



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

EUROPASS2 CV XML Schema Documentation

Subject	EUROPASS CV formats and standards specification
Version	3.0.0
Release Date	17/02/2020
Filename	ECV_Schema_Documentation_v3.0.0.docx

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 shema.

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			

Table of Contents



I.		1
1	Introduction.....	7
2	Background.....	8
2.1	Design Approach.....	8
2.2	Namespaces.....	9
3	Europass XML Document elements, their structure and datatypes.....	12
3.1	/Candidate (level 0).....	12
3.2	/Processing Information (level 1).....	16
3.3	/CandidateSupplier (level 1).....	18
3.4	/CandidateSupplier/PersonContact (level 2).....	20
3.5	/CandidatePerson (level 1).....	28
3.6	/CandidatePerson/PersonName (level 2).....	32
3.7	/CandidatePerson/Communication (level 2).....	34
3.8	/CandidatePerson/Disability (level 2).....	39
3.9	/CandidateProfile (level 1).....	42
3.10	/CandidateProfile/PersonAvailability (level 2).....	49
3.11	/CandidateProfile/EducationHistory (level 2).....	51
3.12	/CandidateProfile/PersonQualifications (level 2).....	62
3.13	/CandidateProfile/ExperienceSummary (level 2).....	68
3.14	/CandidateProfile/EmploymentHistory (level 2).....	70
3.15	/CandidateProfile/EmploymentReferences (level 2).....	78
3.16	/CandidateProfile/Certifications (level 2).....	81
3.17	/CandidateProfile/CandidateEmployerPreferences (level 2).....	87
3.18	/CandidateProfile/CandidatePositionPreferences (level 2).....	89
3.19	/CandidateProfile/Licenses (level 2).....	101
3.20	/CandidateProfile/MilitaryHistory (level 2).....	104
3.21	/CandidateProfile/PatentHistory (level 2).....	108
3.22	/CandidateProfile/PublicationHistory (level 2).....	112
3.23	/CandidateProfile/OrganizationAffiliations (level 2).....	116
3.24	/CandidateProfile/SpeakingHistory (level 2).....	118
3.25	/CandidateProfile/Attachment (level 2).....	120
3.26	/CandidateProfile/HobbiesAndInteresets.....	123

3.27	/CandidateProfile/CreativeWorks	123
3.28	/CandidateProfile/Projects.....	124
3.29	/CandidateProfile/CommunicationAndInterpersonalSkills.....	124
3.30	/CandidateProfile/ManagementAndLeadershipSkills	125
3.31	/CandidateProfile/OrganisationalSkills	125
3.32	/CandidateProfile/DigitalSkills.....	126
3.33	/CandidateProfile/NetworksAndMemberships	126
3.34	/CandidateProfile/ConferencesAndSeminars	127
3.35	/CandidateProfile/SocialAndPoliticalActivities	127
3.36	/CandidateProfile/Others	128
3.37	Common DataType Elements with Attributes	129
3.38	Common Attributes	134
3.39	Code Lists.....	137
Annex 1. Treatment of Unfulfilled Business Rules		156

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

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

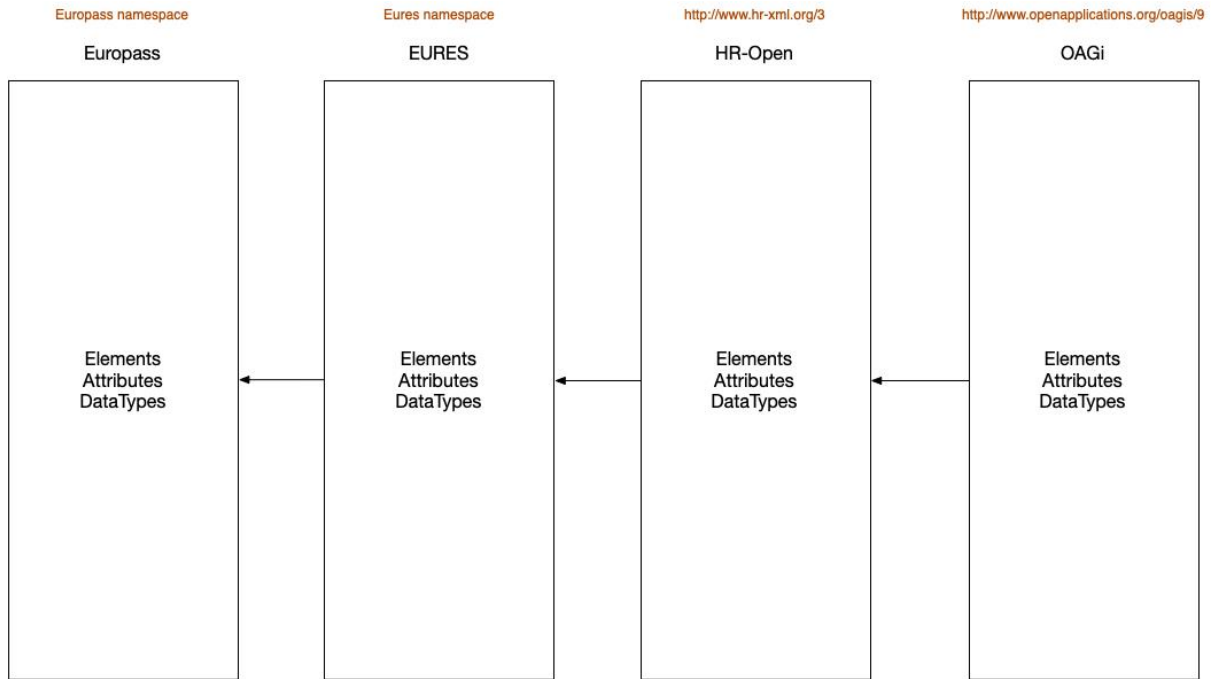


Figure 1: Namespaces used in Europass2

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 is 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-Open¹ XSD is reusing OAGI² elements, attributes and datatypes.

¹ <https://hropenstandards.org/>

² 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.

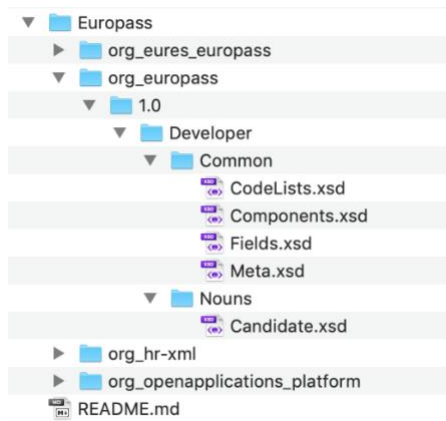
These main xsd's **include** the elements, attributes and datatypes from 4 supporting schemas all to be found in the Common folder of the same namespace:

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

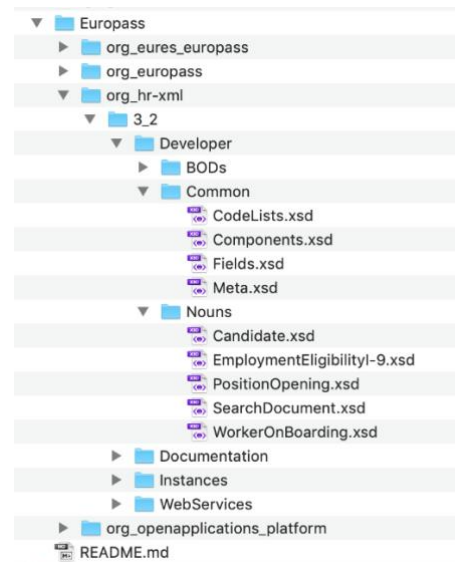
And **import** the schema artefacts of the other relevant namespaces.

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

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

3 Europass XML Document elements, their structure and datatypes

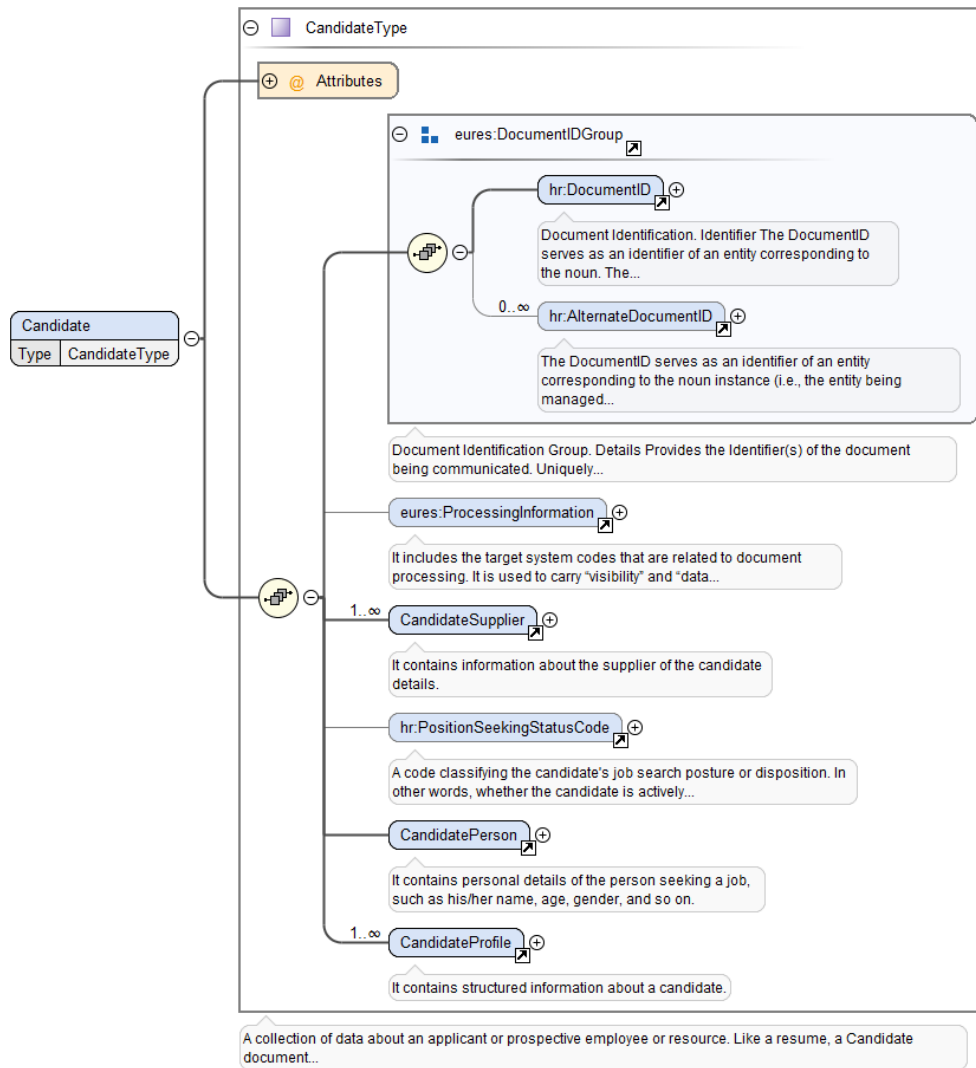
The Europass schema uses the following namespace definitions:

- `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.

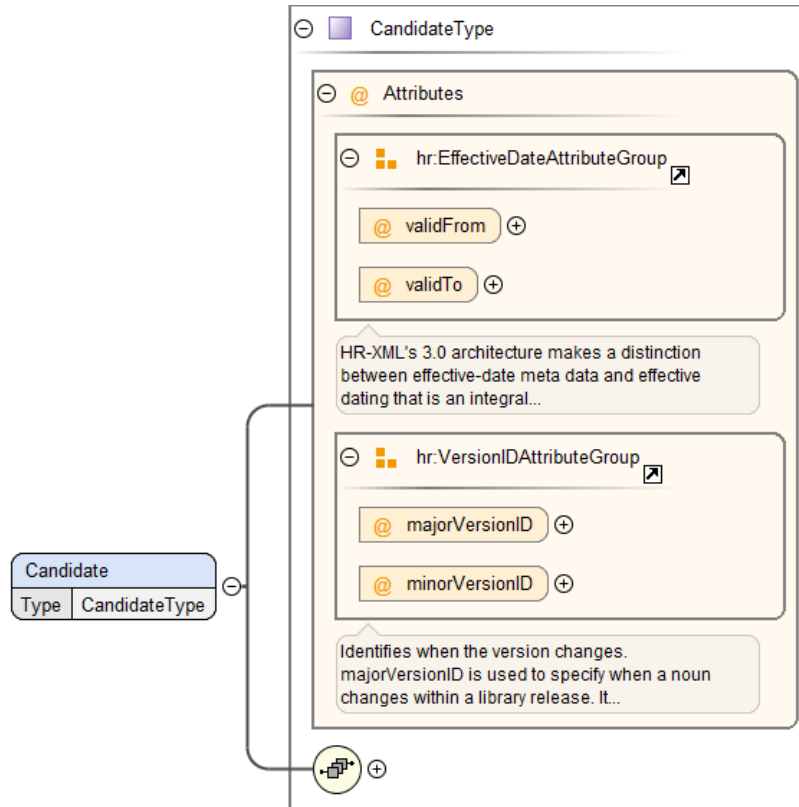
3.1.1 Candidate Element Description



Element	Description	Cardinality	Rule	Examples
Candidate	<p>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.</p> <p>Only one candidate element is allowed.</p>	1	BR-CV-02: Only One Candidate (CV) per XML document instance is allowed.	N/A
Sub-elements				
DocumentID	<p>Original document identifier (id within document supplier system). Provided by first sender of the document! ID issued by first publishing system. (Originator).</p>	1	<p>BR-COM-4: The Document ID identifier must be a UUID and it must be provided by the first sender of the document.</p> <p>schemeVersionID attribute should use of ECV09-VersionCodes list.</p>	N/A
AlternateDocumentID	<p>Alternate/Additional document identifier (e.g. id within eures information system). (Republishers)</p> <p>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.</p>	0..n	N/A	N/A
ProcessingInformation	<p>Includes the target system codes that are related to document processing.</p> <p>In EURES, this element is used to carry "visibility" and "data protection" instructions to the Interoperability Portal.</p> <p>See the description of this element for more details.</p>	0..1	<p>Information: 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>	N/A
See section /ProcessingInformation for more information.				

CandidateSupplier	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.				
PositionSeekingStatus	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.	<p>"Active", "Passive", "NotConsideringPositions"</p> <p>HR-Open: PositionSeekingStatusEnumType [CL39]</p>
CandidatePerson	Personal details of the person seeking a job, such as his/her name, age, gender, and so on.	1	N/A	N/A
See section /CandidatePerson for more information.				
CandidateProfile	<p>The candidate's structured set of characteristics, such as his/her Qualifications, Work Experience, and so on.</p> <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>	1..n	<p>BR-COM-01: If not otherwise specified, "English" is used as the default language.</p> <p>BR-COM-02: Multiple profiles are allowed, but it must be expressed in different languages.</p>	N/A
See section /CandidateProfile for more information.				

3.1.2 Candidate Attributes

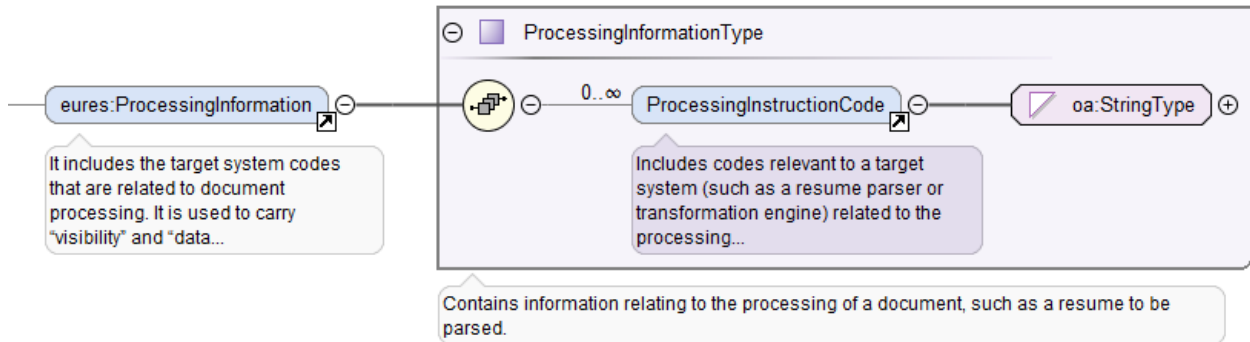


Attributes	Description	Card.	Rules/Comments	Examples
majorVersionID	Identifies the major version of the HR-Open Standards schema.	0..1	BR-COM-56: The attributes “majorVersionID” and “minorVersionID” are mandatory. BR-COM-57: Compulsory use of the version 3.2 of HR-OS (“majorVersionID” is 3 and “minorVersionID”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

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

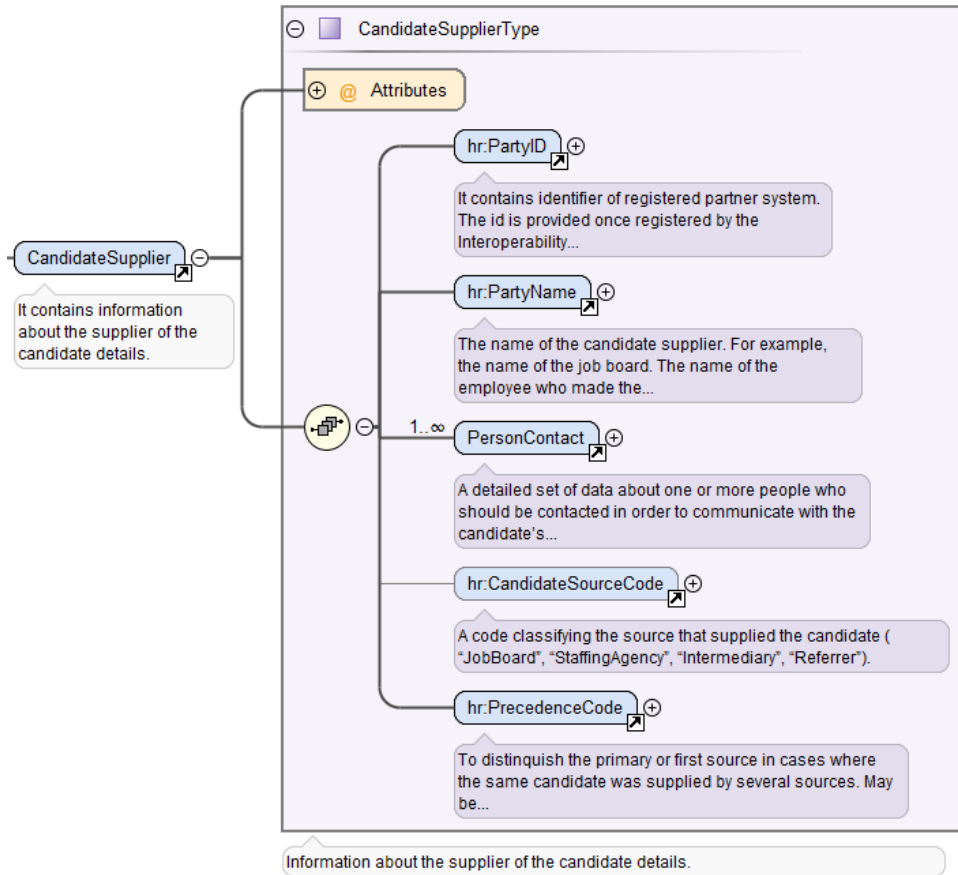


Element	Description	Cardinality	Rule	Examples
Processing Information	Includes codes relevant to a target system related to document processing. In EURES, this element is used to provide "visibility" and "data"	0..1	Information If the /Candidate /Processing Information element is not present in a Candidate's 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>			
Sub-elements				
Processing Instructions	<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>Information</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>BR-CV-32: The Xpath must be valid</p>	N/A

3.3 /CandidateSupplier (level 1)

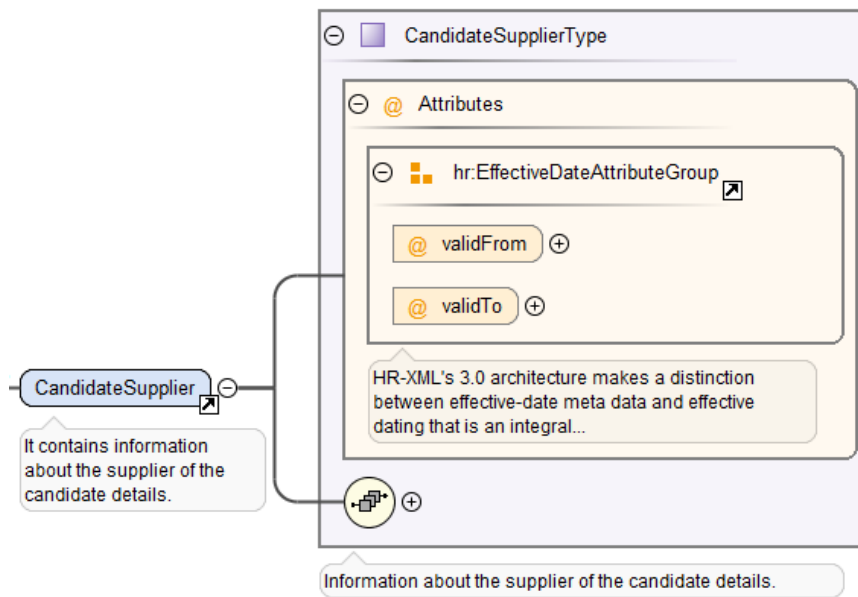
3.3.1 CandidateSupplier Element Description



Element	Description	Cardinality	Rule	Examples
CandidateSupplier	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
Sub-elements				
PartyID	Identifier of registered EURES Partner system. The id is provided once registered by the Interoperability platform ("SUP-34833")	1	Information The /Candidate /SupplierID must be an UUID provided by the sender system	N/A
PartyName	The name of the company supplying the cv.	1	N/A	"Randstad", "Temp Jobs"
PersonContact	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 CandidateSupplier/PersonContact for more information				
CandidateSource Code	A code classifying the source that supplied the candidate ("JobBoard", "StaffingAgency", "Intermediary", "Referrer") This is an HR-Open Standards open list.	0..1	BR-CV-07: The HR-Open Standards Code List "CandidateSourceCodeType" must be used to codify the /Candidate /Supplier /Source.	HR-Open/EURES: CandidateSourceCodeType [CL04]
PrecedenceCode	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	BR-CV-08: 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

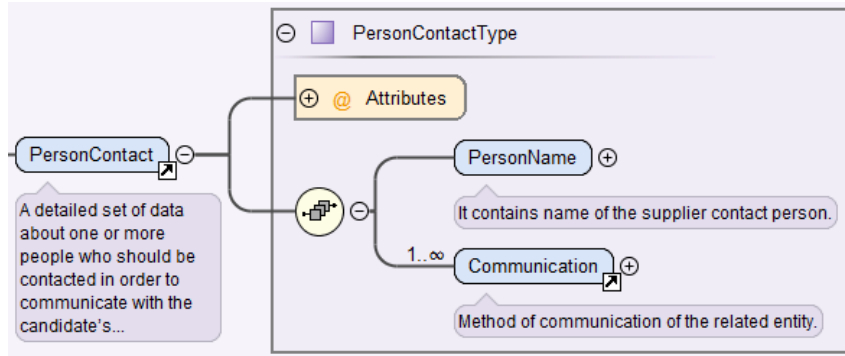


Attributes	Description	Card.	Rule
validFrom	Validity start date for this Supplier	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this Supplier	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
PartyID attributes			
Attributes	Description	Card.	Rule
Refer to IdentifierType attributes table for additional attributes.			
PartyName attributes			
Attributes	Description	Card.	Rule
languageID	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.			

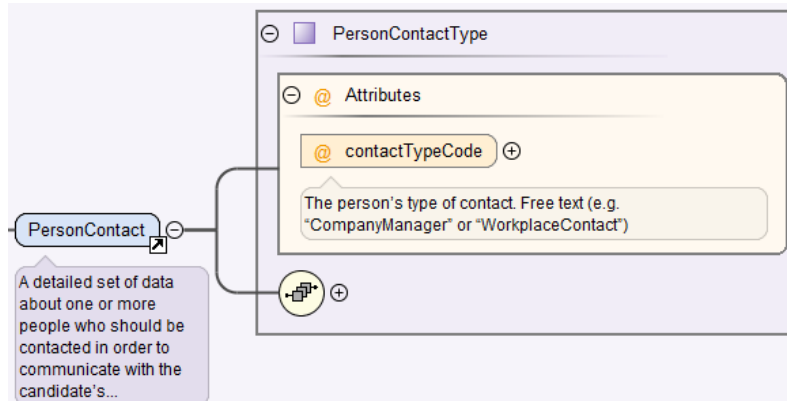
3.4 /CandidateSupplier/PersonContact (level 2)

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
Sub-elements				
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	BR-COM-10: If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A

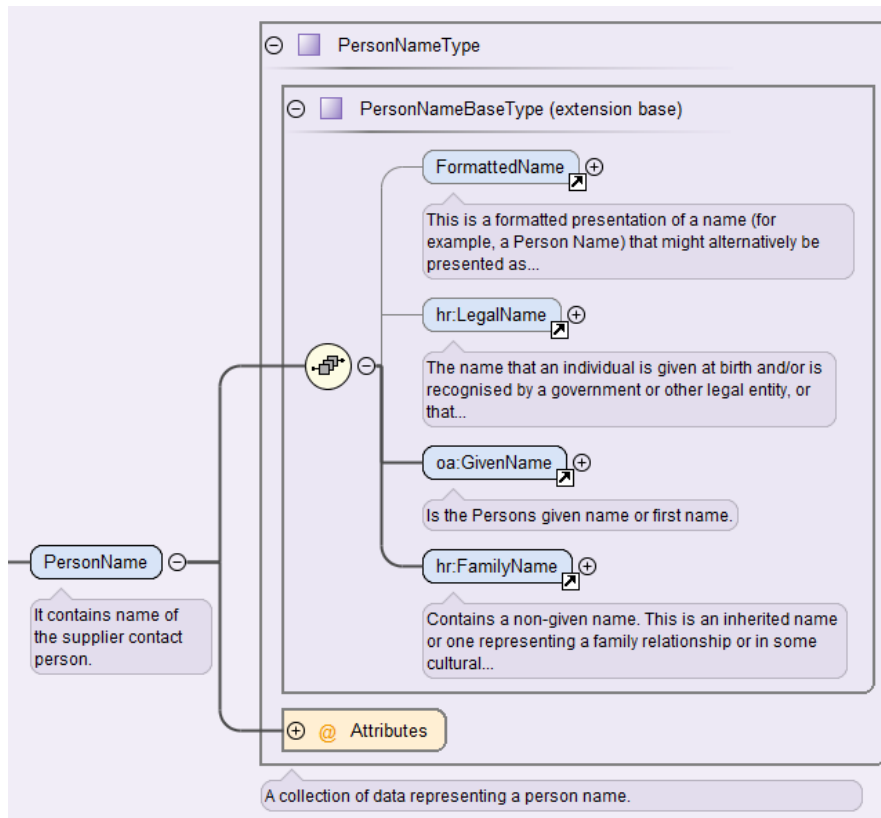
3.4.2 PersonContact Attributes



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

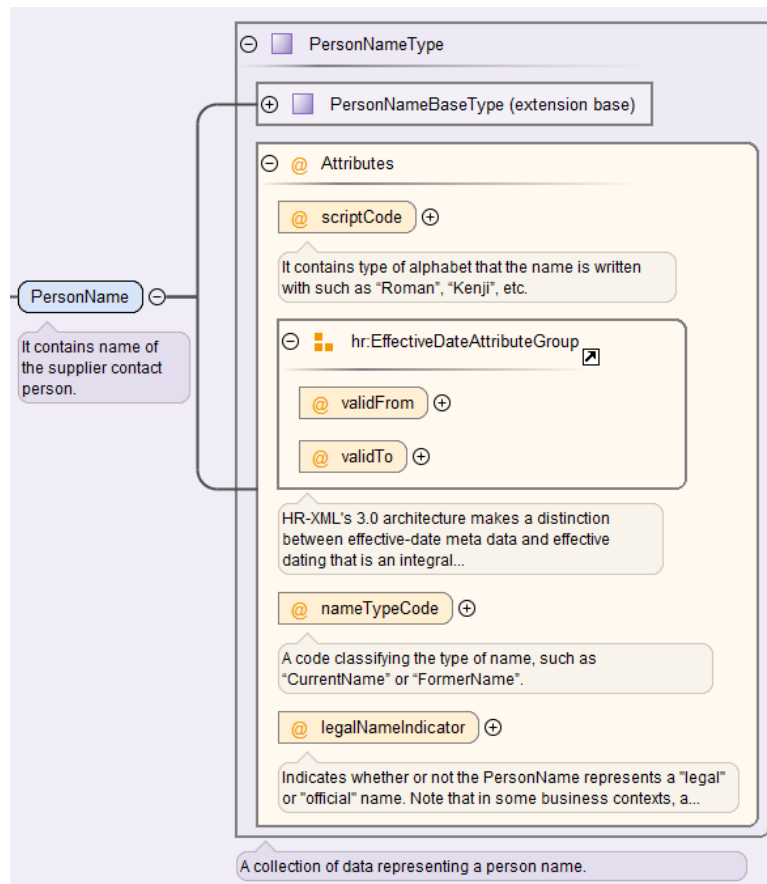
3.4.3 Sub-element: /CandidateSupplier/PersonContact/PersonName (level 3)

3.4.3.1 PersonName Element Description



Element	Description	Cardinality	Rule	Example
PersonName	Name of the contact of the supplier	1	N/A	N/A
Sub-elements				
FormattedName	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.
LegalName	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.
GivenName	A people given name or first name.	1	N/A	"Mark", "Silvia", etc.

