistory/EduadationOrganizationAttendance/EducationDegree/DegreeDate Attributes section.			

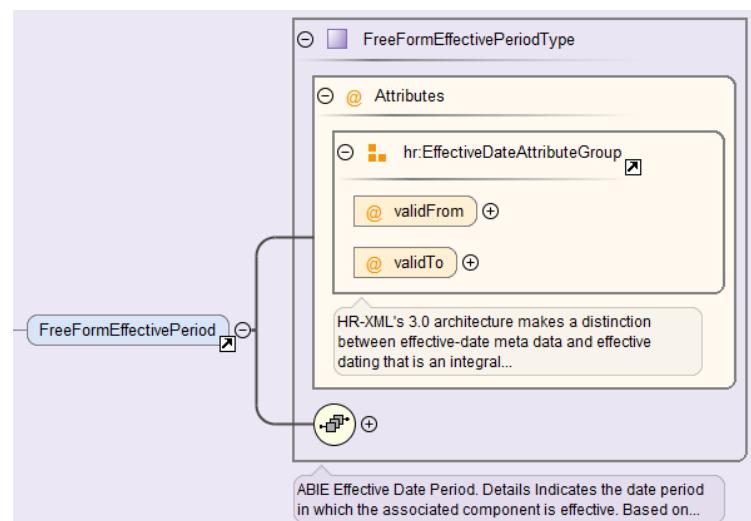
### 3.16.5 Sub-element: /CandidateProfile/Certifications/Certification/FreeFormEffectivePeriod (level 4)

#### 3.16.5.1 FreeFormEffectivePeriod Element Description



Element	Description	Cardinality	Rule	Examples
<b>FreeFormEffectivePeriod</b>	Indicates the date period in which the associated component is effective, based on the same TimePeriodType UN/CEFACT ABIE (except that the start date is optional). The xsd:choice between an EndDate and Duration was also removed for processing simplicity. Generally, an EndDate or Duration would appear, but not both. This usage rule is not enforced by the schema.	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>Start Date</b>	A timestamp marking the beginning of the attendance period	1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
	See section <a href="#">/CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate</a> for more information			
<b>End Date</b>	A timestamp marking the end of the attendance period	0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
	See section <a href="#">/CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate</a> for more information			
<b>Duration</b>	Indicates the duration of time as represented by ISO 8601, where the value space is a six-dimensional space in which the coordinates designate the Gregorian year, month, day, hour, minute, and second. The number of seconds can include decimal digits for arbitrary precision.	0..1	N/A	"2010-09-02", "2011-07", etc.

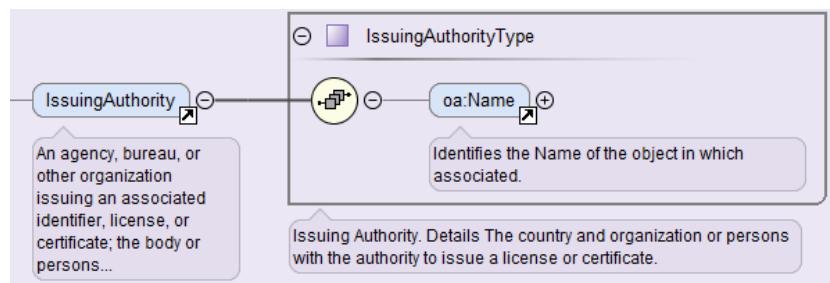
### 3.16.5.2 FreeFormEffectivePeriod Attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>StartDate sub-element</b>			
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate for more information			
<b>EndDate sub-element</b>			
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate for more information			
<b>DurationMeasure sub-element</b>			
This sub-element has no attributes.			

### 3.16.6 Sub-element: /CandidateProfile/Certifications/Certification/IssuingAuthority (level 4)

#### 3.16.6.1 IssuingAuthority Element Description



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

### 3.16.6.2 IssuingAuthority Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes.			

## 3.16.7 Sub-element: /CandidateProfile/Certifications/Certification/AttachmentReference (level 4)

### 3.16.7.1 AttachmentReference Element Description

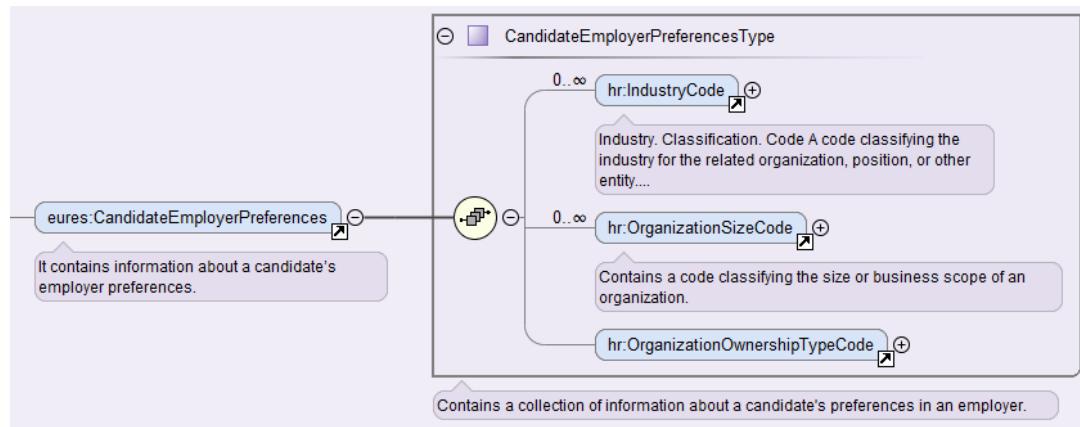
Element	Description	Cardinality	Rule	Examples
AttachmentReference	Reference to external documents attached	0..n	N/A	N/A
Sub-elements				
The same as /CandidateProfile/EmploymentHistory/EmployerHistory/AttachmentReference section				

### 3.16.7.2 AttachmentReference Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/EmploymentHistory/EmployerHistory/AttachmentReference section			

## 3.17 /CandidateProfile/CandidateEmployerPreferences (level 2)

### 3.17.1 CandidateEmployerPreferences Element Description



Element	Description	Cardinality	Rule	Examples
CandidateEmployerPreferences	Information about a candidate's preferences in an employer	0..1	N/A	N/A
Sub-elements				
IndustryCode	A code classifying the industry of the related organization, position, or other entity	0..n	<b>BR-COM-20:</b> Compulsory use of the "NACE-CodeList.gc" list defined by EURES. This is based on EU NACE. <b>BR-COM-43:</b> Multiple entries of this code list are allowed.	"01" = Agriculture, "02" = Forestry, etc.  Full code list: "HR-Open/EURES: NACE [CL31]"
OrganizationSizeCode	Contains a code classifying an organization's size or	0..n	<b>BR-COM-26:</b> 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.

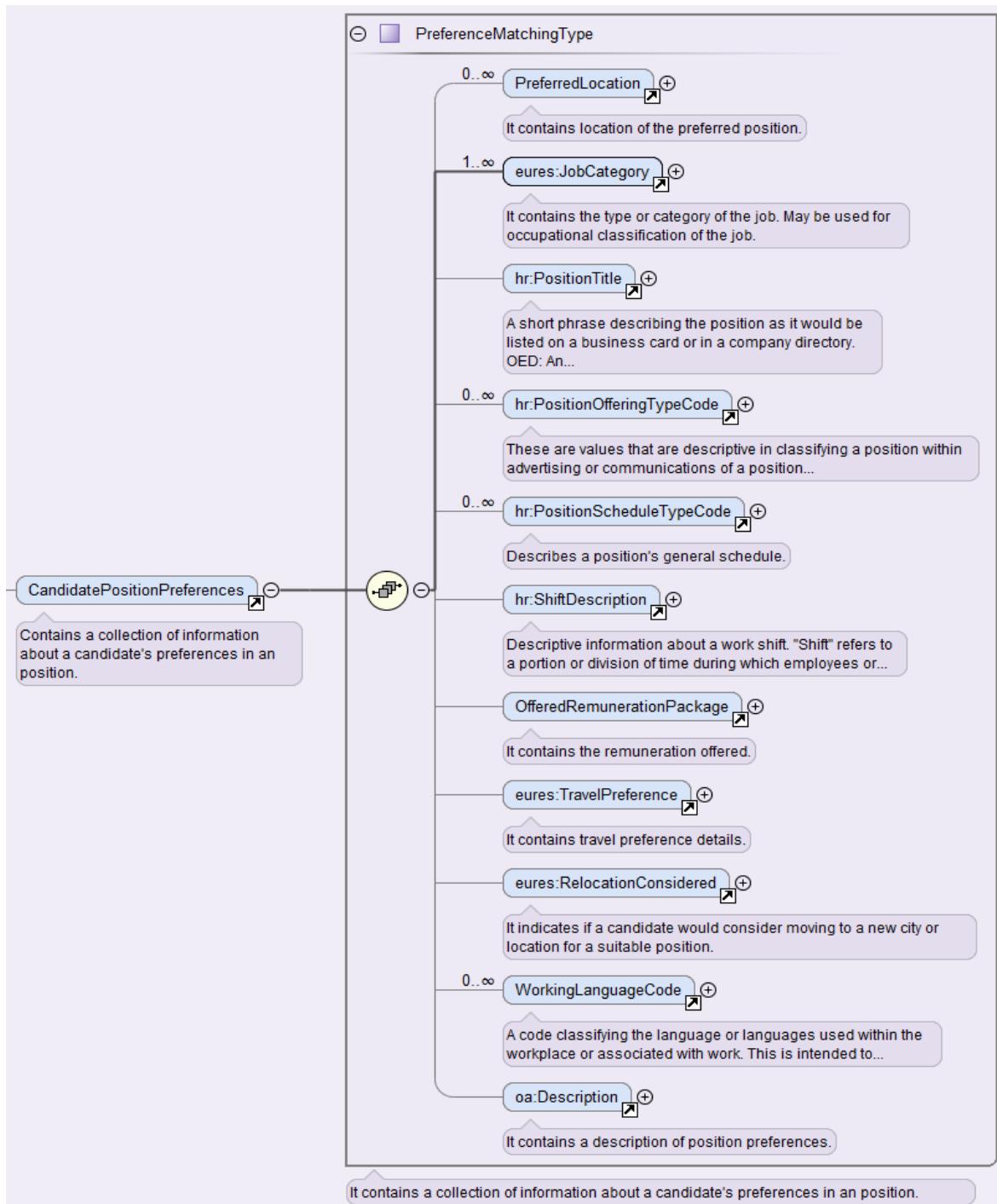
	business scope		<b>BR-COM-43:</b> Multiple entries of this code list are allowed.	Full code list: "HR-Open/EURES: OrganizationSizeCode [CL35]"
<b>OrganizationOwnershipCode</b>	Code of the ownership organisation  This is an HR-Open Standards open list.	0..1	<b>BR-COM-27:</b> Compulsory use of the "OrganizationOwnershipTypeCodeContentType" list.	"Public", "Private", "Non-profit", "Government"  Full code list: "4.28.23 Organization Ownership Codes [CL34]"

### 3.17.2 CandidateEmployerPreferences Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>IndustryCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>OrganizationSizeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
<b>OrganizationOwnershipTypeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			

## 3.18 /CandidateProfile/CandidatePositionPreferences (level 2)

### 3.18.1 CandidatePositionPreferences Element Description



Element	Description	Cardinality	Rule	Examples
<b>CandidatePositionPreference s</b>	Information about a candidate's preferences in a position	0..1	N/A	N/A
<b>Sub-elements</b>				
PreferredLocation	Location of the preferred position	0..n	N/A	N/A

	See section /CandidateProfile/CandidatePositionPreferences/PreferredLocation for more information			
<b>JobCategory</b>	The type or category of the job. May be used for occupational classification of the job.	1..n	N/A	N/A
See section /CandidateProfile/CandidatePositionPreferences/JobCategory for more information				
<b>PositionTitle</b>	A short phrase describing the position as it would be listed on a business card or in a company directory	0..1	N/A	"President", "Chief Executive Officer", etc.
<b>PositionOfferingTypeCode</b>	These values are descriptive in classifying a position opportunity  This is an HR-Open Standards open list.	0..n	<b>BR-COM-38:</b> Compulsory use of the "PositionOfferingCodeContentType" list.  <b>BR-COM-43:</b> Multiple entries of this code list are allowed.	"DirectorHire", "Temporary", "TemporaryToHire", "ContractToHire", Etc.  Full code list: "HR-Open/EURES: PositionOfferingCodeContentType [CL37]"
<b>PositionScheduleTypeCode</b>	Describes a position's general schedule  This is an HR-Open Standards open list.	0..n	<b>BR-COM-39:</b> Compulsory use of the "PositionScheduleCodeContentType" list.  <b>BR-COM-43:</b> Multiple entries of this code list are allowed.	"FullTime", "PartTime", "FlexTime", "Any"  Full code list: "HR-Open/EURES: PositionScheduleCodeContentType [CL38]"
<b>ShiftDescription</b>	Descriptive information about a work shift. "Shift" refers to a portion or division of time during which employees or resources are scheduled to be engaged or on-duty.	0..1	N/A	"Description about a work shift", etc.
<b>OfferedRemunerationPackage</b>	Remuneration offered	0..1	N/A	N/A
See section /CandidateProfile/CandidatePositionPreferences/OfferedRemunerationPackage for more information				
<b>TravelPreference</b>	Travel Preference details	0..1	N/A	N/A
See section /CandidateProfile/CandidatePositionPreferences/TravelPreference for more information				
<b>RelocationConsidered</b>	Indicates if a candidate would consider moving to a new city or location for a suitable position	0..1	N/A	N/A
See section /CandidateProfile/CandidatePositionPreferences/RelocationConsidered for more information				
<b>WorkingLanguageCode</b>	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	0..n	Compulsory use of Languages [ECV06] code list.  <b>BR-COM-43:</b> Multiple entries of this code list are allowed.	Europass2: Languages [ECV06]

	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 may be appropriate.			
Description	Description of position preferences	0..1	N/A	"Description of the position preferences", etc.

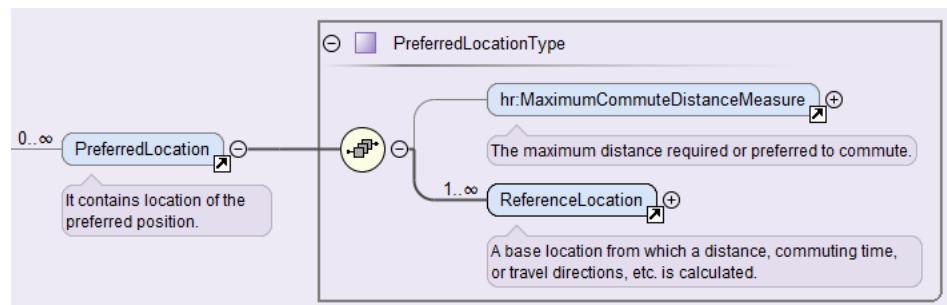
### 3.18.2 CandidatePositionPreferences Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
	<b>OfferedRemunerationPackage attributes</b>		
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreferences/OfferedRemunerationPackage for more information			
<b>PositionTitle attributes</b>			
Attributes	Description	Card.	Rule
Refer to PositionTitleType Attributes section for additional attributes.			
<b>ShiftDescription attributes</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
<b>Description attributes</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
<b>PositionOfferingTypeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
<b>PositionScheduleTypeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
<b>WorkingLanguageCode attributes</b>			
Attributes	Description	Card.	Rule
typeCode	It specifies type of the selected language: NORMAL, SIGN, CLASSIC or FREETEXT	0..1	Values must be: NORMAL, SIGN, CLASSIC or FREETEXT
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
<b>PreferredLocation attributes</b>			
Attributes	Description	Card.	Rule

See section /CandidateProfile/CandidatePositionPreferences/PreferredLocation for more information			
<b>RelocationConsidered attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreferences/RelocationConsidered for more information			
<b>TravelPreference attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreferences/TravelPreference for more information			
<b>JobCategory attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreferences/OfferedRemunerationPackage/JobCategory for more information			

### 3.18.3 Sub-element: /CandidateProfile/CandidatePositionPreference/PreferredLocation (level 3)

#### 3.18.3.1 PreferredLocation Element Description



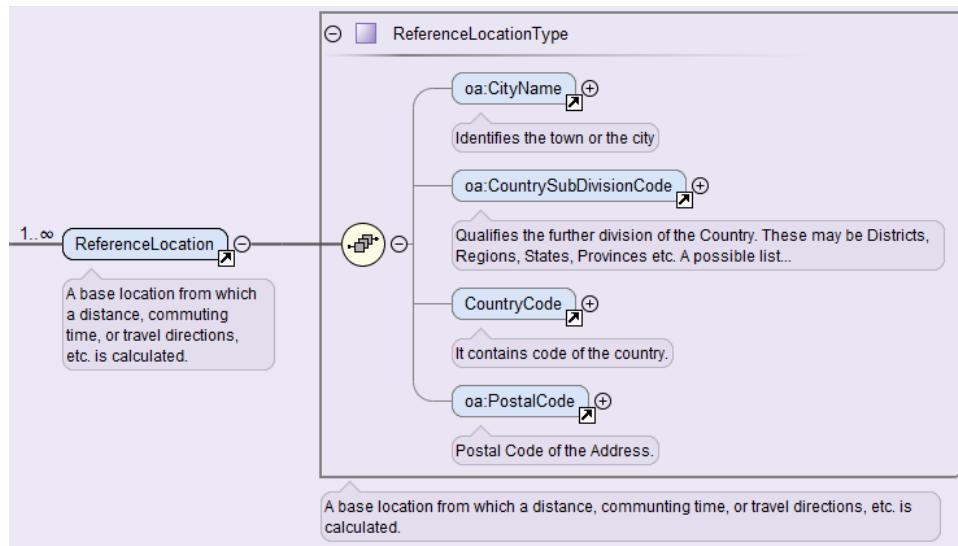
Element	Description	Cardinality	Rule	Examples
<b>PreferredLocation</b>	Location of the preferred position	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>MaximumCommuteDistance</b>	The maximum distance required or preferred to commute	0..1	N/A	N/A
<b>ReferenceLocation</b>	A base location from which a distance, commuting time, or travel directions, etc. is calculated  See section /CandidateProfile/CandidatePositionPreference/PreferredLocation/ReferenceLocation for more information	1..n		N/A

#### 3.18.3.2 PreferredLocation Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>MaximumCommuteDistanceMeasure attributes</b>			
Attributes	Description	Card.	Rule
Refer to MeasureType Attributes section for additional attributes.			
<b>ReferenceLocation attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreference/PreferredLocation/ReferenceLocation for more information			

**3.18.4 Sub-element:**  
**/CandidateProfile/CandidatePositionPreference/PreferredLocation/ReferenceLocation (level 4)**

**3.18.4.1 ReferenceLocation Element Description**



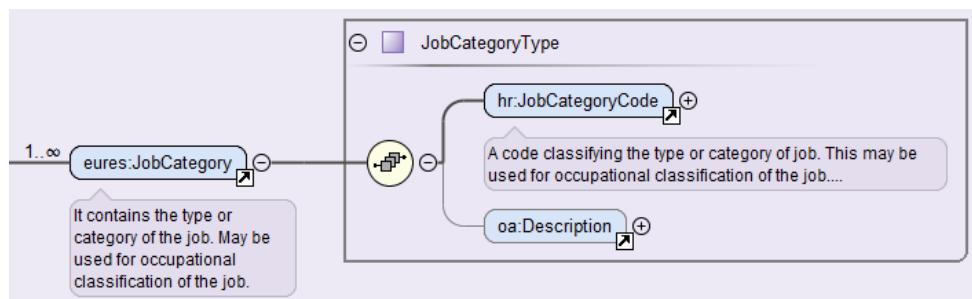
Element	Description	Cardinality	Rule	Examples
<b>ReferenceLocation</b>	A base location from which a distance, commuting time, or travel directions, etc. is calculated	1..n		N/A
<b>Sub-elements</b>				
<b>CityName</b>	Identifies the town or the city	0..1	N/A	"Brussels", "Barcelona", "London", etc.
<b>CountrySubdivisionCode</b>	Qualifies the further division of the Member States of Europe, which can be Districts, Regions, States, Provinces etc.	0..1	<p><b>BR-COM-21:</b> Compulsory use of the "EURES_CountrySubdivisionCodes-CodeList.gc" list defined by EURES. This is based on NUTS 2013 – Level 3.</p> <p><b>BR-COM-53:</b> If CountryCode is specified, CountrySubDivisionCode value must correspond to CountryCode value.</p>	"BE07", "CS01", etc. Full code list: "HR-Open/EURES: CountrySubdivisionCodes [CL08]"
<b>CountryCode</b>	Code of the country	0..1	Compulsory use of CountriesAndNationalities [ECV02], AuxCountriesAndNationalities [ECV10]	Europass2: CountriesAndNationalities [ECV02], Europass2: AuxCountriesAndNationalities [ECV10]
<b>PostalCode</b>	The Address' Postal Code.	0..1		

### 3.18.4.2 ReferenceLocation Attributes

Attributes	Description	Card.	Rule
This element has no attributes			
<b>CityName attributes</b>			
Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes			
<b>PostalCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attribute section for additional attributes			
<b>CountrySubdivision attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup section for additional attributes			
<b>CountryCode attributes</b>			
Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date as a resident of the country	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date as a resident of the country	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Refer to CodeListAttributeGroup Attributes for additional attributes.			