FamilyName	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.
-------------------	---	---	-----	--



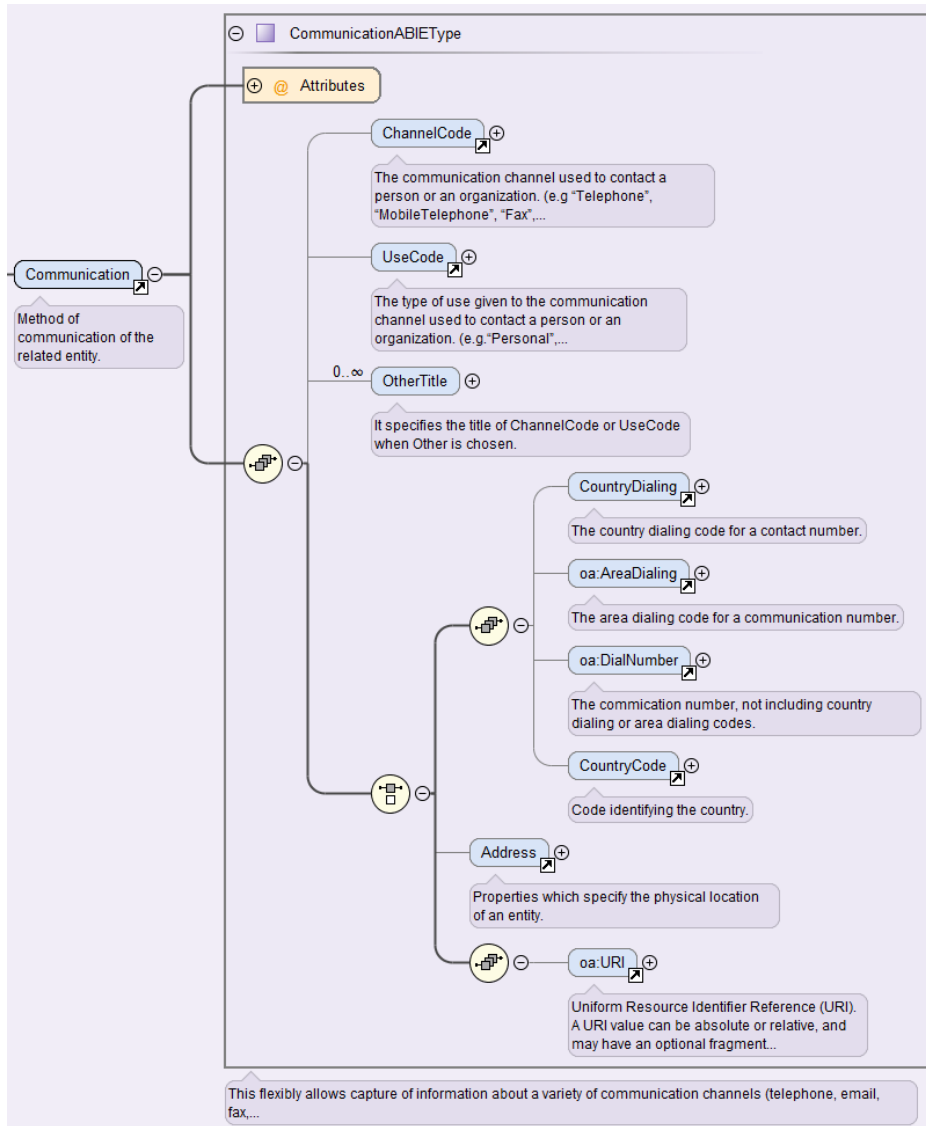
3.4.3.2 PersonName Attributes

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

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

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

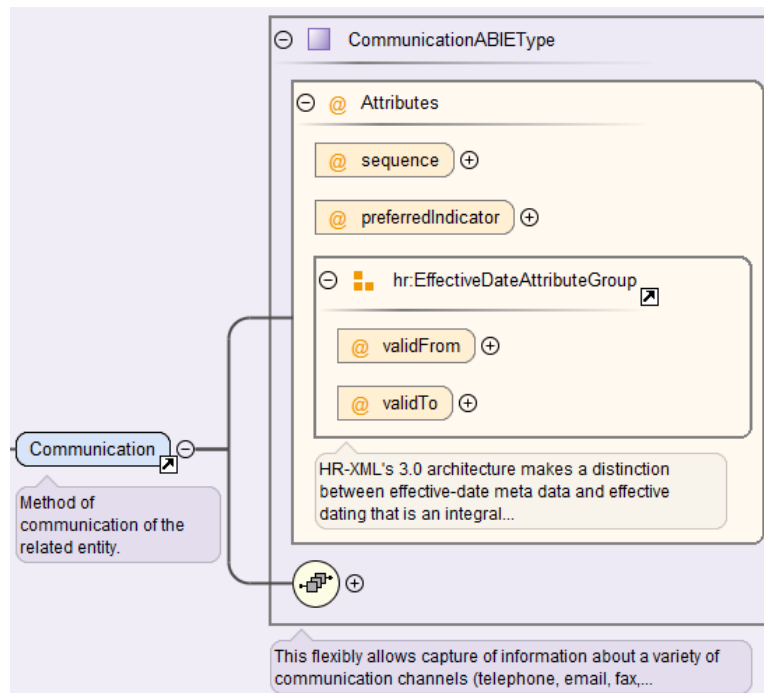
3.4.4.1 Communication Element Description



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

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

3.4.4.2 Communication Attributes



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

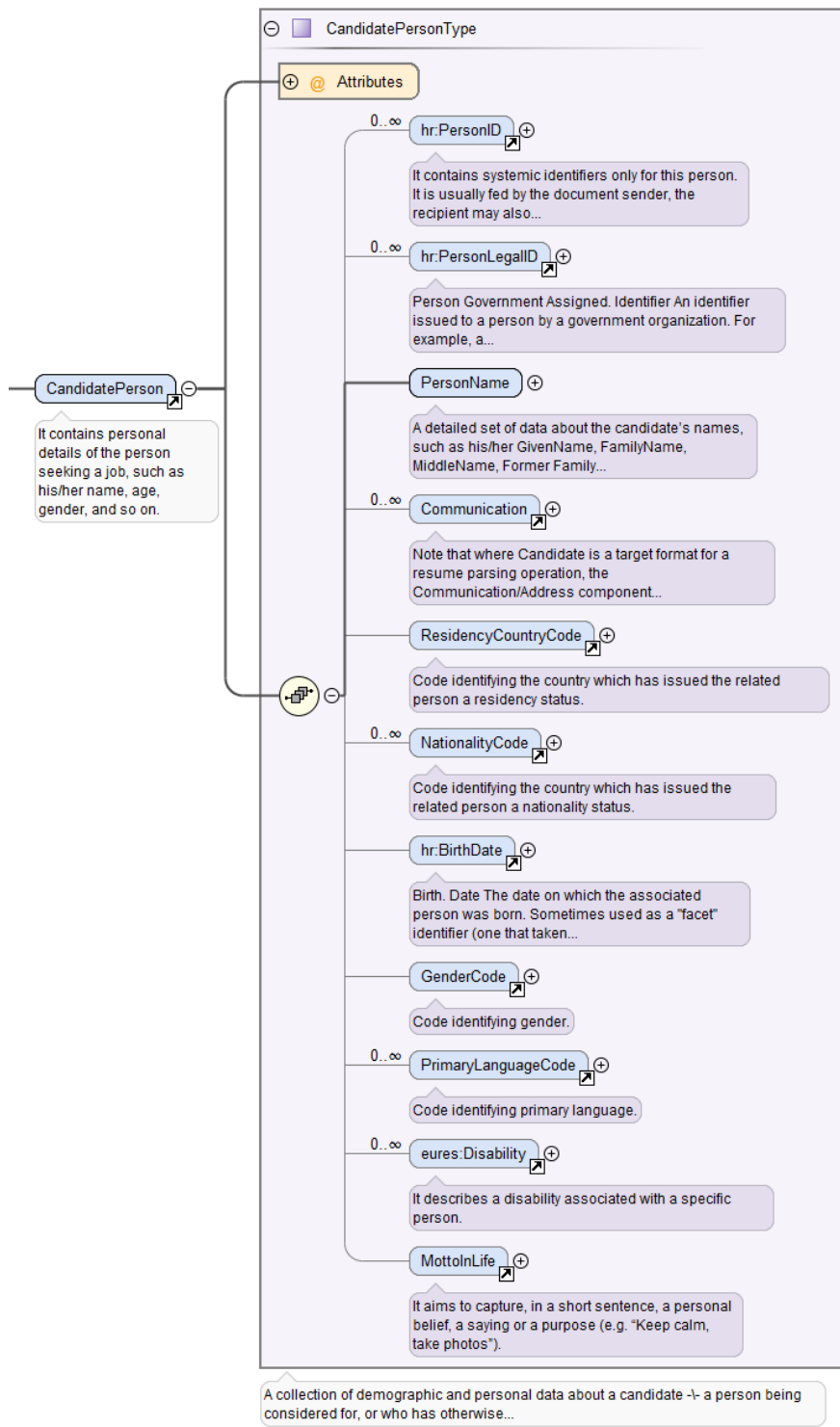
Element	Description	Cardinality	Rule	Examples
CommunicationChoice	Selection between the types of channels 1-Address 2-Telephone 3-URL 4-Text		N/A	N/A
Choice 1 Elements				
CountryDialling	The country dialling code for a contact number	0..1	PhonePrefix [ECV07] code list must be used.	Europass2: PhonePrefix [ECV07]
AreaDialling	The area dialling code for a contact number	0..1	N/A	N/A
DialNumber	The contact number, not including country dialling or area dialling codes	0..1	N/A	N/A
CountryCode	It specifies code identifying the country.	0..1	CountriesAndNationalities [ECV02], AuxCountriesAndNationalities [ECV10] code list must be used.	Europass2: CountriesAndNationalities [ECV02], Europass2: AuxCountriesAndNationalities [ECV10]
Choice 2 Elements				
Address	Properties specifying an entity's physical location	0..1	N/A	N/A
See section /CandidatePerson/Communication/CommunicationChoice/Address for more information				
Choice 3 Elements				
URI	Uniform Resource Identifier Reference (URI). A URI value can be absolute or relative, and may have an optional fragment identifier (i.e., it may be a URI Reference). This type should be used to specify that the value is to fulfil the role of a URI, as defined by [RFC 2396] and as amended by [RFC 2732].	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.			
CountryDialling attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup for additional attributes.			
AreaDialling attributes			
Attributes	Description	Card.	Rule
languageID	Language in which the AreaDialling is mentioned	0..1	"en"
DialNumber attributes			
Attributes	Description	Card.	Rule
languageID	Language in which the DialNumber is mentioned	0..1	"en"
CountryCode 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.
Refer to CodeListAttributeGroup Attributes section for additional attributes			
Address attributes			
Attributes	Description	Card.	Rule
See section /CandidatePerson/Communication/CommunicationChoice/Address for more information			
URIs attributes			
Attributes	Description	Card.	Rule
It has no attributes.			

3.5 /CandidatePerson (level 1)

3.5.1 CandidatePerson Element Description

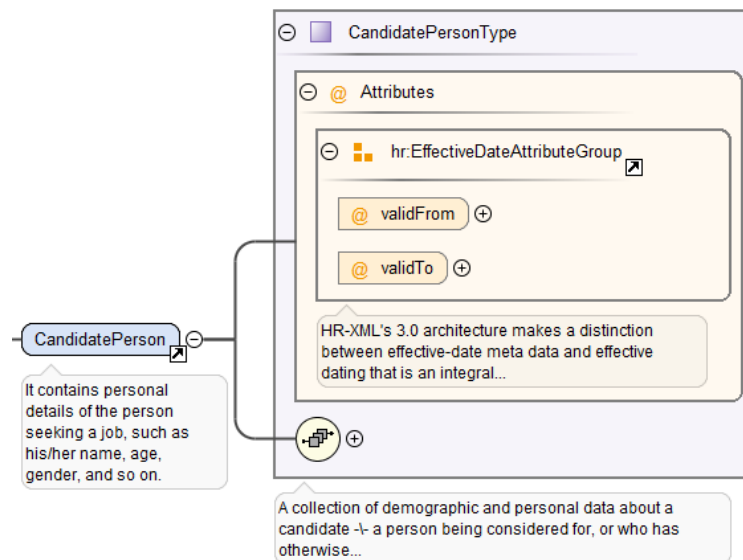


Element	Description	Cardinality	Rule	Examples
CandidatePerson	Personal details of the person seeking a job, such as the name,	1	N/A	N/A

	age, gender, and so on.			
Sub-elements				
PersonID	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
PersonLegalID	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
PersonName	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				
Communication	The candidate’s contact information. ChannelCode, Address, URI –for email, for instance—, etc.	0..n	BR-COM-10: If the Communication element is filled in, at least one of its sub elements should be filled in too.	N/A
See section /CandidatePerson/Communication for more information				
ResidencyCountryCode	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]
NationalityCode	Code specifying the candidate’s nationality	0..n	CountriesAndNationalities [ECV02], AuxCountriesAndNationalities [ECV10] code list must be used. BR-COM-43: Multiple entries of this code list are allowed.	Europass2: CountriesAndNationalities [ECV02], Europass2: AuxCountriesAndNationalities [ECV10]
BirthDate	The person’s date of birth	0..1	BR-COM-06: Compulsory Date Format: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	1987-08-05
GenderCode	Code indicating the candidate’s gender (“NotKnown”,	0..1	Compulsory use of ECV01-GenderType lists.	Europass2: GenderType [ECV01]

	"Male", "Female", "NotSpecified")			
PrimaryLanguageCode	The candidate's primary or preferred language or languages	0..n	ECV08: Languages BR-COM-43: Multiple entries of this code list are allowed.	Europass2: Languages [ECV06]
Disability	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				
MottoInLife	Aims to capture, in a short sentence, a personal belief, a saying or a purpose (e.g. "Keep calm, take photos")	0..1	limited to 99 characters	"Keep calm, take photos"

3.5.2 CandidatePerson Attributes

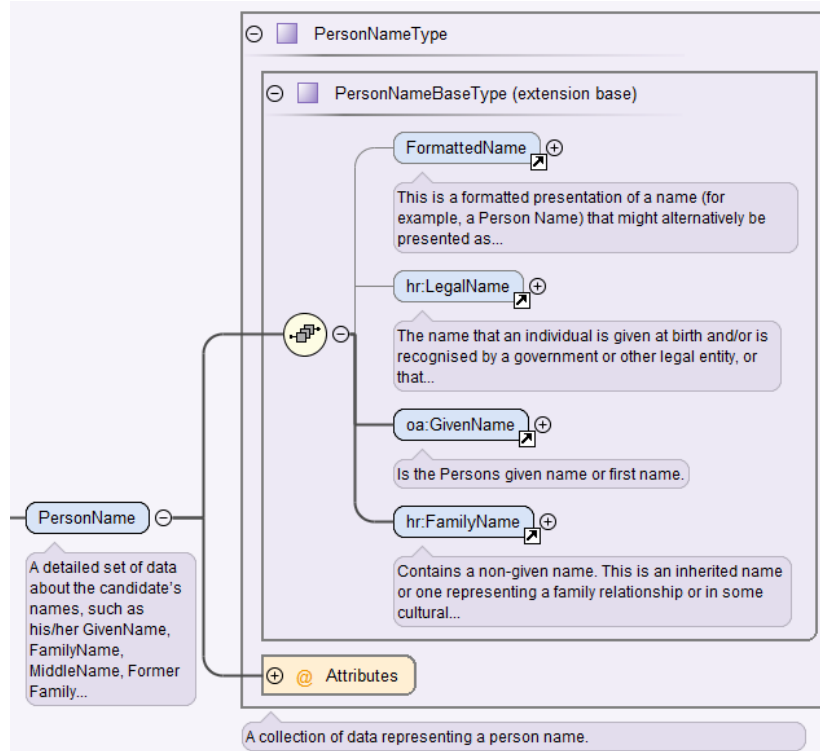


Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-05: If not specified, the "validFrom" date will default to "assigned by EURES on reception". BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity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

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

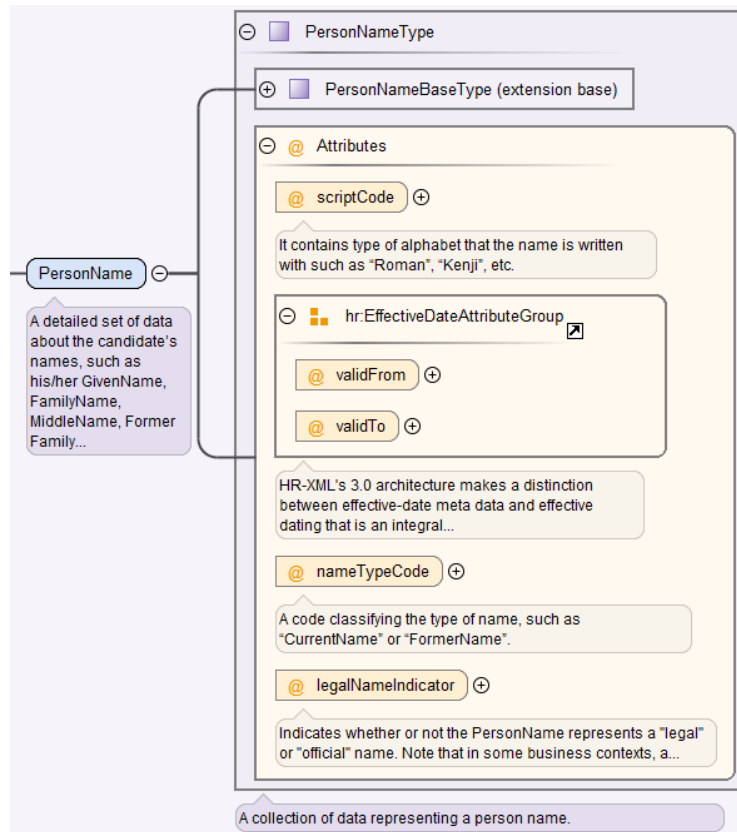
3.6 /CandidatePerson/PersonName (level 2)

3.6.1 PersonName Element Description



Element	Description	Cardinality	Rule	Example
PersonName	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
Sub-elements				
The same as /CandidateSupplier/PersonContact/PersonName				

3.6.2 PersonName Attributes



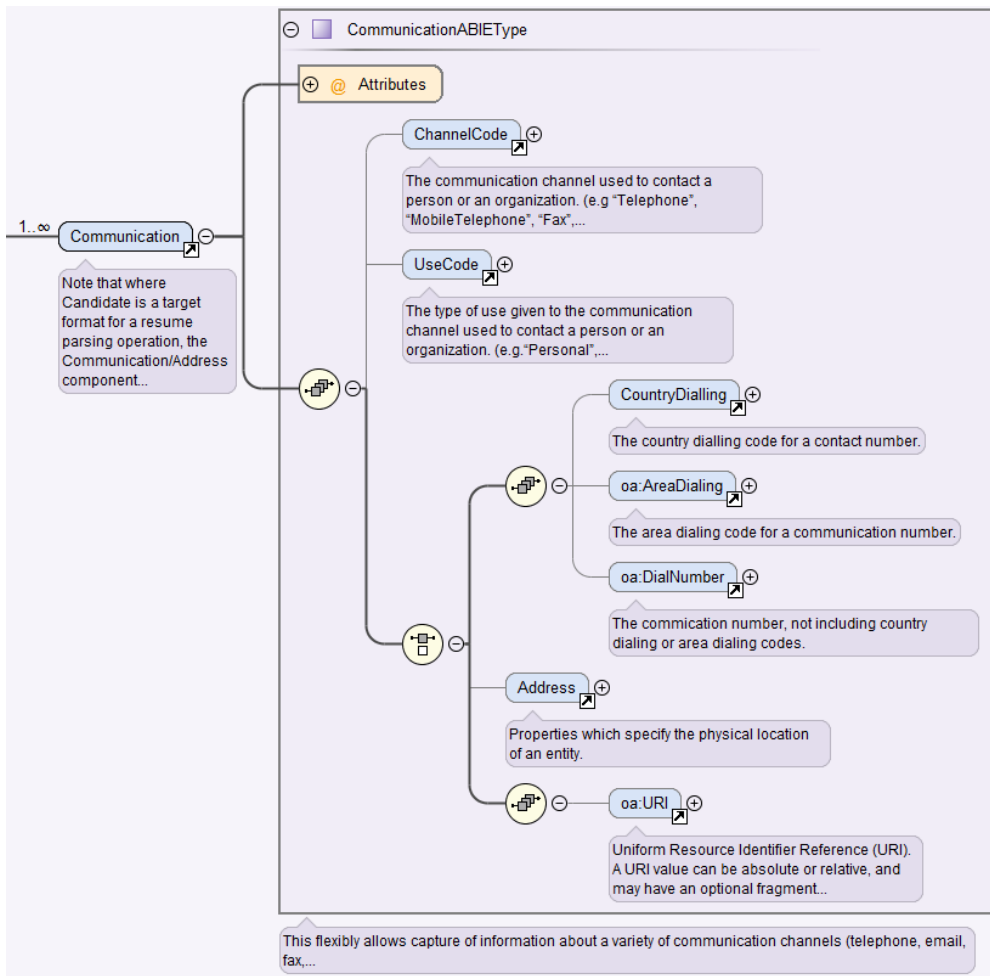
PersonName

A detailed set of data about the candidate's names, such as his/her GivenName, FamilyName, MiddleName, Former Family...

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

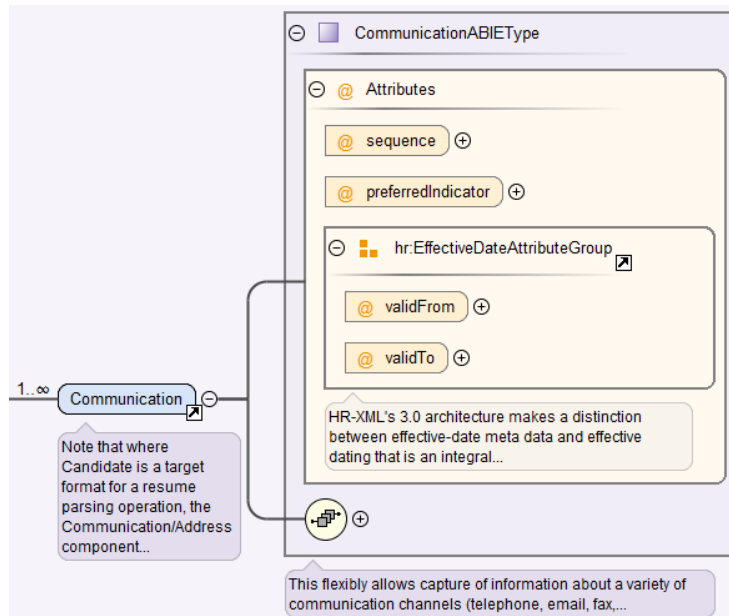
3.7 /CandidatePerson/Communication (level 2)

3.7.1 Communication Element Description



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

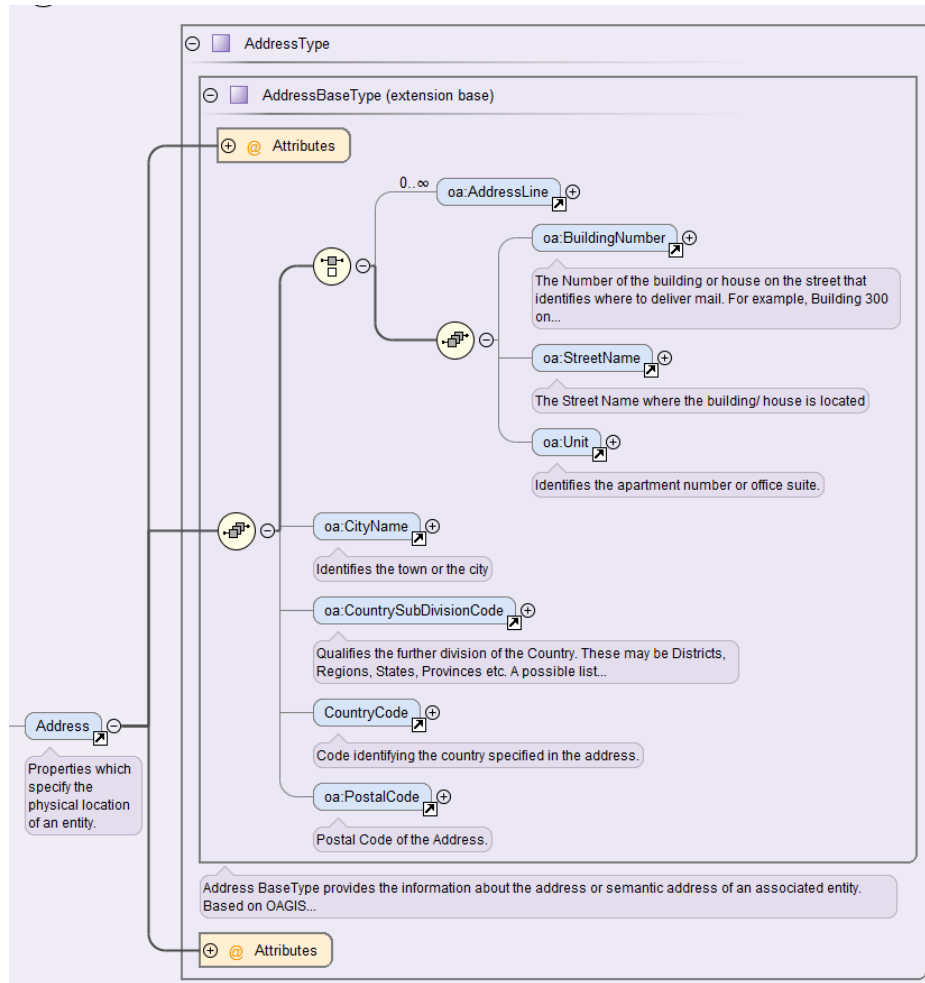
Element	Description	Layer / Cardinality	Rule	Examples
Choice	Selection between the types of channels 1-Address 2-Telephone 3-URL 4-Text	N/A	N/A	N/A
Choice Elements				
The same as /CandidateSupplier/PersonContact/Communication				

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)

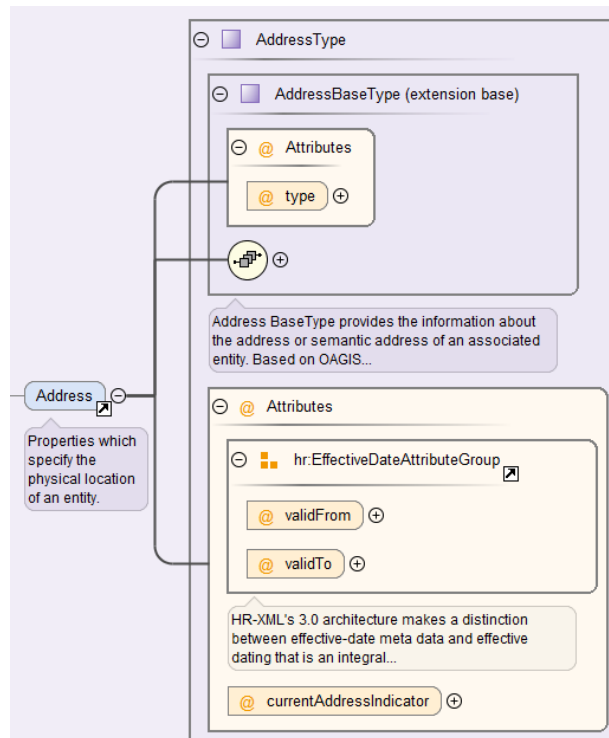
3.7.4.1 Address Element Description



Element	Description	Layer / Cardinality	Rule	Examples
Address	Properties specifying an entity's physical location	0..1	N/A	N/A
Sub-elements				
AddressChoice	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			
CityName	Identifies the town or city	0..1	N/A	"Bruxelles", "Roma", etc.

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

3.7.4.2 Address 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.
currentAddressIndicator	Current address of the information	0..1	N/A
type	The address type	0..1	N/A
CityName attributes			

Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes			
CountryCode 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.
Refer to CodeListAttributeGroup Attributes section for additional attributes			
CountrySubdivisionCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes			
PostalCode attributes			
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

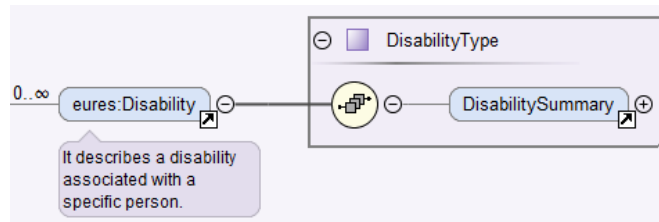
Element	Description	Cardinality	Rule	Examples
Choice	Selection between the types of addresses: 1-Address Line 2-Building Number 3-Street Name 4-Unit	N/A	N/A	N/A
Choice Elements				
Choice 1				
AddressLine	Full address text in a text field	0..n	N/A	"Apartment 10, Derp House, 20 Longstreet, Rotterdam, Netherlands, 3000 AA", etc.
Choice 2				
BuildingNumber	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.
StreetName	The Street Name where the building/house is located	0..1	N/A	"Longstreet", etc.
Unit	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.			
BuildingNumber, Unit, StreetName attributes			
Attributes	Description	Card.	Rule
languageID	Language in which the GivenName is mentioned	0..1	"en"
AddressLine attributes			
Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes.			

3.8 /CandidatePerson/Disability (level 2)

3.8.1 Disability Element Description



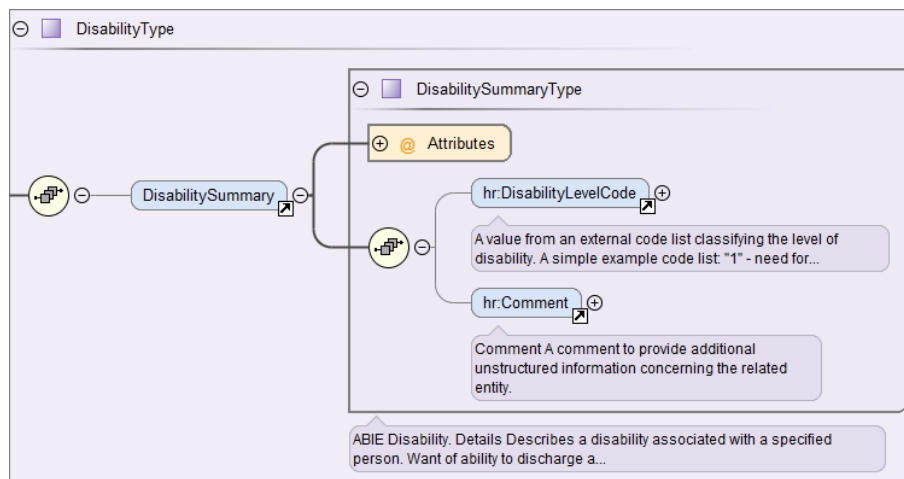
Element	Description	Cardinality	Rule	Examples
Disability	Describes a disability associated with a specified person, lack of ability to discharge a function and incapacity in the eyes of the law. The absence of the Disability element will mean “No disabilities”.	0..n	N/A	N/A
Sub-elements				
DisabilitySummary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

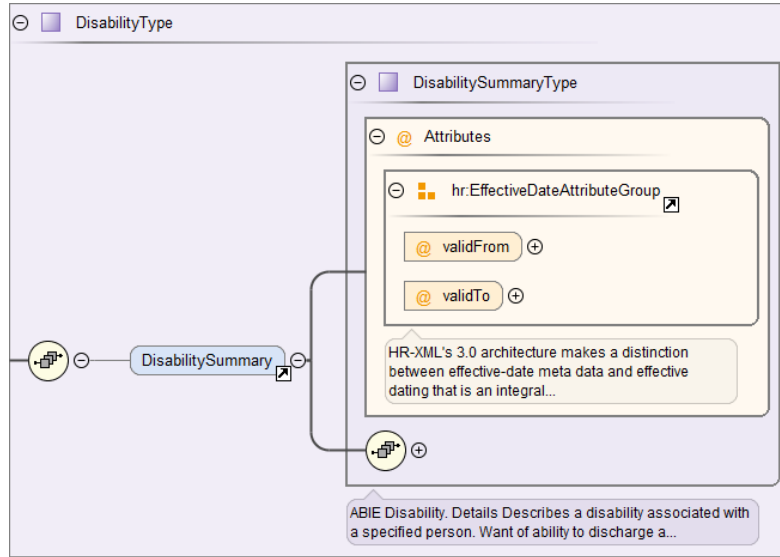
3.8.3 Sub-element: /CandidatePerson/Disability/DisabilitySummary (level 3)

3.8.3.1 DisabilitySummary Element Description



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

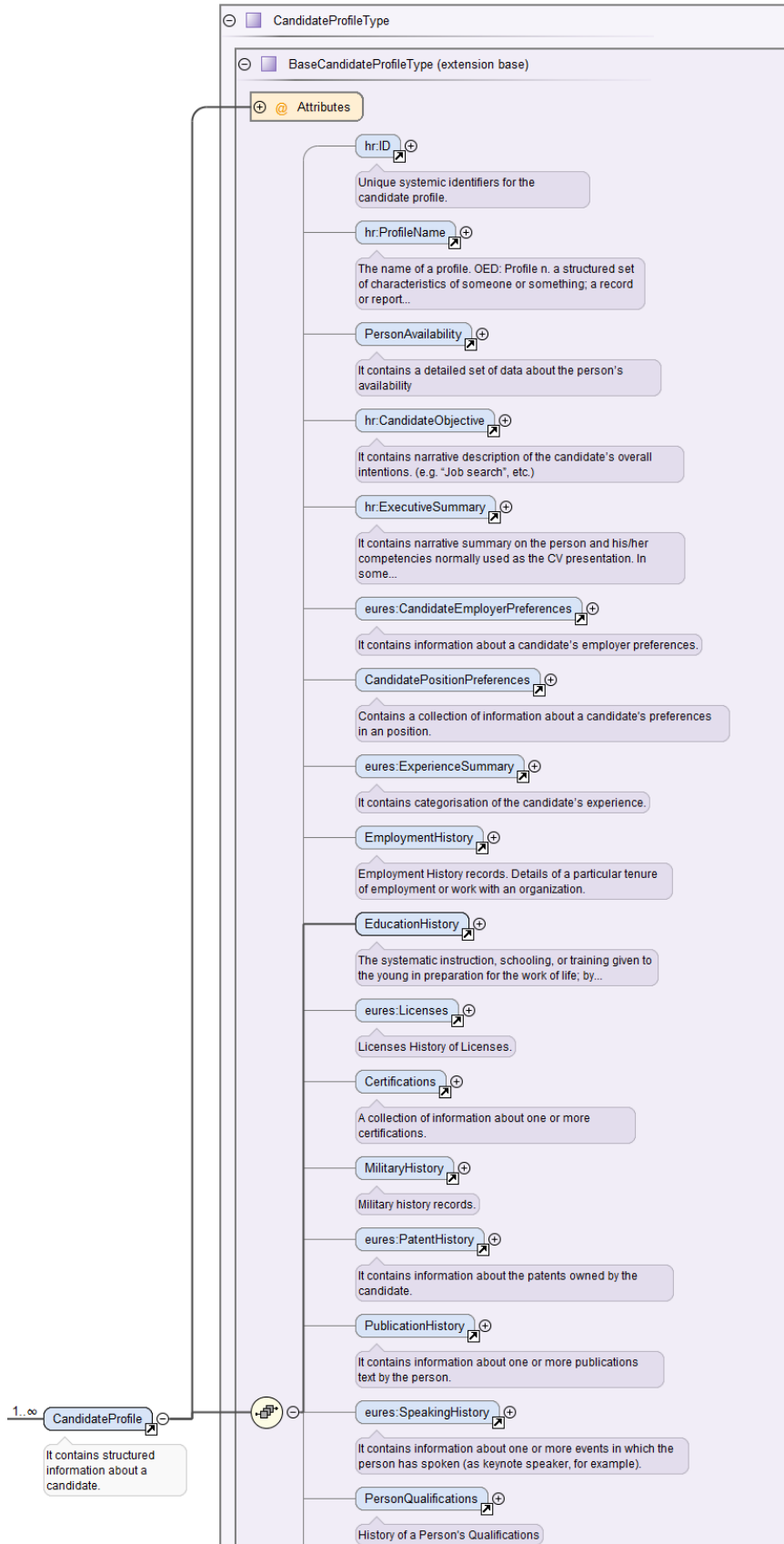
3.8.3.2 DisabilitySummary Attributes

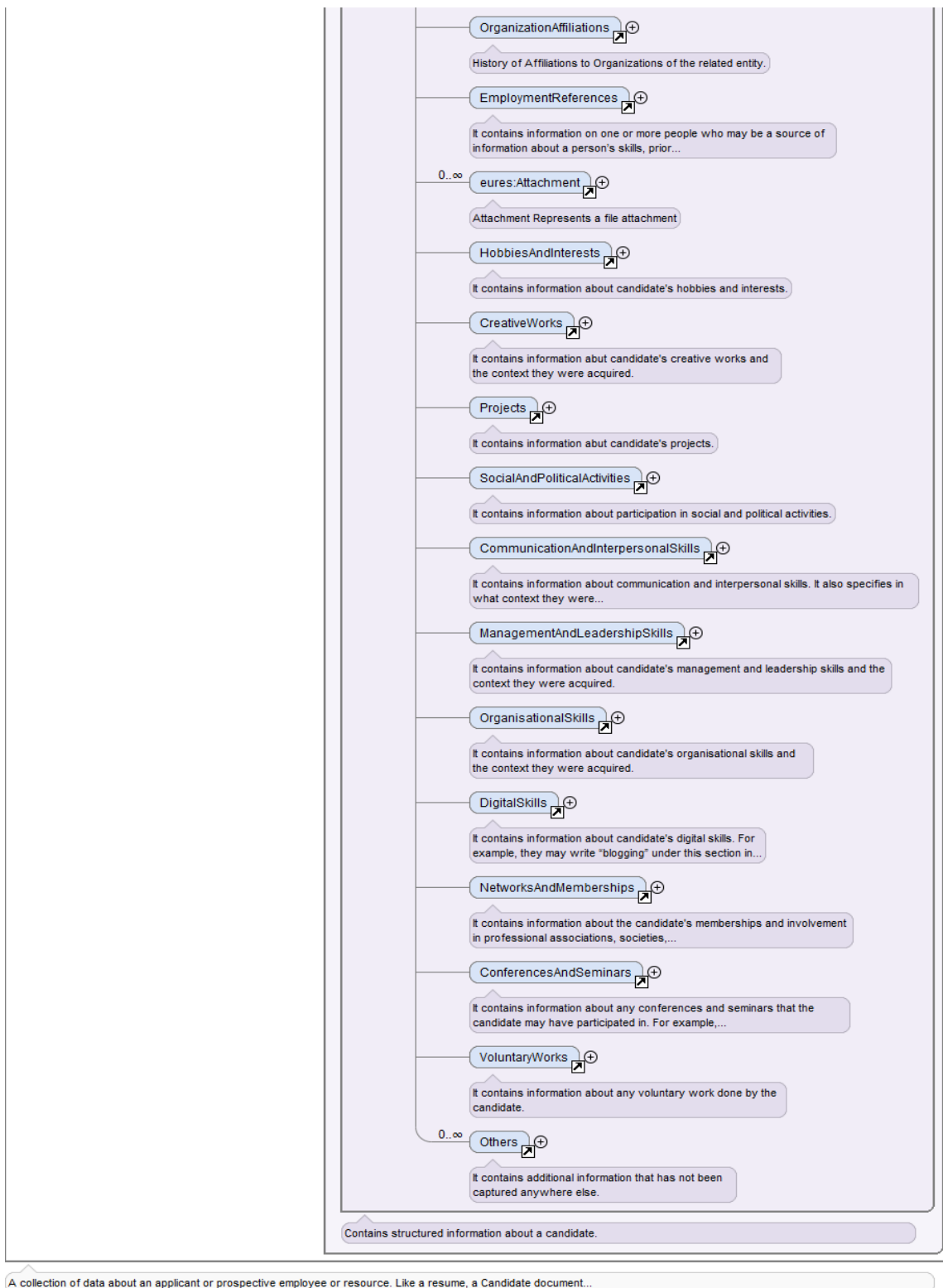


Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
DisabilityLevelCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
Comment attribute			
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
CandidateProfile	The candidate's structured set of characteristics, such as his/her Qualifications, Work Experience, and so on.	1..n	BR-COM-01: If not otherwise specified, "EN" (English) is used as the default language.	N/A

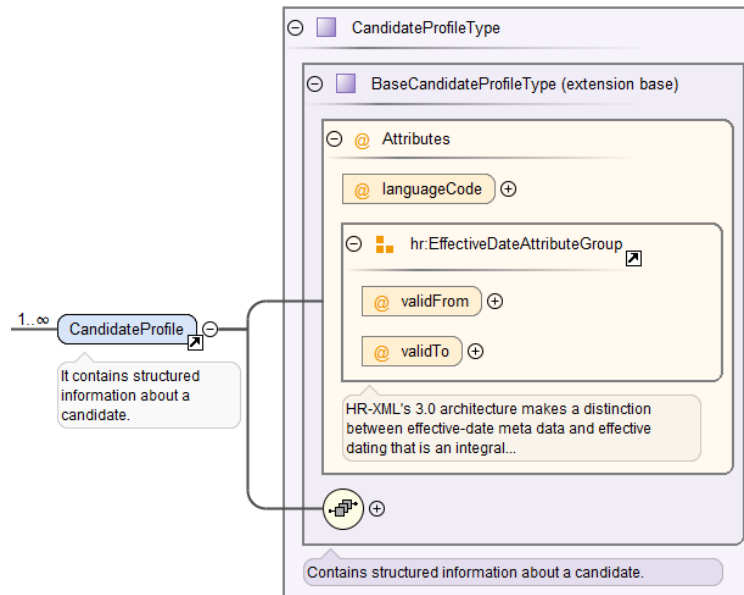
	More than one profile is allowed in order to provide the information in different languages. Thus the need for cardinality 1..n. It is the responsibility of the person who builds up the CV to make sure that a profile is expressed in the same language and those different profile language versions contain exactly the same information.		BR-COM-02: Multiple profiles are allowed, but it must be expressed in different languages.	
Sub-elements				
ID	Unique systemic identifiers for this Profile	0..1	BR-CV-09: If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	"PR-009", "ID-111", etc.
ProfileName	A descriptive name for this Profile	0..1	N/A	"Profile 1. English", etc.
PersonAvailability	A detailed set of data about the person's availability See section /CandidateProfile/PersonAvailability for more information	0..1	N/A	N/A
CandidateObjective	Narrative description of the candidate's overall intentions	0..1	N/A	"Job search", etc.
ExecutiveSummary	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.
CandidateEmployerPreferences	Information about a candidate's employer preferences See section /CandidateProfile/CandidateEmployerPreferences for more information	0..1	N/A	N/A
CandidatePositionPreferences	Information about a candidate's preferences in a position See section /CandidateProfile/CandidatePositionPreferences for more information	0..1	N/A	N/A
ExperienceSummary	Categorisation of the candidate's Experience See section /CandidateProfile/CandidateExperienceSummary for more information	0..1	N/A	N/A
EmploymentHistory	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
EducationHistory	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
Licenses	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			
Certifications	Information about one or more certifications. Certifications are formal statements by an issuing authority that the certification holder has met educational or testing requirements associated with it.	0..1	N/A	N/A
	See section /CandidateProfile/Certifications for more information			
MilitaryHistory	Information about the person's military status	0..1	N/A	N/A
	See section /CandidateProfile/MilitaryHistory for more information			
PatentHistory	Information about the Patents owned by the person	0..1	N/A	N/A
	See section /CandidateProfile/PatentHistory for more information			
PublicationHistory	Information about one or more publications text by the person	0..1	N/A	N/A
	See section /CandidateProfile/PublicationHistory for more information			
SpeakingHistory	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			
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
	See section /CandidateProfile/PersonQualifications for more information			
OrganizationAffiliations	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			
EmploymentReferences	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			
Attachment	Allows for embedding or referencing external documents or digital objects	0..n	N/A	N/A
	See section /CandidateProfile/Attachment for more information			
HobbiesAndInterests	Information about candidate's hobbies & interests.	0..1	N/A	N/A
	See section /CandidateProfile/HobbiesAndInterests for more information			
CreativeWorks	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			
Projects	Information about candidate's projects.	0..1	N/A	N/A

	See section /CandidateProfile/Projects for more information			
SocialAndPoliticalActivities	Information about participation in social and political activities	0..1	N/A	N/A
	See section /CandidateProfile/SocialAndPoliticalActivities for more information			
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 a sales manager
	See section /CandidateProfile/CommunicationAndInterpersonalSkills for more information			
ManagementAndLeadershipSkills	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			
OrganisationalSkills	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			
NetworksAndMemberships	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			
DigitalSkills	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			
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
	See section /CandidateProfile/ConferencesAndSeminars for more information			

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

3.9.2 CandidateProfile Attributes



Attributes	Description	Card.	Rule
languageCode	Language used throughout the whole document. Only official European Country languages are allowed.	0..1	BR-COM-01: If not otherwise specified, “EN” (English) is used as the default language. Compulsory use of the “ECV06-Language” list, ESCO Language and ESCO Classical Languages only.
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.
PersonAvailability attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PersonAvailability for more information			
EducationHistory attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory for more information			
PersonQualifications attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PersonQualifications for more information			
ExperienceSummary attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/ExperienceSummary for more information			
EmploymentHistory attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory for more information			
EmploymentReferences attributes			
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
------------	-------------	-------	------

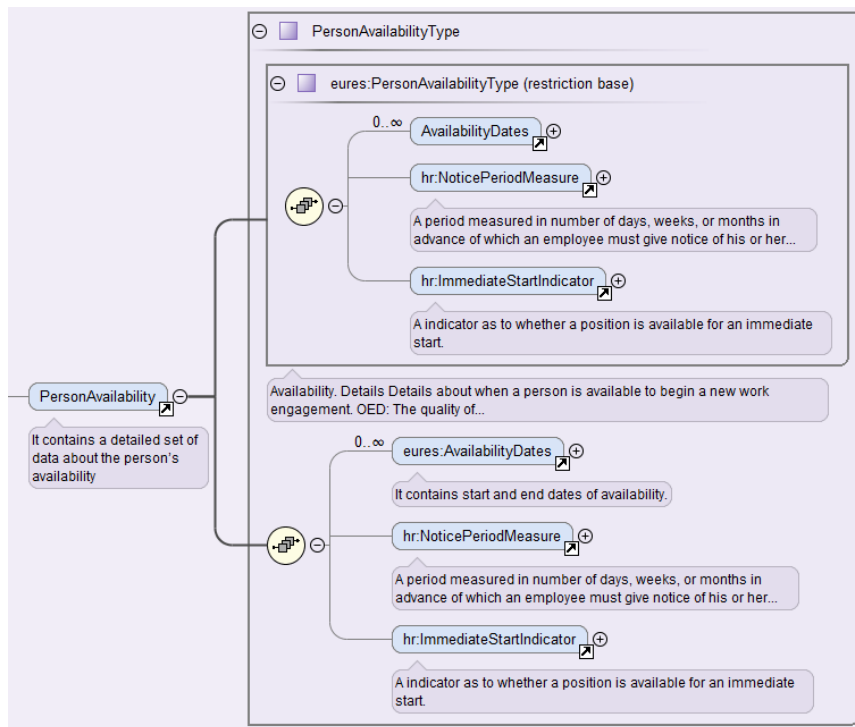
See section /CandidateProfile/CommunicationAndInterpersonalSkills for more information

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
PersonAvailability	Detailed set of data about the person's availability	0..1	N/A	N/A
Sub-elements				
AvailabilityDates	Start and end dates of availability	0..n	N/A	N/A
See section CandidateProfile/PersonAvailabilit/AvailabilityDates for more information				
NoticePeriodMeasure	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

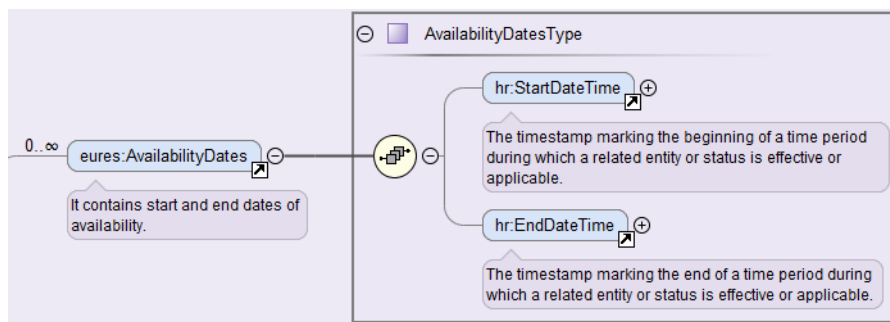
ImmediateStartIndicator	An indicator as to whether the person is available to start immediately	0..1	N/A	“True” = This person is available to start immediately. “False” = This person is not available to start immediately.
--------------------------------	---	------	-----	---

3.10.2 PersonAvailability Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
AvailabilityDates attributes			
Attributes	Description	Card.	Rule
See section CandidateProfile/PersonAvailability/AvailabilityDates for more information			
NoticePeriodMeasure attributes			
Attributes	Description	Card.	Rule
Refer to MeasureType Attributes for additional attributes.			
ImmediateStartIndicator attributes			
Attributes	Description	Card.	Rule
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
AvailabilityDates	Start and end dates of availability	0..n	N/A	N/A
Sub-elements				
StartDateTime	The timestamp marking the beginning of a time period during which a related entity or status is effective or applicable	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2014-10-09”
EndTime	The timestamp marking the end of a time period during which a related entity or status is effective or applicable	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	“2015-10-09”

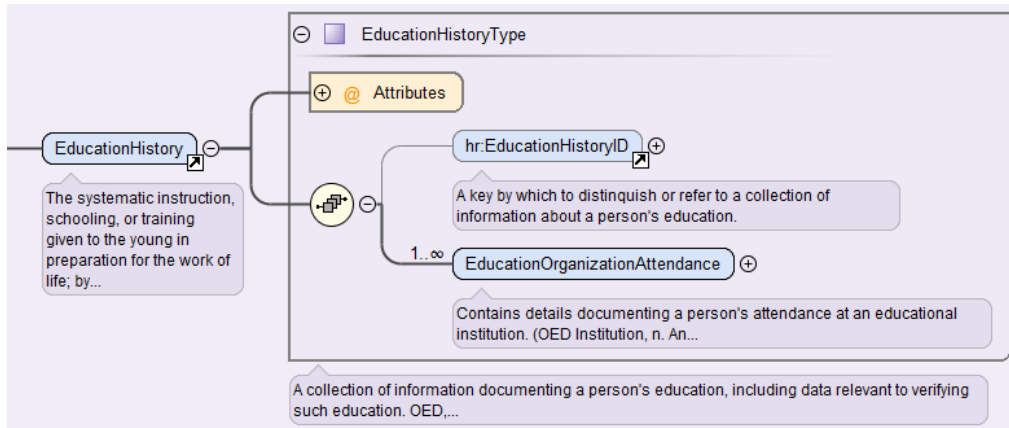
3.10.3.2 Availability Dates Attributes

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

This sub-element has no attributes.

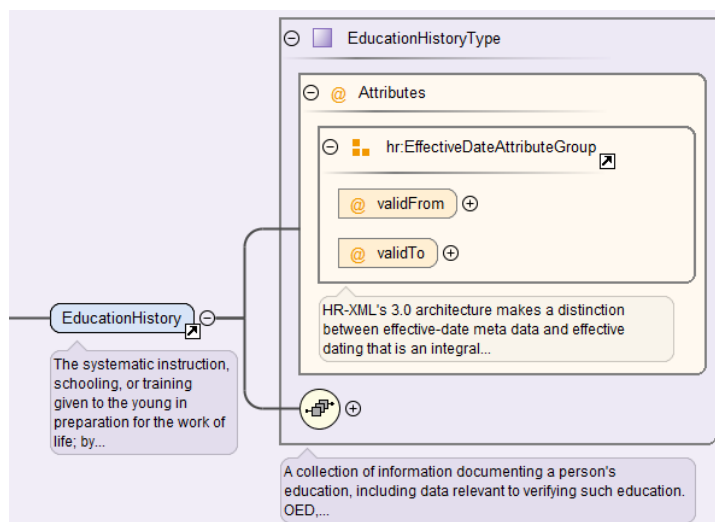
3.11 /CandidateProfile/EducationHistory (level 2)

3.11.1 EducationHistory Element Description



Element	Description	Cardinality	Rule	Examples
EducationHistory	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
Sub-elements				
EducationHistoryID	A key by which to distinguish or refer to information about a person's education.	0..1	N/A	N/A
EducationOrganizationAttendance	A detailed set of data with details regarding a person's attendance at an educational institution	1..n	N/A	N/A
See section /CandidateProfile/EducationHistory /EducationOrganizationAttendance for more information				

3.11.2 EducationHistory Attributes

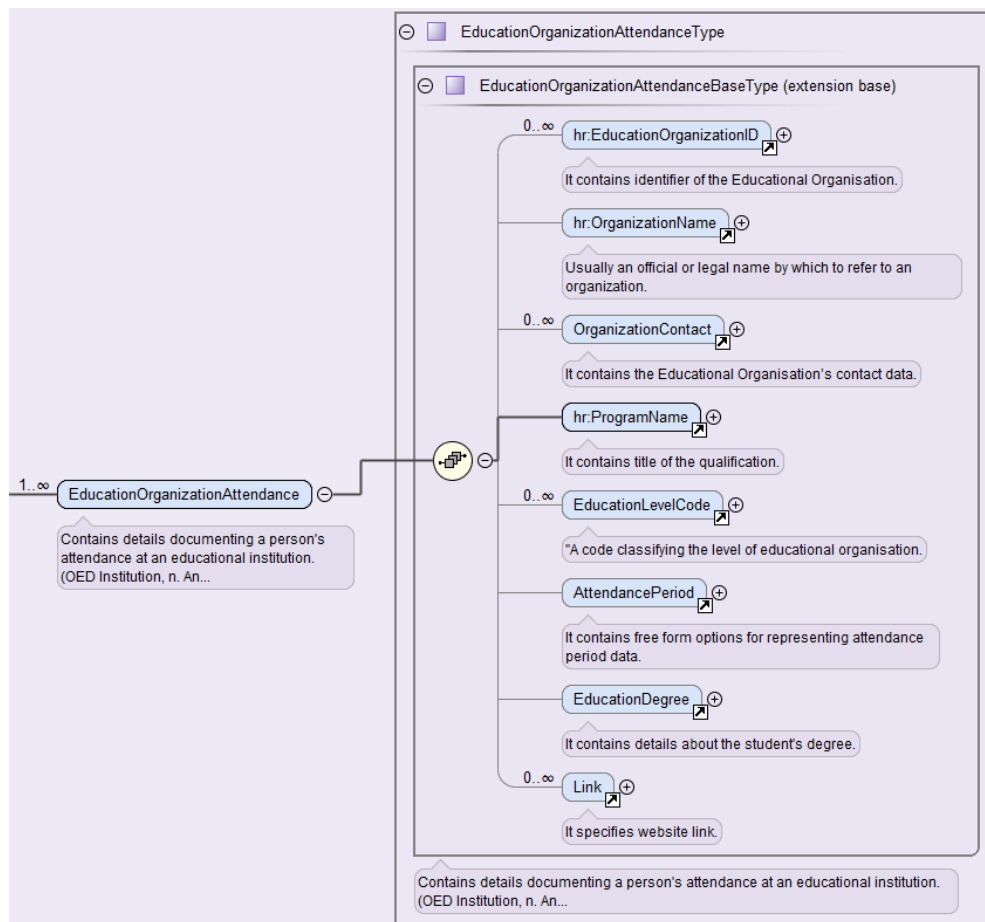


Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.

validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
EducationHistoryID attributes			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes for additional attributes.			
EducationOrganizationAttendance attributes			
Attributes	Description	Card.	Rule
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
EducationOrganizationAttendance	A detailed set of data containing details regarding a person's attendance at an educational institution	1..n	N/A	N/A
Sub-elements				
EducationOrganizationID	Identifier of the Educational Organisation	0..n	N/A	"ORG-122", etc.
OrganizationName	The official or legal name by which to refer to an organisation	0..1	- Maximum length: 99 characters	"University of Brussels", etc.

OrganizationContact	The Educational Organisation's contact data	0..n	N/A	N/A
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/OrganizationContact for more information				
ProgramName	The title of the qualification	1	N/A	"Education Leadership Program", "Biomedical engineering", etc.
EducationLevelCode	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
AttendancePeriod	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
EducationDegree	Details about the student's degree	0..1	N/A	N/A
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree for more information				
Link	It specifies url link.	0..1	N/A	N/A

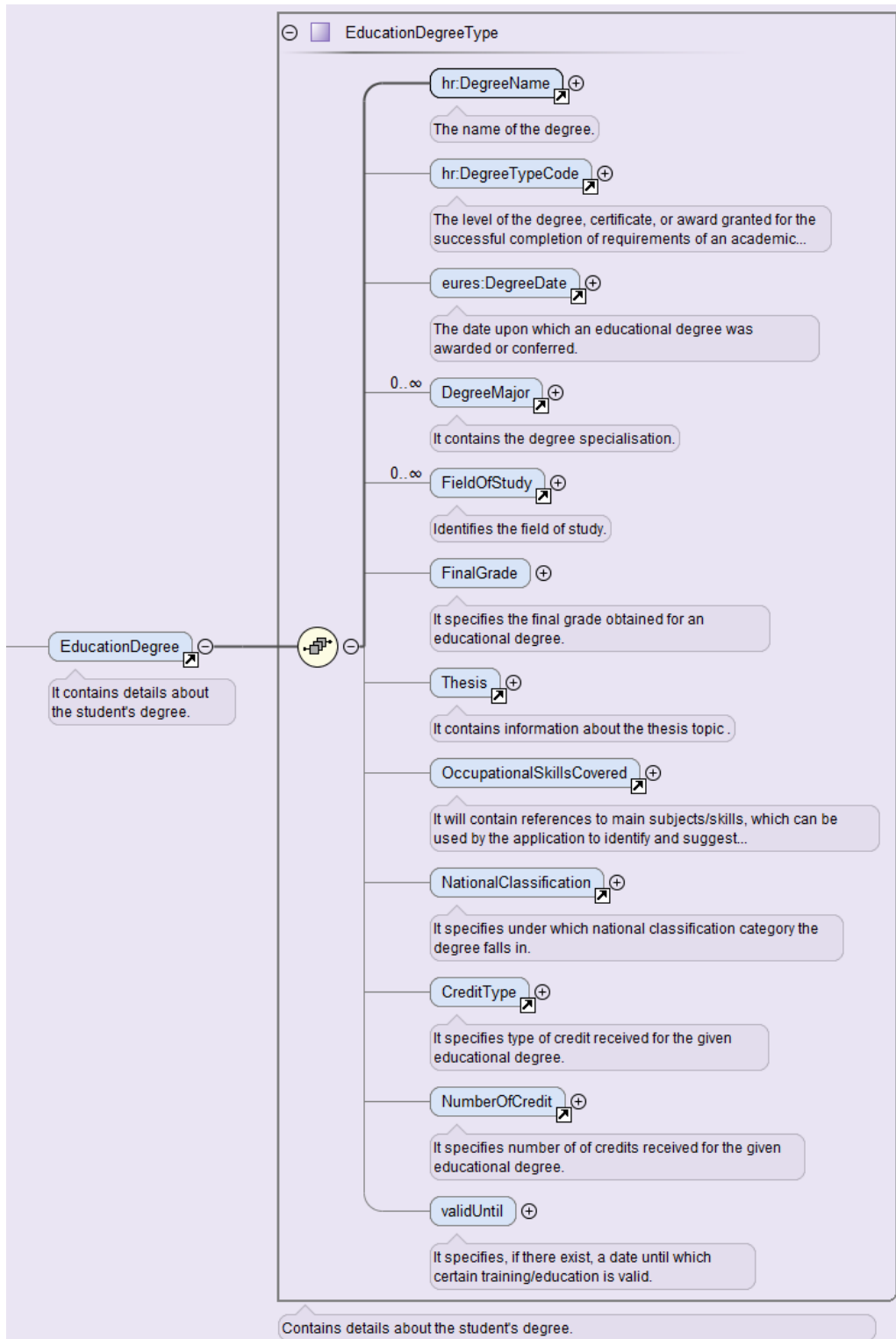
3.11.3.2 EducationOrganizationAttendance Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
EducationOrganizationID attributes			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes for additional attributes.			
OrganizationContact attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/OrganizationContact for more information			
ProgramName attributes			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the program name	0..1	
EducationDegree attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree for more information			
OrganizationName 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.
languageID	Identifier of the language used in the organisation name	0..1	
AttendancePeriod attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod for more information			
EducationLevelCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
Link attributes			
Attributes	Description	Card.	Rule
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
EducationDegree	Contains details about the student's degree	0..1	N/A	N/A
Sub-elements				
DegreeName	Narrative details of the degree awarded	1	N/A	"B.B.A.", "PhD", etc.
DegreeTypeCode	The certificate obtained with the degree, or award granted for the successful completion of requirements of an academic program	0..1	BR-COM-17: Compulsory use of the "EURES_DegreeType-CodeList.gc" list defined by EURES. This is based on ESCO Qualifications – version 1.0	HR-Open/EURES: DegreeType [CL10]
DegreeDate	The date in which an educational degree is awarded or conferred	0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeDate for more information				
DegreeMajor	The degree of specialisation	0..n	N/A	N/A
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor for more information				
FieldOfStudy	Identifies the field of study	0..n	iscd-f (top level) controlled list/String,	N/A
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/FieldOfStudy for more information				
FinalGrade	Specifies the final grade obtained for an educational degree	0..1		
Same as /CandidateProfile/PersonQualifications/PersonCompetency/ProficiencyLevel				
Thesis	Information about the thesis topic	0..1		
OccupationalSkillsCovered	It will contain references to skills, which can be used by the application to identify and suggest relevant ESCO skills.	0..1		
NationalClassification	It specifies under which category the degree falls in	0..1		
CreditType	It specifies type of credit received for the given educational degree.	0..1		
NumberOfCredit	It specifies number of credits received for the given educational degree.	0..1		
validUnti	It specifies, if there eist, a date until which certain training/education is valid.	0..1		
Sub-elements of validUntil is same as DegereeDate. See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeDate for more information				

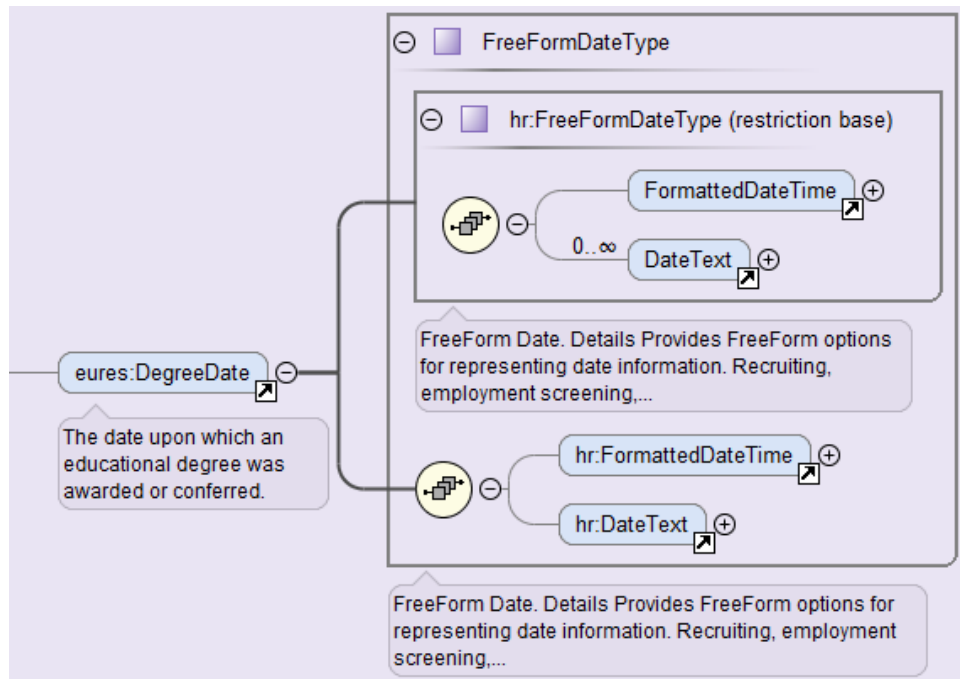
3.11.4.2 EducationDegree Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
DegreeName attributes			
Attributes	Description	Card.	Rule

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

3.11.5 Sub-element:
 /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/Degree
 eDate (level 5)

3.11.5.1 DegreeDate Element Description



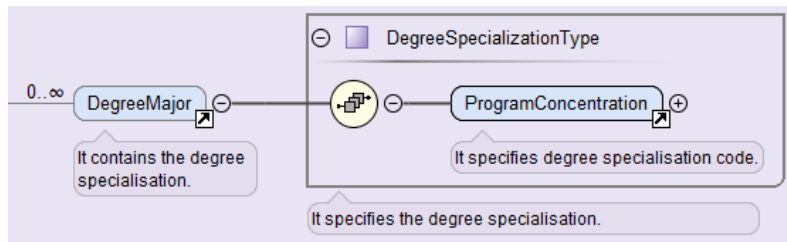
Element	Description	Cardinality	Rule	Examples
DegreeDate	The date in which an educational degree was awarded or conferred	0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
Sub-elements				
FormattedDateTime	A formatted representation of a date, which may be specified as a date, date/time, year, or year/month	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.	"2009-04-01" or "2009-04", etc.
DateText	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.			
DateText attributes			
Attributes	Description	Card.	Rule
Refer to DateText Attributes section for additional attributes.			
FormattedDateTime attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

3.11.6 Sub-element:
/CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/Degree
eMajor (level 5)

3.11.6.1 DegreeMajor Element Description



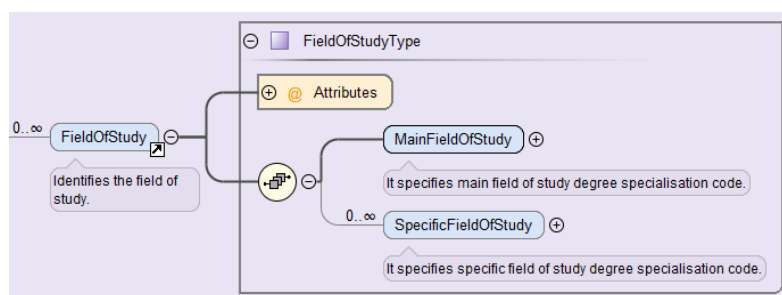
Element	Description	Cardinality	Rule	Examples
DegreeMajor	The degree specialisation	0..n	N/A	N/A
Sub-elements				
ProgramConcentration	Degree specialisation	1	Compulsory use of Europass2: FieldOfStudy [ECV05]	"001", "002", "003" etc.