### 3.18.5 Sub-element: /CandidateProfile/CandidatePositionPreference/JobCategory (level 3)

#### 3.18.5.1 JobCategory Element Description



Element	Description	Cardinality	Rule	Examples
<b>JobCategory</b>	Category of the job	1..n	N/A	N/A
<b>Sub-elements</b>				
<b>JobCategoryCode</b>	A code classifying the type or category of a job. This may be used for its occupational classification. The JobCategoryCode will usually be repeatable so that a single job could be classified across multiple dimensions. The JobCategoryCode could be used to classify the job by industry but note that an explicit IndustryCode is available in contexts such as PositionOrganizationDetails.	1	<b>BR-COM-29:</b> Compulsory use of the “ISCO2008-CodeList.gc” list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0.  <b>BR-COM-55:</b> Compulsory use of the attributes “listVersionID”, “listName” and “listURI”.	“1” – Managers, “12” – Administrative, etc.  Full code list: “HR-Open/EURES: ISCO2008 [CL20]” “HR-Open/EURES: ESCO_Occupations [CL20]”
<b>Description</b>	Job category Description	0..1	N/A	“Description of job category”, etc.

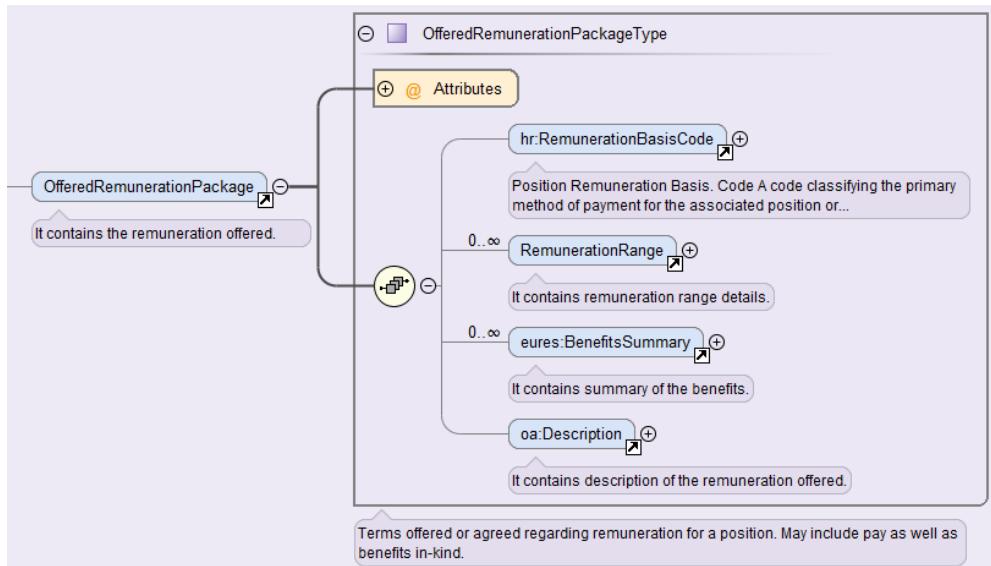
#### 3.18.5.2 JobCategory Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>JobCategoryCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
<b>Description attributes</b>			

Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			

### 3.18.6 Sub-element: /CandidateProfile/CandidatePositionPreference/OfferedRemunerationPacakage (level 3)

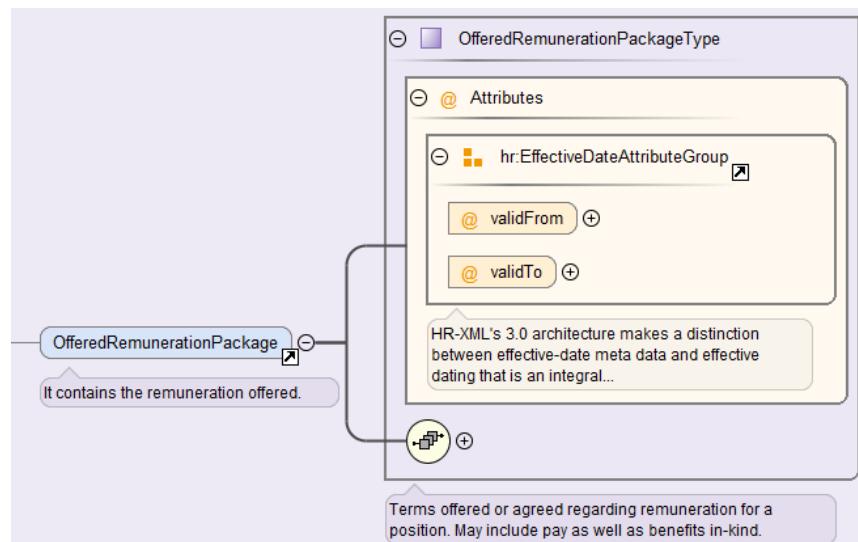
#### 3.18.6.1 OfferedRemunerationPackage Element Description



Element	Description	Cardinalit y	Rule	Examples
<b>OfferedRemunerationPackag e</b>	Remuneratio n offered	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>RemunerationBasisCode</b>	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.	0..1	<b>BR-COM-30:</b> Compulsory use of the "RemunerationBasisCodeContentType" list.	"Hourly", "Salaried", "SalariedPlusComission", "ComisionOnly"  Full code list: "HR-Open/EURES: RemunerationBasisCodeContentTyp e [CL48]"
<b>RemunerationRange</b>	Remuneratio n range details	0..n	<b>BR-COM-31:</b> All its sub elements must be expressed using the same currency.	N/A

	See section <a href="#">/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/RemunerationRange</a> for more information			
<b>BenefitsSummary</b>	Summary of benefits	0..n	N/A	N/A
	See section: <a href="#">/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary</a> for more information			
<b>Description</b>	Description of the remuneration offered	0..1	N/A	N/A

### 3.18.6.2 OfferedRemunerationPackage Attributes

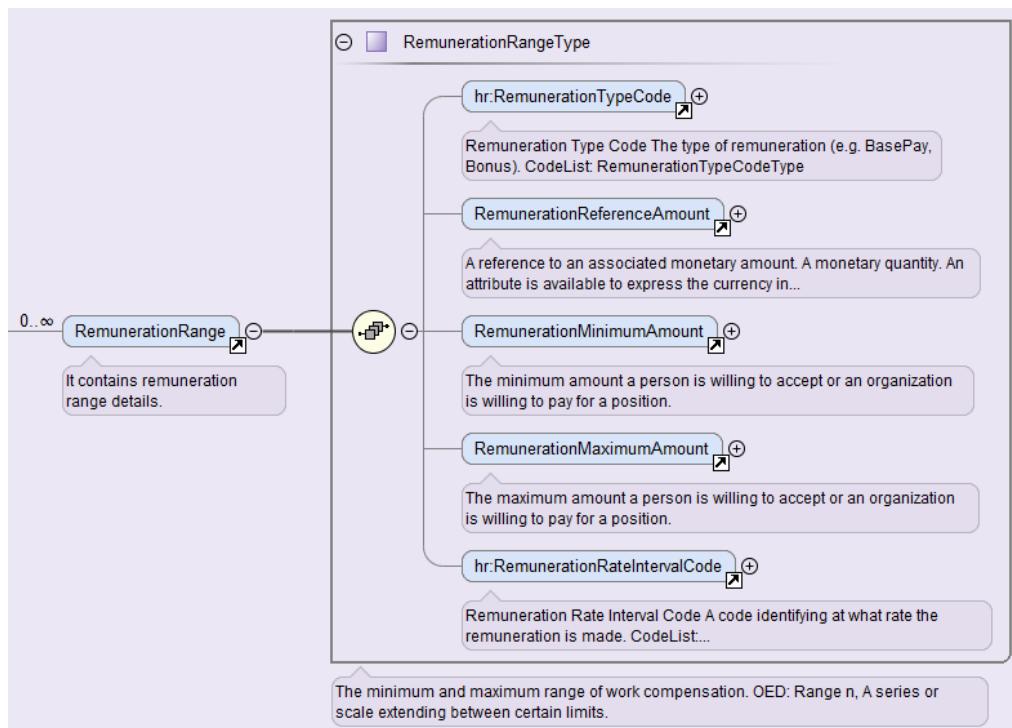


Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>BenefitsSummary attributes</b>			
Attributes	Description	Card.	Rule
See section: <a href="#">/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary</a> for more information			
<b>RemunerationRange attributes</b>			
Attributes	Description	Card.	Rule
See section <a href="#">/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/RemunerationRange</a> for more information			
<b>RemunerationBasisCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to <a href="#">CodeListAttributeGroup</a> Attributes section for additional attributes.			
<b>Description attributes</b>			
Attributes	Description	Card.	Rule
Refer to <a href="#">DescriptionType</a> Attributes section for additional attributes.			

### 3.18.7 Sub-element:

/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/RemunerationRange (level 4)

#### 3.18.7.1 RemunerationRange Element Description



Element	Description	Cardinality	Rule	Examples
<b>RemunerationRange</b>	Remuneration range details	0..n	<b>BR-COM-31:</b> All its sub elements must be expressed using the same currency.	N/A
<b>Sub-elements</b>				
<b>RemunerationTypCode</b>	A code classifying the type of pay or remuneration being described  This is an HR-Open Standards open list.	0..1	<b>BR-COM-32:</b> Compulsory use of the "RemunerationCodeContentType" list.	"BasePay", "Commission", "Bonus", "ShortTermIncentive", "ShiftPremium"  Full code list: "HR-Open/EURES: RemunerationCodeContentType [CL49]"
<b>RemunerationReferenceAmount</b>	A reference to an associated monetary quantity. An attribute is available to express the currency in which the amount is expressed.	0..1	N/A	"20000", "35000", etc.

<b>RemunerationMinimumAmount</b>	The minimum amount a person is willing to accept, or an organization is willing to pay for a position.	0..1	N/A	“20000”, “35000”, etc.
<b>RemunerationMaximumAmount</b>	The maximum amount a person is willing to accept, or an organization is willing to pay for a position.	0..1	N/A	“20000”, “35000”, etc.
<b>RemunerationRateIntervalCode</b>	An interval of time or other basis used to express a rate of pay or remuneration  This is an HR-Open Standards open list.	0..1	<b>BR-COM-33:</b> Compulsory use of the “RemunerationRateIntervalCodeContent Type” list.	“Hour”, “Day”, “Week”, etc.  Full code list: “HR-Open/EURES: RemunerationRateIntervalCodeContent Type [CL50]”

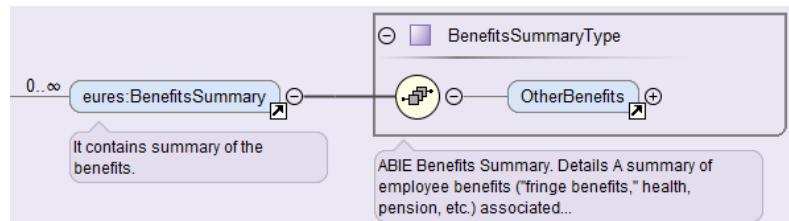
Figure 139: Name Attributes Schema

### 3.18.7.2 RemunerationRange Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
	<b>RemunerationMinimumAmount attributes</b>		
Attributes	Description	Card.	Rule
<b>currencyID</b>	The currency in which the maximal and minimal salary are indicated.	1	Compulsory use of the Europass2: Currency [ECV08]
<b>RemunerationMaximumAmount attributes</b>			
Attributes	Description	Card.	Rule
The same as “RemunerationMinimumAmount”			
<b>RemunerationReferenceAmount attributes</b>			
Attributes	Description	Card.	Rule
The same as “RemunerationMinimumAmount”			
<b>RemunerationRateIntervalCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes for additional attributes.			
<b>RemunerationTypeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes for additional attributes.			

3.18.8 Sub-element:  
`/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary` (level 4)

3.18.8.1 *BenefitsSummary Element Description*



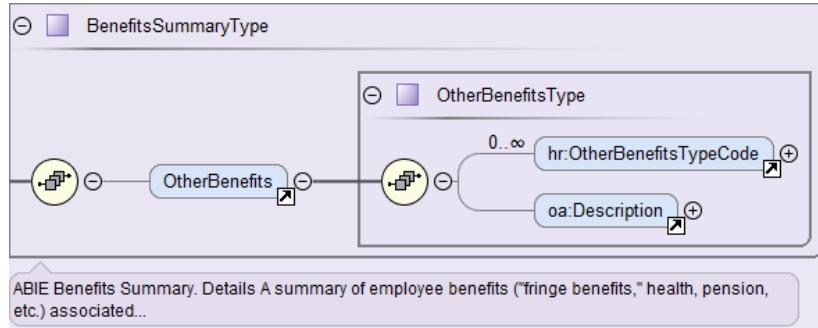
Element	Description	Cardinality	Rule	Examples
<b>BenefitsSummary</b>	Summary of benefits	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>OtherBenefits</b>	Details of benefits  See section <code>/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary/OtherBenefits</code> for more information	0..1	N/A	N/A

3.18.8.2 *BenefitsSummary Attributes*

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>OtherBenefits attributes</b>			
Attributes	Description	Card.	Rule
See section <code>/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary/OtherBenefits</code> for more information			

3.18.9 Sub-element:  
`/CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary/OtherBenefits` (level 5)

3.18.9.1 *OtherBenefits Element Description*



Element	Description	Cardinality	Rule	Examples
<b>OtherBenefits</b>	Details of the other benefits	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>OtherBenefitsTypeCode</b>	Code of benefits that the candidate would like	0..n	<b>BR-COM-40:</b> Compulsory use of the "EURES_SocialBenefitsCodes-CodeList.gc" list defined by EURES.	"0" = Accommodation included, "1" = Meals included, etc.

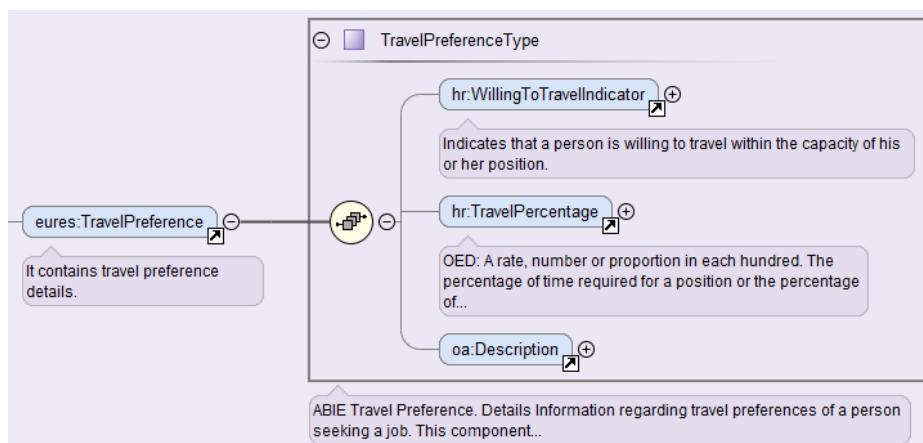
			BR-COM-43: Multiple entries of this code list are allowed.	Full code list: "HR-Open/EURES: SocialBenefitsCodes [CL52]"
Description	Narrative details of benefits	0..1	N/A	"Description of other benefits", etc.

### 3.18.9.2 OtherBenefits Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>OtherBenefitsTypeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes			
<b>Description attributes</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes			

## 3.18.10 Sub-element: /CandidateProfile/CandidatePositionPreference/TravelPreference (level 3)

### 3.18.10.1 TravelPreference Element Description



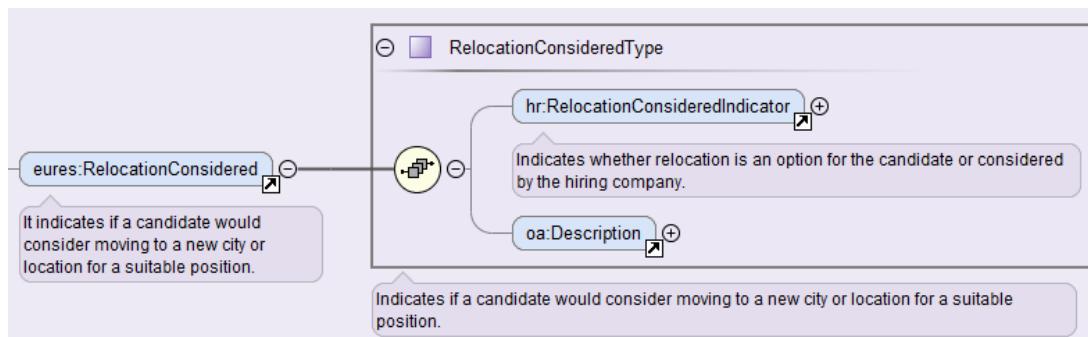
Element	Description	Cardinality	Rule	Examples
TravelPreference	Travel Preference Details	0..1	N/A	N/A
<b>Sub-elements</b>				
WillingToTravellIndicator	Indicates that a person is willing to travel within the capacity of his or her position	0..1	N/A	"True" or "False"
TravelPercentage	A rate, number or 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	0..1	N/A	"25", "35", etc.
Description	Description of the travel preference	0..1	N/A	N/A

### 3.18.10.2 TravelPreference Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>Description attributes</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
<b>WillingToTravelIndicator attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>TravelPercentage attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

### 3.18.11 Sub-element: /CandidateProfile/CandidatePositionPreference/RelocationConsidered (level 3)

#### 3.18.11.1 RelocationConsidered Element Description



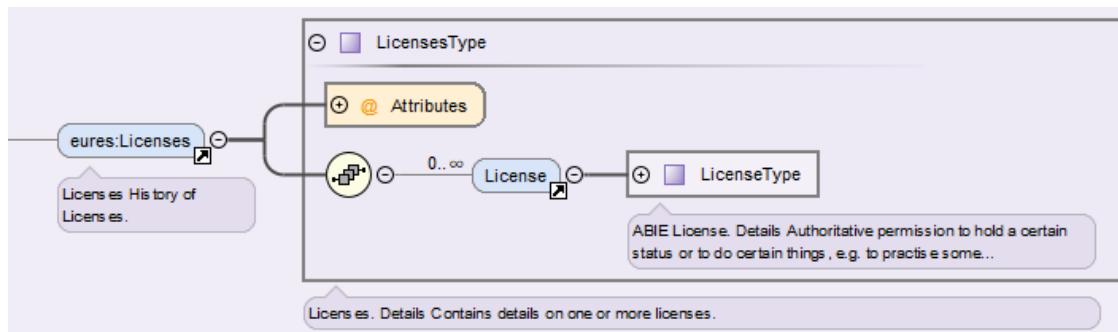
Element	Description	Cardinality	Rule	Examples
<b>RelocationConsidered</b>	Indicates if a candidate would consider moving to a new city or location for a suitable position	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>RelocationConsideredIndicator</b>	Indicates whether relocation is an option for the candidate or considered by the hiring company	0..1	N/A	"True" or "False"
<b>Description</b>	Description of the relocation considered	0..1	N/A	N/A.