3.11.6.2 DegreeMajor Attributes

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

3.11.7 Sub-element:
/CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/Field
OfStudy (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
Sub-elements				
MainFieldOfStudy	It specifies main field of study degree	1		

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

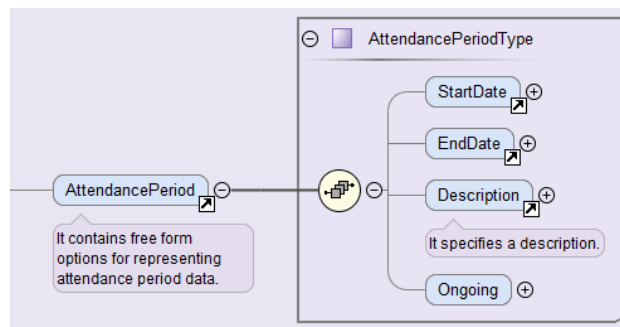
3.11.7.2 FieldOfStudy Attributes

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
MainFieldOfStudy attributes			
Attributes	Description	Card.	Rule
Same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/EducationDegree/DegreeMajor			
SpecificFieldOfStudy attributes			
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
Sub-elements				
StartDate	A timestamp marking the beginning of the attendance period See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate for more information	0..1	BR-COM-16: 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	BR-COM-16: 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.”

Ongoing	It indicates if the attendance period is still ongoing and hence has no end date.	0..1		
----------------	---	------	--	--

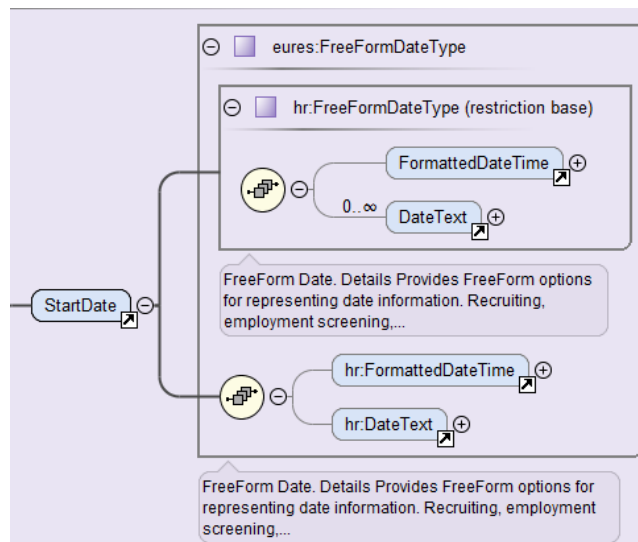
3.11.8.2 AttendancePeriod Attributes

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

3.11.9 Sub-element:

/CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate (level 5)

3.11.9.1 StartDate Element Description



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

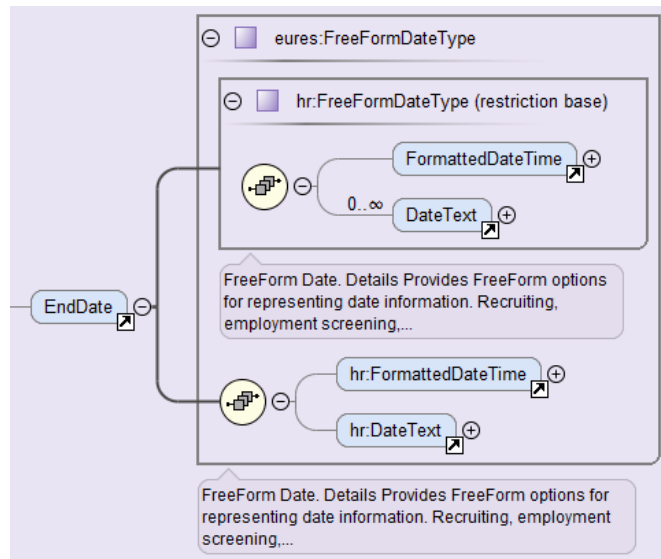
3.11.9.2 StartDate Attributes

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

3.11.10 Sub-element:

/CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate (level 5)

3.11.10.1 EndDate Element Description



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

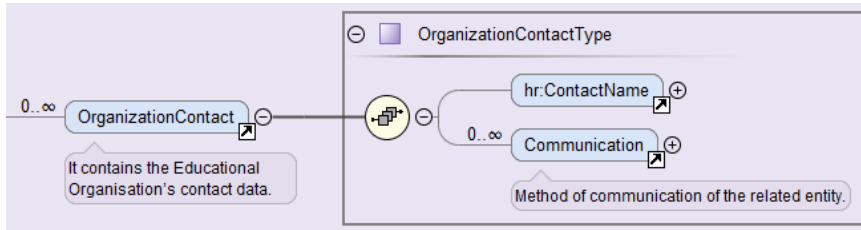
3.11.10.2 EndDate Attributes

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



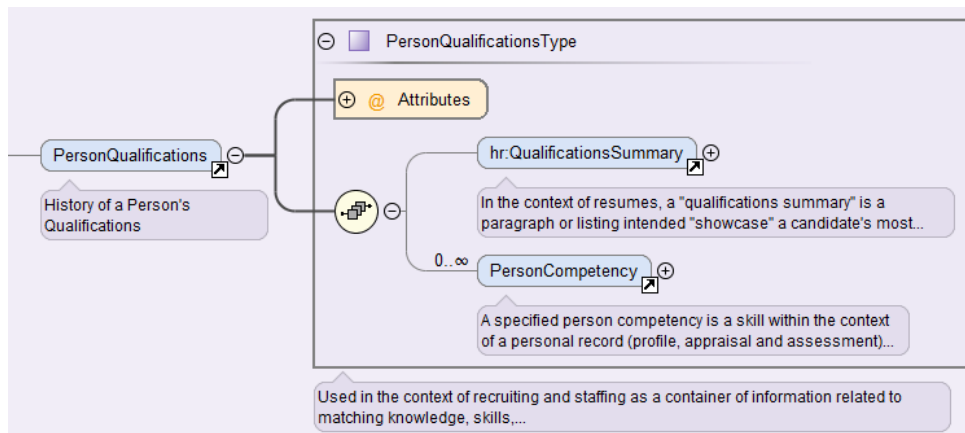
Element	Description	Cardinality	Rule	Examples
OrganizationContact	An Organisation's contact information	0..n	N/A	N/A
Sub-elements				
The same as /CandidateProfile/EmploymentHistory/EmployerHistory/OrganizationContact				

3.11.11.2 OrganizationContact Attributes

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

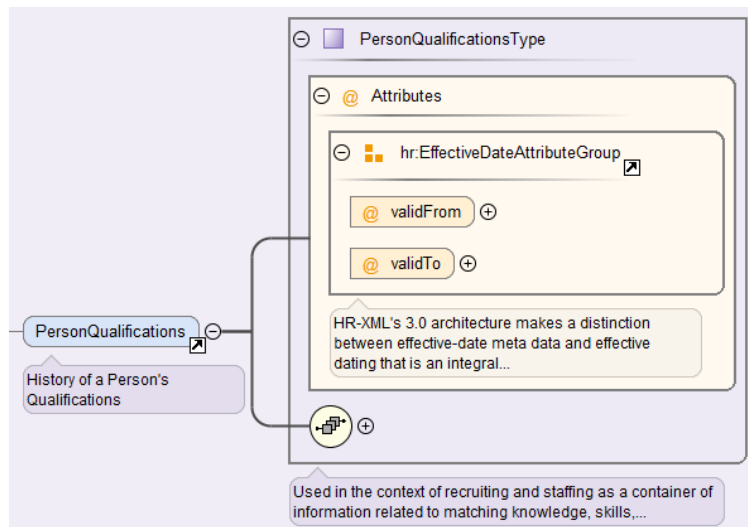
3.12 /CandidateProfile/PersonQualifications (level 2)

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
Sub-elements				
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				

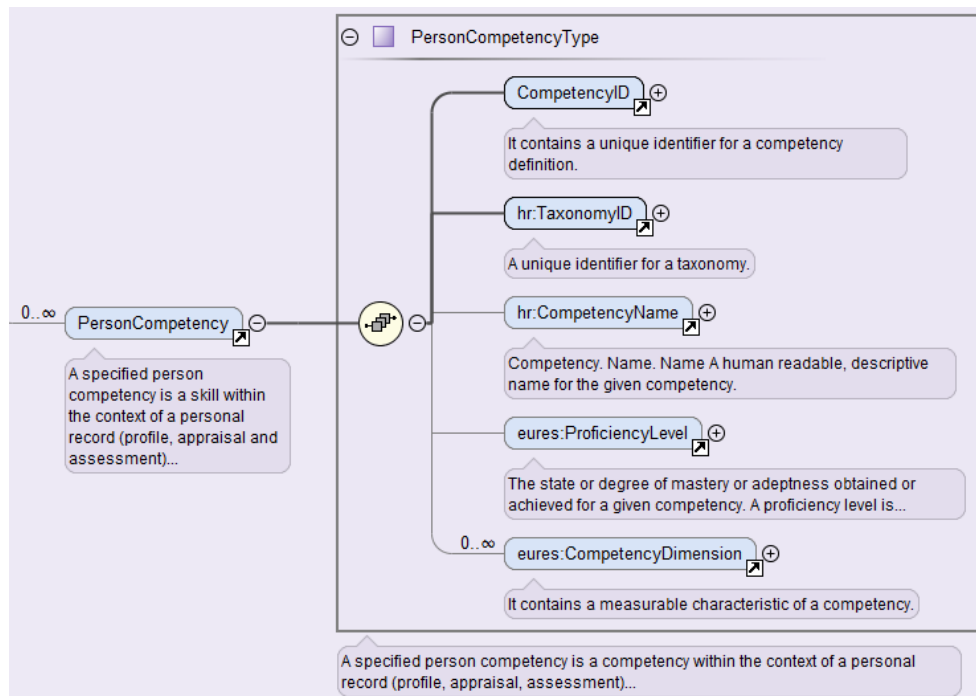
3.12.2 PersonQualifications Attributes



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.
QualificationsSummary attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
PersonCompetency attributes			
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
PersonCompetency	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
Sub-elements				
CompetencyID	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]
TaxonomyID	Unique identifier for the type of competency.	1	BR-COM-54: TaxonomyID's value should be "language" if the CompetencyID is a language or "other", in the other competencies	"language", "other"
CompetencyName	A legible, descriptive name for a given competency	0..1	N/A	"English-Language", "Social skills", etc.
ProficiencyLevel	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	BR-COM-49: If "CompetencyDimension / TypeCode" is specified,	N/A

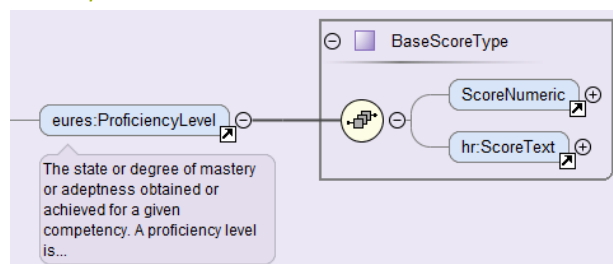
	mark in a range of values. (In case of CompetencyID=CEFR, ProficiencyLevel could be: "Basic user", "Independent User" or "Proficient User".) See section /Candidate/PersonQualifications/PersonCompetency/ProficiencyLevel for more information		"ProficiencyLevel" is mandatory.	
CompetencyDimension	A measurable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

3.12.3.2 PersonCompetency Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
CompetencyID 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.
Refer to IdentifierType Attributes section for additional attributes.			
TaxonomyID attributes			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
CompetencyName attributes			
Attributes	Description	Card.	Rule
Refer to TextType Attributes section for additional attributes.			
ProficiencyLevel attributes			
Attributes	Description	Card.	Rule
See section /Candidate/PersonQualifications/PersonCompetency/ProficiencyLevel for more information			
CompetencyDimension attributes			
Attributes	Description	Card.	Rule
See section /Candidate/PersonQualifications/PersonCompetency/CompetencyDimension for more information			

3.12.4 Sub-element: /CandidateProfile/PersonQualifications/PersonCompetency/ProficiencyLevel (level 4)

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
Sub-elements				
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".	"A1", "A2", "B1", etc. Full code list: "HR-Open/EURES: ProficiencyLevel [CL25]"

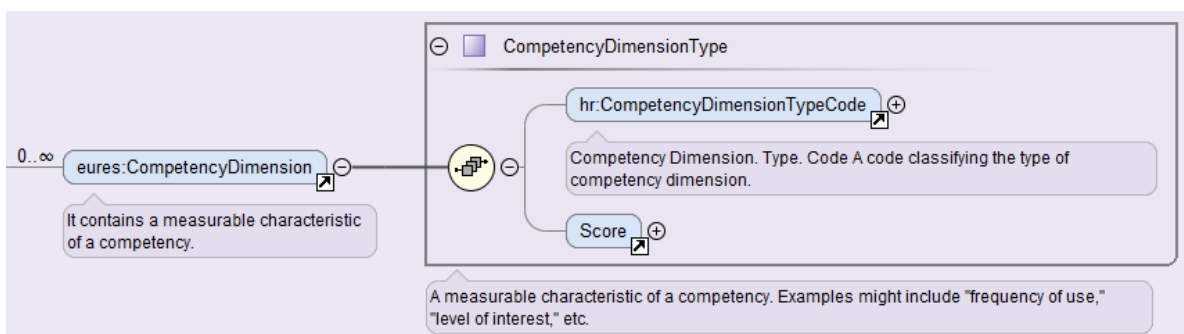
3.12.4.2 ProficiencyLevel Attributes

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

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

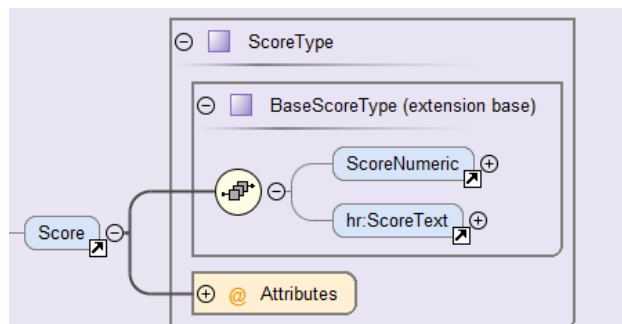
3.12.5.2 CompetencyDimension Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
CompetencyDimensionTypeCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
Score attributes			
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)

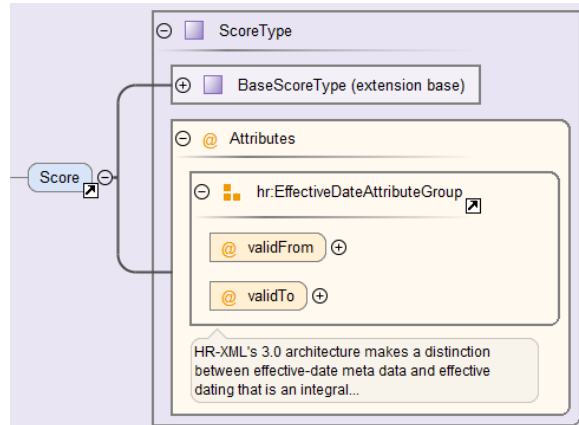
3.12.6.1 Score Element Description



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

Score	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
Sub-elements				
The same as /CandidateProfile/PersonQualifications/PersonCompetency/ProficiencyLevel				

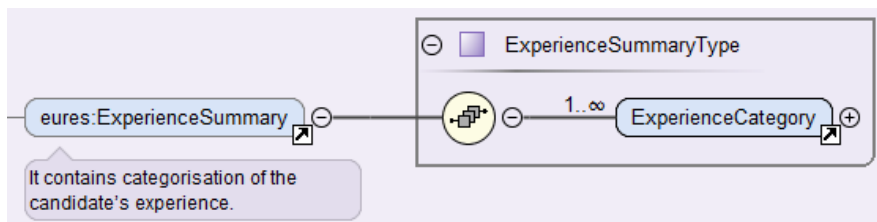
3.12.6.2 Score Attributes



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.
Sub-elements			
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
ExperienceSummary	Narrative summary of the person and of his/her competencies, normally used as the CV presentation	0..1	N/A	N/A
Sub-elements				
ExperienceCategory	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/ExperienceSummary/ExperienceCategory for more information	1..n	N/A	N/A

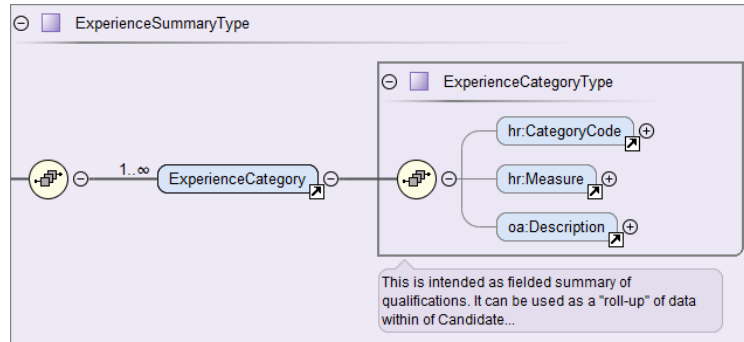
3.13.2 ExperienceSummary Attributes

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

This element has no attributes.			
ExperienceCategory attributes			
Attributes	Description	Card.	Rule
See section CandidateProfile/ExperienceSummary/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
ExperienceCategory	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
Sub-elements				
CategoryCode	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 BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0. BR-COM-55: 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]"
Measure	Code indicating the period of time, measured in years or months of experience	0..1	N/A	N/A
Description	Description of the category	0..1	N/A	"Years of Financial Industry Management Experience", etc.

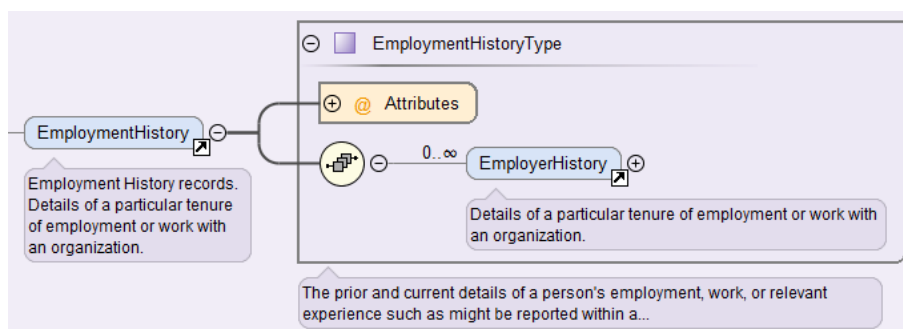
3.13.3.2 ExperienceCategory Attributes

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

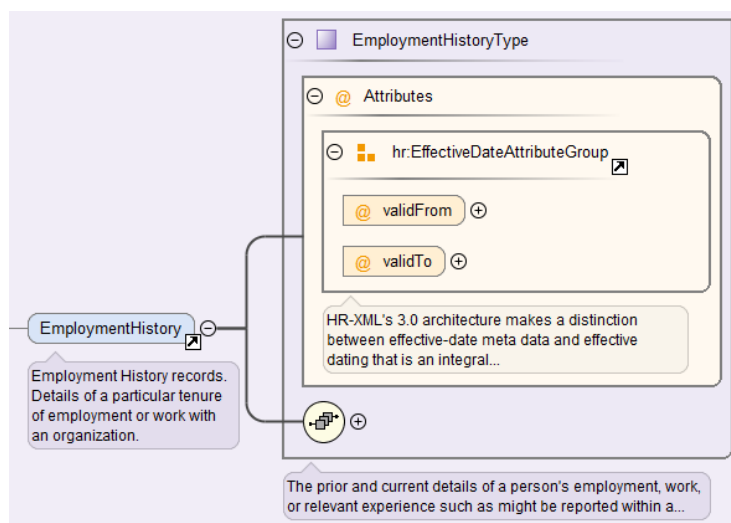
3.14 /CandidateProfile/EmploymentHistory (level 2)

3.14.1 EmploymentHistory Element Description



Element	Description	Cardinality	Rule	Examples
EmploymentHistory	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				
Employer History	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

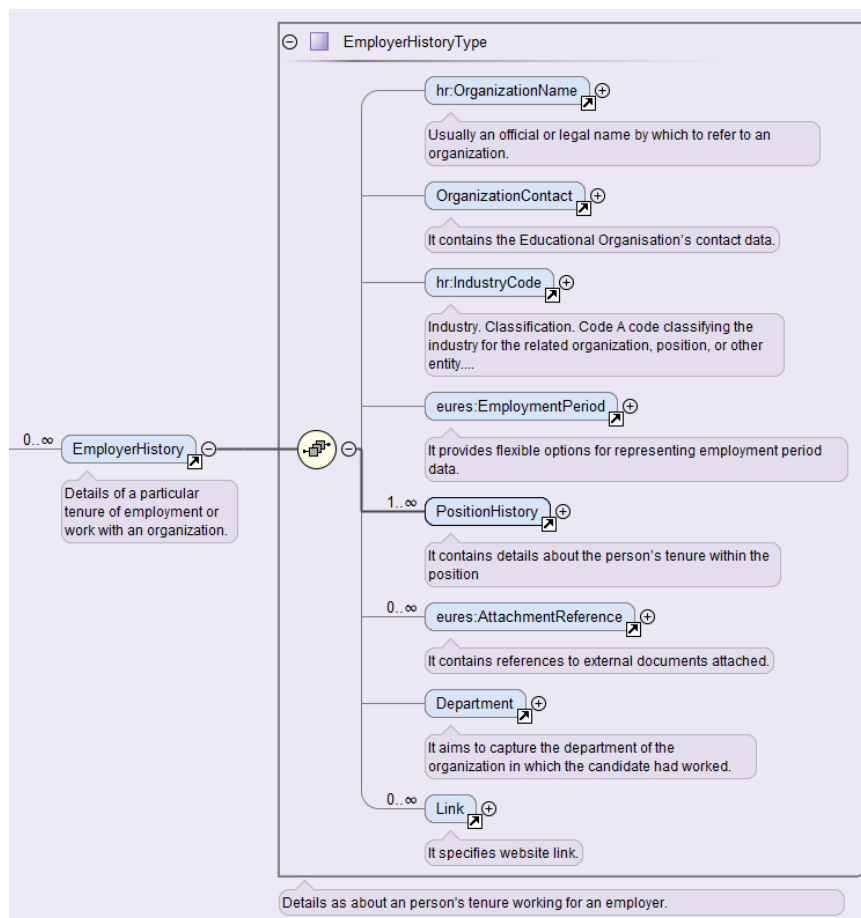
3.14.2 EmploymentHistory Attributes



Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
EmployerHistory 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
EmployerHistory	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
Sub-elements				
OrganizationName	Usually an official or legal name by which to refer to an organisation	0..1	N/A	"Wellness Healthcare", "Police Department", etc.
OrganizationContact	An Organisation's contact information See section /CandidateProfile/EmploymentHistory/EmployerHistory/OrganizationContact for more information	0..1	N/A	N/A
IndustryCode	A code classifying the industry of the related organisation, position, or other entity.	0..1	BR-COM-20 : Compulsory use of the "NACE-CodeList.gc" list defined by EURES. This is based on EU NACE.	"01" = Agriculture, "02" = Forestry, etc.

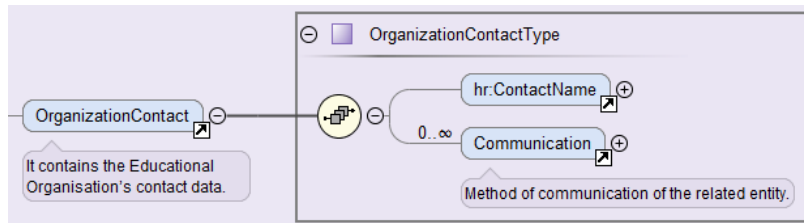
				Full code list: "Open/EURES: NACE [CL31]"
EmploymentPeriod	Provides flexible options for representing employment period data See section /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod for more information	0..1	N/A	N/A
PositionHistory	Details about the person's tenure within the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

3.14.3.2 EmployerHistory Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
OrganizationName 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.
languageID	Identifier of the language used in the organisation name	0..1	
OrganizationContact attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/OrganizationContact for more information			
IndustryCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
EmploymentPeriod attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod for more information			
PositionHistory attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/PositionHistory for more information			
AttachmentReference attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/AttachmentReference for more information			
Department attributes			
Attributes	Description	Card.	Rule
Refer to TextType Attributes section for additional attributes.			
Link attributes			
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



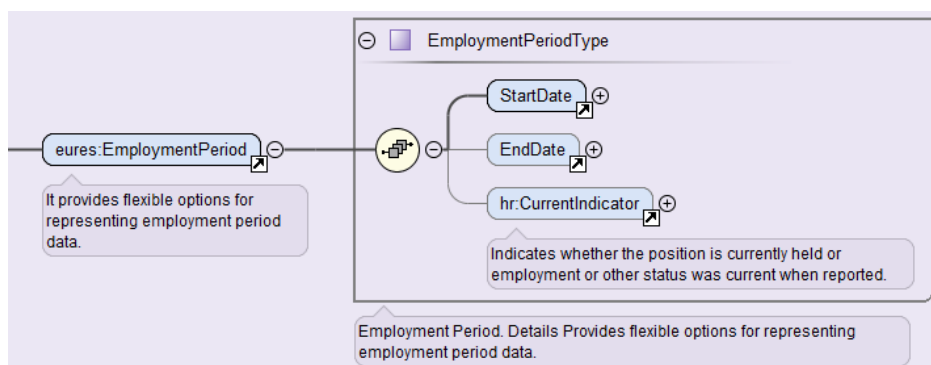
Element	Description	Cardinality	Rule	Examples
OrganizationContact	Contact information for the organization	0..1	N/A	N/A
Sub-elements				
ContactName	Name of the organization's contact person	1	N/A	"Lidia Smith"
Communication	Contact data/information of the contact person: ChannelCode, Address, URI –for 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.			
ContactName attributes			
Attributes	Description	Card.	Rule
Refer to TextType Attributes section for additional attributes.			
Communication attributes			
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
Sub-elements				
StartDate	A timestamp marking the beginning of employment period data	1	N/A	N/A

	See section /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod/StartDate for more information			
EndDate	A timestamp marking the end of employment period data	0..1	N/A	N/A
	See section /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod/EndDate for more information			
CurrentIndicator	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			
StartDate attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod/StartDate for more information			
EndDate attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EmploymentHistory/EmployerHistory/EmploymentPeriod/EndDate for more information			
CurrentIndicator 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.

3.14.6 Sub-element:

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

3.14.6.1 StartDate Element Description

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

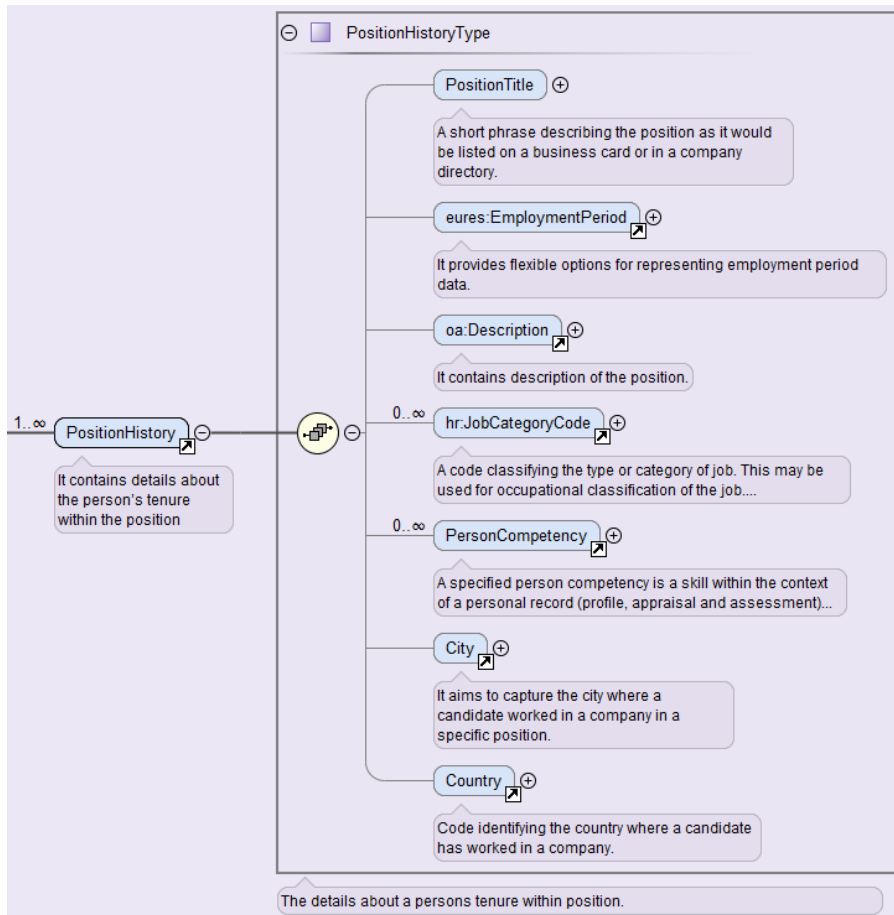
			must be provided.	
Sub-elements				
The same as /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate				

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
PositionHistory	The details about the person's tenure within the position	1..n	N/A	N/A
Sub-elements				
PositionTitle	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].
EmploymentPeriod	Provides flexible options for representing employment period data	0..1	N/A	N/A

	See section /CandidateProfile/EducationHistory/EmployerHistory/PositionHistory/EmploymentPeriod for more information			
Description	Description of the position	0..1	N/A	"Description of the position", etc.
JobCategoryCode	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	BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0.	"1" – Managers, "12" – Administrative, etc. Full code list: "HR-Open/EURES: ISCO2008 [CL20] HR-Open/EURES: ESCO_Occupations [CL20]"
PersonCompetency	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			
City	It aims to capture the city where a candidate worked in a company in a specific position.	0..1		
Country	Code identifying the country where a candidate has worked in a company.	0..1	ECV02: 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			
PositionTitle attributes			
Attributes	Description	Card.	Rule
Refer to PositionTitleType Attributes section for additional attributes.			
EmploymentPeriod attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EmployerHistory/PositionHistory/EmploymentPeriod for more information			
Description attributes			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
JobCategoryCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
PersonCompetency attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EmployerHistory/PositionHistory/PersonCompetency for more information			
City attributes			
Attributes	Description	Card.	Rule
Refer to TextType Attributes section for additional attributes.			
Country attributes			
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
Sub-elements				
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

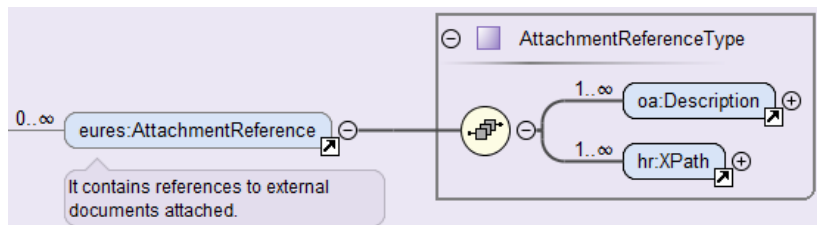
Element	Description	Cardinality	Rule	Examples
Person Competency	A specified person competency is a skill within the context of a personal record (profile, appraisal and assessment) that is assessed or asserted at specified level of proficiency.	0..n	N/A	N/A
Sub-elements				
The same as /CandidateProfile/PersonQualifications/PersonCompetency				

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

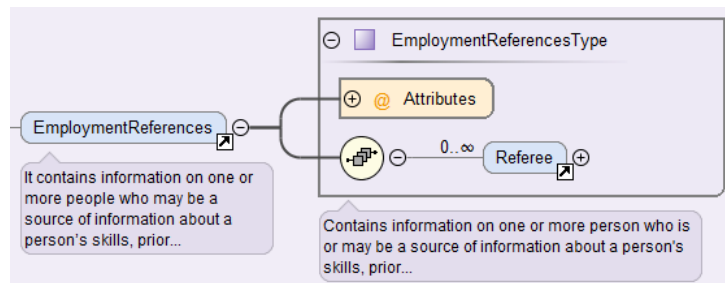
Sub-elements				
XPath	Reference to an embedded document located in another element of the schema	1..n	N/A	
Description	Narrative details of the external document attached	1..n	N/A	“Education History”

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.			