#### 3.18.11.2 RelocationConsidered Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>Description sub-element</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
<b>RelocationConsidered sub-element</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

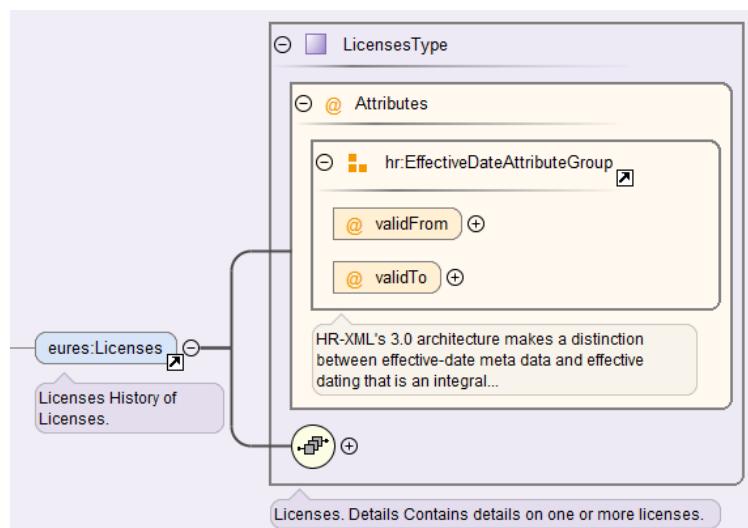
### 3.19 /CandidateProfile/Licenses (level 2)

#### 3.19.1 Licenses Element Description



Element	Description	Cardinality	Rule	Examples
<b>Licenses</b>	Contains details on one or more licenses (driver's licences)	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>License</b>	Driving permission or authorisation	0..n	N/A	N/A

### 3.19.2 Licenses Attributes

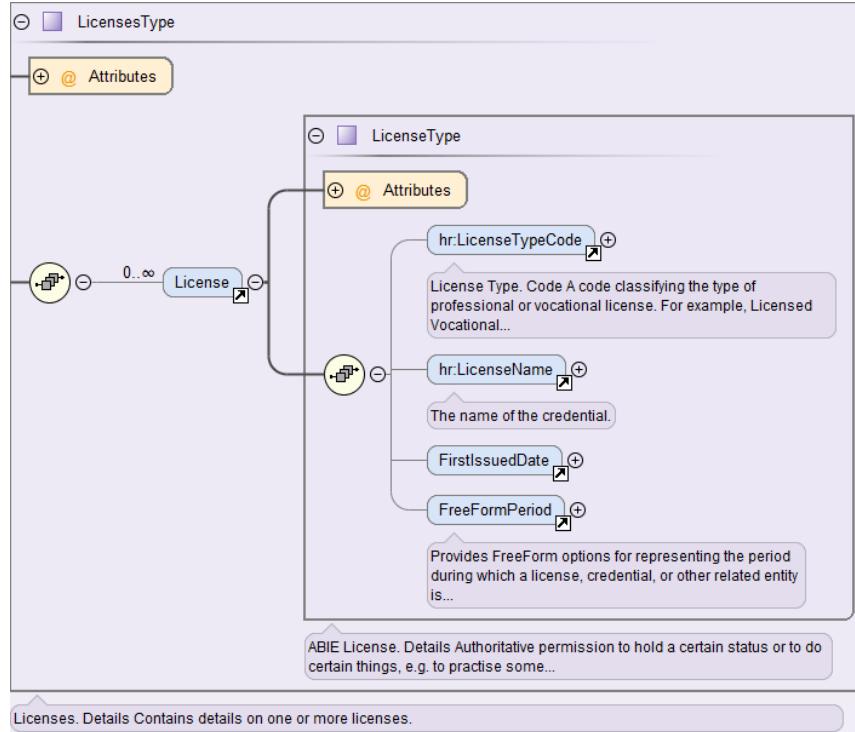


Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>License attributes</b>			
Attributes	Description	Card.	Rule

See section /CandidateProfile/Licenses/License for more information

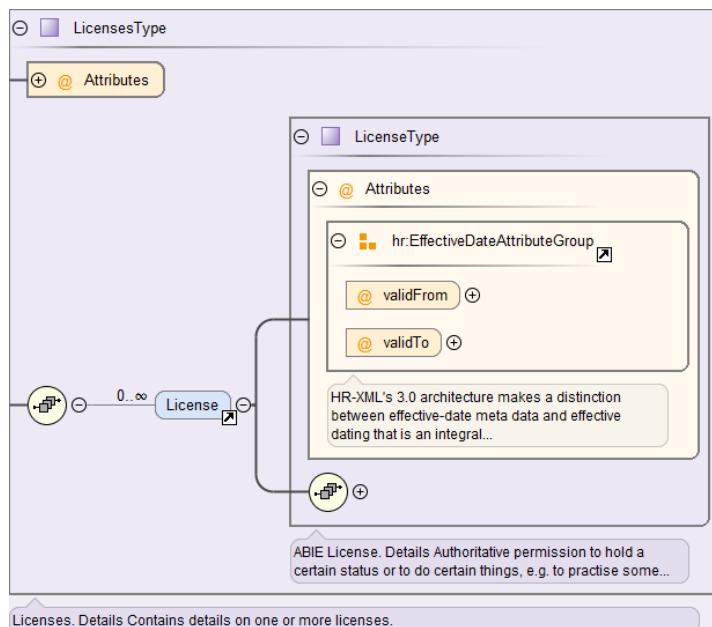
### 3.19.3 Sub-element: /CandidateProfile/Licenses/License (level 3)

#### 3.19.3.1 License Element Description



Element	Description	Cardinality	Rule	Examples
License	Driving permission or authorisation	0..n	N/A	N/A
<b>Sub-elements</b>				
LicenseTypeCode	A code classifying the type of driving license	0..1	<b>BR-COM-41:</b> Compulsory use of the "EURES_LicenseTypeCode-CodeList" list. This is based on Directive 2006/126/EC.	"AM", "A1", "A2", "A", etc. Full code list: "HR-Open: LicenseTypeCode [CL14]"
LicenseName	The name of the credential	0..1	N/A	"A1", "B", etc.
FirstIssuedDate	Date of first issuing of the license	0..1	<b>BR-COM-16:</b> At least one of its sub-elements must be provided.  See section /CandidateProfile/Licenses/License/FirstIssuedDate for more information	N/A
FreeFormPeriod	Provides Freeform options for representing the period during which a license, credential, or other related entity is effective	0..1	N/A	N/A  See section /CandidateProfile/Licenses/License/FreeFormPeriod for more information

### 3.19.3.2 License Attributes



Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> 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	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>LicenseTypeCode attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes for additional attributes.			
<b>FirstIssuedDate attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Licenses/License/FirstIssuedDate for more information			
<b>FreeFormPeriod attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Licenses/License/FreeFormPeriod for more information			
<b>LicenseName attributes</b>			
Attributes	Description	Card.	Rule

languageID	Identifier of the language used in the license name	0..1	
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### 3.19.4 Sub-element: /CandidateProfile/Licenses/License/FirstIssuedDate (level 4)

#### 3.19.4.1 FirstIssuedDate Element Description

Element	Description	Cardinality	Rule	Examples
FirstIssuedDate	The first date issued	0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
<b>Sub-elements</b>				
The same as: /EducationOrganizationAttendance/EducationDegree/DegreeDate				

#### 3.19.4.2 FirstIssuedDate Attributes

Attributes	Description	Card.	Rule
The same as /EducationOrganizationAttendance/EducationDegree/DegreeDate			

### 3.19.5 Sub-element: /CandidateProfile/Licenses/License/FreeFormPeriod (level 4)

#### 3.19.5.1 FreeFormPeriod Element Description

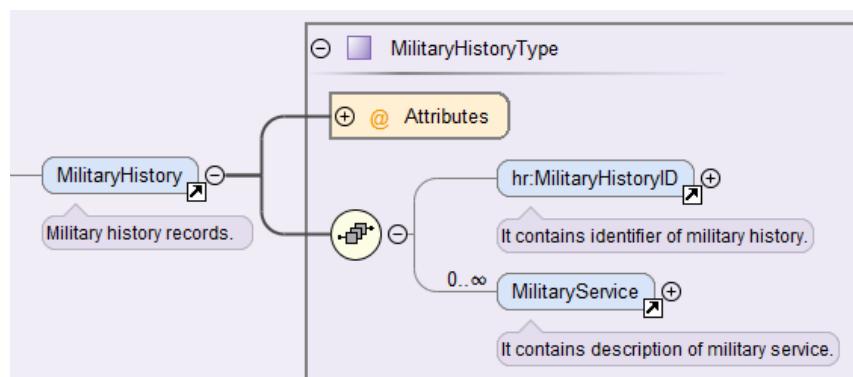
Element	Description	Cardinality	Rule	Examples
FreeFormPeriod	Provides freeform options for representing the period during which a license, credential, or other related entity is effective	0..1	N/A	N/A
<b>Sub-elements</b>				
The same as /EducationOrganizationAttendance/AttendancePeriod excluding <b>Ongoing</b> element.				

#### 3.19.5.2 FreeFormPeriod Attributes

Attributes	Description	Card.	Rule
The same as /EducationOrganizationAttendance/AttendancePeriod excluding <b>Ongoing</b> element.			

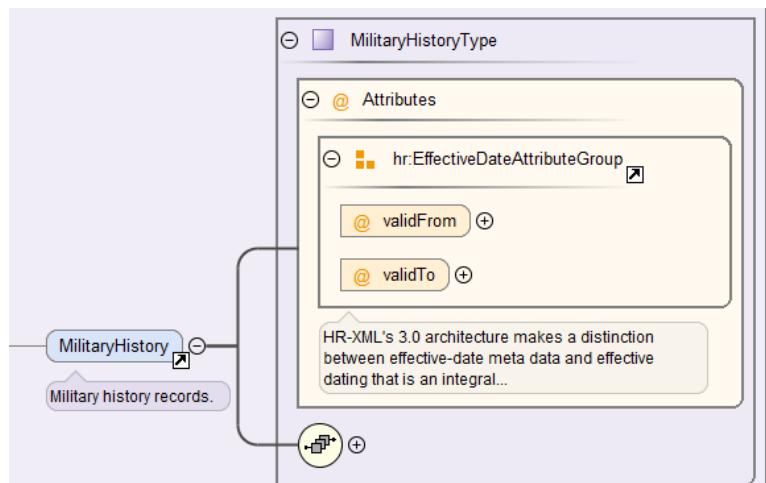
## 3.20 /CandidateProfile/MilitaryHistory (level 2)

### 3.20.1 MilitaryHistory Element Description



Element	Description	Cardinality	Rule	Examples
MilitaryHistory	Information about the person's military service	0..1	N/A	N/A
<b>Sub-elements</b>				
MilitaryHistoryID	Identifier of military history	0..1	N/A	"MIL-1234", "344", etc.
MilitaryService	Description of military service	0..n	N/A	N/A
	See section /CandidateProfile/MilitaryHistory/MilitaryService for more information			

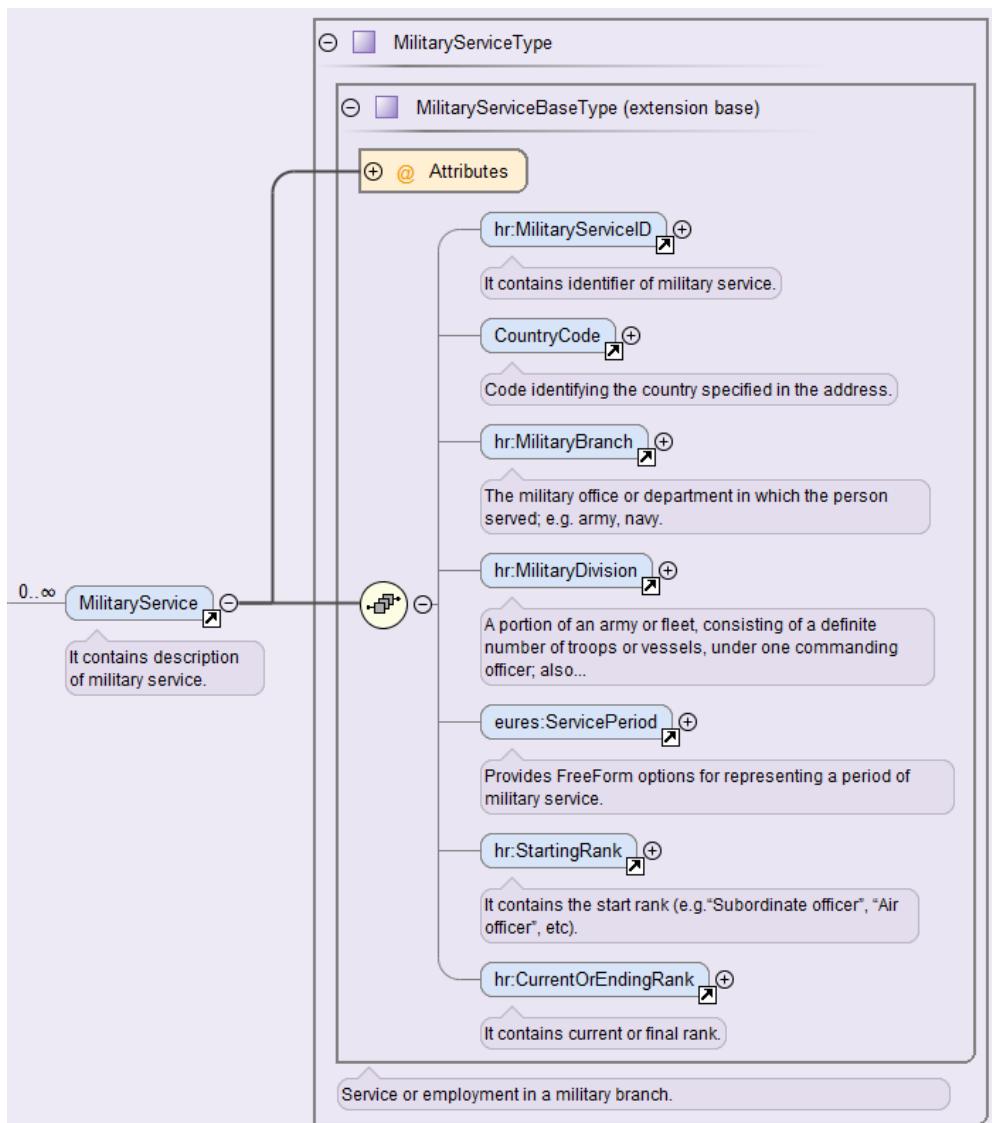
### 3.20.2 MilitaryHistory Attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>MilitaryHistoryID attributes</b>			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
<b>MilitaryService attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/MilitaryHistory/MilitaryService for more information			

### 3.20.3 Sub-element: /CandidateProfile/MilitaryHistory/MilitaryService (level 3)

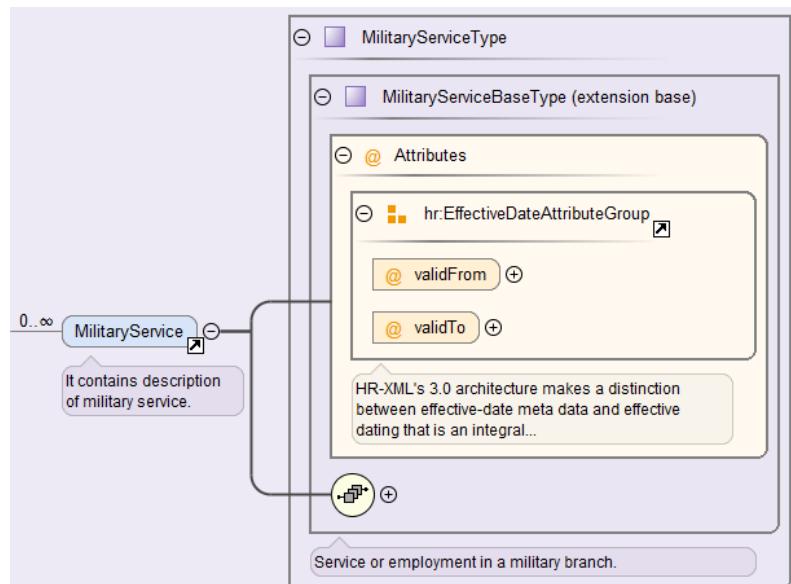
#### 3.20.3.1 MilitaryService Element Description



Element	Description	Cardinality	Rule	Examples
<b>MilitaryService</b>	Description of military service	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>MilitaryServiceID</b>	Identifier of military service	0..1	N/A	"MS-291", "MS-121", etc.
<b>CountryCode</b>	A code specifying the country where the candidate did/does military service	0..1	Compulsory use of CountriesAndNationalities [ECV02], AuxCountriesAndNationalities [ECV10] code list.	Europass2: CountriesAndNationalities [ECV02], Europass2: AuxCountriesAndNationalities [ECV10]
<b>MilitaryBranch</b>	The military office or department in which the person served	0..1	N/A	"Army", "Navy", etc.
<b>MilitaryDivision</b>	A portion of an army or fleet, consisting of a definite number	0..1	N/A	"Air assault", "Armoured", "Infantry", etc.

	of troops or vessels, under one commanding officer; also applied to a definite portion of a squadron or battalion			
<b>ServicePeriod</b>	The period of military service	0..1	N/A	N/A
	See section /CandidateProfile/MilitaryHistory/MilitaryService/ServicePeriod for more information			
<b>StartingRank</b>	Start rank	0..1	N/A	"Subordinate officer", "Air officer", etc.
<b>CurrentOrEndingRank</b>	Current or final rank	0..1	N/A	"Warrant office", "General", etc.

### 3.20.3.2 MilitaryService attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-05:</b> If not specified, the "validFrom" date will default to "assigned by EURES on reception". <b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-07:</b> If not specified, the "validTo" date will be decided by EURES depending on the transaction context. <b>BR-COM-08:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>MilitaryServiceID attributes</b>			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
<b>ServicePeriod attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/MilitaryHistory/MilitaryService/ServicePeriod for more information			
<b>CountryCode attributes</b>			
Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-05:</b> If not specified, the "validFrom" date will default to "assigned by EURES on reception".

			<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-07:</b> If not specified, the “validTo” date will be decided by EURES depending on the transaction context. <b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
<b>StartingRank attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>CurrentOrEndingRank attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>MilitaryDivision attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>MilitaryBranch attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

### 3.20.4 Sub-element: /CandidateProfile/MilitaryHistory/MilitaryService/ServicePeriod (level 4)

#### 3.20.4.1 ServicePeriod Element Description

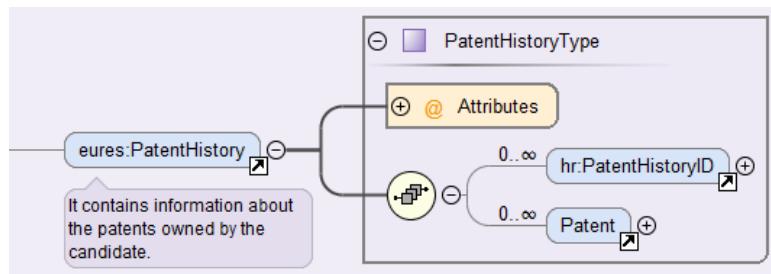
Element	Description	Cardinality	Rule	Examples
<b>ServicePeriod</b>	The period of military service	0..1	N/A	N/A
<b>Sub-elements</b>				
The same as /EducationOrganizationAttendance/AttendancePeriod excluding <b>Ongoing</b> element.				

#### 3.20.4.2 ServicePeriod Attributes

Attributes	Description	Card.	Rule
The same as /EducationOrganizationAttendance/AttendancePeriod excluding <b>Ongoing</b> element.			

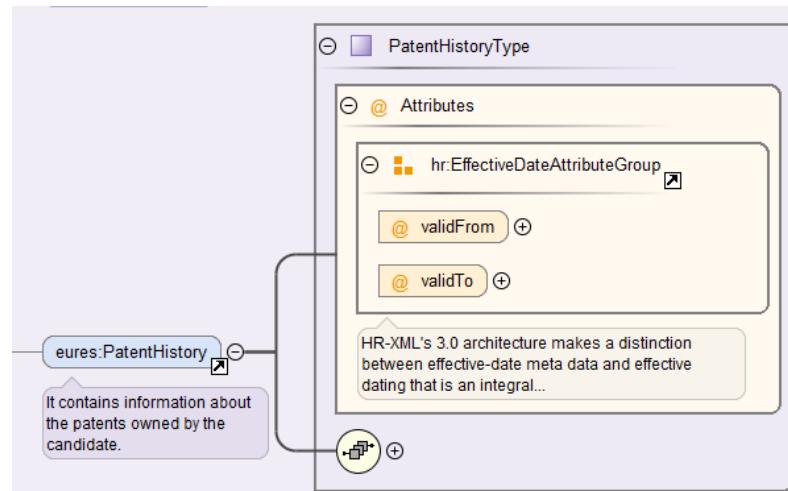
## 3.21 /CandidateProfile/PatentHistory (level 2)

### 3.21.1 PatentHistory Element Description



Element	Description	Cardinality	Rule	Examples
<b>PatentHistory</b>	Information about the Patents owned by the Person	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>PatentHistoryID</b>	Identifier of the patent history	0..n	N/A	“PT-1234”, “344”, etc.
<b>Patent</b>	A licence from a government conferring for a set period the sole right to make, use, or sell some process or invention See section /CandidateProfile/PatentHistory/Patent for more information	0..n	N/A	N/A

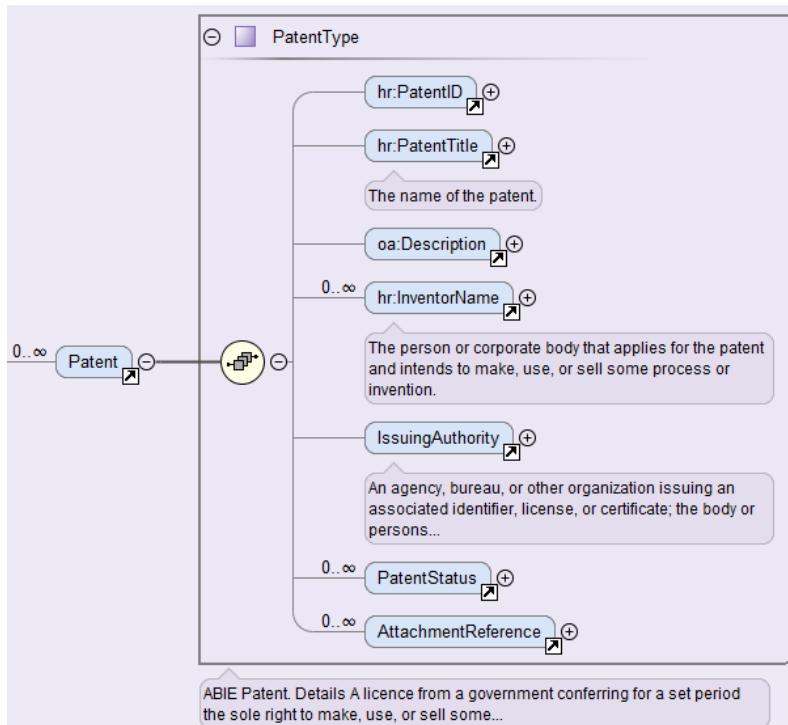
### 3.21.2 Patent History Attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>PatentHistoryID attributes</b>			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
<b>Patent attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PatentHistory/Patent for more information			

### 3.21.3 Sub-element: /CandidateProfile/PatentHistory/Patent (level 3)

#### 3.21.3.1 Patent Element Description



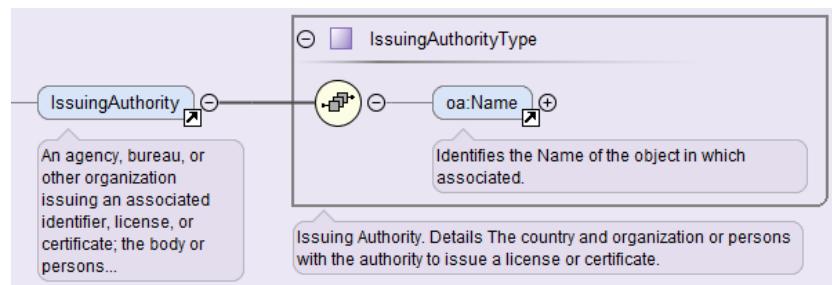
Element	Description	Cardinality	Rule	Examples
Patent	A licence from a government conferring for a set period the sole right to make, use, or sell some process or invention	0..n	N/A	N/A
<b>Sub-elements</b>				
PatentID	Identifier of the patent	0..1	N/A	"PT-1234", "344", etc.
PatentTitle	The name of the patent	0..1	N/A	"Tray Device", "Carton", etc.
Description	Description of the patent	0..1	N/A	"A tray device applied in a server is provided. The server includes a housing.", etc.
InventorName	The name of the person who devised or produced the patented item	0..n	N/A	"John K., Sarah H.", etc.
IssuingAuthority	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority but can sometimes be a private organization.	0..1	N/A	N/A
	See section /CandidateProfile/PatentHistory/Patent/IssuingAuthority for more information			
PatentStatus	The status of the patent. This stages or steps would generally be set by the government agency administering patent applications, for example, "patent pending".	0..n	N/A	N/A
	See section /CandidateProfile/PatentHistory/Patent/PatentStatus for more information			
AttachmentReference	Reference to external documents attached	0..n	N/A	N/A
	See section /CandidateProfile/PatentHistory/Patent/AttachmentReference for more information			

### 3.21.3.2 Patent Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>PatentID sub-element</b>			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
<b>PatentTitle sub-element</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>IssuingAuthority sub-element</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PatentHistory/Patent/IssuingAuthority for more information			
<b>AttachmentReference sub-element</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PatentHistory/Patent/AttachmentReference for more information			
<b>Description sub-element</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
<b>PatentStatus sub-element</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PatentHistory/Patent/PatentStatus for more information			
<b>InventorName attributes</b>			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in inventor's name	0..1	

### 3.21.4 Sub-element: /CandidateProfile/PatentHistory/Patent/IssuingAuthority (level 4)

#### 3.21.4.1 IssuingAuthority Element Description



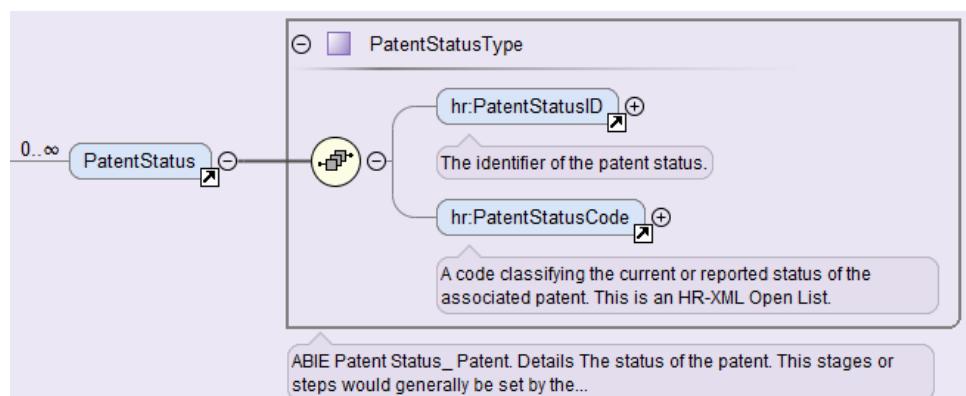
Element	Description	Cardinality	Rule	Examples
<b>IssuingAuthority</b>	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority, but sometimes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

#### 3.21.4.2 IssuingAuthority Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>Name attributes</b>			
Attributes	Description	Card.	Rule
Refer to NameType Attribute section for additional attributes.			

### 3.21.5 Sub-element: /CandidateProfile/PatentHistory/Patent/PatentStatus (level 4)

#### 3.21.5.1 PatentStatus Element Description



Element	Description	Cardinality	Rule	Examples
<b>PatentStatus</b>	The status of the patent. These stages or steps would generally be set by the government agency administering patent applications, for example, "patent pending".	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>PatentStatusID</b>	The identifier of the patent status	0..1	N/A	"PS-1234", "344", etc.

<b>PatentStatusCode</b>	A code classifying the current or reported status of the associated patent  This is an HR-Open Standards open list.	0..1	<b>BR-CV-26:</b> Compulsory use of the “PatentStatusCode” list.	“PatentIssued”, “PatentPending”, “PatentFiled”  Full code list: “HR-Open/EURES: PatentStatusCode [CL36].”
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### 3.21.5.2 PatentStatus Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
	<b>PatentStatusID attributes</b>		
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes			
	<b>PatentStatusCode attributes</b>		
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes			

## 3.21.6 Sub-element: /CandidateProfile/PatentHistory/Patent/AttachmentReference (level 4)

### 3.21.6.1 AttachmentReference Element Description

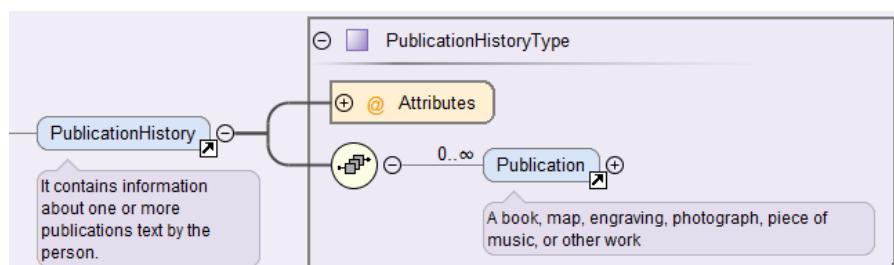
Element	Description	Cardinality	Rule	Examples
<b>AttachmentReference</b>	Reference to the external documents attached	0..n	N/A	N/A
<b>Sub-elements</b>				
The same as /CandidateProfile/EmploymentHistory/AttachmentReference				

### 3.21.6.2 AttachmentReference Attributes

Attributes	Description	Card.	Rule
The same as /CandidateProfile/EmploymentHistory/AttachmentReference			

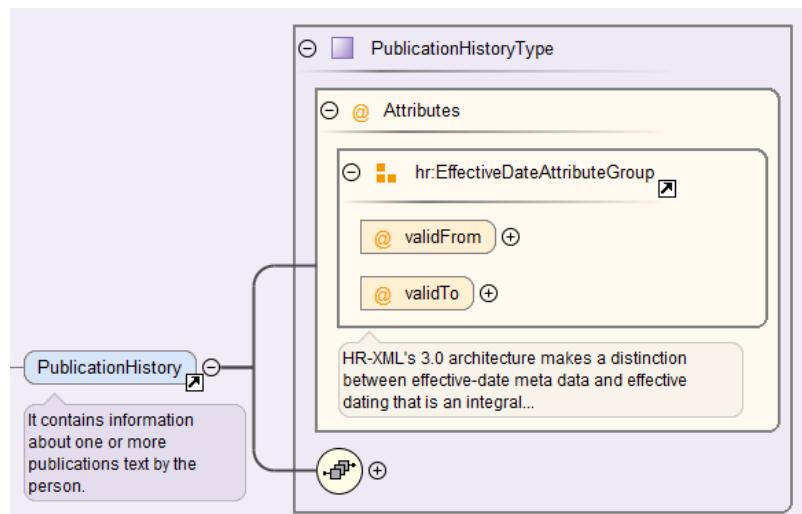
## 3.22 /CandidateProfile/PublicationHistory (level 2)

### 3.22.1 PublicationHistory Element Description



Element	Description	Cardinality	Rule	Examples
<b>PublicationHistory</b>	A collection of information about one or more text publications by the Candidate	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>Publication</b>	A book, map, engraving, photograph, piece of music, or other work  See section /CandidateProfile/PublicationHistory/Publication for more information	0..n	N/A	N/A

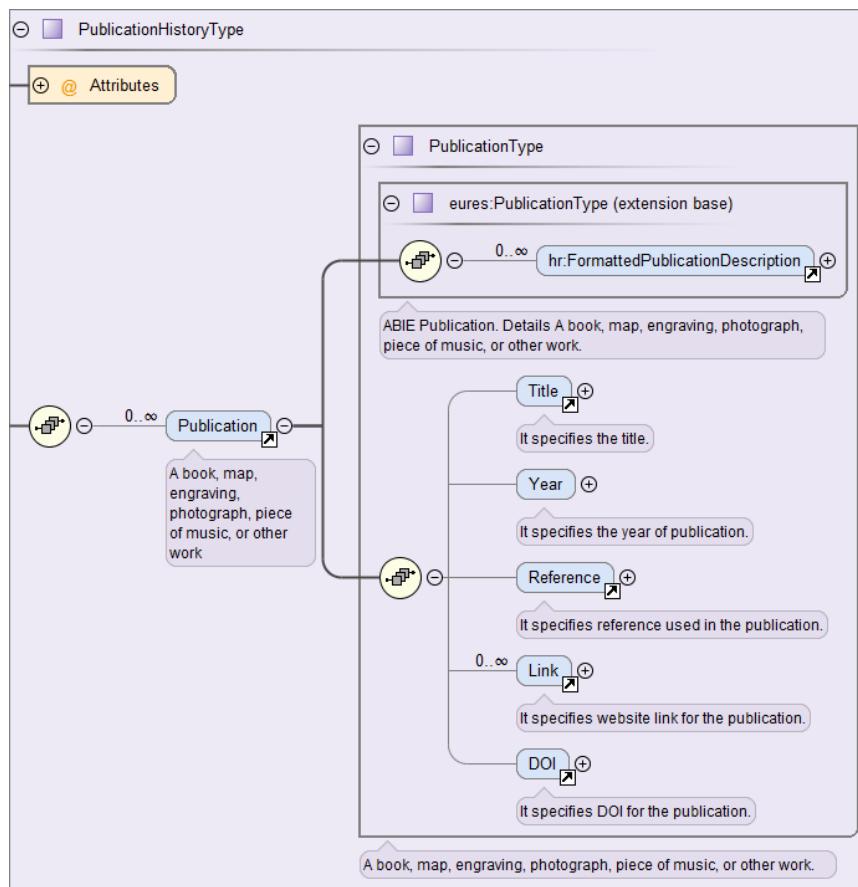
### 3.22.2 PublicationHistory Attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>Publication attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PublicationHistory/Publication for more information			

### 3.22.3 Sub-element: /CandidateProfile/PublicationHistory/Publication (level 3)

#### 3.22.3.1 Publication Element Description



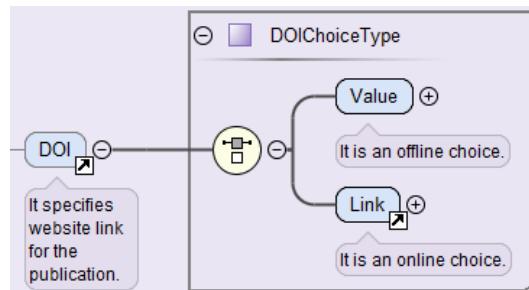
Element	Description	Cardinality	Rule	Examples
<b>Publication</b>	A book, map, engraving, photograph, piece of music, or other work	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>FormattedPublicationDescription</b>	An unfiled or formatted description of a publication	0..n	N/A	"Article about Machine Learning in the Weekend Magazine"
<b>Title</b>	Specifies Title of the publication.	0..1		
<b>Year</b>	Specifies the year of publication.	0..1		
<b>Reference</b>	Specifies reference used in the publication.	0..1		
<b>Link</b>	Specifies website link for the publication.	0..n		
<b>DOI</b>	A Digital Object Identifier (DOI), a unique alphanumeric string to permanently identify a publication. Refer to section /CandidateProfile/PublicationHistory/Publication/DOIChoice for more information	0..1		

#### 3.22.3.2 Publication Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
	<b>FormattedPublicationDescription attributes</b>		

Attributes	Description	Card.	Rule
publicationCode	Code to describe the type of publication  This is an HR-Open Standards code list (full code list "4 HR-Open/EURES: PublicationCode [CL59]" )	0..1	<b>BR-CV-27:</b> Compulsory use of the "PublicationCode" list.
<b>Title attributes</b>			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the title.	0..1	
<b>Title attributes</b>			
Attributes	Description	Card.	Rule
It has no attributes.			
<b>Reference attributes</b>			
Attributes	Description	Card.	Rule
It has no attributes.			
<b>Link attributes</b>			
Attributes	Description	Card.	Rule
It has no attributes.			
<b>DOI attributes</b>			
Attributes	Description	Card.	Rule
It has no attributes.			