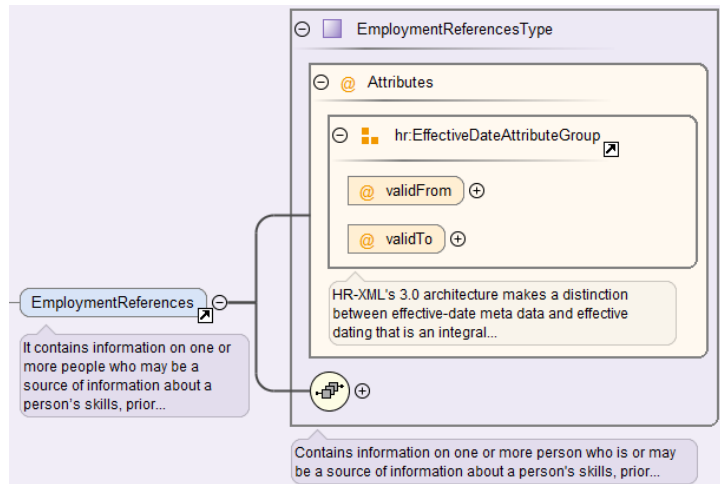
3.15 /CandidateProfile/EmploymentReferences (level 2)

3.15.1 EmploymentReferences Element Description



Element	Description	Cardinality	Rule	Examples
EmploymentReferences	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				
Referee	A person who may be referred to for information or guidance on a person's character or other qualities, specifically an applicant for employment, for an academic or other award, or the like. See section /CandidateProfile/EmploymentReference/Referee for information	0..n	N/A	N/A

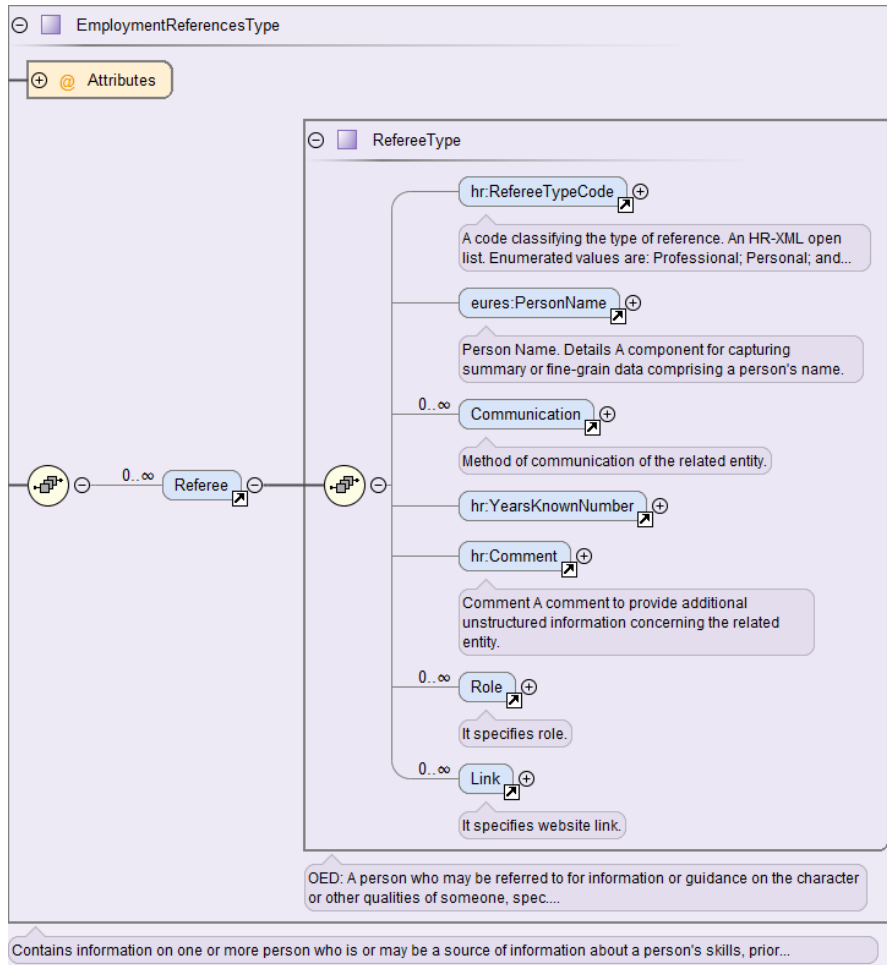
3.15.2 EmploymentReferences Attributes



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.
Referee sub-element			
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
Referee	A person who may be referred to for information or guidance on a person's character or other qualities, specifically of an applicant for employment, for an academic or other award, or the like.	0..n	N/A	N/A
Sub-elements				
PersonName	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				
RefereeTypeCode	A code classifying the reference type (e.g. "Professional", "Personal", "Verification")	0..1	BR-CV-22: The HR-Open Standards Code List "RefereeTypeCode".	"Professional", "Personal", "Verification" Full code list: "HR-Open/EURES: RefereeTypeCode [CL46]"
Communication	Communication of the referee	0..n	N/A	N/A
The same as section /CandidateSupplier/PersonContact/Communication				
Years Known Number	Number of years known	0..1	N/A	"1", "2", "3", etc.

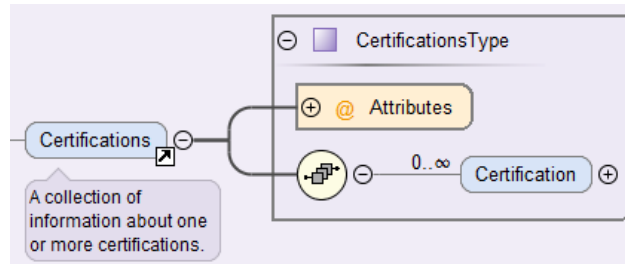
Comment	Comment given by a Referee.	0..1	N/A	"Comment about the referee"
Role	Specifies a role of referee in regards with a candidate.	0..1		
Link	It specifies url link.	0..1		

3.15.3.2 RefereeAttributes

Attributes	Description	Card.	Rule
This element has no attributes.			
PersonName attributes			
Attributes	Description	Card.	Rule
The same as section /CandidatePerson/PersonName			
RefereeTypeCode attributes			
Attributes	Description	Card.	Rule
It has no attributes.			
Communication attributes			
Attributes	Description	Card.	Rule
The same as section /CandidateSupplier/PersonContact/Communication			
YearsKnownNumber attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Comment attributes			
Attributes	Description	Card.	Rule
Refer to NoteType Attributes section for additional attributes.			
Role attributes			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the title.	0..1	
Link attributes			
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
Certifications	A collection of information about one or more certifications. Certifications are formal statements by an issuing authority that the certification holder has met educational or testing requirements associated with the certification.	0..1	N/A	N/A
Sub-elements				
Certification	A document certifying the status or acquirements of the bearer, or his/her fulfilment of conditions authorizing him/her to act or practise in a specified way and which is therefore often equal to a licence. See section /CandidateProfile/Certifications/Certification for more information	0..n	N/A	N/A

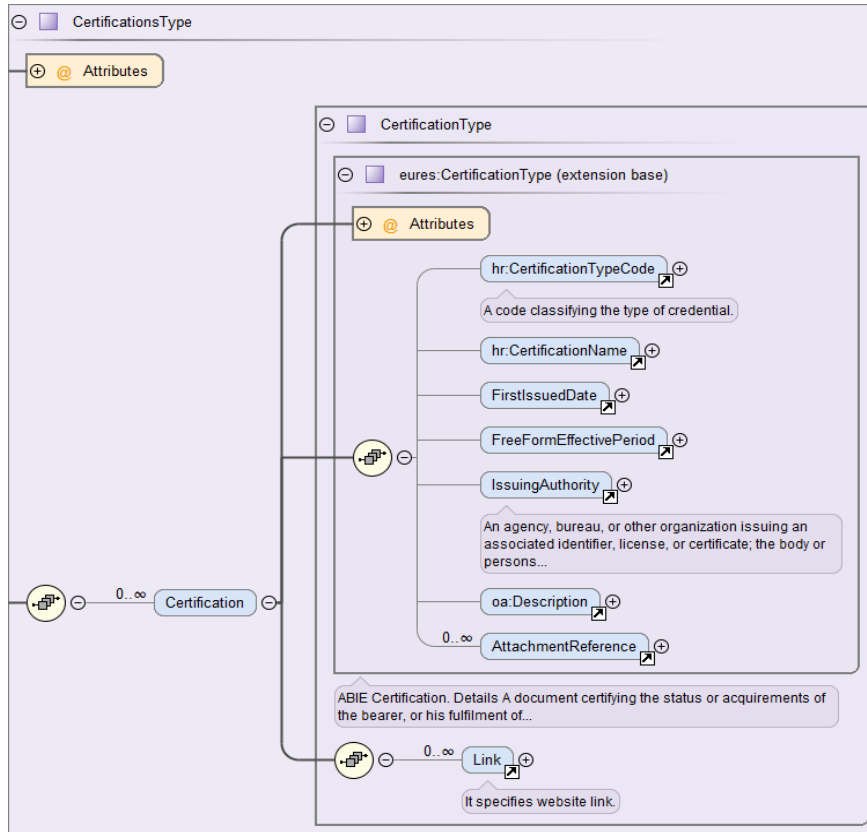
3.16.2 Certifications Attributes

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 enddate 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.
Certification sub-element			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Certifications/Certification for more information			

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

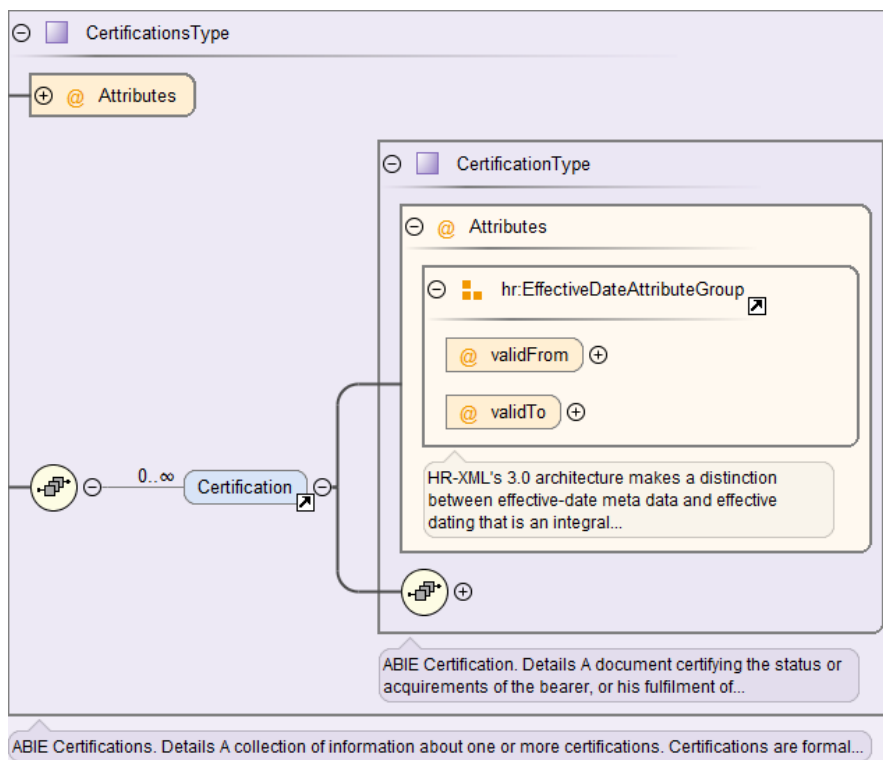
3.16.3.1 Certification Element Description



Element	Description	Cardinality	Rule	Examples
Certification	A document certifying the status or acuirements 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
Sub-elements				
CertificationTypeCode	A code classifying the type of credential	0..1	N/A	"Appeal-Standard", "Certification Not Required", etc.
CertificationName	Name of the certification	0..1	N/A	"Transmission System Operators", etc.
FirstIssuedDate	First date issued	0..1	N/A	N/A
	See section /CandidateProfile /Certifications/Certification/FirstIssuedDate for more information			
FreeFormEffectivePeriod	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

	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. See section /CandidateProfile/Certifications/Certification/FreeFormEffectivePeriod for more information			
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. See section /CandidateProfile/Certifications/Certification/IssuingAuthority for more information	0..1	N/A	N/A
Description	Description of the certification	0..1	N/A	"Certification of Transmission System Operators at EU", etc.
AttachmenReference	Reference to the external documents attached The same as /EmploymentHistory/EmployerHistory/AttachementReference section	0..n	N/A	N/A
Link	It specifies website link.	0..n		

3.16.3.2 Certification Attributes

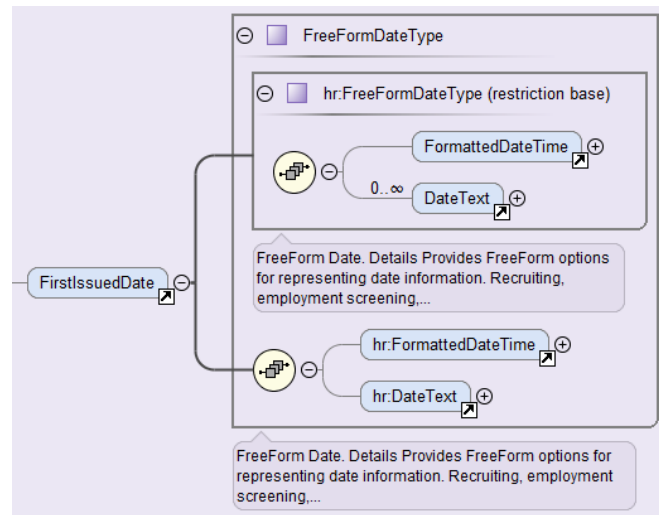


Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information.	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information.	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM,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

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

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

3.16.4.1 FirstIssuedDate Element Description

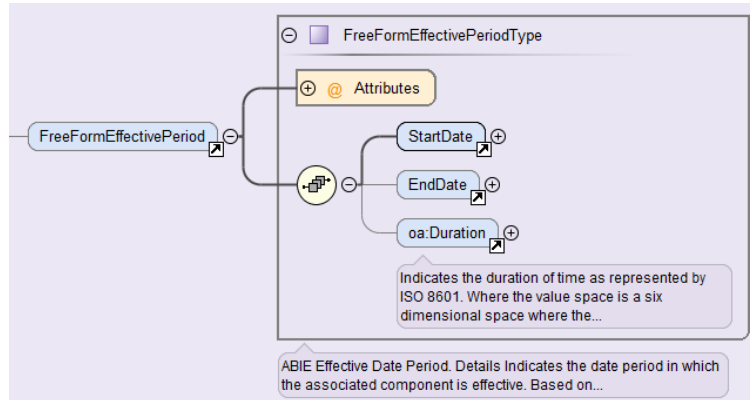


Element	Description	Cardinality	Rule	Examples
FirstIssuedDate	First date issued	0..1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
Sub-elements				
The same as /CandidateProfile/EducationHistory/EdudacationOrganizationAttendance/EducationDegree/DegreeDate				

3.16.4.2 FirstIssuedDate Attributes

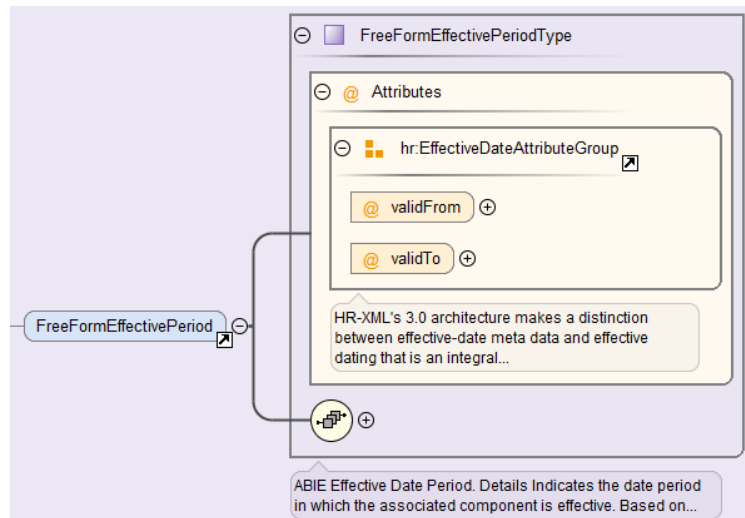
Attributes	Description	Card.	Rule
The same as /CandidateProfile/EducationHistory/EdudacationOrganizationAttendance/EducationDegree/DegreeDate Attributes section.			

3.16.5.1 FreeFormEffectivePeriod Element Description



Element	Description	Cardinality	Rule	Examples
FreeFormEffectivePeriod	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
Sub-elements				
Start Date	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 /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate for more information				
End Date	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 /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate for more information				
Duration	Indicates the duration of time as represented by ISO 8601, where the value space is a six-dimensional space in which the coordinates designate the Gregorian year, month, day, hour, minute, and second. The number of seconds can include decimal digits for arbitrary precision.	0..1	N/A	"2010-09-02", "2011-07", etc.

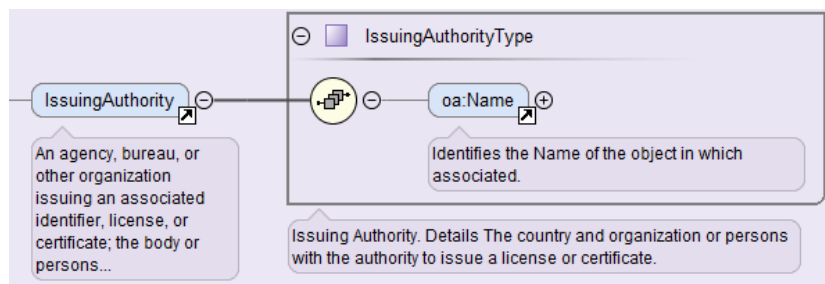
3.16.5.2 FreeFormEffectivePeriod Attributes



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.
StartDate sub-element			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/StartDate for more information			
EndDate sub-element			
Attributes	Description	Card.	Rule
See section /CandidateProfile/EducationHistory/EducationOrganizationAttendance/AttendancePeriod/EndDate for more information			
DurationMeasure sub-element			
Attributes	Description	Card.	Rule
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
Issuing Authority	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority but can sometimes be a private organization.	0..1	N/A	N/A
Sub-elements				
Name	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.			
Name 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

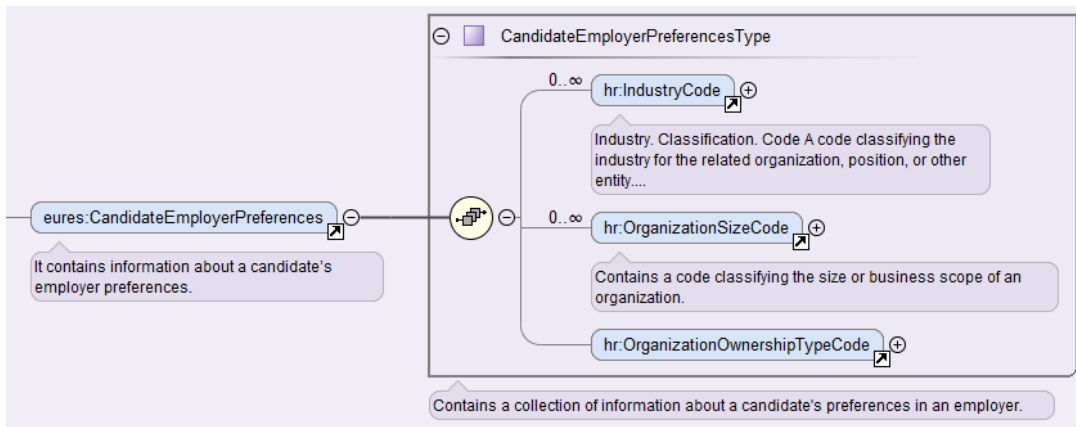
Element	Description	Cardinality	Rule	Examples
AttachmentReference	Reference to external documents attached	0..n	N/A	N/A
Sub-elements				
The same as /CandidateProfile/EmploymentHistory/EmployerHistory/AttachmentReference section				

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	BR-COM-20: Compulsory use of the "NACE-CodeList.gc" list defined by EURES. This is based on EU NACE. BR-COM-43: Multiple entries of this code list are allowed.	"01" = Agriculture, "02" = Forestry, etc. Full code list: "HR-Open/EURES: NACE [CL31]"
OrganizationSizeCode	Contains a code classifying an organization's size or	0..n	BR-COM-26: Compulsory use of the "EURES_OrganizationSize-CodeList.gc" list defined by EURES. This is based on EU – C (2003) 1422, including Large enterprises.	"MicroEnterprise", "SmallEnterprise", etc.

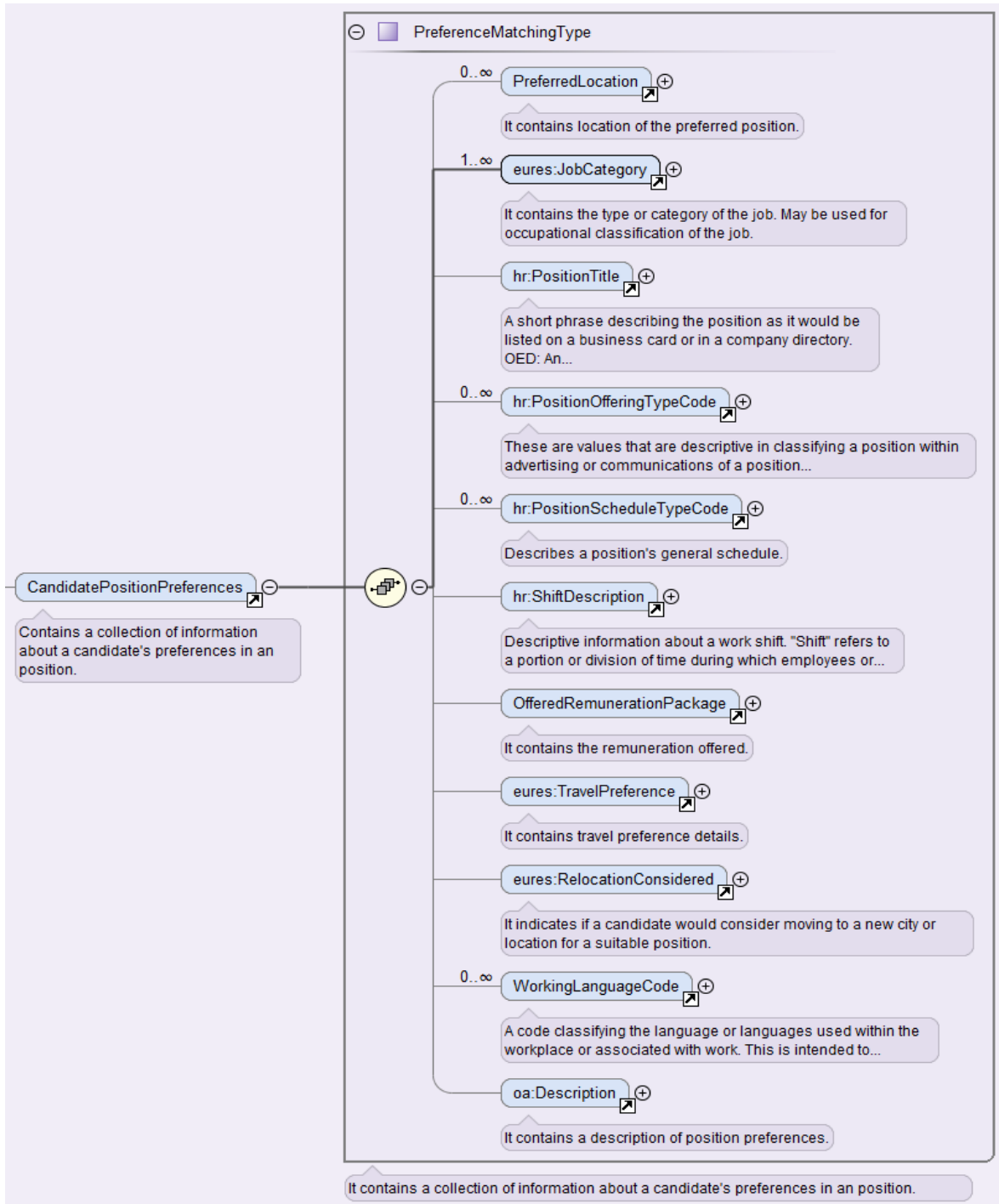
	business scope		BR-COM-43: Multiple entries of this code list are allowed.	Full code list: "HR-Open/EURES: OrganizationSizeCode [CL35]"
OrganizationOwnershipCode	Code of the ownership organisation This is an HR-Open Standards open list.	0..1	BR-COM-27: Compulsory use of the "OrganizationOwnershipTypeCodeContentType" 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.			
IndustryCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes.			
OrganizationSizeCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
OrganizationOwnershipTypeCode attributes			
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	Cardinalit y	Rule	Examples
CandidatePositionPreference s	Information about a candidate's preferences in a position	0..1	N/A	N/A
Sub-elements				
PreferredLocation	Location of the preferred position	0..n	N/A	N/A

	See section /CandidateProfile/CandidatePositionPreferences/PreferredLocation for more information			
JobCategory	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			
PositionTitle	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.
PositionOfferingTypeCode	These values are descriptive in classifying a position opportunity This is an HR-Open Standards open list.	0..n	BR-COM-38: Compulsory use of the "PositionOfferingCodeContentType" list. BR-COM-43: Multiple entries of this code list are allowed.	"DirectorHire", "Temporary", "TemporaryToHire", "ContractToHire", Etc. Full code list: "HR-Open/EURES: PositionOfferingCodeContentType [CL37]"
PositionScheduleTypeCode	Describes a position's general schedule This is an HR-Open Standards open list.	0..n	BR-COM-39: Compulsory use of the "PositionScheduleCodeContentType" list. BR-COM-43: Multiple entries of this code list are allowed.	"FullTime", "PartTime", "FlexTime", "Any" Full code list: "HR-Open/EURES: PositionScheduleCodeContentType [CL38]"
ShiftDescription	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.
OfferedRemunerationPackage	Remuneration offered	0..1	N/A	N/A
	See section /CandidateProfile/CandidatePositionPreferences/OfferedRemunerationPackage for more information			
TravelPreference	Travel Preference details	0..1	N/A	N/A
	See section /CandidateProfile/CandidatePositionPreferences/TravelPreference for more information			
RelocationConsidered	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			
WorkingLanguageCode	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. BR-COM-43: 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.

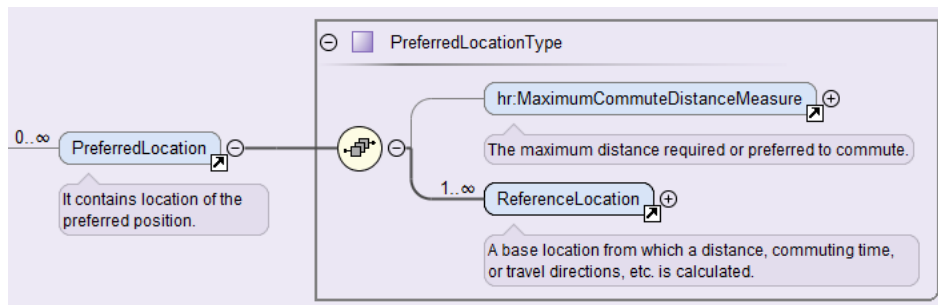
3.18.2 CandidatePositionPreferences Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
OfferedRemunerationPackage attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreferences/OfferedRemunerationPackage for more information			
PositionTitle attributes			
Attributes	Description	Card.	Rule
Refer to PositionTitleType Attributes section for additional attributes.			
ShiftDescription attributes			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
Description attributes			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
PositionOfferingTypeCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
PositionScheduleTypeCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
WorkingLanguageCode attributes			
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.			
PreferredLocation attributes			
Attributes	Description	Card.	Rule

See section /CandidateProfile/CandidatePositionPreferences/PreferredLocation for more information				
RelocationConsidered attributes				
Attributes	Description	Card.	Rule	
See section /CandidateProfile/CandidatePositionPreferences/RelocationConsidered for more information				
TravelPreference attributes				
Attributes	Description	Card.	Rule	
See section /CandidateProfile/CandidatePositionPreferences/TravelPreference for more information				
JobCategory attributes				
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
PreferredLocation	Location of the preferred position	0..n	N/A	N/A
Sub-elements				
MaximumCommuteDistance	The maximum distance required or preferred to commute	0..1	N/A	N/A
ReferenceLocation	A base location from which a distance, commuting time, or travel directions, etc. is calculated	1..n		N/A
See section /CandidateProfile/CandidatePositionPreference/PreferredLocation/ReferenceLocation for more information				

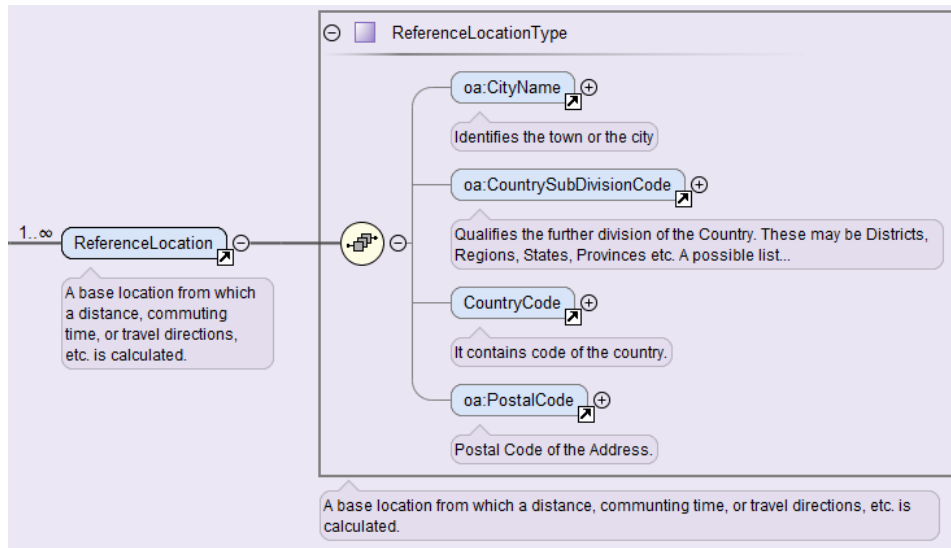
3.18.3.2 PreferredLocation Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
MaximumCommuteDistanceMeasure attributes			
Attributes	Description	Card.	Rule
Refer to MeasureType Attributes section for additional attributes.			
ReferenceLocation attributes			
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



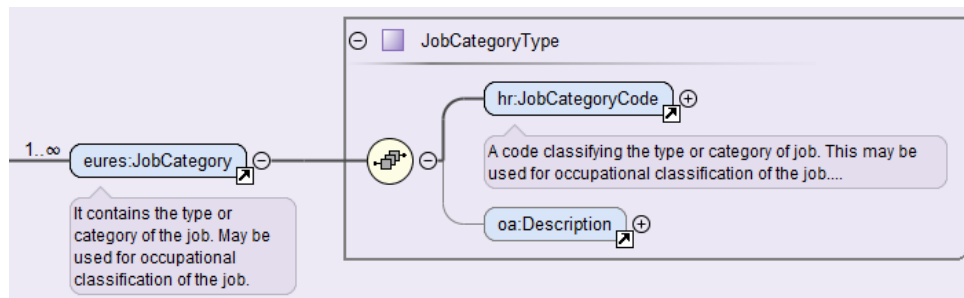
Element	Description	Cardinality	Rule	Examples
ReferenceLocation	A base location from which a distance, commuting time, or travel directions, etc. is calculated	1..n		N/A
Sub-elements				
CityName	Identifies the town or the city	0..1	N/A	"Brussels", "Barcelona", "London", etc.
CountrySubdivisionCode	Qualifies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

3.18.4.2 ReferenceLocation Attributes

Attributes	Description	Card.	Rule
This element has no attributes			
CityName attributes			
Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes			
PostalCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeType Attribute section for additional attributes			
CountrySubdivision attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup section for additional attributes			
CountryCode attributes			
Attributes	Description	Card.	Rule
validFrom	Validity start date as a resident of the country	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date as a resident of the country	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
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
JobCategory	Category of the job	1..n	N/A	N/A
Sub-elements				
JobCategoryCode	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	BR-COM-29: Compulsory use of the "ISCO2008-CodeList.gc" list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0. BR-COM-55: 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]"
Description	Job category Description	0..1	N/A	"Description of job category", etc.