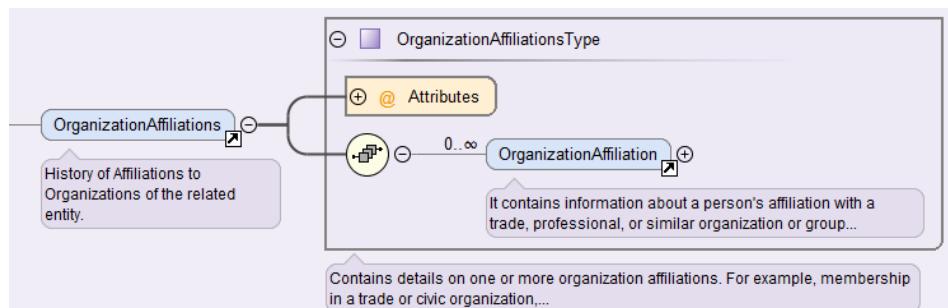
### 3.22.4 Sub-element: /CandidateProfile/PublicationHistory/Publication/DOIChoice



Element	Description	Cardinality	Rule	Examples
<b>DOI Choice</b>	A Digital Object Identifier (DOI), a unique alphanumeric string to permanently identify a publication.	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>Choice 1</b>				
<b>Value</b>	Offline DOI: alphanumeric string to identify the publication offline () .	1	N/A	"Article about Machine Learning in the Weekend Magazine"
<b>Choice 2</b>				
<b>Link</b>	Online DOI: Link to identify the publication online	1		N/A

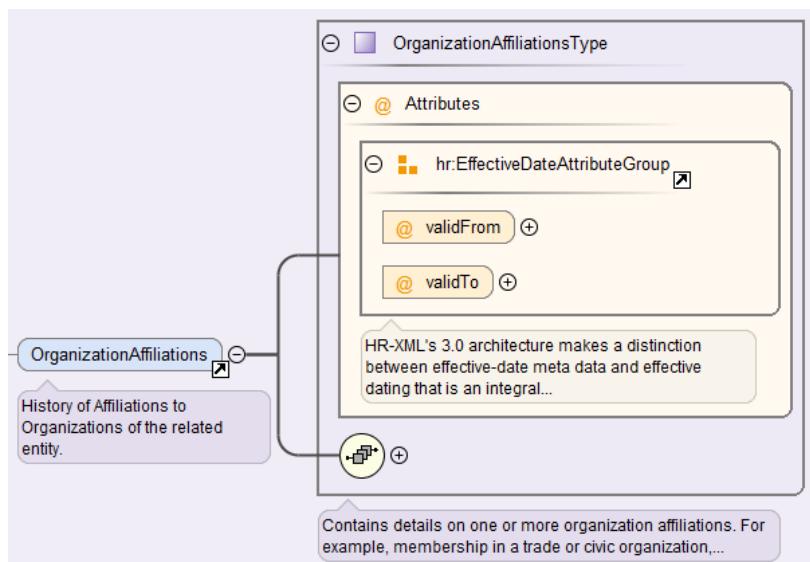
## 3.23 /CandidateProfile/OrganizationAffiliations (level 2)

### 3.23.1 OrganizationAffiliations Element Description



Element	Description	Cardinality	Rule	Examples
<b>OrganizationAffiliations</b>	Contains details on one or more organization affiliations. For example, membership in a trade or civic organization, seat on an organization's board of directors, membership in a union, etc.	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>OrganizationAffiliation</b>	Contains information about a person's affiliation with a trade, professional, or similar organization or group formed around a common purpose or cause	0..n	N/A	N/A
See section /CandidateProfile/OrganizationAffiliations/OrganizationAffiliation for more information				

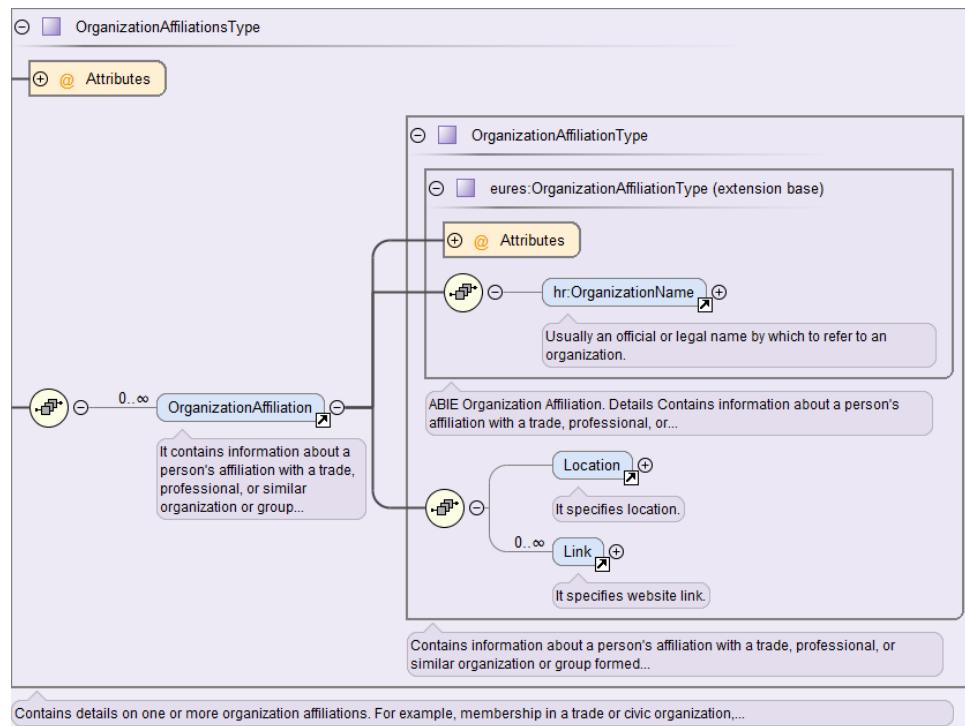
### 3.23.2 OrganizationAffiliations Attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>OrganizationAffiliations attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/OrganizationAffiliations/OrganizationAffiliation for more information			

### 3.23.3 Sub-element: /CandidateProfile/OrganizationAffiliations/OrganizationAffiliation (level 3)

#### 3.23.3.1 OrganizationAffiliation Element Description



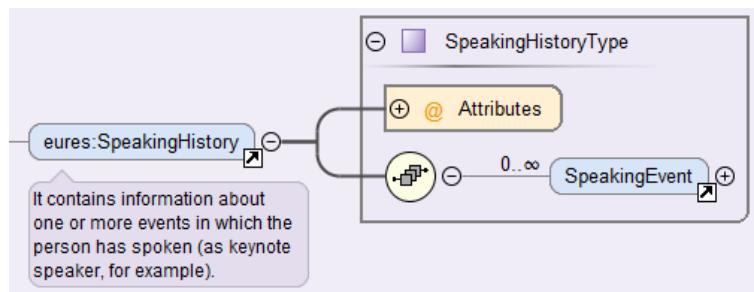
Element	Description	Cardinality	Rule	Examples
<b>OrganizationAffiliation</b>	Contains information about a person's affiliation with a trade, professional, or similar organization or group formed around a common purpose or cause	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>OrganizationName</b>	Usually an official or legal name by which to refer to an organization	0..1	N/A	"Name", etc.
<b>Location</b>	Location of the Organisation	0..1		N/A
<b>Link</b>	Link to the organisation's related websites.	0..n		N/A

#### 3.23.3.2 OrganizationAffiliation Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>OrganizationName attributes</b>			
Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>languageID</b>	Identifier of the language used in the organisation name	0..1	
<b>Location attributes</b>			
<b>languageID</b>	Identifier of the language used in the location name	0..1	
<b>Link attributes</b>			
This element has no attributes.			

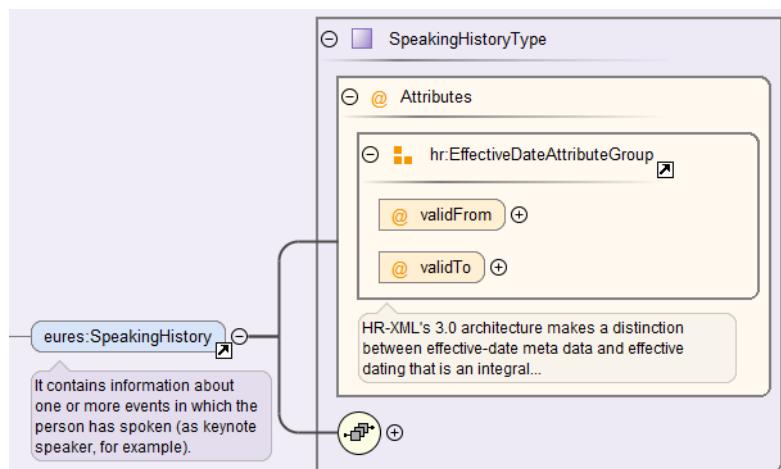
## 3.24 /CandidateProfile/SpeakingHistory (level 2)

### 3.24.1 SpeakingHistory Element Description



Element	Description	Cardinality	Rule	Examples
<b>SpeakingHistory</b>	A collection of information about one or more speaking events (as keynotes, for example) given by the person	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>SpeakingEvent</b>	Contains a set of details about an event in which the person was a lecturer or presenter	0..n	N/A	N/A
See section /CandidateProfile/SpeakingHistory/SpeakingEvent for more information				

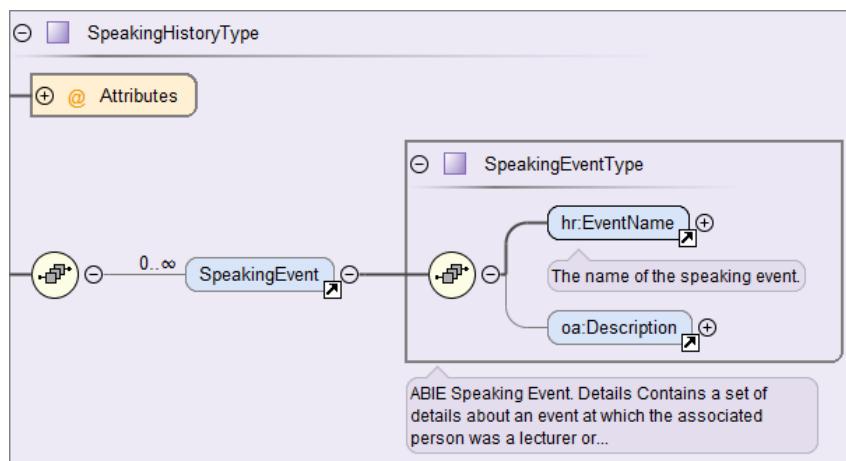
### 3.24.2 SpeakingHistory Attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>SpeakingEvent attributes</b>			
Attributes	Description	Card.	Rule
See section /CandidateProfile/SpeakingHistory/SpeakingEvent for more information			

### 3.24.3 Sub-element: /CandidateProfile/SpeakingHistory/SpeakingEvent (level 3)

#### 3.24.3.1 SpeakingEvent Element Description



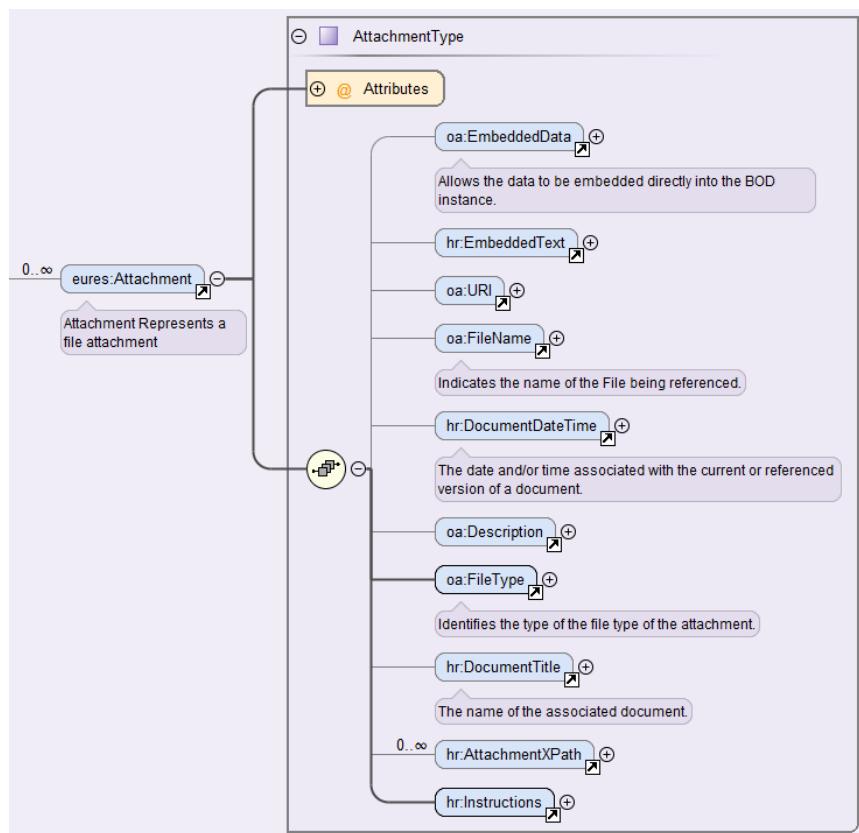
Element	Description	Cardinality	Rule	Examples
<b>SpeakingEvent</b>	Contains a set of details about an event in which the associated person was a lecturer or presenter.	0..n	N/A	N/A
<b>Sub-elements</b>				
<b>EventName</b>	The name of the speaking event	1	N/A	N/A
<b>Description</b>	Description of the speaking event	0..1	N/A	N/A

#### 3.24.3.2 SpeakingEvent Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>Description attributes</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
<b>EventName attributes</b>			
Attributes	Description	Card.	Rule
<b>languageID</b>	Identifier of the language used in the code name	0..1	

## 3.25 /CandidateProfile/Attachment (level 2)

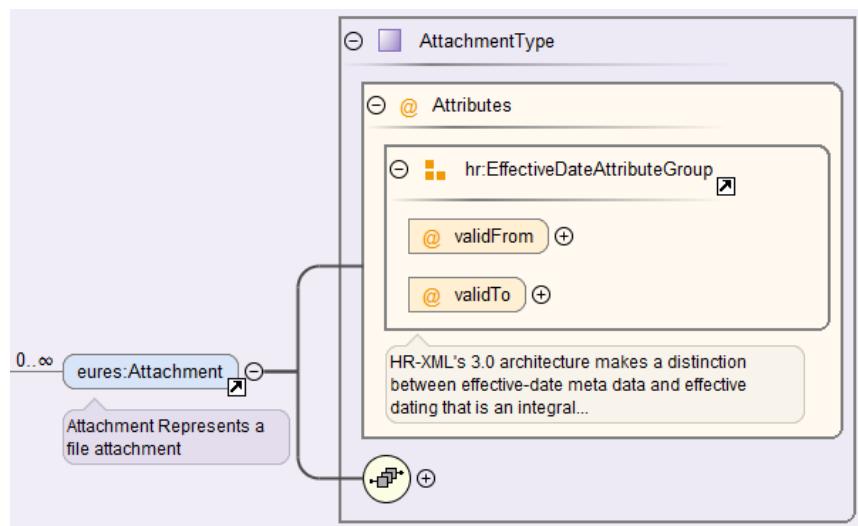
### 3.25.1 Attachment Element Description



Element	Description	Cardinality	Rule	Examples
<b>Attachment</b>	Allows for embedding or referencing external documents or digital objects	0..n	<b>BR-COM-42:</b> 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
<b>Sub-elements</b>				
<b>EmbeddedData</b>	Allows the data to be embedded directly into the BOD instance	0..1	N/A	-
<b>EmbeddedText</b>	Embedded text	0..1	N/A	"Embedded text"
<b>URI</b>	Represents a Uniform Resource Identifier Reference (URI). An URI value can be absolute or relative, and may have an optional	0..1	N/A	"http://uri.org", etc.

	fragment identifier (i.e., it may be a URI Reference). This type should be used to specify the intention that the value fulfils the role of a URI, as defined by [RFC 2396] and as amended by [RFC 2732].			
<b>FileName</b>	Indicates the name of the File being referenced	0..1	N/A	“File Name”
<b>DocumentDateTime</b>	The date and/or time associated with the current or referenced version of a document	0..1	N/A	“2012/12/23”, etc.
<b>Description</b>	Description of the attachment	0..1	N/A	“Description of the attachment”
<b>FileType</b>	Identifies the type of the file type of the attachment	1	<b>BR-COM-35:</b> Compulsory use of the “EURES_FileTypeCode-CodeList.gc” list defined by EURES.  Full code list: “ <i>HR-Open/EURES: FileTypeCode [CL17]</i> ”	“PDF”, “DOC”, etc.  Full code list: “ <i>HR-Open/EURES: FileTypeCode [CL17]</i> ”
<b>DocumentTitle</b>	The name of the associated document	0..1	N/A	“Photo”, “Europass CV”, etc.
<b>AttachmentPath</b>	Path to the external documents attached	0..n	N/A	“/Candidate/CandidatePerson”, etc.
<b>Instructions</b>	Identifies the type of attachment uploaded	1	<b>BR-CV-29:</b> Compulsory use of the “EURES_AttachmentInstructionCVCode” list defined by EURES.  Full code list: “ <i>HR-Open/EURES: AttachmentInstructionCVCode [CL61]</i> ”	“CV”, “ProfilePicture”, “Other”, etc.  Full code list: “ <i>HR-Open/EURES: AttachmentInstructionCVCode [CL61]</i> ”

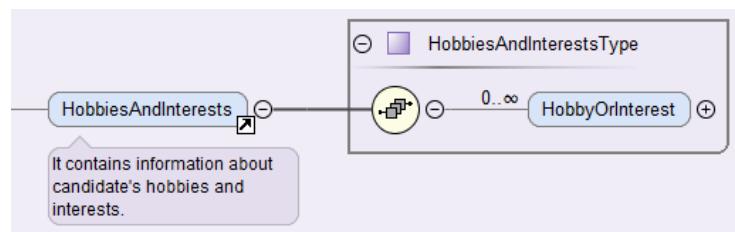
### 3.25.2 Attachment Attributes



Attributes	Description	Card.	Rule
<b>validFrom</b>	Validity start date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>validTo</b>	Validity end date for this entity's information	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
<b>EmbeddedData attributes</b>			
Attributes	Description	Card.	Rule
<b>mimeCode</b>	Codes that specify the data MIME code.	1	<b>BR-COM-50:</b> Compulsory use of Mime Codes [CL56]. HR-Open/EURES: MimeCodes [CL56]
<b>encodingCode</b>	The data encoding type	1	<b>BR-COM-51:</b> Only 'base64Binary' is allowed. If not present it is considered as encoded in base64Binary.
<b>uri</b>	The URI of the file.	0..1	N/A
<b>filename</b>	The name of the file.	0..1	N/A
<b>format</b>	The format of the binary content	0..1	
<b>characterSetCode</b>	The character set of the binary object if the mime type is text	0..1	
<b>URI attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>FileName attributes</b>			
Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes			
<b>DocumentDateTime attributes</b>			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
<b>Description attributes</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes			
<b>FileType attributes</b>			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes			
<b>Instructions attributes</b>			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes			

## 3.26 /CandidateProfile/HobbiesAndInterests

### 3.26.1 HobbiesAndInterests Element Description



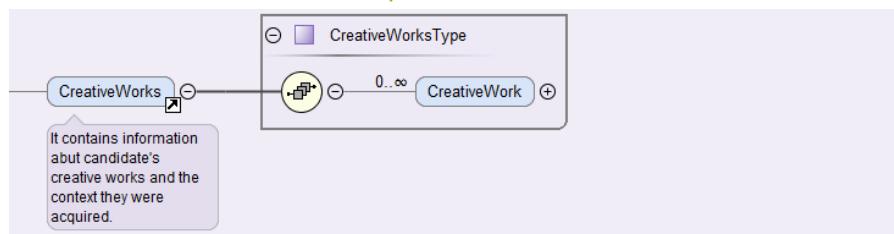
Element	Description	Cardinality	Rule	Examples
<b>HobbiesAndInterests</b>	Information about candidate's Hobbies & Interests	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>HobbyOrInterest</b>	Information about candidate's Hobbies & Interests	0..n	N/A	N/A
Refer to ActivityType Elements for sub-elements				

### 3.26.2 HobbiesAndInterests Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>HobbyOrInterest attributes</b>			
Attributes	Description	Card.	Rule
Refer to ActivityType Attributes for attributes			

## 3.27 /CandidateProfile/CreativeWorks

### 3.27.1 CreativeWorks Element Description



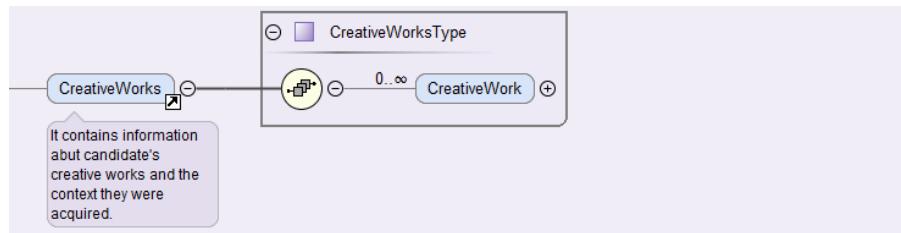
Element	Description	Cardinality	Rule	Examples
<b>CreativeWorks</b>	Information about candidate's creative works and the context they were acquired.	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>CreativeWork</b>	Information about candidate's creative works.	0..n	N/A	N/A
Refer to ActivityType Elements for sub-elements				

### 3.27.2 CreativeWorks Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>CreativeWork attributes</b>			
Attributes	Description	Card.	Rule
Refer to ActivityType Attributes for attributes			

## 3.28 /CandidateProfile/Projects

### 3.28.1 Projects Element Description



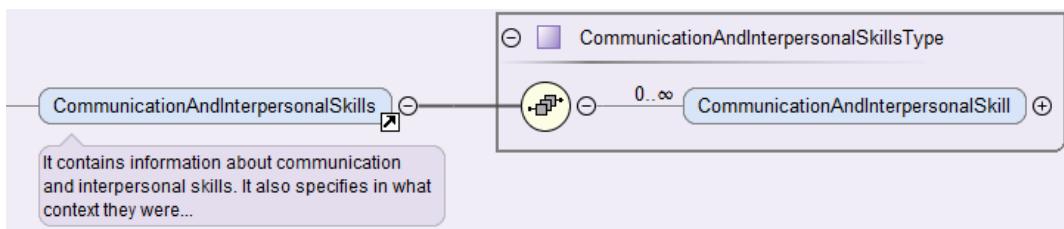
Element	Description	Cardinality	Rule	Examples
Projects	Information about candidate's projects.	0..1	N/A	N/A
<b>Sub-elements</b>				
Project	Information about candidate's project.	0..n	N/A	N/A
	Refer to ActivityType Elements for sub-elements			

### 3.28.2 Projects Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>Project attributes</b>			
Attributes	Description	Card.	Rule
Refer to ActivityType Attributes for attributes			

## 3.29 /CandidateProfile/CommunicationAndInterpersonalSkills

### 3.29.1 CommunicationAndInterpersonalSkills Element Description



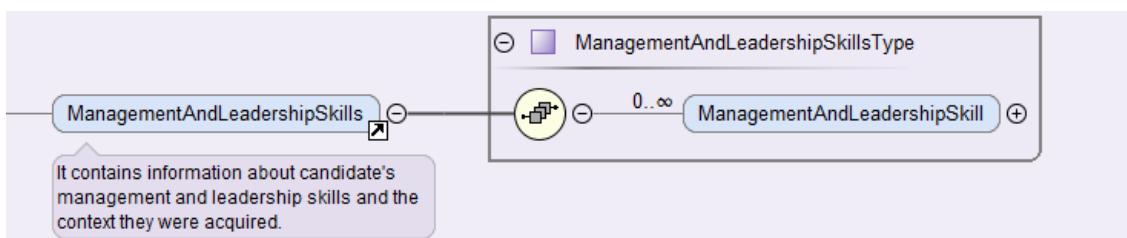
Element	Description	Cardinality	Rule	Examples
CommunicationAndInterpersonalSkills	Information about communication and Interpersonal skills. Specify in what context they were acquired.	0..1	N/A	good communication skills gained through my experience as sales manager
<b>Sub-elements</b>				
CommunicationAndInterpersonalSkill	Information about a communication and interpersonal skills	0..n	N/A	N/A
	Refer to SkillsType Elements for sub-elements			

### 3.29.2 CommunicationAndInterpersonalSkills Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>CommunicationAndInterpersonalSkill attributes</b>			
Attributes	Description	Card.	Rule
Refer to SkillsType Attributes for attributes			

## 3.30 /CandidateProfile/ManagementAndLeadershipSkills

### 3.30.1 ManagementAndLeadershipSkills Element Description



Element	Description	Cardinality	Rule	Examples
<b>ManagementAndLeadershipSkills</b>	Information about candidate's management/leadership skills and the context they were acquired	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>ManagementAndLeadershipSkill</b>	Information about candidate's management/leadership skills. Refer to SkillsType Elements for sub-elements	0..n	N/A	N/A

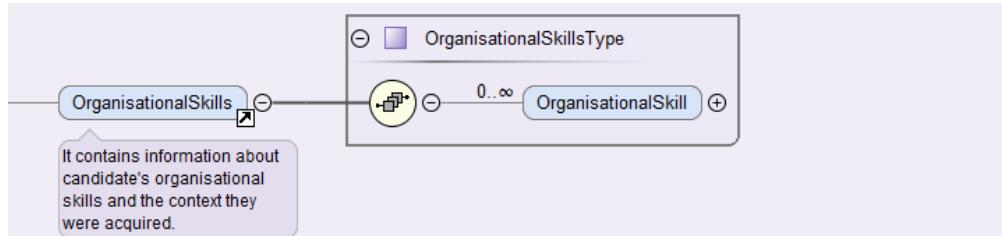
### 3.30.2 ManagementAndLeadershipSkills Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>ManagementAndLeadershipSkill attributes</b>			
Attributes	Description	Card.	Rule

Refer to SkillsType Attributes for attributes

## 3.31 /CandidateProfile/OrganisationalSkills

### 3.31.1 OrganisationalSkills Element Description



Element	Description	Cardinality	Rule	Examples
<b>OrganisationalSkills</b>	Information about candidate's organisational skills and the context they were acquired	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>OrganisationalSkill</b>	Information about organisational skills acquired by a candidate. Refer to SkillsType Elements for sub-elements	0..n	N/A	N/A

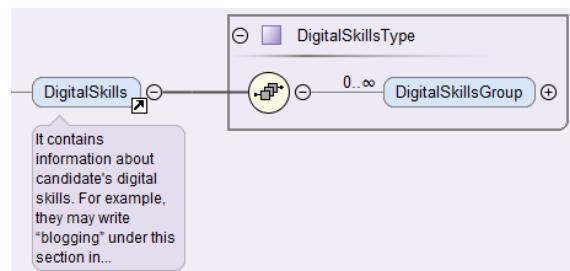
### 3.31.2 OrganisationalSkills Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>OrganisationalSkill attributes</b>			
Attributes	Description	Card.	Rule

Refer to SkillsType Attributes for attributes

## 3.32 /CandidateProfile/DigitalSkills

### 3.32.1 DigitalSkills Element Description



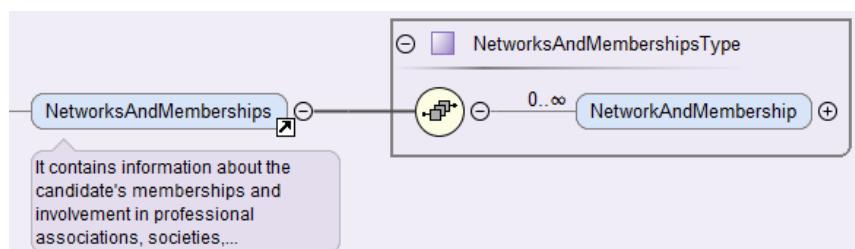
Element	Description	Cardinality	Rule	Examples
DigitalSkills	Digital skills acquired by a candidate. Provided as free text.	0..1	N/A	N/A
<b>Sub-elements</b>				
DigitalSkillsGroup	Digital skills acquired by a candidate.	0..n	N/A	Candidate may write "blogging" under this section in their profile. This can be used to suggest relevant ESCO skills such as "WordPress" or "create online news content"
Refer to DigitalSkillsGroupType Elements for sub-elements				

### 3.32.2 DigitalSkills Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>DigitalSkill attributes</b>			
Attributes	Description	Card.	Rule
Refer to DigitalSkillsGroupType Attributes for attributes			

## 3.33 /CandidateProfile/NetworksAndMemberships

### 3.33.1 NetworksAndMemberships Element Description



Element	Description	Cardinality	Rule	Examples
NetworksAndMemberships	Specify candidate's memberships/involvement in professional associations, societies, political parties, sports clubs, etc.	0..1	N/A	N/A
<b>Sub-elements</b>				
NetworkAndMembership	candidate's memberships/involvement in professional associations, societies, political parties, sports clubs, etc.	0..n	N/A	N/A

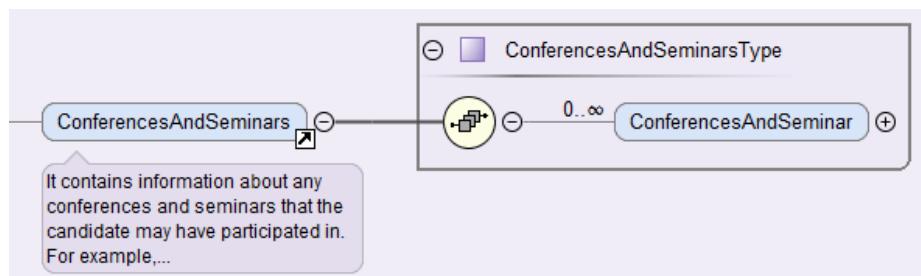
	Refer to SocialAndNetworkingActivityType for more information about the sub-elements of sub-element NetworkAndMembership.
--	---

### 3.33.2 NetworksAndMemberships Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
NetworkAndMembership attributes			
Attributes	Description	Card.	Rule
Refer to SocialAndNetworkingActivityType for more information			

## 3.34 /CandidateProfile/ConferencesAndSeminars

### 3.34.1 ConferencesAndSeminars Element Description



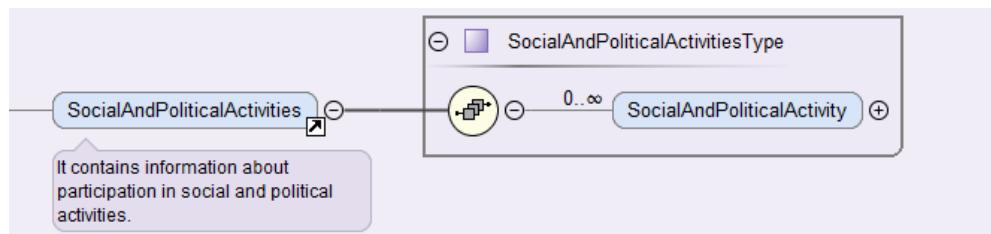
Element	Description	Cardinality	Rule	Examples
ConferencesAndSeminars	Describe any conferences and seminars that they may have participated in. For example, they may have presented their own work or projects, facilitated a workshop, been a panellist or an event organiser yourself, or been a member of a scientific committee, etc.	0..1	N/A	N/A
Sub-elements				
ConferenceAndSeminar	Describe any conferences and seminars that they may have participated in. For example, they may have presented their own work or projects, facilitated a workshop, been a panellist or an event organiser yourself, or been a member of a scientific committee, etc.	0..n	N/A	N/A
	Refer to EventType Elements for sub-elements			

### 3.34.2 ConferencesAndSeminars Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
ConferenceAndSeminar attributes			
Attributes	Description	Card.	Rule
Refer to EventType Attributes for attributes			

## 3.35 /CandidateProfile/SocialAndPoliticalActivities

### 3.35.1 SocialAndPoliticalActivities Element Description



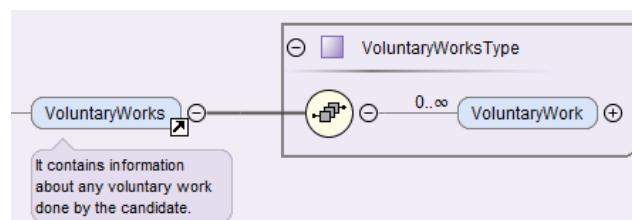
Element	Description	Cardinality	Rule	Examples
SocialAndPoliticalActivities	Information about participation in Social and political activities.	0..1	N/A	N/A
<b>Sub-elements</b>				
SocialAndPoliticalActivity	Information about participation in Social and political activities.	0..n	N/A	N/A
	Refer to SocialAndNetworkingActivityType for more information about the sub-elements of sub-element SocialAndPoliticalActivity.			

### 3.35.2 SocialAndPoliticalActivities Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>ConferenceAndSeminar attributes</b>			
Attributes	Description	Card.	Rule
Refer to SocialAndNetworkingActivityType for more information.			

## 3.36 /CandidateProfile/VoluntaryWorks

### 3.36.1 VoluntaryWorks Element Description



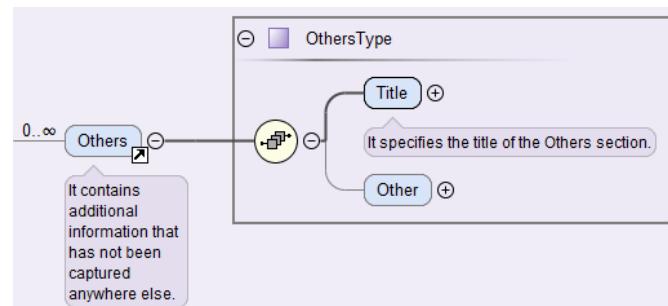
Element	Description	Cardinality	Rule	Examples
VoluntaryWorks	Contains information about any voluntary work done by the candidate.	0..1	N/A	N/A
<b>Sub-elements</b>				
VoluntaryWork	Contains information about any voluntary work done by the candidate.	0..n	N/A	N/A
	Refer to EventType Elements for sub-elements.			

### 3.36.2 VoluntaryWorks Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>VoluntaryWork attributes</b>			
Attributes	Description	Card.	Rule
Refer to EventType Attributes for attributes.			

## 3.37 /CandidateProfile/Others

### 3.37.1 Others Element Description



Element	Description	Cardinality	Rule	Examples
<b>Others</b>	Additional information about the candidate that has not been captured anywhere in the provided sections.	0..1	N/A	N/A
<b>Sub-elements</b>				
<b>Title</b>	It specifies the title of the Others section.	1	N/A	N/A
<b>Other</b>	Title and description of the additional information. Refer to OtherType Elements for sub-elements.	0..1	N/A	N/A

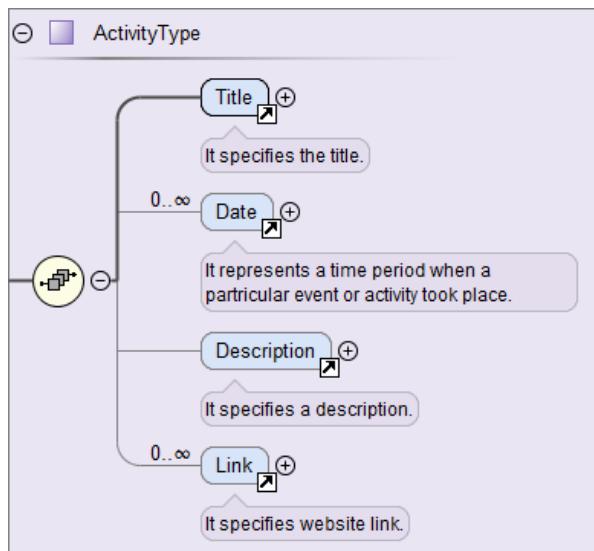
### 3.37.2 Others Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
<b>Title attributes</b>			
Attributes	Description	Card.	Rule
<b>languageID</b>	Identifier of the language used in the title	0..1	
<b>Other attributes</b>			
Attributes	Description	Card.	Rule
Refer to OtherType for attributes.			

## 3.38 Common DataType Elements with Attributes

### 3.38.1 ActivityType

#### 3.38.1.1 ActivityType Elements



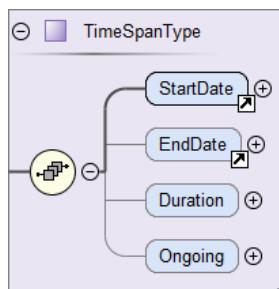
Element	Description	Cardinality	Rule	Examples
<b>Sub-elements</b>				
<b>Title</b>	Specifies title of the the activity.	1	N/A	N/A
<b>Date</b>	Specifies a time period when an activity took place.	0..n	N/A	N/A
<b>Description</b>	Specifies description of the activity.	0..1	N/A	N/A
<b>Link</b>	Specifies URI link related to the activity.	0..n	N/A	N/A

#### 3.38.1.2 ActivityType Attributes

Title attributes						
Attributes	Description	Card.	Rule			
languageID	Identifier of the language used in the title	0..1	N/A			
Date attributes						
Refer to TimeSpanType Attributes for additional information						
Description attributes						
Attributes	Description	Card.	Rule			
Refer to DescriptionType Attributes section for additional attributes.						
Link attributes						
Attributes	Description	Card.	Rule			
It has no attributes.						

### 3.38.2 TimeSpanType

#### 3.38.2.1 TimeSpanType Elements



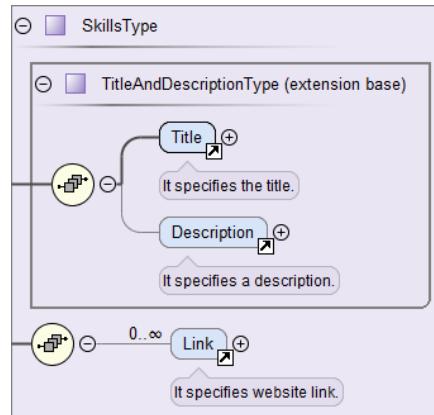
Element	Description	Cardinality	Rule	Examples
Sub-elements				
<b>StartDate</b>	Specifies the start date.	1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
<b>EndDate</b>	Specifies the end date	0..1	BR-COM-16: At least one of its sub-elements must be provided	N/A
<b>Duration</b>	Specifies the duration	0..1	N/A	N/A
<b>Ongoing</b>	Specifies if the duration is ongoing	0..1	N/A	N/A

#### 3.38.2.2 TimeSpanType Attributes

StartDate attributes						
Refer to /EducationOrganizationAttendance/EducationDegree/DegreeDate attributes.						
EndDate attributes						
Refer to /EducationOrganizationAttendance/EducationDegree/DegreeDate attributes.						
Duration attributes						
Attributes	Description	Card.	Rule			
It has no attributes.						
Ongoing attributes						
Attributes	Description	Card.	Rule			
It has no attributes.						

### 3.38.3 SkillsType

#### 3.38.3.1 SkillsType Elements



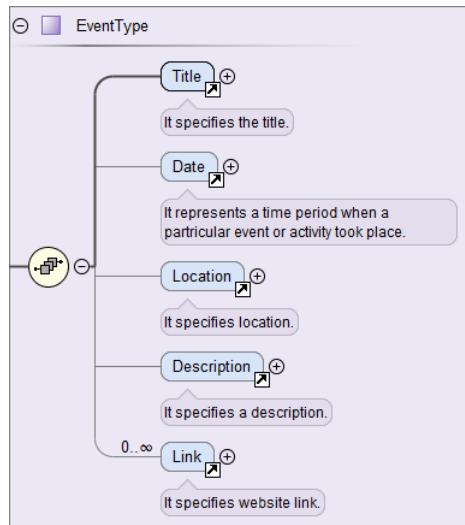
Element	Description	Cardinality	Rule	Examples
<b>Sub-elements</b>				
<b>Title</b>	Specifies title of the activity.	1	N/A	N/A
<b>Description</b>	Specifies description of the activity.	0..1	N/A	N/A
<b>Link</b>	Specifies URI link related to the activity.	0..n	N/A	N/A

#### 3.38.3.2 SkillsType Attributes

Title attributes				
Attributes	Description	Card.	Rule	
languageID	Identifier of the language used in the title	0..1	N/A	
Description attributes				
Attributes	Description	Card.	Rule	
Refer to DescriptionType Attributes section for additional attributes.				
Link attributes				
Attributes	Description	Card.	Rule	
It has no attributes.				