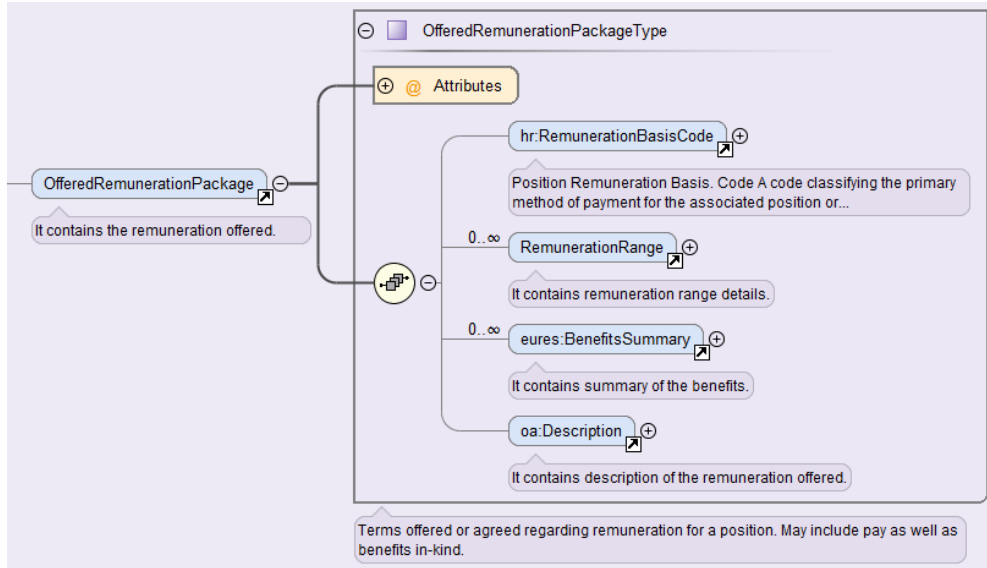
3.18.5.2 JobCategory Attributes

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

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

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

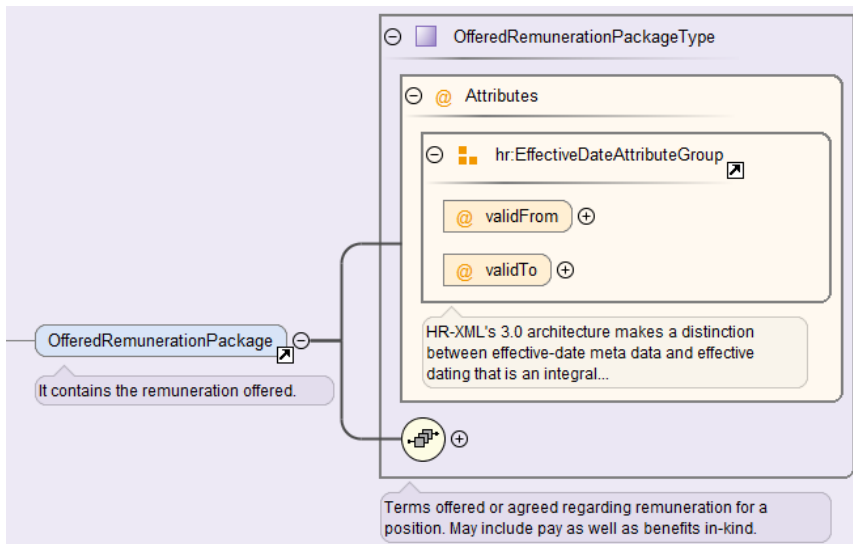
3.18.6.1 OfferedRemunerationPackage Element Description



Element	Description	Cardinality	Rule	Examples
OfferedRemunerationPackage	Remuneration offered	0..1	N/A	N/A
Sub-elements				
RemunerationBasisCode	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	BR-COM-30: Compulsory use of the "RemunerationBasisCodeContentType" list.	"Hourly", "Salaried", "SalariedPlusComission", "ComissionOnly" Full code list: "HR-Open/EURES: RemunerationBasisCodeContentType [CL48]"
RemunerationRange	Remuneration range details	0..n	BR-COM-31: All its sub elements must be expressed using the same currency.	N/A

	See section /CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/RemunerationRange for more information			
BenefitsSummary	Summary of benefits	0..n	N/A	N/A
	See section: /CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary for more information			
Description	Description of the remuneration offered	0..1	N/A	N/A

3.18.6.2 OfferedRemunerationPackage Attributes

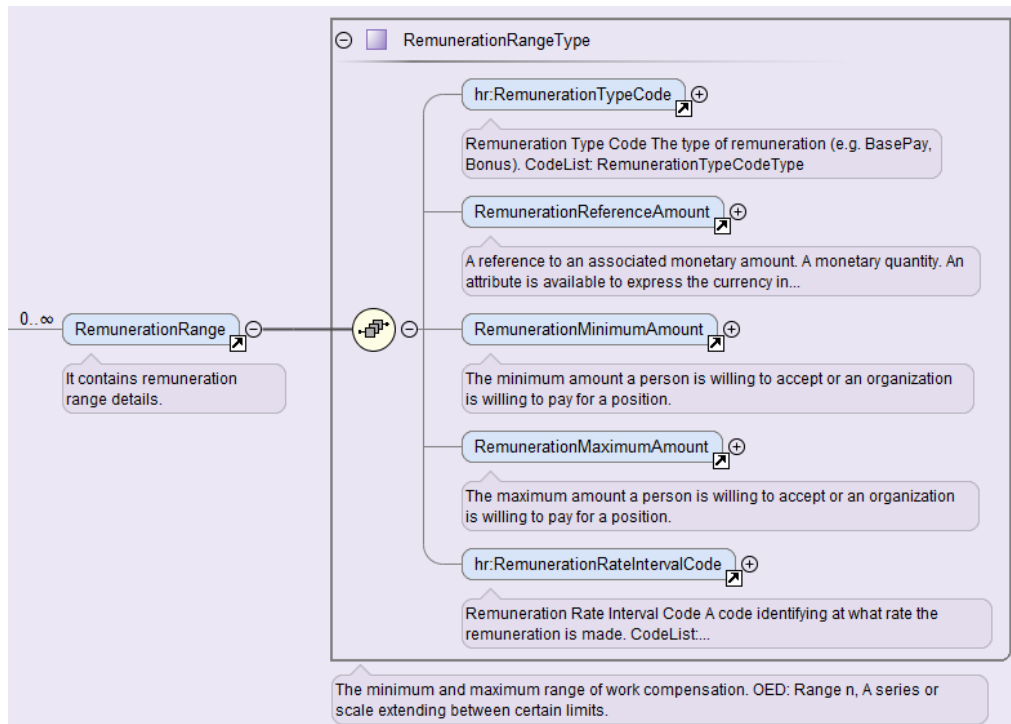


Attributes	Description	Card.	Rule
validFrom	Validity start date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
BenefitsSummary attributes			
Attributes	Description	Card.	Rule
See section: /CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary for more information			
RemunerationRange attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/RemunerationRange for more information			
RemnuerationBasisCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes section for additional attributes.			
Description attributes			
Attributes	Description	Card.	Rule
Refer to DescriptionType 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
RemunerationRange	Remuneration range details	0..n	BR-COM-31: All its sub elements must be expressed using the same currency.	N/A
Sub-elements				
RemunerationTypeCode	A code classifying the type of pay or remuneration being described This is an HR-Open Standards open list.	0..1	BR-COM-32: Compulsory use of the "RemunerationCodeContentType" list.	"BasePay", "Commission", "Bonus", "ShortTermIncentive", "ShiftPremium" Full code list: "HR-Open/EURES: RemunerationCodeContentType [CL49]"
RemunerationReferenceAmount	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.

RemunerationMinimumAmount	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.
RemunerationMaximumAmount	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.
RemunerationRateIntervalCode	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	BR-COM-33: Compulsory use of the "RemunerationRateIntervalCodeContent Type" list.	"Hour", "Day", "Week", etc. Full code list: "HR-Open/EURES: RemunerationRateIntervalCodeContent Type [CL50]"

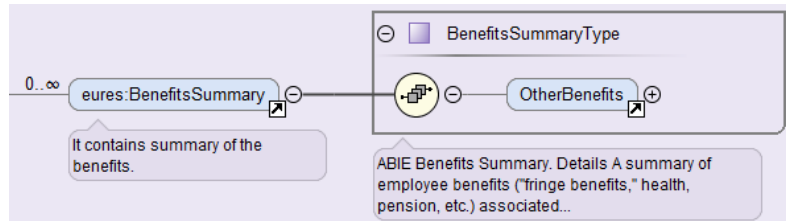
Figure 139: Name Attributes Schema

3.18.7.2 RemunerationRange Attributes

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



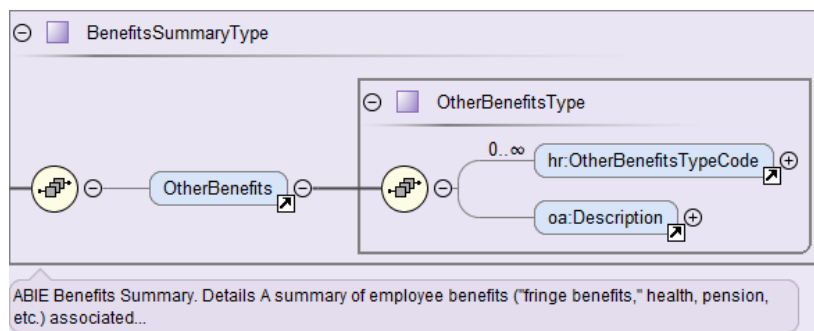
Element	Description	Cardinality	Rule	Examples
BenefitsSummary	Summary of benefits	0..n	N/A	N/A
Sub-elements				
OtherBenefits	Details of benefits See section /CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary/OtherBenefits for more information	0..1	N/A	N/A

3.18.8.2 BenefitsSummary Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
OtherBenefits attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/CandidatePositionPreference/OfferedRemunerationPackage/BenefitsSummary/OtherBenefits 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
OtherBenefits	Details of the other benefits	0..1	N/A	N/A
Sub-elements				
OtherBenefitsTypeCode	Code of benefits that the candidate would like	0..n	BR-COM-40: Compulsory use of the "EURES_SocialBenefitsCodes-CodeList.gc" list defined by EURES.	"0" = Accommodation included, "1" = Meals included, etc.

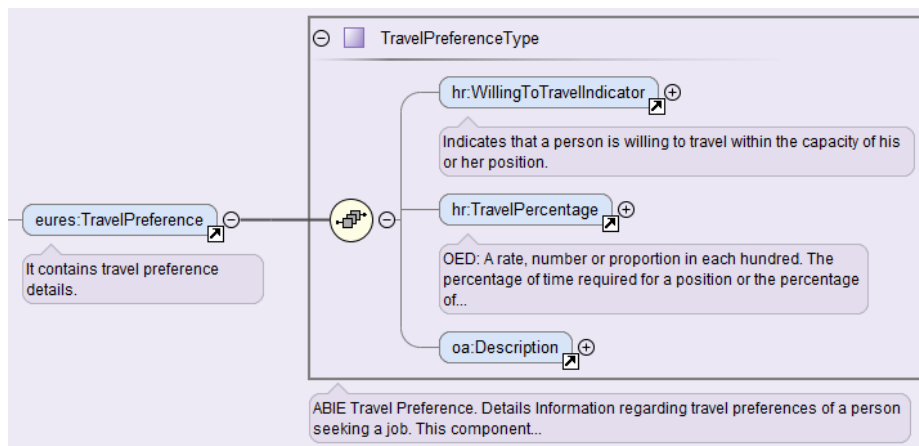
			BR-COM-43: Multiple entries of this code list are allowed.	Full code list: "HR-Open/EURES: SocialBenefitsCodes [CL52]"
Description	Narrative details of benefits	0..1	N/A	"Description of other benefits", etc.

3.18.9.2 OtherBenefits Attributes

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



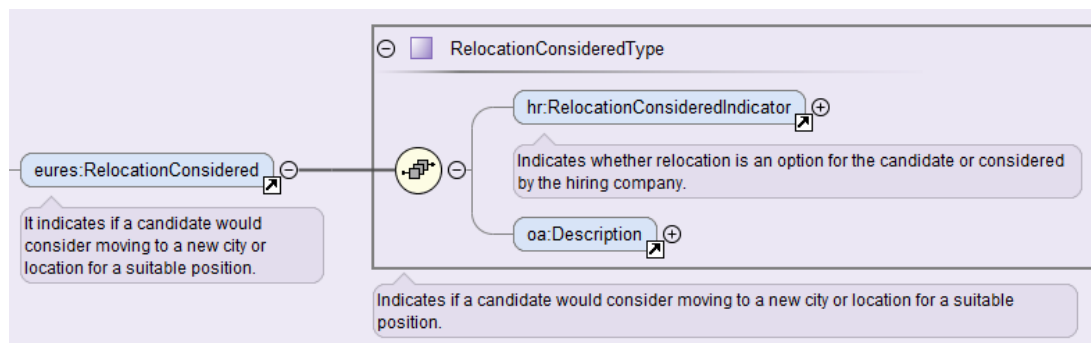
Element	Description	Cardinality	Rule	Examples
TravelPreference	Travel Preference Details	0..1	N/A	N/A
Sub-elements				
WillingToTravelIndicator	Indicates that a person is willing to travel within the capacity of his or her position	0..1	N/A	"True" or "False"
TravelPercentage	A rate, number or proportion 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.			
Description attributes			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
WillingToTravelIndicator attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
TravelPercentage attributes			
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



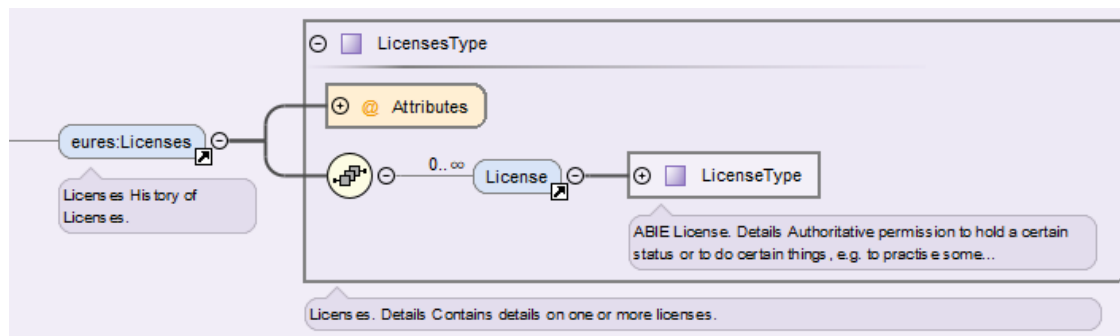
Element	Description	Cardinality	Rule	Examples
RelocationConsidered	Indicates if a candidate would consider moving to a new city or location for a suitable position	0..1	N/A	N/A
Sub-elements				
RelocationConsideredIndicator	Indicates whether relocation is an option for the candidate or considered by the hiring company	0..1	N/A	"True" or "False"
Description	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.			
Description sub-element			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
RelocationConsidered sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			

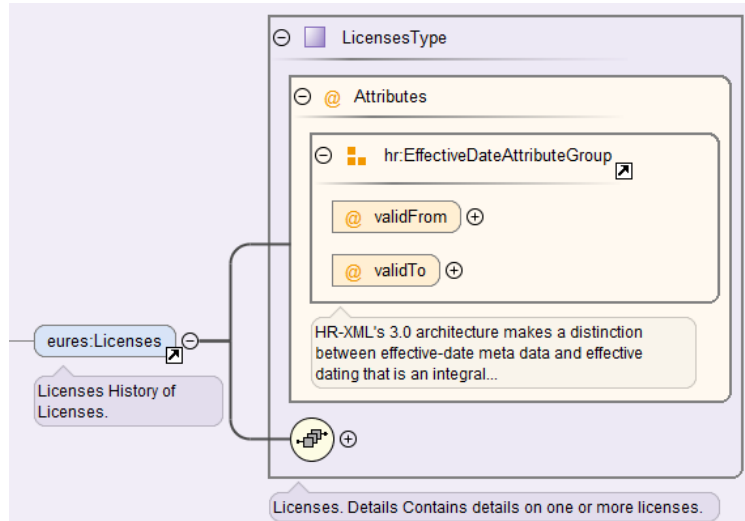
3.19 /CandidateProfile/Licenses (level 2)

3.19.1 Licenses Element Description



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

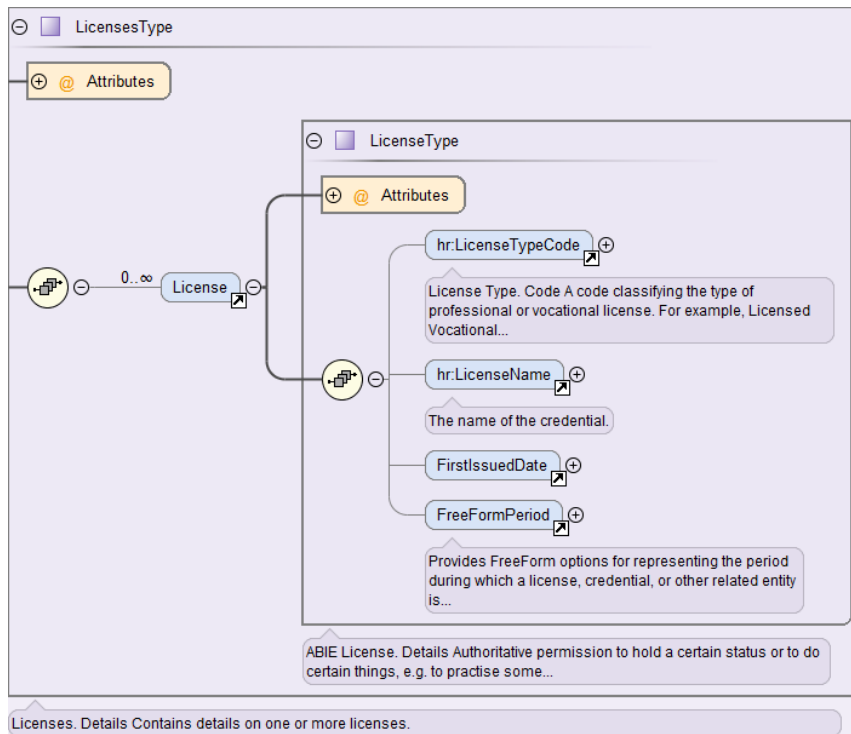
3.19.2 Licenses Attributes



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.
License attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Licenses/License for more information			

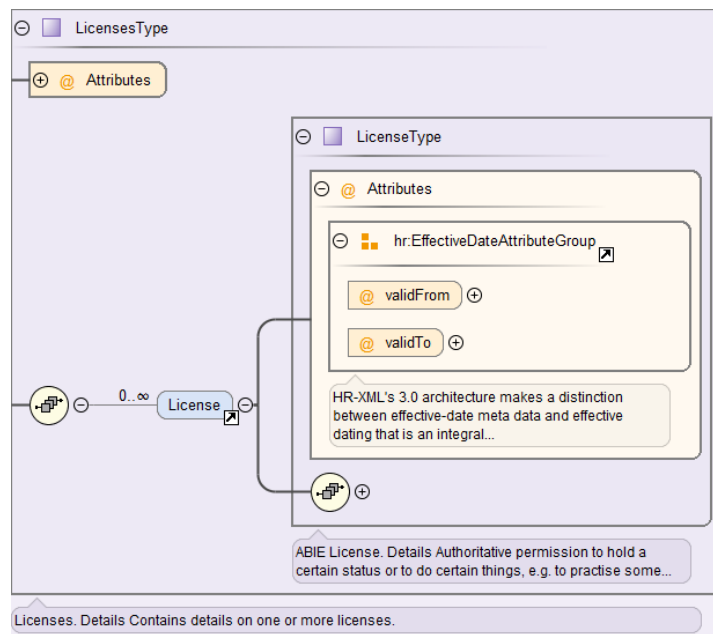
3.19.3 Sub-element: /CandidateProfile/Licenses/License (level 3)

3.19.3.1 License Element Description



Element	Description	Cardinality	Rule	Examples
License	Driving permission or authorisation	0..n	N/A	N/A
Sub-elements				
LicenseTypeCode	A code classifying the type of driving license	0..1	BR-COM-41: Compulsory use of the "EURES_LicenseTypeCode-CodeList" list. This is based on Directive 2006/126/EC.	"AM", "A1", "A2", "A", etc. Full code list: "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	BR-COM-16: At least one of its sub-elements must be provided.	N/A
See section /CandidateProfile/Licenses/License/FirstIssuedDate for more information				
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	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity end date for this entity's information	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
LicenseTypeCode attributes			
Attributes	Description	Card.	Rule
Refer to CodeListAttributeGroup Attributes for additional attributes.			
FirstIssuedDate attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Licenses/License/FirstIssuedDate for more information			
FreeFormPeriod attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/Licenses/License/FreeFormPeriod for more information			
LicenseName attributes			
Attributes	Description	Card.	Rule

languageID	Identifier of the language used in the license name	0..1	
------------	---	------	--

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
Sub-elements				
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/Licenes/License/FreeFormPeriod (level 4)

3.19.5.1 FreeFormPeriod Element Description

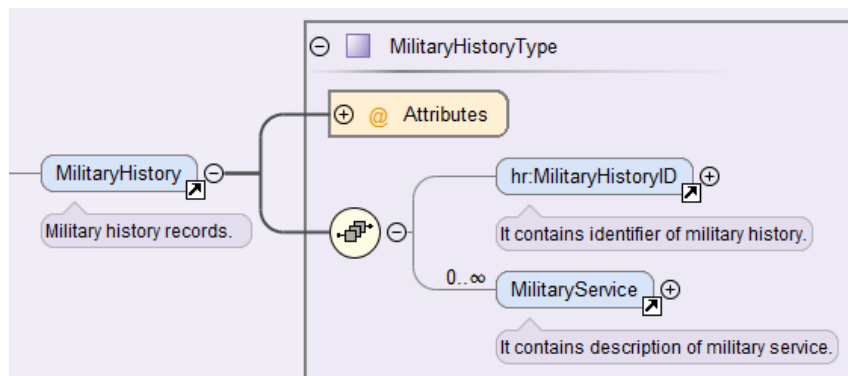
Element	Description	Cardinality	Rule	Examples
FreeFormPeriod	Provides freeform options for representing the period during which a license, credential, or other related entity is effective	0..1	N/A	N/A
Sub-elements				
The same as /EducationOrganizationAttendance/AttendancePeriod excluding Ongoing element.				

3.19.5.2 FreeFormPeriod Attributes

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

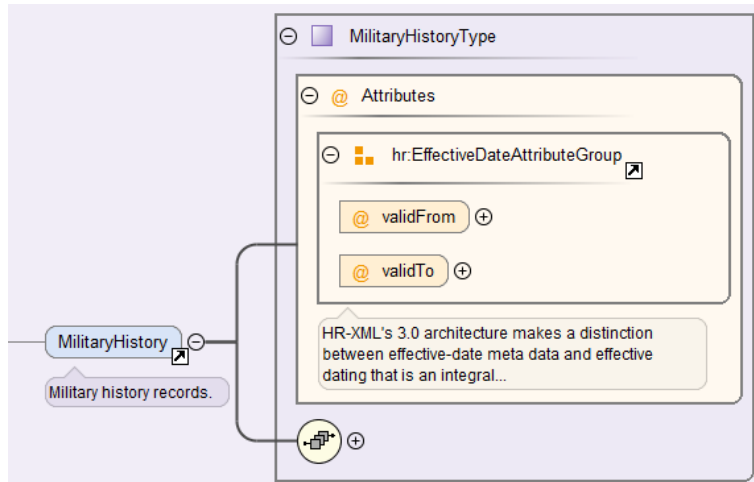
3.20 /CandidateProfile/MilitaryHistory (level 2)

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
Sub-elements				
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				

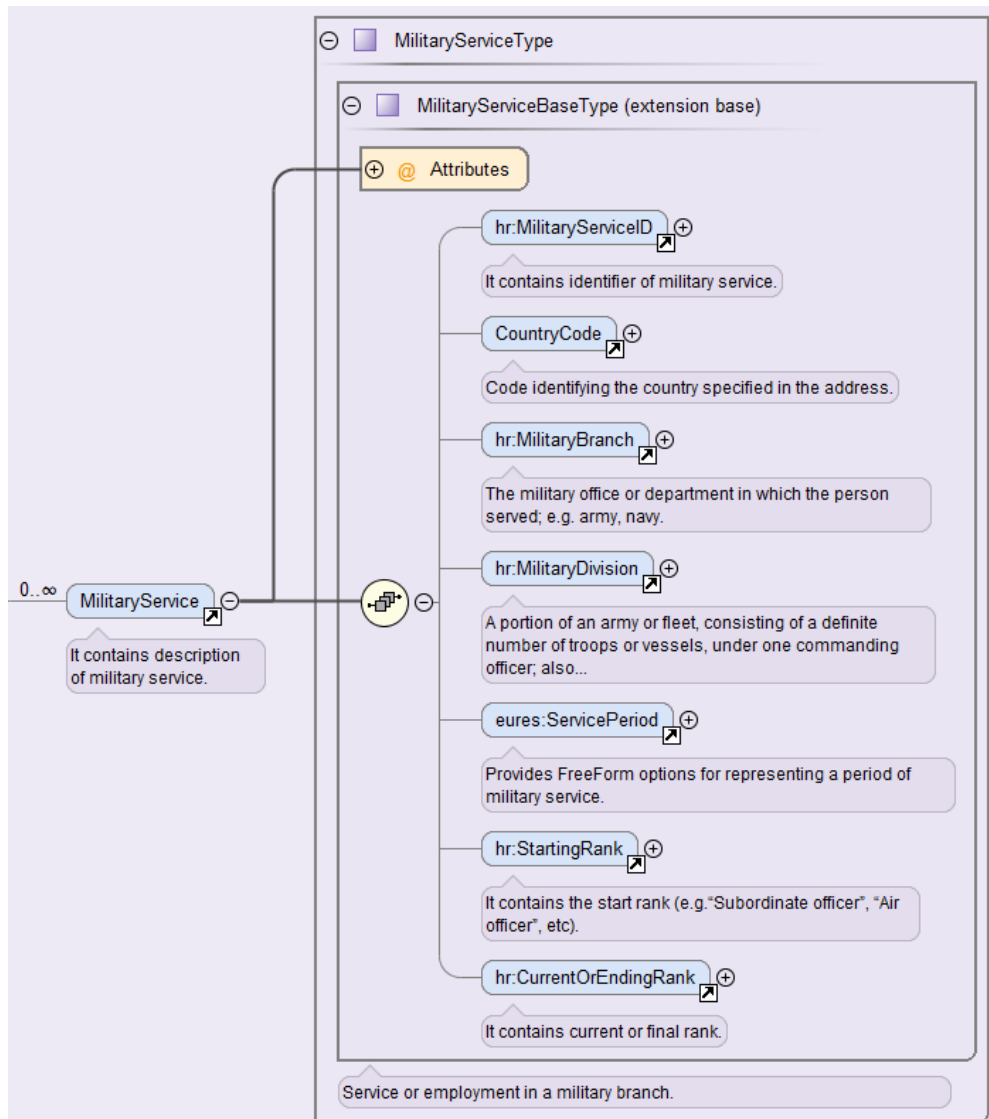
3.20.2 MilitaryHistory Attributes



Attributes	Description	Card.	Rule
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.
MilitaryHistoryID attributes			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
MilitaryService attributes			
Attributes	Description	Card.	Rule
See section /CandidateProfile/MilitaryHistory/MilitaryService for more information			

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

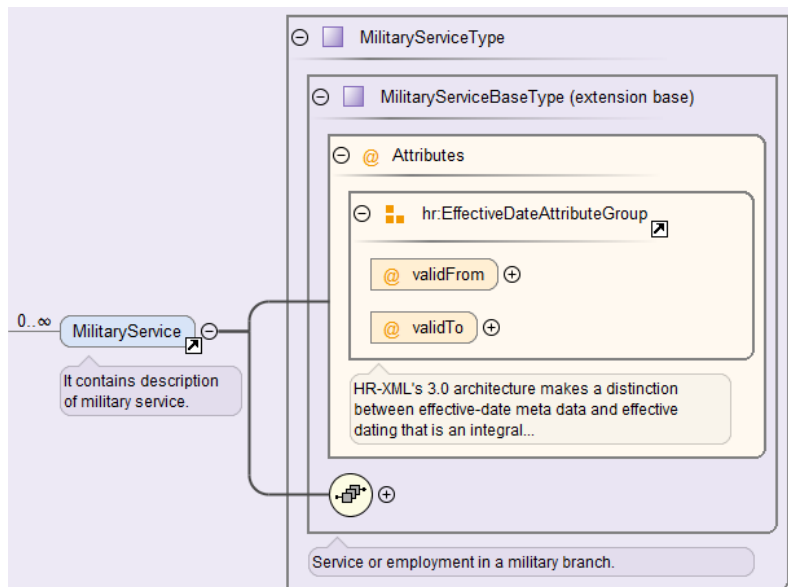
3.20.3.1 MilitaryService Element Description



Element	Description	Cardinality	Rule	Examples
MilitaryService	Description of military service	0..n	N/A	N/A
Sub-elements				
MilitaryServiceID	Identifier of military service	0..1	N/A	"MS-291", "MS-121", etc.
CountryCode	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]
MilitaryBranch	The military office or department in which the person served	0..1	N/A	"Army", "Navy", etc.
MilitaryDivision	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			
ServicePeriod	The period of military service	0..1	N/A	N/A
See section /CandidateProfile/MilitaryHistory/MilitaryService/ServicePeriod for more information				
StartingRank	Start rank	0..1	N/A	“Subordinate officer”, “Air officer”, etc.
CurrentOrEndingRank	Current or final rank	0..1	N/A	“Warrant officer”, “General”, etc.

3.20.3.2 MilitaryService attributes



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

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

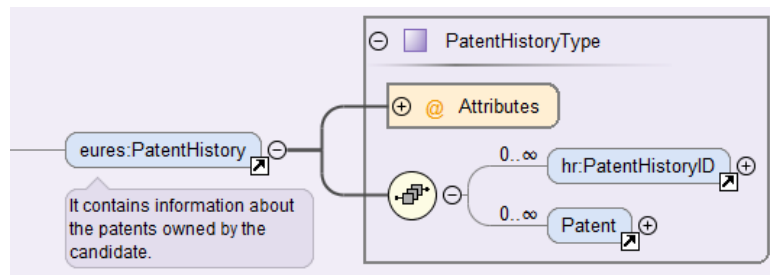
Element	Description	Cardinality	Rule	Examples
ServicePeriod	The period of military service	0..1	N/A	N/A
Sub-elements				
The same as /EducationOrganizationAttendance/AttendancePeriod excluding Ongoing element.				