### 3.38.4 EventType

#### 3.38.4.1 EventType Elements



Element	Description	Cardinality	Rule	Examples
---------	-------------	-------------	------	----------

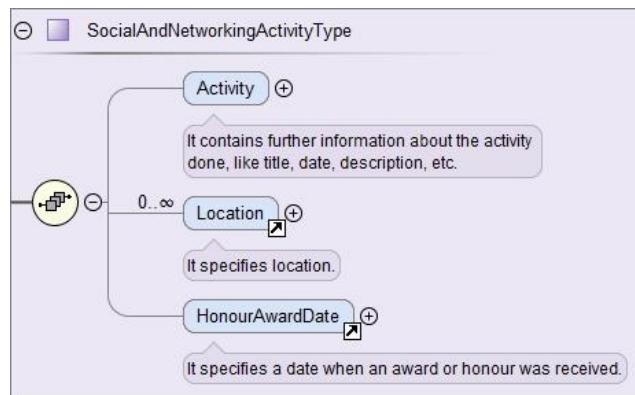
Sub-elements				
Title	Specifies title of the event.	1	N/A	N/A
Date	Specifies a time period when a particular event took place.	0..1	N/A	N/A
Description	It specifies description of the event.	0..1	N/A	N/A
Location	Specifies the location where the event took place	0..1	N/A	N/A
Link	It specifies website link.	0..n	N/A	N/A

### 3.38.4.2 EventType Attributes

Title attributes						
Attributes	Description	Card.	Rule			
languageID	Identifier of the language used in title	0..1	N/A			
Date attributes						
Refer to TimeSpanType Attributes for additional information						
Description attributes						
Attributes	Description	Card.	Rule			
Refer to DescriptionType Attributes section for additional attributes.						
Location attributes						
Attributes	Description	Card.	Rule			
languageID	Identifier of the language used to specify location	0..1	N/A			
Link attributes						
It has no attributes.						

## 3.38.5 SocialAndNetworkingActivityType

### 3.36.5.1 SocialAndNetworkingActivityType Element Description



Element	Description	Cardinality	Rule	Examples
Sub-elements				
<b>Activity</b>	Specifies further information about the activity done, like title, date, description, etc.	0..1	N/A	N/A
Refer to ActivityType Elements for sub-elements				
<b>Location</b>	Specifies location where the activity took place.	0..n	N/A	N/A
<b>HonourAwardDate</b>	Specifies a date when an award or honour was received for a selected activity.	0..1	BR-COM-16: At least one of its sub-elements	N/A

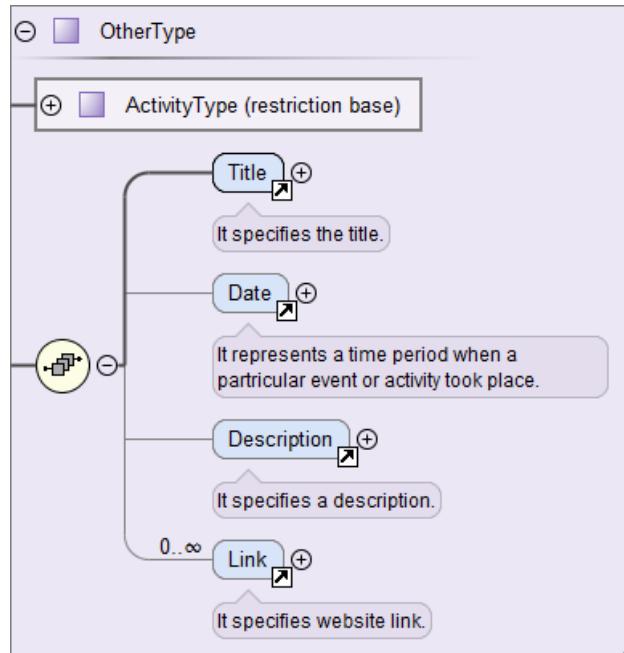
			must be provided.	
--	--	--	-------------------	--

### 3.36.5.2 SocialAndNetworkingActivityType Attributes

Attributes	Description	Card.	Rule
<b>Activity attributes</b>			
Attributes	Description	Card.	Rule
Refer to ActivityType Attributes for additional attributes.			
<b>Location attributes</b>			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the location description.	0..1	
<b>HonourAwardDate attributes</b>			
Attributes	Description	Card.	Rule
The same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeDate			

### 3.38.6 OtherType

#### 3.38.6.1 OtherType Elements



Element	Description	Cardinality	Rule	Examples
<b>Sub-elements</b>				
<b>Title</b>	Specifies title of the the activity.	1	N/A	N/A
<b>Date</b>	Specifies a time period when an activity took place.	0..1	N/A	N/A
<b>Description</b>	Specifies description of the activity.	0..1	N/A	N/A
<b>Link</b>	Specifies URI link related to the activity.	0..n	N/A	N/A

#### 3.38.6.2 OtherType Attributes

Title attributes			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the title	0..1	N/A

Date attributes				
Refer to TimeSpanType Attributes for additional information				
Description attributes				
Attributes	Description	Card.		Rule
Refer to DescriptionType Attributes section for additional attributes.				
Link attributes				
Attributes	Description	Card.		Rule
It has no attributes.				

### 3.39 Common Attributes

#### 3.39.1 IdentifierType Attributes

IdentifierType attributes				
Attributes	Description	Card.		Rule
<b>schemeID</b>	Identification of the identifier scheme	0..1		N/A
<b>schemeName</b>	The identification scheme name	0..1		N/A
<b>schemeAgencyID</b>	Identification of the agency that maintains the scheme	0..1		N/A
<b>schemeAgencyName</b>	The name of the agency that maintains the scheme	0..1		N/A
<b>schemeVersionID</b>	The version of the EURES HR Standards.	0..1		N/A
<b>schemeDataURI</b>	The Uniform Resource Identifier that identifies where the data scheme is located	0..1		N/A
<b>schemeURI</b>	The Uniform Resource Identifier that identifies where the scheme is located	0..1		N/A
<b>validFrom</b>	Validity starting date for this ID	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	
<b>validTo</b>	Validity ending date for this ID	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	

#### 3.38.2 CodeListAttributeGroup Attributes

CodeListAttributeGroup attributes				
Attributes	Description	Card.		Rule
<b>listID</b>	The code list identification	0..1		N/A
<b>listAgencyID</b>	The identifier of an agency that maintains one or more lists of codes	0..1		N/A
<b>listAgencyName</b>	The name of the agency that maintains the list of codes.	0..1		N/A
<b>listName</b>	The name of a list of codes.	0..1		N/A
<b>listVersionID</b>	The identification of a list of codes	0..1	<b>BR-COM-45:</b> Compulsory use of EURES HR Standard version Version Codes [CL63]	
<b>name</b>	The textual equivalent of the code content component	0..1		N/A
<b>languageID</b>	Identifier of the language used in the code name	0..1		N/A
<b>listURI</b>	The Uniform Resource Identifier that identifies where the code list is located	0..1		N/A
<b>schemeURI</b>	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1		N/A

#### 3.38.3 CodeType Attributes

CodeType attributes				
Attributes	Description	Card.		Rule
<b>listID</b>	The code list identification	0..1		N/A

<b>listAgencyID</b>	The identifier of an agency that maintains one or more lists of codes	0..1	N/A
<b>listAgencyName</b>	The name of the agency that maintains the list of codes.	0..1	N/A
<b>listName</b>	The name of a list of codes.	0..1	N/A
<b>listVersionID</b>	The identification of a list of codes	0..1	<b>BR-COM-45:</b> Compulsory use of EURES HR Standard version Version Codes [CL63]
<b>name</b>	The textual equivalent of the code content component	0..1	N/A
<b>languageID</b>	Identifier of the language used in the code name	0..1	N/A
<b>listURI</b>	The Uniform Resource Identifier that identifies where the code list is located	0..1	N/A
<b>schemeURI</b>	The Uniform Resource Identifier that identifies where the code list scheme is located	0..1	N/A

### 3.38.4 NoteType Attributes

NoteType attributes				
Attributes	Description	Card.	Rule	
<b>type</b>	The comment type	0..1	N/A	
<b>author</b>	The author of the comment	0..1	N/A	
<b>entryDateTime</b>	The date when the comment was entered or last modified	0..1	<b>BR-COM-06:</b> Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	
<b>status</b>	The status of the comment	0..1	N/A	
<b>languageID</b>	Identifier of the language used in the code name	0..1	N/A	

### 3.38.5 MeasureType Attributes

MeasureType attributes				
Attributes	Description	Card.	Rule	
<b>unitCode</b>	Code indicating the type of unit measure, such as "minutes" or "hours" (full code list "4.28.37 Unit Codes [CL54]" )	0..1	<b>BR-COM-36:</b> Compulsory use of the Unit Codes [CL54].	
<b>type</b>	The type of measure	0..1	N/A	

### 3.38.6 DescriptionType Attributes

DescriptionType attributes				
Attributes	Description	Card.	Rule	
<b>languageID</b>	Identifier of the language used in the description.	0..1	N/A	
<b>type</b>	The type of description.	0..1	N/A	

### 3.38.7 DateText Attributes

DateText attributes				
Attributes	Description	Card.	Rule	
<b>typeCode</b>	The type of date text	0..1	N/A	
<b>languageCodeType</b>	The language in which the date is mentioned.	0..1	N/A	

### 3.38.8 ScoreText Attributes

ScoreText attributes				
Attributes	Description	Card.	Rule	
<b>scoreTextCode</b>	The score text	0..1	N/A	
<b>minimumScoreText</b>	The minimum score	0..1	N/A	
<b>maximumScoreText</b>	The maximum score	0..1	N/A	

### 3.38.9 ScoreNumeric Attributes

ScoreNumeric attributes				
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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

### 3.38.10 PositionTitleType Attributes

PositionTitleType attributes			
Attributes	Description	Card.	Rule
typeCode	It indicates if the value of the title is: FREETEXT or URI	0..1	Value must be: FREETEXT or URI
languageID	Identifier of the language used in the position title.	0..1	N/A

### 3.38.11 NameType Attributes

NameType attributes			
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
languageID	Language in which the GivenName is mentioned	0..1	"en"

### 3.39 Code Lists

Code Lists are tables containing codes or values representing concepts that have been agreed amongst several parties as having 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 EURES CV specifications re-use a large number of these Code Lists. EURES also defines several different Code Lists based on the OASIS Code Lists specification, another representation method that is compatible with the HR-Open Standards specification. Detailed information about this specification can be found here:

[https://www.oasis-open.org/committees/tc\\_home.php?wg\\_abbrev=codelist](https://www.oasis-open.org/committees/tc_home.php?wg_abbrev=codelist)

EUROPASS2 makes extensive use of HR-Open Standards and EURES Code Lists along with extension/modification.

Thus, these code lists could be defined as:

- **EUROPASS2 [ECV]**: New code list used by the EUROPASS Schema and defined by international entities, such as NUTS or ISO. As well as extended version of existing EURES codelists
- **HR-Open/EURES standard [CL]**: code lists defined and maintained by HR-Open/EURES Standards organisation.

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

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

### **3.39.1 EUROPASS [ECV] codelist**

#### **3.39.1.1 GenderType Code [ECV01]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-01GenderType sheet. It replaces EURES' CL19-GenderEnumType codelist.

#### **3.39.1.2 CountriesAndNationalities Code [ECV02]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-02CountriesAndNationalities sheet. It replaces EURES' CL07-Countires codelist.

#### **3.39.1.3 ContactUseCodeContentType Code [ECV03]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-03ContactUseCodeContentType sheet. It replaces EURES' CL06-ContactUseCodeContentType codelist.

#### **3.39.1.4 ChannelCodeContentType Code [ECV04]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-04ChannelCodeContentType sheet. It replaces EURES' CL05-ChannelCodeContentType codelist.

#### **3.39.1.5 FieldOfStudy Code [ECV05]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-05FieldOfStudy sheet. It replaces EURES' CL60-ISCEDEducationField codelist.

#### **3.39.1.6 Languages Code [ECV06]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-06Languages sheet. It replaces EURES' CL24-LanguageCodes and CL33-EURES\_EULanguageCodes codelist.

#### **3.39.1.7 PhonePrefix Code [ECV07]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-07PhonePrefix sheet.

#### **3.39.1.8 Currency Code [ECV08]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-08Currency sheet. It replaces EURES' CL09-EURES\_CurrencyCodes codelist.

#### **3.39.1.9 Version Code [ECV09]**

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-09VersionCodes sheet. It replaces EURES' CL63-VersionCodes codelist.

### *3.39.1.10 AuxCountriesAndNationalities Code [ECV10]*

The values can be found in ECV-ControlledVocabularyList[version].xlsx file in ECV-10Aux CountriesAndNationalities sheet.

### 3.39.2 HR-Open/EURES Codelist

#### 3.39.2.1 Attachment Instruction Codes [CL61]

These codes classify the type of the attachment uploaded.

The **New EURES Standard** is used.

Code	Description
CV	CV of the candidate
CoverLetter	Cover letter of the candidate
ProfilePicture	Picture of the candidate
Other	Other type of attachment

#### 3.39.2.2 Candidate Source Type Codes [CL04]

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

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

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

The code attribute values are as follows:

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

#### 3.39.2.3 Channel Type Codes [CL05]

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

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

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

The code attribute values are as follows:

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

### 3.30.2.4 *Contact Use Type Codes [CL06]*

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

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

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

The code attribute values are as follows:

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

### 3.39.2.5 *Country Codes [CL07]*

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

The Country codes are given in the following file: EURES ReferenceData File [\[RD02\]](#)

The code attribute values are as follows:

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

### 3.39.2.6 *Country Subdivision Codes [CL08]*

These codes are the regions of the European Union countries and the European Free Trade Association (EFTA) countries.

The standard used is the **EURES Standards: NUTS 2013 – Level 3<sup>3</sup>**.

The Country Subdivision codes are given in the following file: EURES ReferenceData File [\[RD02\]](#)

The code attribute values are as follows:

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

<sup>3</sup> NUTS 2013: [http://epp.eurostat.ec.europa.eu/portal/page/portal/nuts\\_nomenclature/introduction](http://epp.eurostat.ec.europa.eu/portal/page/portal/nuts_nomenclature/introduction)

### 3.39.2.7 *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<sup>4</sup>, adapted to EEA/EFTA<sup>5</sup>** 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
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	<a href="http://www.iso.org/iso/">http://www.iso.org/iso/</a>
listSchemeURI	PENDING DEFINITION

### 3.39.2.8 *Degree Codes [CL10]*

Codes used to specify the degree certification obtained.

**EURES Standards: ESCO Qualifications** 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:

<sup>4</sup> ISO – ISO-4217:2008: [http://www.iso.org/iso/catalogue\\_detail?csnumber=46121](http://www.iso.org/iso/catalogue_detail?csnumber=46121)

<sup>5</sup> Official currencies of the Member States of EU: <http://publications.europa.eu/code/en/en-370302.htm>

Attributes	Value
listName	ESCO_Qualifications
listVersionID	ESCOv1
name	{Code name or description}
listURI	<a href="https://ec.europa.eu/esco/portal">https://ec.europa.eu/esco/portal</a>
listSchemeURI	<a href="https://ec.europa.eu/esco/portal">https://ec.europa.eu/esco/portal</a>

### 3.39.2.9 Dimension Codes [CL11]

These are the codes used to classify the language competency dimension

The EURES Standard, based on CEFR<sup>6</sup>:

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	<a href="http://www.coe.int">http://www.coe.int</a>
listSchemeURI	PENDING DEFINITION

### 3.39.2.10 Disability Level Code [CL12]

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

The New EURES Standard is used.

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

The code attribute values are as follows:

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

<sup>6</sup> CEFR: [http://www.coe.int/t/dg4/linguistic/CADRE1\\_EN.asp](http://www.coe.int/t/dg4/linguistic/CADRE1_EN.asp)

### 3.39.2.11 Drivers License Codes [CL14]

Codes used to specify a type of drivers licence.

The EURES Standards: Directive 2006/126/EC (EU)<sup>7</sup> standard is used.

Code	Description
AM	Mopeds
A1	Motorcycles and motor tricycles not exceeding a certain power level The minimum age for category A1 is 16 years.
A2	Motorcycles not exceeding a certain power level The minimum age for category A2 is 18 years.
A	Motor tricycles not exceeding a certain power level and a minimum age of 21 years.
B1	Quadricycles The minimum age for category B1 is 16 years,
B	Motor vehicles not exceeding certain authorised mass. The minimum age for category B is 18 years.
BE	A combination of vehicles consisting of a tractor vehicle in category B and a trailer or semi-trailer not exceeding a certain mass The minimum age for category BE is 18 years.
C1	Motor vehicles which are between mass The minimum age for category C1 is 18 years.
C1E	A combination of vehicles consisting of a tractor vehicle in category B or C1 and a trailer or semi-trailer which are between mass The minimum age for category C1E is 18 years.
C	Motor vehicles whose maximum authorised exceed a mass and carriage of no more than eight passengers, including the driver Motor vehicles in this category may be combined with a trailer not exceeding a maximum authorised mass. The minimum age for category C is 21 years.
CE	A combination of vehicles where the tractor vehicle is category C and its trailer or semi-trailer does not exceed a maximum authorised mass The minimum age for categories CE is 21 years.
D	Motor vehicles designed and constructed for the carriage of more than eight passengers in addition to the driver. Motor vehicles which may be driven with a category D licence may be combined with a trailer having a maximum authorised mass which does not exceed 750 kg.
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	<a href="https://ec.europa.eu/eures">https://ec.europa.eu/eures</a>
listSchemeURI	Placeholder

### 3.39.2.12 Education Level Codes [CL15]

The Education level the jobseeker has completed.

<sup>7</sup> EU – Directive 2006/126/EU: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2006:403:0018:0060:EN:PDF>

Two standards can be used to classify the education level:

- The EURES Standards: ISCED-2011 (UNESCO)<sup>8</sup>.

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

The code attribute values are as follows:

Attributes	Value
listName	EURES_ISCDEducationLevel
listVersionID	2011
name	{Code name or description}
listURI	<a href="https://ec.europa.eu/eures">https://ec.europa.eu/eures</a>
listSchemeURI	Placeholder

- The EURES Standards: EQF (European Qualifications Framework)<sup>9</sup>

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.

<sup>8</sup> UNESCO – ISCED 2011: <http://www.uis.unesco.org/EDUCATION/Pages/international-standard-classification-of-education.aspx>

<sup>9</sup> EQF: [http://ec.europa.eu/eqf/home\\_en.htm](http://ec.europa.eu/eqf/home_en.htm)

	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.
<b>8</b>	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
<b>listName</b>	EURES_EQF
<b>listVersionID</b>	2008/C11/01
<b>name</b>	{Code name or description}
<b>listURI</b>	<a href="http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme">http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme</a>
<b>listSchemeURI</b>	<a href="http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme">http://ec.europa.eu/esco/ConceptScheme/EQF2012/ConceptScheme</a>

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.

### 3.39.2.13 File-Type Codes [CL17]

Codes used to identify the file type of the attachment

The **EURES Standard** is used.

Code	Description
<b>photo</b>	Image
<b>doc</b>	Word document
<b>pdf</b>	Adobe PDF

The code attribute values are as follows:

Attributes	Value
<b>listName</b>	EURES_FileTypeCode
<b>listVersionID</b>	1.0
<b>name</b>	{Code name or description}
<b>listURI</b>	<a href="https://ec.europa.eu/eures">https://ec.europa.eu/eures</a>
<b>listSchemeURI</b>	Placeholder

### 3.39.2.14 Job Category Codes [CL20]

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

The Job Category codes are given in the following file: EURES ReferenceData File [RD02]

Two standards can be used to classify the education level:

- The EURES Standards: ISCO-08 (ISCO)<sup>10</sup> taxonomy

The code attribute values are as follows:

Attributes	Value
listName	ISCO2008
listVersionID	2008
name	{Code name or description}
listURI	<a href="http://ec.europa.eu/esco/ConceptScheme/ISCO2008">http://ec.europa.eu/esco/ConceptScheme/ISCO2008</a>
listSchemeURI	<a href="http://ec.europa.eu/esco/ConceptScheme/ISCO2008">http://ec.europa.eu/esco/ConceptScheme/ISCO2008</a>

- The EURES Standards: ESCO Occupations<sup>11</sup> taxonomy

The code attribute values are as follows:

Attributes	Value
listName	ESCO_Occupations
listVersionID	ESCOv1
name	{Code name or description}
listURI	<a href="https://ec.europa.eu/esco/portal">https://ec.europa.eu/esco/portal</a>
listSchemeURI	<a href="https://ec.europa.eu/esco/portal">https://ec.europa.eu/esco/portal</a>

### 3.39.2.15 Language Codes [CL24]

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

The standard used is **EURES Standards: ISO-639-1:2002 Alpha 2 (ISO)**<sup>12</sup>, because:

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

The Language codes are given in the following file: EURES ReferenceData File [RD02]

- a) If the element is CompetencyID, the code attribute values are as follows:

Attributes	Value
schemeID	ISO-639-1/2-Languages
schemeAgencyID	ISO
schemeAgencyName	ISO
schemeVersionID	639-1:2002 Alpha 2
schemeDataURI	<a href="http://www.loc.gov">http://www.loc.gov</a>

- b) If the element is PrimaryLanguageCode, the code attribute values are as follows:

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

<sup>10</sup> ISCO – ISCO-08: <http://www.ilo.org/public/english/bureau/stat/isco/isco08/>

<sup>11</sup> ESCO: <https://ec.europa.eu/esco/portal/home>

<sup>12</sup> ISO – ISO-639-1:2002 Alpha 2: [http://www.iso.org/iso/catalogue\\_detail?csnumber=22109](http://www.iso.org/iso/catalogue_detail?csnumber=22109)

### 3.39.2.16 Language Proficiency Codes [CL25]

Language Proficiency is the level of proficiency in a language.

The standard used is the **EURES Standards: CEFR (Common European Framework of Reference for Language)**<sup>13</sup>.

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

### 3.39.2.17 Members Countries from Europe [CL29]

These codes are the European Union countries and the European Free Trade Association (EFTA) countries.

The standard used is the European Union countries based on **EURES Standards: ISO 3166 alpha-2**<sup>14</sup>, adapted to Member States<sup>15</sup>. Note that, for two countries (Greece (EL) and United Kingdom (UK))<sup>16</sup> the code used differs from the ISO code.

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

<sup>13</sup> CEFR: [http://www.coe.int/t/dg4/linguistic/CADRE1\\_EN.asp](http://www.coe.int/t/dg4/linguistic/CADRE1_EN.asp)

<sup>14</sup> ISO-3166 Alpha-2: [http://www.iso.org/iso/country\\_codes/iso\\_3166\\_code\\_lists/country\\_names\\_and\\_code\\_elements.htm](http://www.iso.org/iso/country_codes/iso_3166_code_lists/country_names_and_code_elements.htm)

<sup>15</sup> Member States of the European Union: <http://publications.europa.eu/code/en/en-370100.htm>

<sup>16</sup> Country names of the Member States of EU: <http://publications.europa.eu/code/en/en-370100.htm>

NL	Netherlands
NO	Norway
PL	Poland
PT	Portugal
RO	Romania
SK	Slovakia
SI	Slovenia
ES	Spain
SE	Sweden
CH	Switzerland
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	<a href="http://www.iso.org/iso/">http://www.iso.org/iso/</a>
listSchemeURI	PENDING DEFINITION

### 3.39.2.18 NACE Codes [CL31]

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

The **EURES Standards: EU**<sup>17</sup> is the standard used.

The NACE codes are given in the following file: EURES ReferenceData File [\[RD02\]](#)

The code attribute values are as follows:

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

### 3.39.2.19 Name Enum-Type Codes [CL32]

These codes classify the type of name.

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

Code	Description
CurrentName	The name indicated is the current name.
FormerName	The name indicated is prior to marriage.
BirthName	The name indicated is the name given at birth.
Alias	The name indicated is a pseudonym.

The code attribute values are as follows:

---

<sup>17</sup> EU – NACE: [http://ec.europa.eu/competition/mergers/cases/index/nace\\_all.html](http://ec.europa.eu/competition/mergers/cases/index/nace_all.html)

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

### 3.39.2.20 Organization Ownership Codes [CL34]

These codes classify the organisation ownership.

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

Code	Description
public	
private	
non-profit	
government	

The code attribute values are as follows:

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

### 3.39.2.21 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**<sup>18</sup>. Large enterprises have been added, as described in **Eurostat**<sup>19</sup>, 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

<sup>18</sup> EU – C (2003) 1422: <http://publications.europa.eu/code/en/en-5000300.htm>

<sup>19</sup> Eurostat – Enterprise size: [http://epp.eurostat.ec.europa.eu/statistics\\_explained/index.php/Glossary:Large\\_enterprises](http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Glossary:Large_enterprises)

### 3.39.2.22 Patent Status Enum-Type Codes [CL36]

These codes describe the status of the patent.

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

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

### 3.39.2.23 Position Offering Codes [CL37]

These codes classify the preferred contract type.

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

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

The code attribute values are as follows:

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

### 3.39.2.24 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	PositionScheduleTypeCodeContentType
listVersionID	1.0
name	{Code name or description}

<b>listURI</b>	<a href="http://www.hr-xml.org/">http://www.hr-xml.org/</a>
<b>listSchemeURI</b>	<a href="http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd">http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd</a>

### 3.39.2.25 Position Seeking Status Enum Type [CL39]

The position seeking statuses are given in the following table.

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

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

The code attribute values are as follows:

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

### 3.39.2.26 Precedence Enum-Type Codes [CL41]

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

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

Code	Description
<b>1</b>	Primary
<b>2</b>	Secondary
<b>3</b>	Tertiary
<b>4</b>	Quaternary
<b>5</b>	Quinary

### 3.39.2.27 Publication Enum-Type Codes [CL59]

This enumeration indicates the type of publication.

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

Code	Description
<b>Article</b>	Article
<b>Book</b>	Book
<b>Conference</b>	Conference
<b>Other</b>	Other type of publication

### 3.39.2.28 Referee Enum-Type Codes [CL46]

These codes classify the references.

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

Code	Description

<b>Professional</b>	It is a professional reference.
<b>Personal</b>	It is a personal reference.
<b>Verification</b>	It verifies the CV.

### 3.39.2.29 Remuneration Basis Codes [CL48]

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

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

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

The code attribute values are as follows:

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

### 3.39.2.30 Remuneration Type Codes [CL49]

These codes classify the type of pay or remuneration.

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

Code	Description
<b>BasePay</b>	Initial rate of compensation
<b>Commission</b>	Commission paid
<b>Bonus</b>	Extra salary paid
<b>ShortTermIncentive</b>	Bonus to encourage the employee
<b>ShiftPremium</b>	Additional pay for working split shifts

The code attribute values are as follows:

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

### 3.39.2.31 Remuneration Rate Interval Codes [CL50]

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

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

Code	Description
<b>Hour</b>	Remuneration per hour.
<b>Day</b>	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.
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

### 3.39.2.32 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

<b>name</b>	{Code name or description}
<b>listURI</b>	<a href="https://ec.europa.eu/eures">https://ec.europa.eu/eures</a>
<b>listSchemeURI</b>	PENDING DEFINITION

### 3.39.2.33 Unit Codes [CL54]

These codes classify the type of unit measurement.

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

Code	Description
<b>km</b>	Kilometre
<b>day</b>	Day
<b>week</b>	Week
<b>month</b>	Month
<b>year</b>	Year

The code attribute values are as follows:

Attributes	Value
<b>listName</b>	EURES_UnitCodes
<b>listVersionID</b>	1.0
<b>name</b>	{Code name or description}
<b>listURI</b>	<a href="https://ec.europa.eu/eures">https://ec.europa.eu/eures</a>
<b>listSchemeURI</b>	PENDING DEFINITION

### 3.39.2.34 Mime Codes [CL56]

These codes specify the data mime code of an attachment.

The **EURES standard New** is used:

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

The code attribute values are as follows:

Attributes	Value
<b>listName</b>	EURES_MimeCodes
<b>listVersionID</b>	1.0
<b>name</b>	{Code name or description}
<b>listURI</b>	<a href="https://ec.europa.eu/eures">https://ec.europa.eu/eures</a>
<b>listSchemeURI</b>	

## Annex 1. Treatment of Unfulfilled Business Rules

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

Business Rule	Treatment of the BR unfulfilled
<b>BR-COM-01</b> : If not otherwise specified, "EN" (English) is used as the default language.	English is taken as the default language.
<b>BR-COM-02</b> : Multiple profiles are allowed, but it must be expressed in different languages.	N/A
<b>BR-COM-04</b> : If not specified, the "validFrom" date will default to "assigned by EURES on reception".	The date is assigned by EURES on reception.
<b>BR-COM-05</b> : Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	The value is not saved, the document is rejected. The timezone considered is always UTC=0;
<b>BR-COM-06</b> : If not specified, the "validTo" date will be decided by EURES depending on the transaction context.	The date is assigned by EURES on reception.
<b>BR-COM-07</b> : If not specified, the "validTo" date will be decided by EURES depending on the transaction context.	The date is assigned by EURES on reception.
<b>BR-COM-09</b> : Compulsory use of the Name Enum Type Codes [CL32].	The value is not saved, the document is rejected.
<i>Reference: Use Code List Name Enum-Type Codes [CL32]</i>	
<b>BR-COM-10</b> : 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.
<b>BR-COM-11</b> : The Open HR-Open Standards Code List "ChannelCodeContentType" must be used to codify the /ChannelCode element.	N/A
<i>Reference: Use Code List Channel Type Codes [CL05]</i>	
<b>BR-COM-12</b> : The Open HR-Open Standards Code List "ContactUseCodeContentType" must be used to codify the /UseCode element.	N/A
<i>Reference: Use Code List Contact Use Type Codes [CL06]</i>	
<b>BR-COM-13</b> : 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, the document is rejected.
<i>Reference: Use Code List Education Level Codes [CL15]</i>	
<b>BR-COM-14</b> : At least one of its sub-elements must be provided.	The value is not saved, the document is rejected.
<b>BR-COM-15</b> : Compulsory use of the "EURES_DegreeType-CodeList.gc" list defined by EURES. This is based on ESCO Qualifications. <sup>20</sup>	The value is not saved, the document is rejected.
<i>Reference: Use Code List Degree Codes [CL10]</i>	

<sup>20</sup> There is currently no validation as the list of qualifications is incomplete. The rule may become active only when the ESCO team finalizes the code list.

<b>BR-COM-20</b> : Compulsory use of the “NACE-CodeList.gc” list defined by EURES. This is based on EU NACE.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List NACE Codes [CL31]	
<b>BR-COM-21</b> : 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, the document is rejected.
<i>Reference:</i> Use Code List Country Subdivision Codes [CL08]	
<b>BR-COM-26</b> : 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, the document is rejected.
<i>Reference:</i> Use Code List Organization Size Codes [CL35]	
<b>BR-COM-27</b> : Compulsory use of the “OrganizationOwnershipTypeCodeContentType” list.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Organization Ownership Codes [CL34]	
<b>BR-COM-29</b> : Compulsory use of the “ISCO2008-CodeList.gc” list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Job Category Codes [CL20]	
<b>BR-COM-30</b> : Compulsory use of the “RemunerationBasisCodeContentType” list.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Remuneration Basis Codes [CL48]	
<b>BR-COM-31</b> : All its sub elements must be expressed using the same currency.	The value is not saved, the document is rejected.
<b>BR-COM-32</b> : Compulsory use of the “RemunerationCodeContentType” list.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Remuneration Type Codes [CL49]	
<b>BR-COM-33</b> : Compulsory use of the “RemunerationRateIntervalCodeContentType” list.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Remuneration Rate Interval Codes [CL50]	
<b>BR-COM-34</b> : Compulsory use of the Currency Codes [CL09].	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Currency Codes [CL09]	
<b>BR-COM-35</b> : Compulsory use of the “EURES_FileTypeCode-CodeList.gc” list defined by EURES.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List File-Type Codes [CL17]	
<b>BR-COM-36</b> : Compulsory use of the Unit Codes [CL54].	N/A
<i>Reference:</i> Use Code List Unit Codes [CL54]	

<b>BR-COM-37</b> : 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, the document is rejected.
<i>Reference:</i> Use Code List Dimension Codes [CL11]	
<b>BR-COM-38</b> : Compulsory use of the “PositionOfferingCodeContentType” list.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Position Offering Codes [CL37]	
<b>BR-COM-39</b> : Compulsory use of the “PositionScheduleCodeContentType” list.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Position Schedule Codes [CL38]	
<b>BR-COM-40</b> : Compulsory use of the “EURES_SocialBenefitsCodes-CodeList.gc” list defined by EURES.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Social Benefits Codes [CL52]	
<b>BR-COM-41</b> : Compulsory use of the “EURES_LicenseTypeCode-CodeList” list. This is based on Directive 2006/126/EC.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Drivers License Codes [CL14]	
<b>BR-COM-42</b> : 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, the document is rejected.
<b>BR-COM-43</b> : Multiple entries of this code list are allowed.	If the values come from a different code list, they will not be saved. , the document will be rejected.
<b>BR-COM-44</b> : One value for each code list is allowed.	If multiple entries for the same code list are added, only the first value of that code list will be saved.
<b>BR-COM-45</b> : Compulsory use of EURES HR Standard version Version Codes [CL63]	The document is rejected.
<i>Reference:</i> Use Code List Version Codes [CL63]	
<b>BR-COM-46</b> : Compulsory use of Language Code [CL24], based on ISO-639-1:2002 Alpha 2 (ISO), if TaxonomyID’s value is “language”. Or the Skills and Competences Codes defined by ESCO, if TaxonomyID’s value is “other”.	N/A
<i>Reference:</i> If taxonomy is language, use Code List Language Codes [CL24] . Else, use Code List Skills and Competences Codes [CL58]	
<b>BR-COM-47</b> : Compulsory use of Language Proficiency Codes [CL25], if TaxonomyID’s value is “language”.	N/A
<i>Reference:</i> Use Code List Language Proficiency Codes [CL25]	
<b>BR-COM-48</b> : If “CompetencyDimension” element is specified, “TypeCode” and “Score” are mandatory elements.	N/A
<b>BR-COM-49</b> : If “CompetencyDimension / TypeCode” is specified, “ProficiencyLevel” is mandatory.	The document is rejected.
<b>BR-COM-50</b> : Compulsory use of Mime Codes [CL56].	The document is rejected.

<i>Reference:</i> Use Code List Mime Codes [CL56]	
<b>BR-COM-51</b> : Only 'base64Binary' is allowed. If not present it is considered as encoded in base64Binary.	'base64Binary' is taken as the default encoding type.
<b>BR-COM-52</b> : Compulsory use of the "EURES_MemberCountries-CodeList.gc" list defined by EURES. This is based on ISO 3166-1 Alpha-2, adapted to the Member States and EFTA countries.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Members Countries from Europe [CL29]	
<b>BR-COM-53</b> : If CountryCode is specified, CountrySubDivisionCode value must correspond to CountryCode value.	N/A
<b>BR-COM-54</b> : TaxonomyID's value should be "language" if the CompetencyID is a language or "other", in the other competencies.	The value is not saved, the document is rejected.
<b>BR-COM-55</b> : Compulsory use of the attributes "listVersionID", "listName" and "listURI".	The document is rejected.
<b>BR-COM-56</b> : The attributes "majorVersionID" and "minorVersionID" are mandatory.	The document is rejected.
<b>BR-COM-57</b> : Compulsory use of the version 3.2 of HR-OS ("majorVersionID" is 3 and "minorVersionID" is 2).	The document is rejected.
<b>BR-CV-02</b> : Only One Candidate (CV) per XML document instance is allowed.	N/A
<b>BR-CV-04</b> : The "PositionSeekingCodeContentType" HR-Open Standards Code List must be used to codify the /Candidate /Position Seeking Status.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Position Seeking Status Enum Type [CL39]	
<b>BR-CV-07</b> : The HR-Open Standards Code List "CandidateSourceCodeType" must be used to codify the /Candidate /Supplier /Source.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Candidate Source Type Codes [CL04]	
<b>BR-CV-08</b> : The HR-Open Standards Code List "PrecedenceEnumType" must be used to codify the /Candidate /Supplier /Precedence.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Precedence Enum-Type Codes [CL41]	
<b>BR-CV-09</b> : If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	The identifier is provided by the Interoperability Platform.
<b>BR-CV-10</b> : Compulsory use of HR-Open Standards "GenderEnumType" to specify a Person's Gender.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Gender Enum-Type Codes [CL18]	
<b>BR-CV-17</b> : Compulsory use of the "EURES_DisabilityLevelCode-CodeList.gc" list defined by EURES.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Disability Level Code [CL12]	
<b>BR-CV-22</b> : The HR-Open Standards Code List "RefereeTypeCode".	The value is not saved, the document is rejected.

<i>Reference:</i> Use Code List Referee Enum-Type Codes [CL46]	
<b>BR-CV-26</b> : Compulsory use of the "PatentStatusCode" list.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Patent Status Enum-Type Codes [CL36]	
<b>BR-CV-27</b> : Compulsory use of the "PublicationCode" list.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Publication Enum-Type Codes [CL59]	
<b>BR-CV-28</b> : Compulsory use of the "EURES_ISCEDEducationField" list defined by EURES.	N/A
<i>Reference:</i> Use Code List ISCED Education Field [CL60]	
<b>BR-CV-29</b> : Compulsory use of the "EURES_AttachmentInstructionCVCode" list defined by EURES.	The value is not saved, the document is rejected.
<i>Reference:</i> Use Code List Attachment Instruction Codes [CL61]	
<b>BR-CV-30</b> : At least one of the following sub-elements (either Address or URI or DialNumber) must be provided.	The value is not saved, the document is rejected.
<b>BR-CV-31</b> : If URI element is provided, ChannelCode element must contain either "Email" or "Web".	The value is not saved, the document is rejected.
<b>BR-CV-32</b> : The Xpath must be valid  Trigger: The Xpath is considered invalid when 1. It does not respect the syntax of the XPath language; 2. It returns anything else than a node or a list of nodes (e.g. a number); 3. It does not return any node present in the XML 4. It returns a node part of the Technical Minimum layer, or its ancestors  (!) The Xpath must not contain any namespace references. The Xpath will be considered as invalid if it is the case. For example: " <a href="#">Candidate/CandidatePerson/Communication/oa:DialNumber</a> " is invalid, it must be written as " <a href="#">"/CandidatePerson/Communication/DialNumber</a> " to be valid.	The value is not saved. The document is rejected.