3.20.4.2 ServicePeriod Attributes

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

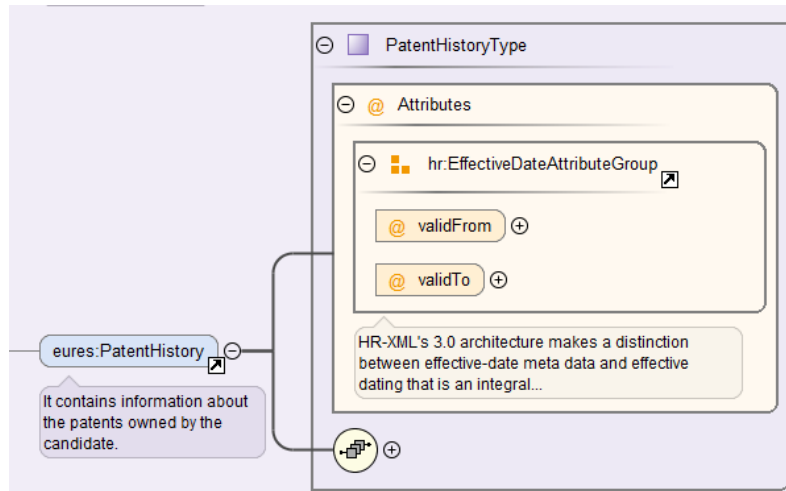
3.21 /CandidateProfile/PatentHistory (level 2)

3.21.1 PatentHistory Element Description



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

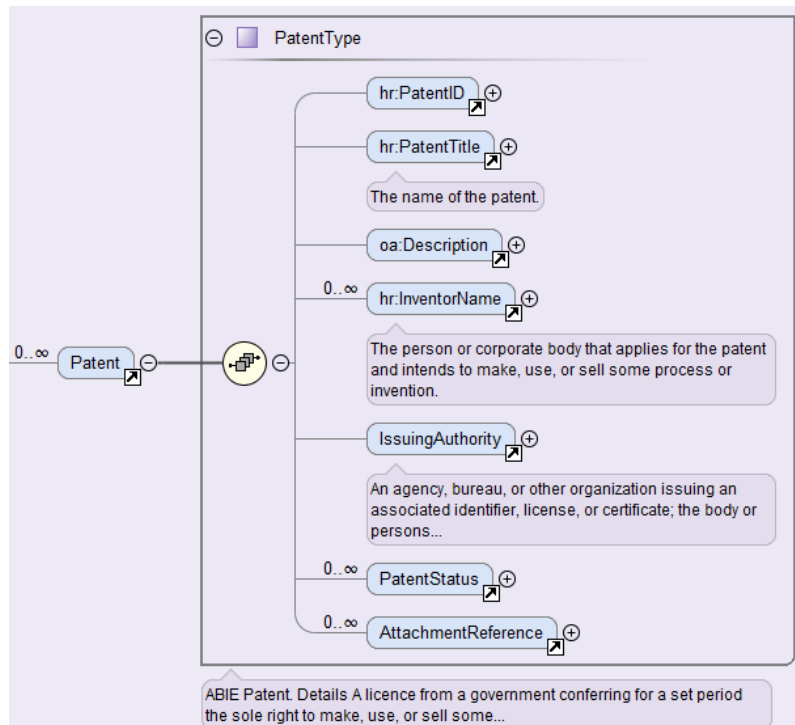
3.21.2 Patent History Attributes



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.
PatentHistoryID attributes			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
Patent attributes			
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



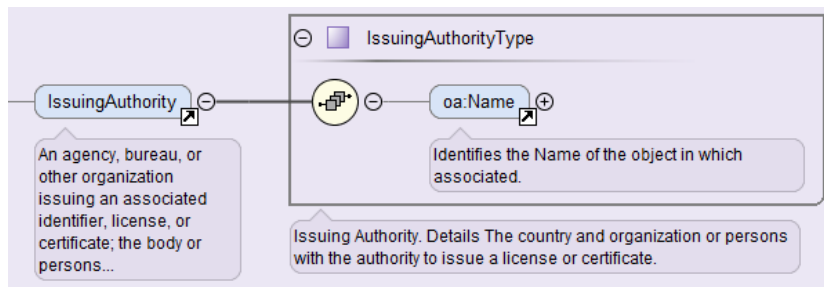
Element	Description	Cardinality	Rule	Examples
Patent	A licence from a government conferring for a set period the sole right to make, use, or sell some process or invention	0..n	N/A	N/A
Sub-elements				
PatentID	Identifier of the patent	0..1	N/A	"PT-1234", "344", etc.
PatentTitle	The name of the patent	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.			
PatentID sub-element			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes.			
PatentTitle sub-element			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
IssuingAuthority sub-element			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PatentHistory/Patent/IssuingAuthority for more information			
AttachmentReference sub-element			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PatentHistory/Patent/AttachmentReference for more information			
Description sub-element			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes.			
PatentStatus sub-element			
Attributes	Description	Card.	Rule
See section /CandidateProfile/PatentHistory/Patent/PatentStatus for more information			
InventorName attributes			
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



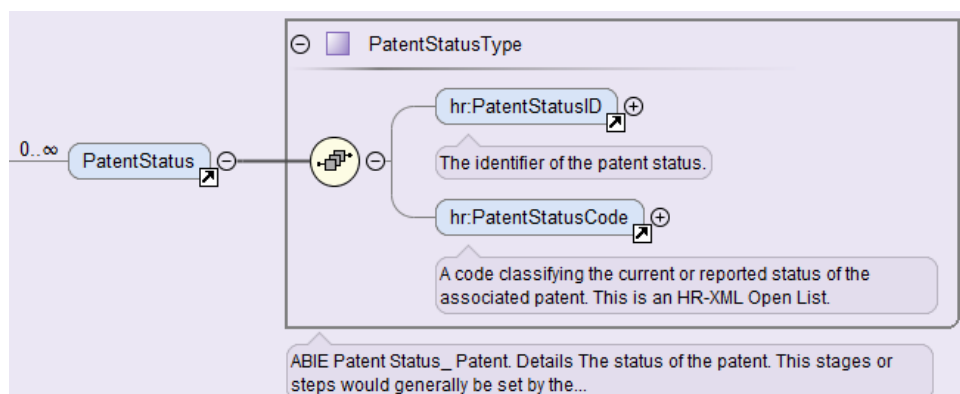
Element	Description	Cardinality	Rule	Examples
IssuingAuthority	An agency, bureau, or other organization issuing an associated identifier, license, or certificate; the body or people exercising power or command. An issuing authority is often a government agency or official authority, but sometimes might be a private organization.	0..1	N/A	N/A
Sub-elements				
Name	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.			
Name attributes			
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
PatentStatus	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
Sub-elements				
PatentStatusID	The identifier of the patent status	0..1	N/A	"PS-1234", "344", etc.

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

3.21.5.2 PatentStatus Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
PatentStatusID attributes			
Attributes	Description	Card.	Rule
Refer to IdentifierType Attributes section for additional attributes			
PatentStatusCode attributes			
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

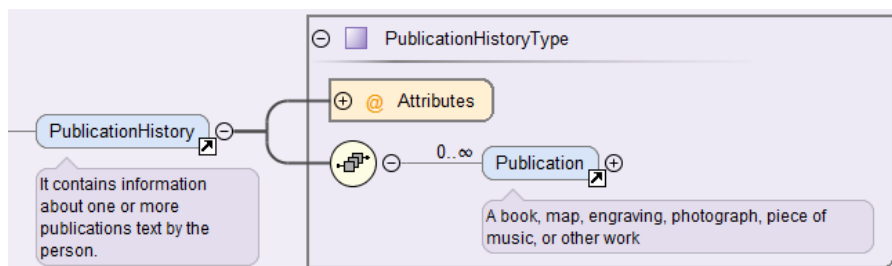
Element	Description	Cardinality	Rule	Examples
AttachmentReference	Reference to the external documents attached	0..n	N/A	N/A
Sub-elements				
The same as /CandidateProfile/EmploymentHistory/AttachmentReference				

3.21.6.2 AttachmentReference Attributes

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

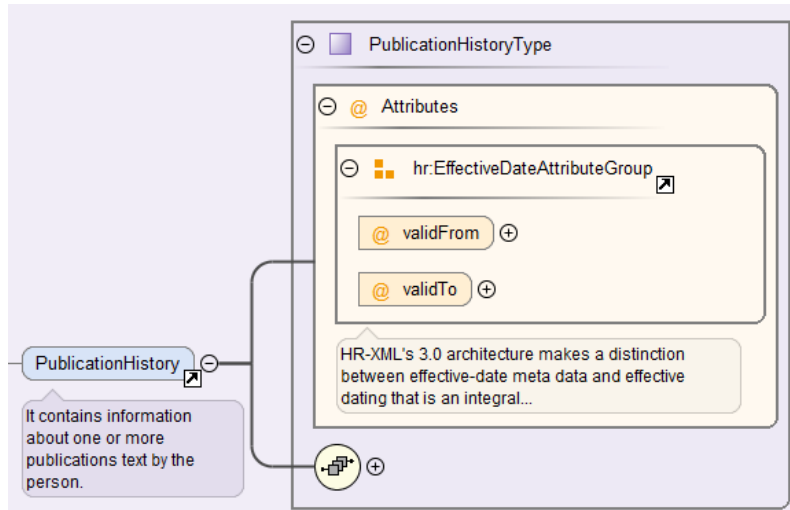
3.22 /CandidateProfile/PublicationHistory (level 2)

3.22.1 PublicationHistory Element Description



Element	Description	Cardinality	Rule	Examples
PublicationHistory	A collection of information about one or more text publications by the Candidate	0..1	N/A	N/A
Sub-elements				
Publication	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

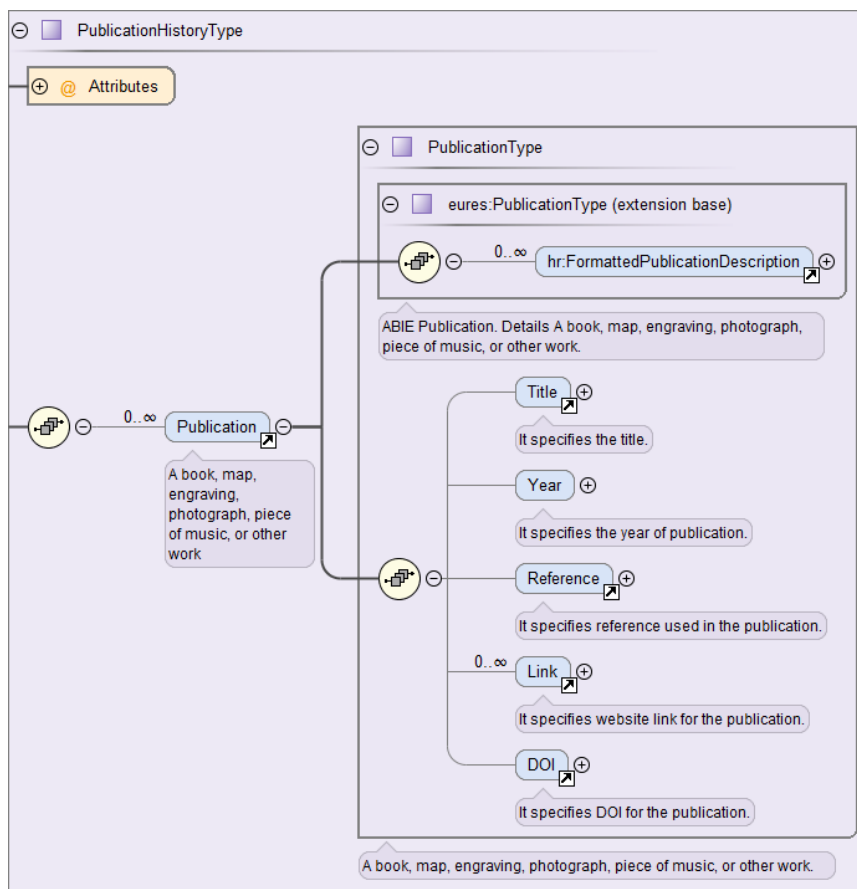
3.22.2 PublicationHistory Attributes



Attributes	Description	Card.	Rule
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.
Publication attributes			
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



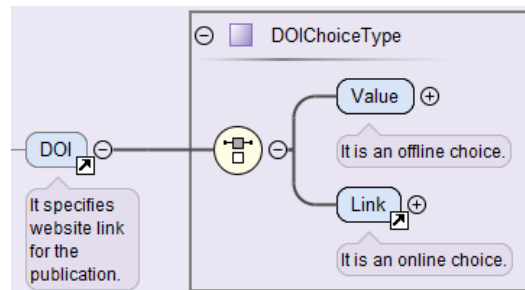
Element	Description	Cardinality	Rule	Examples
Publication	A book, map, engraving, photograph, piece of music, or other work	0..n	N/A	N/A
Sub-elements				
FormattedPublicationDescription	An unfiled or formatted description of a publication	0..n	N/A	“Article about Machine Learning in the Weekend Magazine”
Title	Specifies Title of the publication.	0..1		
Year	Specifies the year of publication.	0..1		
Reference	Specifies reference used in the publication.	0..1		
Link	Specifies website link for the publication.	0..n		
DOI	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.			
FormattedPublicationDescription attributes			

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	BR-CV-27: Compulsory use of the "PublicationCode" list.
Title attributes			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the title.	0..1	
Title attributes			
Attributes	Description	Card.	Rule
It has no attributes.			
Reference attributes			
Attributes	Description	Card.	Rule
It has no attributes.			
Link attributes			
Attributes	Description	Card.	Rule
It has no attributes.			
DOI attributes			
Attributes	Description	Card.	Rule
It has no attributes.			

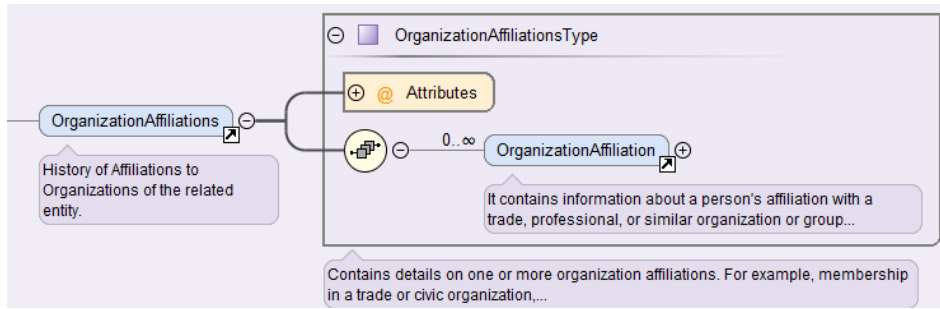
3.22.4 Sub-element: /CandidateProfile/PublicationHistory/Publication/DOIChoice



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

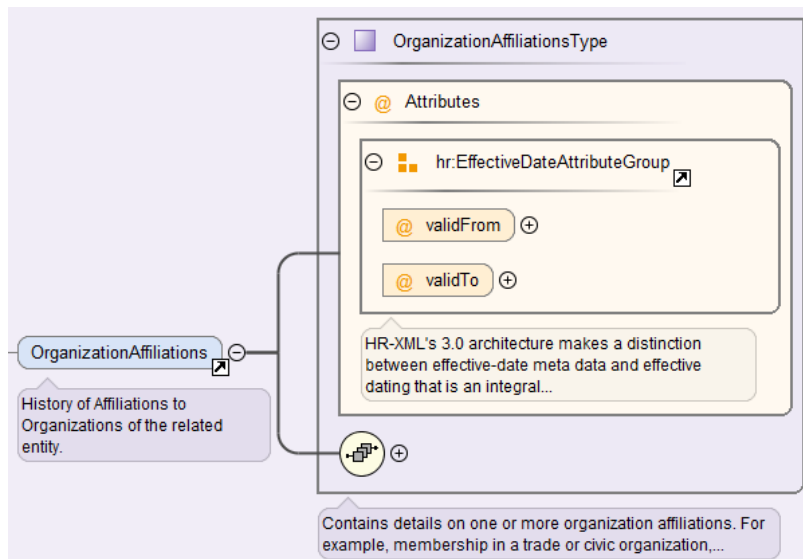
3.23 /CandidateProfile/OrganizationAffiliations (level 2)

3.23.1 OrganizationAffiliations Element Description



Element	Description	Cardinality	Rule	Examples
OrganizationAffiliations	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
Sub-elements				
OrganizationAffiliation	Contains information about a person's affiliation with a trade, professional, or similar organization or group formed around a common purpose or cause See section /CandidateProfile/OrganizationAffiliations/OrganizationAffiliation for more information	0..n	N/A	N/A

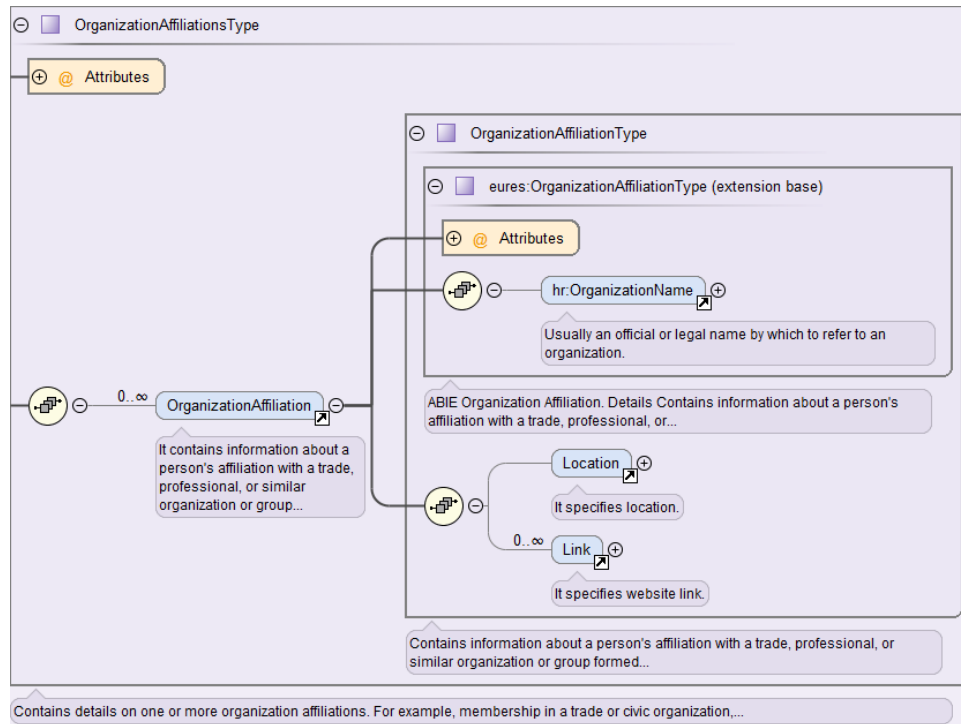
3.23.2 OrganizationAffiliations Attributes



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.
OrganizationAffiliations attributes			
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



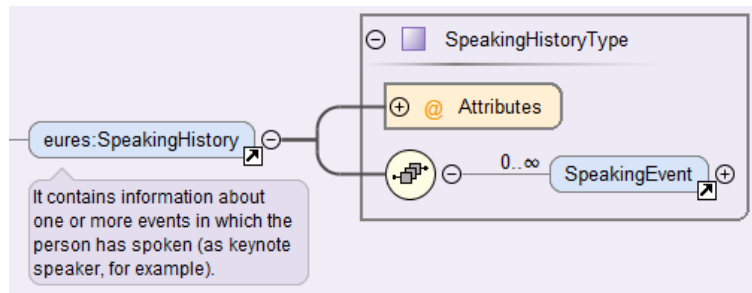
Element	Description	Cardinality	Rule	Examples
OrganizationAffiliation	Contains information about a person's affiliation with a trade, professional, or similar organization or group formed around a common purpose or cause	0..n	N/A	N/A
Sub-elements				
OrganizationName	Usually an official or legal name by which to refer to an organization	0..1	N/A	"Name", etc.
Location	Location of the Organisation	0..1		N/A
Link	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.			
OrganizationName 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.
languageID	Identifier of the language used in the organisation name	0..1	
Location attributes			
languageID	Identifier of the language used in the location name	0..1	
Link attributes			
This element has no attributes.			

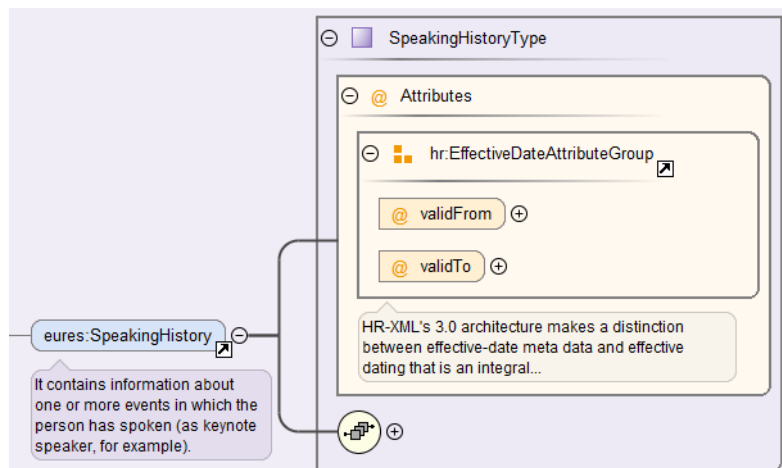
3.24 /CandidateProfile/SpeakingHistory (level 2)

3.24.1 SpeakingHistory Element Description



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

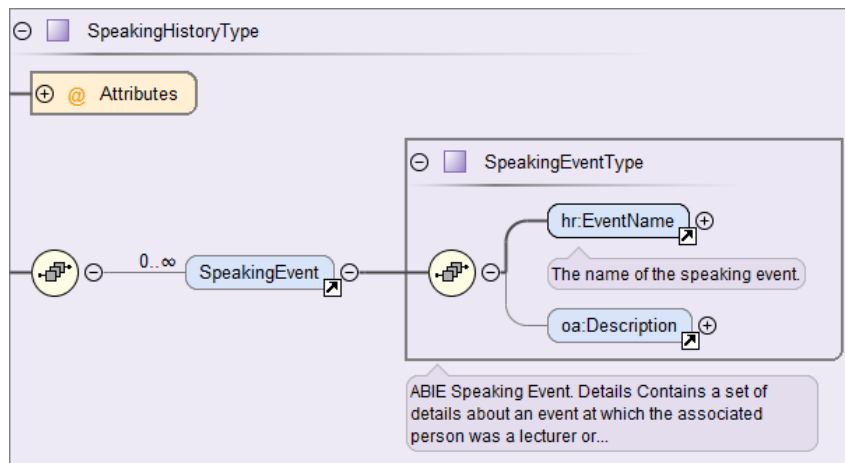
3.24.2 SpeakingHistory Attributes



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.
SpeakingEvent attributes			
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



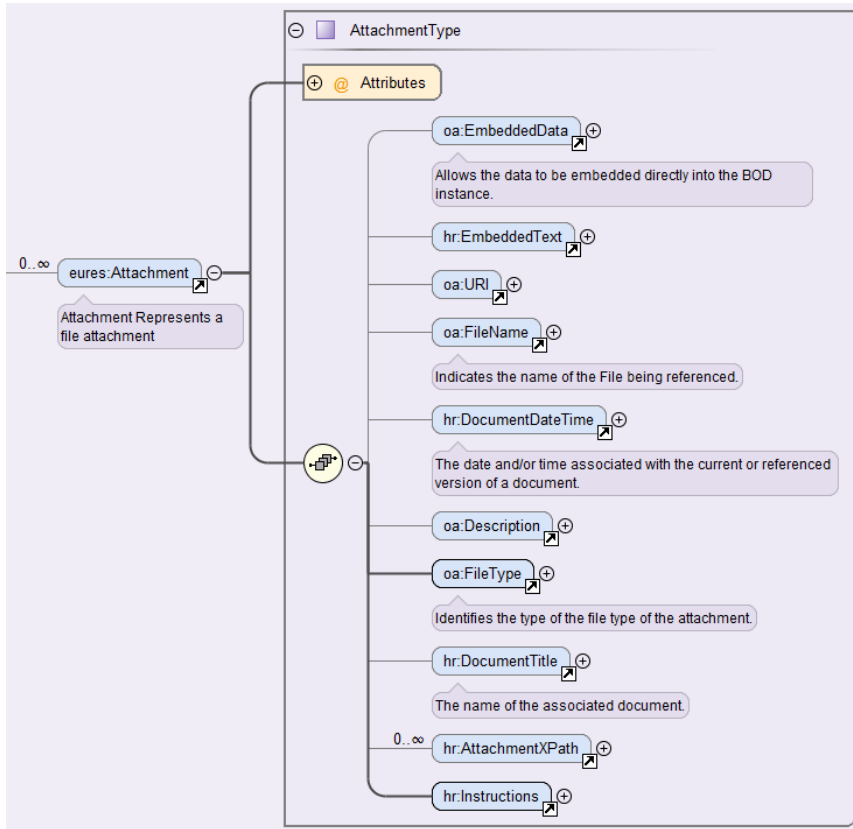
Element	Description	Cardinality	Rule	Examples
SpeakingEvent	Contains a set of details about an event in which the associated person was a lecturer or presenter.	0..n	N/A	N/A
Sub-elements				
EventName	The name of the speaking event	1	N/A	N/A
Description	Description of the speaking event	0..1	N/A	N/A

3.24.3.2 SpeakingEvent Attributes

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

3.25 /CandidateProfile/Attachment (level 2)

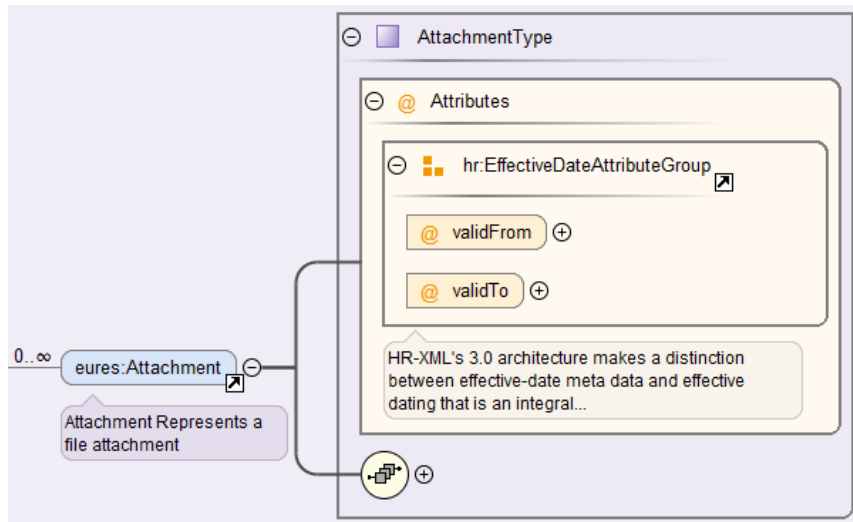
3.25.1 Attachment Element Description



Element	Description	Cardinality	Rule	Examples
Attachment	Allows for embedding or referencing external documents or digital objects	0..n	BR-COM-42: An Attachment shall not embed and simultaneously refer to an URI that contains the same document. External references to documents, using the URI element, are the recommended method (when possible) for attaching documents.	N/A
Sub-elements				
EmbeddedData	Allows the data to be embedded directly into the BOD instance	0..1	N/A	-
EmbeddedText	Embedded text	0..1	N/A	"Embedded text"
URI	Represents a Uniform Resource Identifier Reference (URI). An URI value can be absolute or relative, and may have an optional	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].			
FileName	Indicates the name of the File being referenced	0..1	N/A	"File Name"
DocumentDateTime	The date and/or time associated with the current or referenced version of a document	0..1	N/A	"2012/12/23", etc.
Description	Description of the attachment	0..1	N/A	"Description of the attachment"
FileType	Identifies the type of the file type of the attachment	1	BR-COM-35: Compulsory use of the "EURES_FileTypeCode-CodeList.gc" list defined by EURES.	"PDF", "DOC", etc. Full code list: "HR-Open/EURES: FileTypeCode [CL17]"
DocumentTitle	The name of the associated document	0..1	N/A	"Photo", "Europass CV", etc.
AttachmentPath	Path to the external documents attached	0..n	N/A	"/Candidate/CandidatePerson", etc.
Instructions	Identifies the type of attachment uploaded	1	BR-CV-29: Compulsory use of the "EURES_AttachmentInstructionCVCode" list defined by EURES.	"CV", "ProfilePicture", "Other", etc. Full code list: "HR-Open/EURES: AttachmentInstructionCVCode [CL61]"

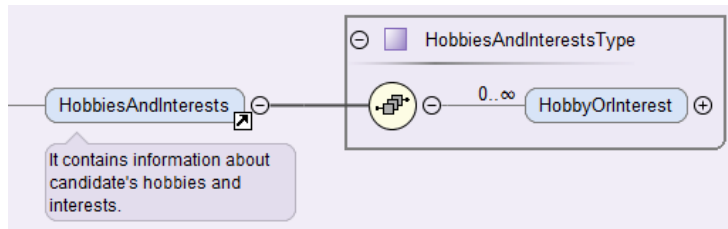
3.25.2 Attachment Attributes



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.
EmbeddedData attributes			
Attributes	Description	Card.	Rule
mimeCode	Codes that specify the data MIME code.	1	BR-COM-50: Compulsory use of Mime Codes [CL56]. HR-Open/EURES: MimeCodes [CL56]
encodingCode	The data encoding type	1	BR-COM-51: Only 'base64Binary' is allowed. If not present it is considered as encoded in base64Binary.
uri	The URI of the file.	0..1	N/A
filename	The name of the file.	0..1	N/A
format	The format of the binary content	0..1	
characterSetCode	The character set of the binary object if the mime type is text	0..1	
URI attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
FileName attributes			
Attributes	Description	Card.	Rule
Refer to NameType Attributes section for additional attributes			
DocumentDateTime attributes			
Attributes	Description	Card.	Rule
This sub-element has no attributes.			
Description attributes			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes			
FileType attributes			
Attributes	Description	Card.	Rule
Refer to CodeType Attributes section for additional attributes			
Instructions attributes			
Attributes	Description	Card.	Rule
Refer to DescriptionType Attributes section for additional attributes			

3.26 /CandidateProfile/HobbiesAndInterests

3.26.1 HobbiesAndInterests Element Description



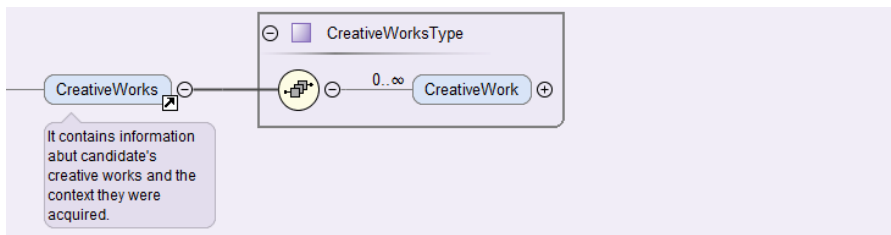
Element	Description	Cardinality	Rule	Examples
HobbiesAndInterests	Information about candidate's Hobbies & Interests	0..1	N/A	N/A
Sub-elements				
HobbyOrInterest	Information about candidate's Hobbies & Interests	0..n	N/A	N/A
	Refer to ActivityType Elements for sub-elements			

3.26.2 HobbiesAndInterests Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
HobbyOrInterest attributes			
Attributes	Description	Card.	Rule
Refer to ActivityType Attributes for attributes			

3.27 /CandidateProfile/CreativeWorks

3.27.1 CreativeWorks Element Description



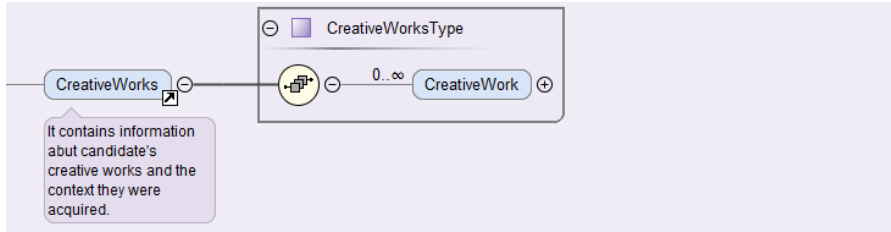
Element	Description	Cardinality	Rule	Examples
CreativeWorks	Information about candidate's creative works and the context they were acquired.	0..1	N/A	N/A
Sub-elements				
CreativeWork	Information about candidate's creative works.	0..n	N/A	N/A
	Refer to ActivityType Elements for sub-elements			

3.27.2 CreativeWorks Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
CreativeWork attributes			
Attributes	Description	Card.	Rule
Refer to ActivityType Attributes for attributes			

3.28 /CandidateProfile/Projects

3.28.1 Projects Element Description



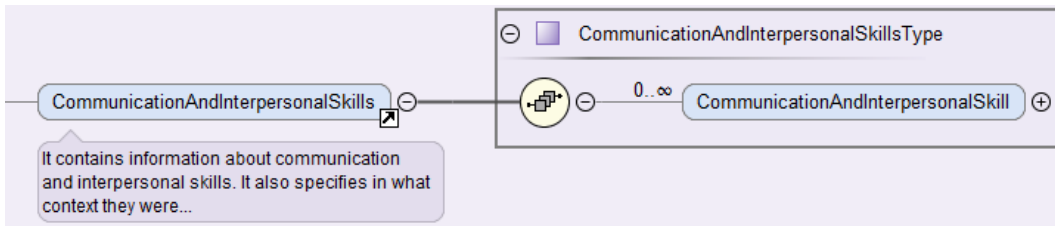
Element	Description	Cardinality	Rule	Examples
Projects	Information about candidate's projects.	0..1	N/A	N/A
Sub-elements				
Project	Information about candidate's project. Refer to ActivityType Elements for sub-elements	0..n	N/A	N/A

3.28.2 Projects Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
Project attributes			
Attributes	Description	Card.	Rule
Refer to ActivityType Attributes for attributes			

3.29 /CandidateProfile/CommunicationAndInterpersonalSkills

3.29.1 CommunicationAndInterpersonalSkills Element Description



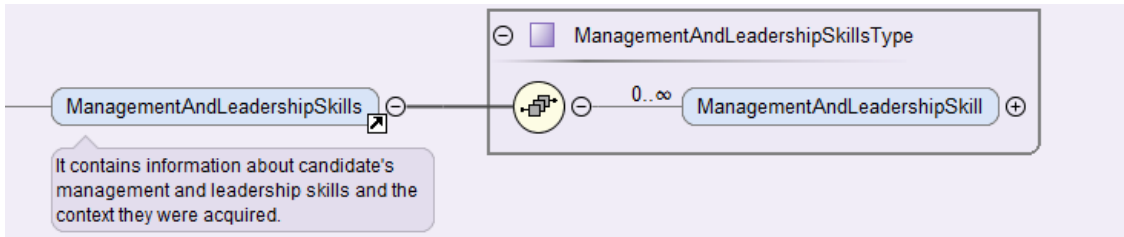
Element	Description	Cardinality	Rule	Examples
CommunicationAndInterpersonalSkills	Information about communication and Interpersonal skills. Specify in what context they were acquired.	0..1	N/A	good communication skills gained through my experience as sales manager
Sub-elements				
CommunicationAndInterpersonalSkill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

3.29.2 CommunicationAndInterpersonalSkills Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
CommunicationAndInterpersonalSkill attributes			
Attributes	Description	Card.	Rule
Refer to SkillsType Attributes for attributes			

3.30 /CandidateProfile/ManagementAndLeadershipSkills

3.30.1 ManagementAndLeadershipSkills Element Description



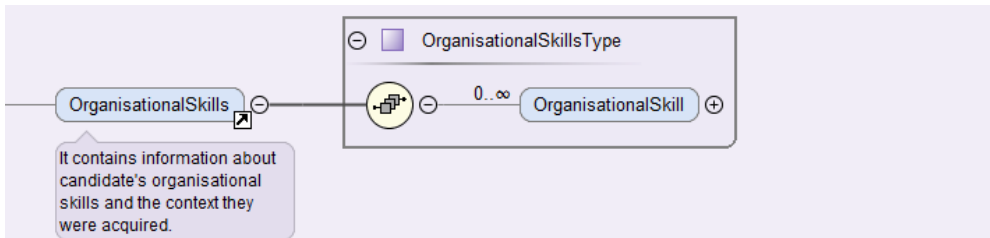
Element	Description	Cardinality	Rule	Examples
ManagementAndLeadershipSkills	Information about candidate's management/leadership skills and the context they were acquired	0..1	N/A	N/A
Sub-elements				
ManagementAndLeadershipSkill	Information about candidate's management/leadership skills. Refer to SkillsType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

3.30.2 ManagementAndLeadershipSkills Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
ManagementAndLeadershipSkill attributes			
Attributes	Description	Card.	Rule
Refer to SkillsType Attributes for attributes			

3.31 /CandidateProfile/OrganisationalSkills

3.31.1 OrganisationalSkills Element Description



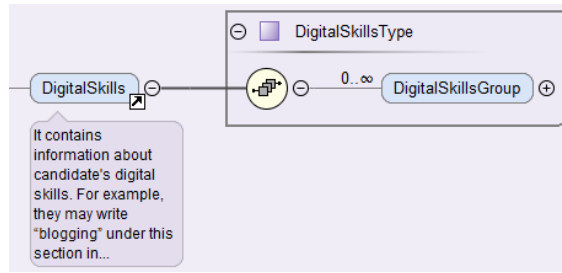
Element	Description	Cardinality	Rule	Examples
OrganisationalSkills	Information about candidate's organisational skills and the context they were acquired	0..1	N/A	N/A
Sub-elements				
OrganisationalSkill	Information about organisational skills acquired by a candidate. Refer to SkillsType Elements for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

3.31.2 OrganisationalSkills Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
OrganisationalSkill attributes			
Attributes	Description	Card.	Rule
Refer to SkillsType Attributes for attributes			

3.32 /CandidateProfile/DigitalSkills

3.32.1 DigitalSkills Element Description



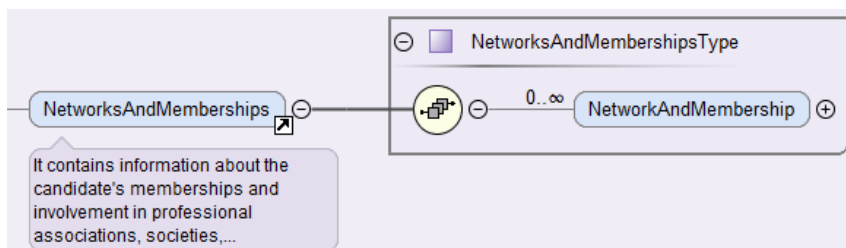
Element	Description	Cardinality	Rule	Examples
DigitalSkills	Digital skills acquired by a candidate. Provided as free text.	0..1	N/A	N/A
Sub-elements				
DigitalSkillsGroup	Digital skills acquired by a candidate.	0..n	N/A	Candidate may write "blogging" under this section in their profile. This can be 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.			
DigitalSkill attributes			
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
Sub-elements				
NetworkAndMembership	candidate's memberships/involvement in professional associations, societies, political parties, sports clubs, etc.	0..n	N/A	N/A

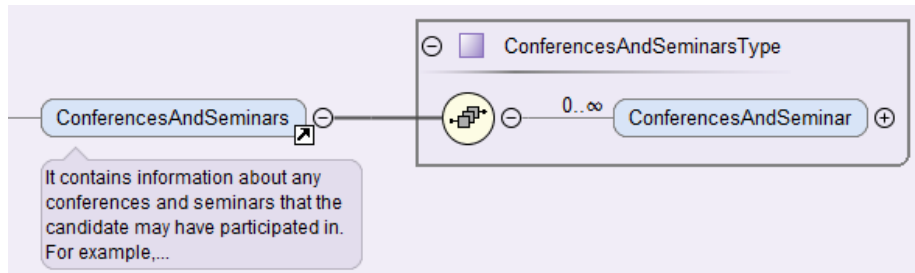
	Refer to SocialAndNetworkingActivityType for more information about the sub-elements of sub-element NetworkAndMembership.
--	---

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



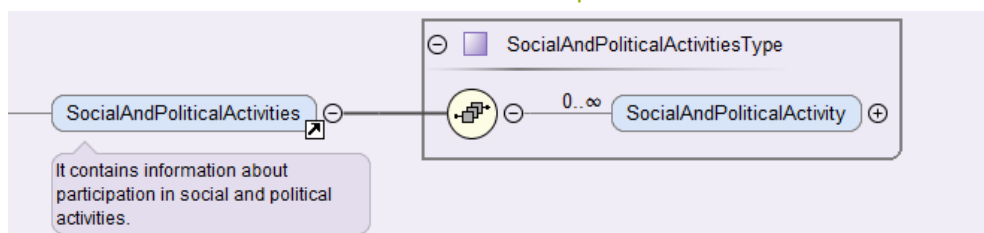
Element	Description	Cardinality	Rule	Examples
ConferencesAndSeminars	Describe any conferences and seminars that they may have participated in. For example, they may have presented their own work or projects, facilitated a workshop, been a panellist or an event organiser yourself, or been a member of 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



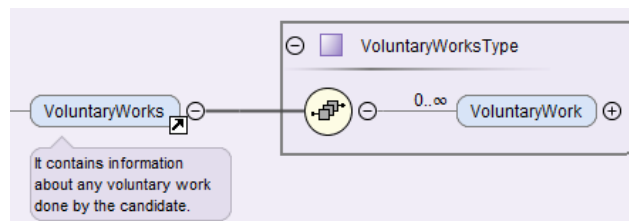
Element	Description	Cardinality	Rule	Examples
SocialAndPoliticalActivities	Information about participation in Social and political activities.	0..1	N/A	N/A
Sub-elements				
SocialAndPoliticalActivity	Information about participation in Social and political activities. Refer to SocialAndNetworkingActivityType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

3.35.2 SocialAndPoliticalActivities Attributes

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

3.36 /CandidateProfile/VoluntaryWorks

3.36.1 VoluntaryWorks Element Description



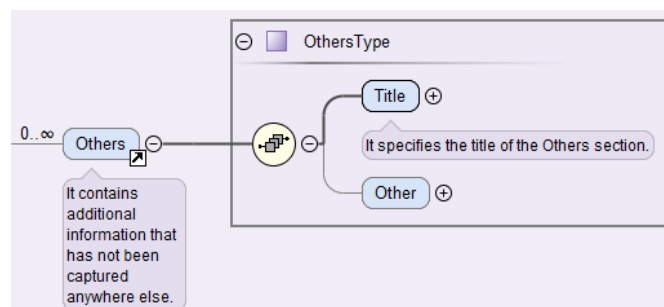
Element	Description	Cardinality	Rule	Examples
VoluntaryWorks	Contains information about any voluntary work done by the candidate.	0..1	N/A	N/A
Sub-elements				
VoluntaryWork	Contains information about any voluntary work done by the candidate. Refer to EventType Elements for sub-elements.	0..n	N/A	N/A

3.36.2 VoluntaryWorks Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
VoluntaryWork attributes			
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
Others	Additional information about the candidate that has not been captured anywhere in the provided sections.	0..1	N/A	N/A
Sub-elements				
Title	It specifies the title of the Others section.	1	N/A	N/A
Other	Title and description of the additional information. Refer to OtherType Elements for sub-elements.	0..1	N/A	N/A

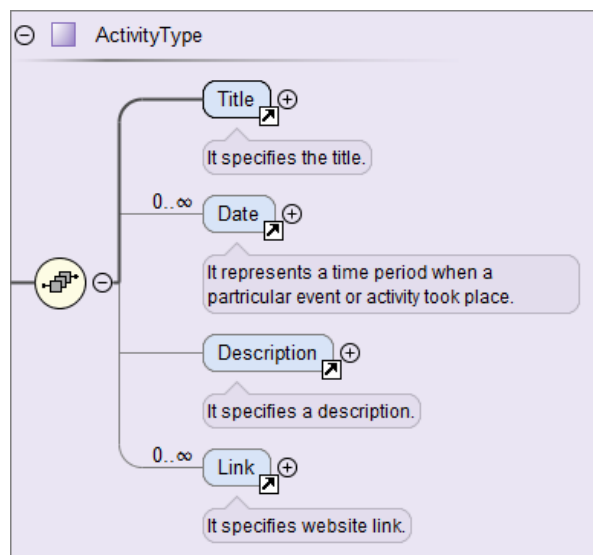
3.37.2 Others Attributes

Attributes	Description	Card.	Rule
This element has no attributes.			
Title attributes			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the title	0..1	
Other attributes			
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



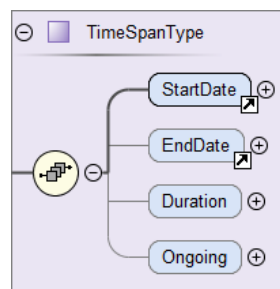
Element	Description	Cardinality	Rule	Examples
Sub-elements				
Title	Specifies title of the the activity.	1	N/A	N/A
Date	Specifies a time period when an activity took place.	0..n	N/A	N/A
Description	Specifies description of the activity.	0..1	N/A	N/A
Link	Specifies URI link related to the activity.	0..n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



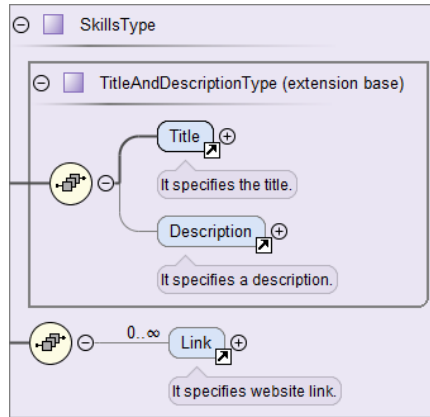
Element	Description	Cardinality	Rule	Examples
Sub-elements				
StartDate	Specifies the start date.	1	BR-COM-16: At least one of its sub-elements must be provided.	N/A
EndDate	Specifies the end date	0..1	BR-COM-16: At least one of its sub-elements must be provided	N/A
Duration	Specifies the duration	0..1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



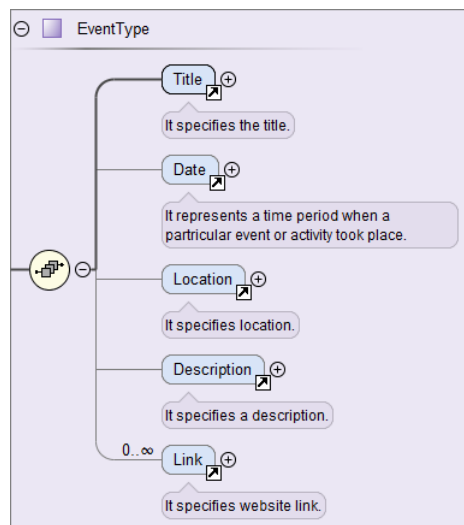
Element	Description	Cardinality	Rule	Examples
Sub-elements				
Title	Specifies title of the the activity.	1	N/A	N/A
Description	Specifies description of the activity.	0..1	N/A	N/A
Link	Specifies URI link related to the activity.	0..n	N/A	N/A

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
---------	-------------	-------------	------	----------

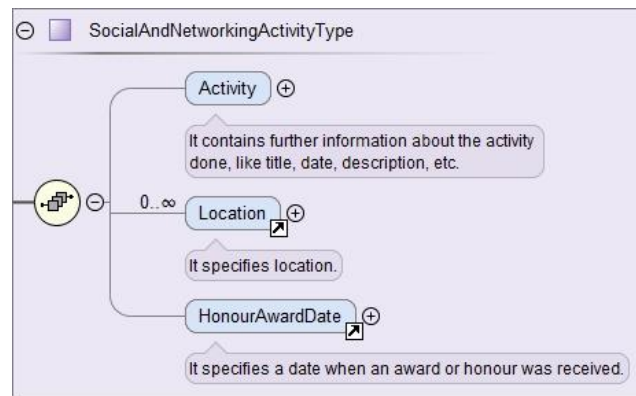
Sub-elements				
Title	Specifies title of the the event.	1	N/A	N/A
Date	Specifies a time period when a particular event took place.	0..1	N/A	N/A
Description	It specifies description of the event.	0..1	N/A	N/A
Location	Specifies the location where the event took place	0..1	N/A	N/A
Link	It specifies website 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				
Activity	Specifies further information about the activity done, like title, date, description, etc. Refer to ActivityType Elements for sub-elements	0..1	N/A	N/A
Location	Specifies location where the activity took place.	0..n	N/A	N/A
HonourAwardDate	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

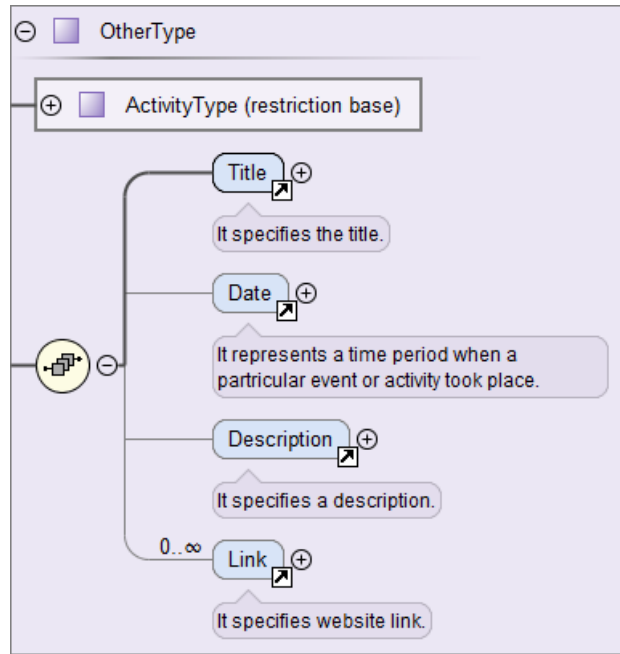
			must be provided.	
--	--	--	-------------------	--

3.36.5.2 SocialAndNetworkingActivityType Attributes

Attributes	Description	Card.	Rule
Activity attributes			
Attributes	Description	Card.	Rule
Refer to ActivityType Attributes for additional attributes.			
Location attributes			
Attributes	Description	Card.	Rule
languageID	Identifier of the language used in the location description.	0..1	
HonourAwardDate attributes			
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
Sub-elements				
Title	Specifies title of the the activity.	1	N/A	N/A
Date	Specifies a time period when an activity took place.	0..1	N/A	N/A
Description	Specifies description of the activity.	0..1	N/A	N/A
Link	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
schemeID	Identification of the identifier scheme	0..1	N/A
schemeName	The identification scheme name	0..1	N/A
schemeAgencyID	Identification of the agency that maintains the scheme	0..1	N/A
schemeAgencyName	The name of the agency that maintains the scheme	0..1	N/A
schemeVersionID	The version of the EURES HR Standards.	0..1	N/A
schemeDataURI	The Uniform Resource Identifier that identifies where the data scheme is located	0..1	N/A
schemeURI	The Uniform Resource Identifier that identifies where the scheme is located	0..1	N/A
validFrom	Validity starting date for this ID	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
validTo	Validity ending date for this ID	0..1	BR-COM-06: 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
listID	The code list identification	0..1	N/A
listAgencyID	The identifier of an agency that maintains one or more lists of codes	0..1	N/A
listAgencyName	The name of the agency that maintains the list of codes.	0..1	N/A
listName	The name of a list of codes.	0..1	N/A
listVersionID	The identification of a list of codes	0..1	BR-COM-45: Compulsory use of EURES HR Standard version Version Codes [CL63]
name	The textual equivalent of the code content component	0..1	N/A
languageID	Identifier of the language used in the code name	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	0..1	N/A
schemeURI	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
listID	The code list identification	0..1	N/A

listAgencyID	The identifier of an agency that maintains one or more lists of codes	0..1	N/A
listAgencyName	The name of the agency that maintains the list of codes.	0..1	N/A
listName	The name of a list of codes.	0..1	N/A
listVersionID	The identification of a list of codes	0..1	BR-COM-45: Compulsory use of EURES HR Standard version Version Codes [CL63]
name	The textual equivalent of the code content component	0..1	N/A
languageID	Identifier of the language used in the code name	0..1	N/A
listURI	The Uniform Resource Identifier that identifies where the code list is located	0..1	N/A
schemeURI	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
type	The comment type	0..1	N/A
author	The author of the comment	0..1	N/A
entryDateTime	The date when the comment was entered or last modified	0..1	BR-COM-06: Compulsory Date Format is: YYYY-MM-DD, YYYY-MM, YYYY or YYYY-MM-DDThh:mm:ss.
status	The status of the comment	0..1	N/A
languageID	Identifier of the language used in the code name	0..1	N/A

3.38.5 MeasureType Attributes

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

3.38.6 DescriptionType Attributes

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

3.38.7 DateText Attributes

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

3.38.8 ScoreText Attributes

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

3.38.9 ScoreNumeric Attributes

ScoreNumeric attributes			
-------------------------	--	--	--

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

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

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	http://ec.europa.eu/esco/ConceptScheme/country
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 3³**.

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	http://ec.europa.eu/eurostat
listSchemeURI	PENDING DEFINITION

³ NUTS 2013: 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 4217:2008⁴**, adapted to EEA/EFTA⁵ 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	http://www.iso.org/iso/
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:

⁴ ISO – ISO-4217:2008: http://www.iso.org/iso/catalogue_detail?csnumber=46121

⁵ 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	https://ec.europa.eu/esco/portal
listSchemeURI	https://ec.europa.eu/esco/portal

3.39.2.9 Dimension Codes [CL11]

These are the codes used to classify the language competency dimension

The **EURES Standard, based on CEFR**⁶:

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

The code attribute values are as follows:

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

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	https://ec.europa.eu/eures
listSchemeURI	PENDING DEFINITION

⁶ CEFR: 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)**⁷ 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	https://ec.europa.eu/eures
listSchemeURI	Placeholder

3.39.2.12 Education Level Codes [CL15]

The Education level the jobseeker has completed.

⁷ 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)**⁸.

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

The code attribute values are as follows:

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

- The **EURES Standards: EQF (European Qualifications Framework)**⁹

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.

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

⁹ EQF: 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.
8	Knowledge at the most advanced frontier of a field of work or study and at the interface between fields. The most advanced and specialised skills and techniques, including synthesis and evaluation, required to solve critical problems in research and/or innovation and to extend and redefine existing knowledge or professional practice. Demonstrate substantial authority, innovation, autonomy, scholarly and professional integrity and sustained commitment to the development of new ideas or processes at the forefront of work or study contexts including research.

The code attribute values are as follows:

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

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
photo	Image
doc	Word document
pdf	Adobe PDF

The code attribute values are as follows:

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

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 use to classify the education level:

- The **EURES Standards: ISCO-08 (ISCO)¹⁰** taxonomy

The code attribute values are as follows:

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

- The **EURES Standards: ESCO Occupations¹¹** taxonomy

The code attribute values are as follows:

Attributes	Value
listName	ESCO_Occupations
listVersionID	ESCOv1
name	{Code name or description}
listURI	https://ec.europa.eu/esco/portal
listSchemeURI	https://ec.europa.eu/esco/portal

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)¹²**, 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	http://www.loc.gov

- 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	http://www.loc.gov
listSchemeURI	Placeholder

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

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

¹² ISO – ISO-639-1:2002 Alpha 2: 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)**¹³.

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**¹⁴, adapted to Member States¹⁵. Note that, for two countries (Greece (EL) and United Kingdom (UK))¹⁶ 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

¹³ CEFR: http://www.coe.int/t/dg4/linguistic/CADRE1_EN.asp

¹⁴ ISO-3166 Alpha-2: http://www.iso.org/iso/country_codes/iso_3166_code_lists/country_names_and_code_elements.htm

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

¹⁶ 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	http://www.iso.org/iso/
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: EU¹⁷** 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	http://ec.europa.eu/esco/ConceptScheme/NACErev2/cs
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:

¹⁷ EU – NACE: 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**¹⁸. Large enterprises have been added, as described in **Eurostat**¹⁹, 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

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

¹⁹ Eurostat – Enterprise size: 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	http://www.hr-xml.org/
listSchemeURI	http://www.hr-xml.org/3 ../Developer/Common/CodeLists.xsd

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	PositionScheduleCodeContentType
listVersionID	1.0
name	{Code name or description}

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

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

The code attribute values are as follows:

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

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
1	Primary
2	Secondary
3	Tertiary
4	Quaternary
5	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
Article	Article
Book	Book
Conference	Conference
Other	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
------	-------------

Professional	It is a professional reference.
Personal	It is a personal reference.
Verification	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
Hourly	The candidate is paid according to the work done.
Salaried	Fix base paid
SalariedPlusCommission	Fix base paid, plus commission
CommissionOnly	Commissions paid

The code attribute values are as follows:

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

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

The code attribute values are as follows:

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

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
Hour	Remuneration per hour.
Day	Remuneration per day.

Week	Remuneration per week.
TwoWeeks	Remuneration per two weeks.
FourWeeks	Remuneration per four weeks.
HalfMonth	Remuneration per half month.
Month	Remuneration per month.
TwoMonths	Remuneration per two months.
Quarter	Remuneration per quarter.
SeasonalTerm	Remuneration per seasonal term.
HalfYear	Remuneration per half year.
Year	Remuneration per year.
QuarterToDate	Remuneration per quarter to date.
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

name	{Code name or description}
listURI	https://ec.europa.eu/eures
listSchemeURI	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
km	Kilometre
day	Day
week	Week
month	Month
year	Year

The code attribute values are as follows:

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

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 BPM's images

The code attribute values are as follows:

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

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

²⁰ 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.

<p>BR-COM-20 : Compulsory use of the “NACE-CodeList.gc” list defined by EURES. This is based on EU NACE.</p> <p><i>Reference:</i> Use Code List NACE Codes [CL31]</p>	The value is not saved, the document is rejected.
<p>BR-COM-21 : Compulsory use of the “EURES_CountrySubdivisionCodes-CodeList.gc” list defined by EURES. This is based on NUTS 2013 – Level 3.</p> <p><i>Reference:</i> Use Code List Country Subdivision Codes [CL08]</p>	The value is not saved, the document is rejected.
<p>BR-COM-26 : Compulsory use of the “EURES_OrganizationSize-CodeList.gc” list defined by EURES. This is based on EU – C (2003) 1422, including Large enterprises.</p> <p><i>Reference:</i> Use Code List Organization Size Codes [CL35]</p>	The value is not saved, the document is rejected.
<p>BR-COM-27 : Compulsory use of the “OrganizationOwnershipTypeCodeContentType” list.</p> <p><i>Reference:</i> Use Code List Organization Ownership Codes [CL34]</p>	The value is not saved, the document is rejected.
<p>BR-COM-29 : Compulsory use of the “ISCO2008-CodeList.gc” list defined by EURES and based on ISCO-08. Alternatively, use of ESCO Occupations – version 1.0.</p> <p><i>Reference:</i> Use Code List Job Category Codes [CL20]</p>	The value is not saved, the document is rejected.
<p>BR-COM-30 : Compulsory use of the “RemunerationBasisCodeContentType” list.</p> <p><i>Reference:</i> Use Code List Remuneration Basis Codes [CL48]</p>	The value is not saved, the document is rejected.
<p>BR-COM-31 : All its sub elements must be expressed using the same currency.</p>	The value is not saved, the document is rejected.
<p>BR-COM-32 : Compulsory use of the “RemunerationCodeContentType” list.</p> <p><i>Reference:</i> Use Code List Remuneration Type Codes [CL49]</p>	The value is not saved, the document is rejected.
<p>BR-COM-33 : Compulsory use of the “RemunerationRateIntervalCodeContentType” list.</p> <p><i>Reference:</i> Use Code List Remuneration Rate Interval Codes [CL50]</p>	The value is not saved, the document is rejected.
<p>BR-COM-34 : Compulsory use of the Currency Codes [CL09].</p> <p><i>Reference:</i> Use Code List Currency Codes [CL09]</p>	The value is not saved, the document is rejected.
<p>BR-COM-35 : Compulsory use of the “EURES_FileTypeCode-CodeList.gc” list defined by EURES.</p> <p><i>Reference:</i> Use Code List File-Type Codes [CL17]</p>	The value is not saved, the document is rejected.
<p>BR-COM-36 : Compulsory use of the Unit Codes [CL54].</p> <p><i>Reference:</i> Use Code List Unit Codes [CL54]</p>	N/A

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

<i>Reference: Use Code List Mime Codes [CL56]</i>	
BR-COM-51 : Only 'base64Binary' is allowed. If not present it is considered as encoded in base64Binary.	'base64Binary' is taken as the default encoding type.
BR-COM-52 : 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. <i>Reference: Use Code List Members Countries from Europe [CL29]</i>	The value is not saved, the document is rejected.
BR-COM-53 : If CountryCode is specified, CountrySubDivisionCode value must correspond to CountryCode value.	N/A
BR-COM-54 : 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.
BR-COM-55 : Compulsory use of the attributes "listVersionID", "listName" and "listURI".	The document is rejected.
BR-COM-56 : The attributes "majorVersionID" and "minorVersionID" are mandatory.	The document is rejected.
BR-COM-57 : Compulsory use of the version 3.2 of HR-OS ("majorVersionID" is 3 and "minorVersionID" is 2).	The document is rejected.
BR-CV-02 : Only One Candidate (CV) per XML document instance is allowed.	N/A
BR-CV-04 : The "PositionSeekingCodeContentType" HR-Open Standards Code List must be used to codify the /Candidate /Position Seeking Status. <i>Reference: Use Code List Position Seeking Status Enum Type [CL39]</i>	The value is not saved, the document is rejected.
BR-CV-07 : The HR-Open Standards Code List "CandidateSourceCodeType" must be used to codify the /Candidate /Supplier /Source. <i>Reference: Use Code List Candidate Source Type Codes [CL04]</i>	The value is not saved, the document is rejected.
BR-CV-08 : The HR-Open Standards Code List "PrecedenceEnumType" must be used to codify the /Candidate /Supplier /Precedence. <i>Reference: Use Code List Precedence Enum-Type Codes [CL41]</i>	The value is not saved, the document is rejected.
BR-CV-09 : If the identifier is not provided an automatic ID will be provided by the Interoperability Platform.	The identifier is provided by the Interoperability Platform.
BR-CV-10 : Compulsory use of HR-Open Standards "GenderEnumType" to specify a Person's Gender. <i>Reference: Use Code List Gender Enum-Type Codes [CL18]</i>	The value is not saved, the document is rejected.
BR-CV-17 : Compulsory use of the "EURES_DisabilityLevelCode-CodeList.gc" list defined by EURES. <i>Reference: Use Code List Disability Level Code [CL12]</i>	The value is not saved, the document is rejected.
BR-CV-22 : 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]	
BR-CV-26 : 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]	
BR-CV-27 : 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]	
BR-CV-28 : Compulsory use of the "EURES_ISCEDEducationField" list defined by EURES.	N/A
<i>Reference:</i> Use Code List ISCED Education Field [CL60]	
BR-CV-29 : 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]	
BR-CV-30 : 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.
BR-CV-31 : If URI element is provided, ChannelCode element must contain either "Email" or "Web".	The value is not saved, the document is rejected.
<p>BR-CV-32 : The Xpath must be valid</p> <p>Trigger: The Xpath is considered invalid when</p> <ol style="list-style-type: none"> 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 <p>(!) The Xpath must not contain any namespace references. The Xpath will be considered as invalid if it is the case. For example: "<i>Candidate/CandidatePerson/Communication/oa:DialNumber</i>" is invalid, it must be written as "<i>/CandidatePerson/Communication/DialNumber</i>" to be valid.</p>	The value is not saved. The document is rejected.