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ESCO information note

CONTENT

Purpose of this document 2

1. ESCO minor version v1.2.1 – state of play 2
   - 1.1. Consultation on ESCO v1.2. translations and English language non-preferred terms 2
   - 1.2. ESCO v1.2.1 content-related updates 3
   - 1.3 Next steps 8
2. Green occupations in ESCO: results of a preliminary testing of the task-based approach 8
3. ESCO-NACE crosswalk consultation 11
4. ESCO implementation in EURES 13
   - 4.1. Legal background 13
   - 4.2. State of play of ESCO implementation (mapping/adoption) across the Member States 13
   - 4.3. Encoding of job vacancies and CVs with ESCO URIs 14
   - 4.4. Support by the Commission to the Member States 16
5. MSWG 2025 Calendar of meetings 17

Annex 1: Consultation on ESCO v1.2. translations – Instructions 18

Annex 2: Green skills' revision relevant files 21

Purpose of this document

The purpose of this document is to inform the Member States Working Group on the developments and updates concerning the ESCO classification. It includes the spectrum of subjects that will be covered and discussed in the next MSWG meeting set for 14th of March 2025, in Brussels. One topic in particular, the updates to the ESCO skills pillar, is addressed in a separate note "MSWG March 2025 Note on updates to the skills pillar".

1. ESCO MINOR VERSION V1.2.1 – STATE OF PLAY

The scope of the new minor version, ESCO v1.2.1., includes adjustments to translations and modifications of concept relations to improve the classification, as part of the ESCO continuous update process.

1.1. Consultation on ESCO v1.2. translations and English language non-preferred terms

The consultation on ESCO v1.2. translations and English (EN) non-preferred terms will enable the Commission to make adjustments to the different language versions based on the feedback from Member States, and to address cases where no EN alternative terms were previously identified. The objective of this work is not to obtain a literal translation of the new non-preferred terms created in ESCOv1.2., but to capture the **language used in the national labour market.**

The consultation covers a **total number of 1002 concepts**. The number of non-preferred terms may, however, vary by language, with a minimum of one non-preferred term per concept. Member States are essential in this consultation since they can provide their expertise on labour markets which is crucial for the proposed translations.

Validators are required to verify the correct translation of the **preferred term** and **description** of the new occupations, skills, and knowledge, in their respective languages. Each preferred term (PT) will have at least one **non-preferred term** (NPT) that is also part of the consultation.

Regarding the existing content, Member States are asked to validate **606 EN non-preferred terms** and language NPTs that have been added to **464 occupations, skills and knowledge** from previous ESCO versions. If the PT and/or description of an existing concept was retranslated, it will also be included in the consultation. Detailed instructions were presented during the last MSWG and attached to its note. Regarding the NPTs, the priority is to obtain at least 1 non-preferred term per concept, without the need to go through all the proposed labels, one by one Based on the feedback, terminological guidelines will be applied to the terms that have been chosen, before including them in the final version for publication.

The consultation will last until **28 March 2025.** At this moment, the consultation is in its final phase and only Finland and Sweden provided feedback for the concepts consulted.

DE and AT have expressed reservations to the Commission and requested to discuss some of the issues encountered during the meeting.

1.2. ESCO v1.2.1 content-related updates

As previously indicated, the minor version will not only focus on translations and consultation feedback, but also on other content-related tasks that will enhance the quality of ESCO:

- **Quality review of ESCO occupations**

The Commission aims to revise the links between occupations and skills in cases where 70 or more essential and/or optional skills are associated to occupations. The revision of these links is motivated by use cases such as job matching (e.g., inaccurate matching results). The review is based on labour market data: skills that can be found in online job vacancies for the corresponding occupations and/or training courses will be kept. Skills that are duplicates or very similar to other linked skills and knowledge concepts and/or skills that can be considered as implicit will be removed.

- **Removal of duplications between PTs and NPTs in English and ESCO languages**.

This work aims to correct cases of term duplication, namely PTs and NPTs across all 28 ESCO languages.

Figure 1 below summarises the steps that were followed in relation to this task.

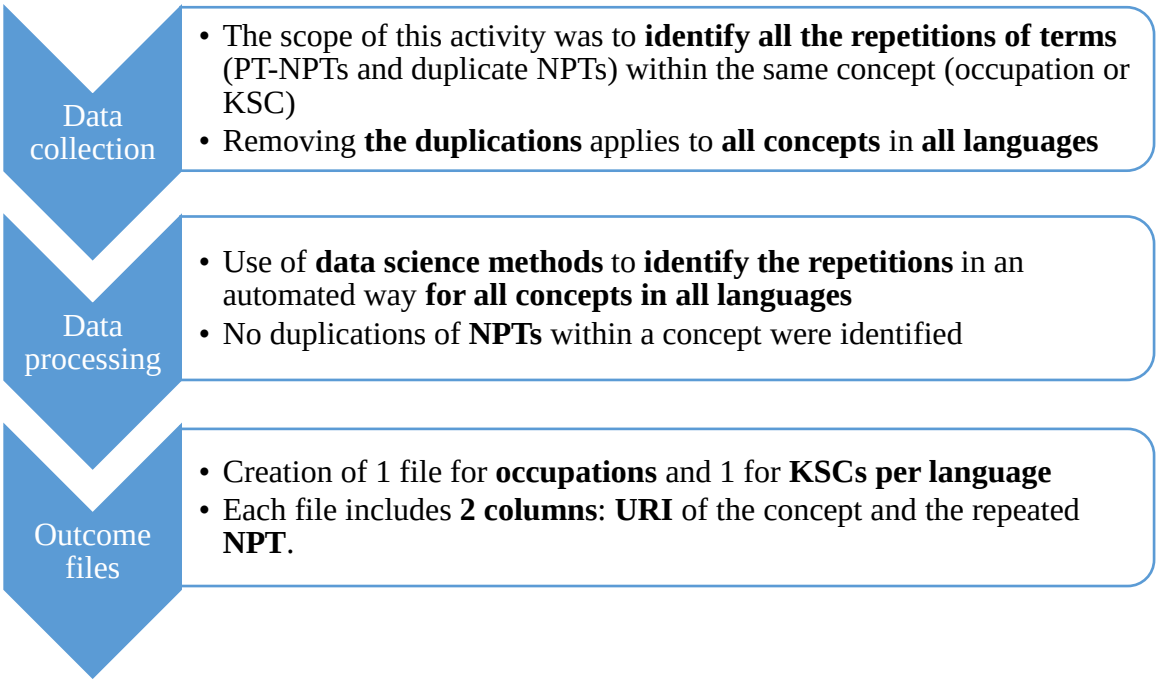

***Figure** 1: PT-NPTs duplications revision process*

Results showed that for **EN occupations, 87 repetitions** were identified, and **497 EN skills** and knowledge contained PT-NPT duplications. In ESCOv1.2.1. these duplicates will be removed.

For other ESCO languages the number of identified duplications may vary. For example, in case of occupations, the following duplications were identified and addressed:

- **48 cases in FI**
- **340 cases in NL**
- **30 cases in IT**

The following duplications were identified and addressed in the skills pillar:

- **231 cases in ES**
- **30 cases in SL**
- **23 cases in ET**

- **Occupations with "too many" skills**

This specific quality task aims to reflect market trends in ESCO skills-occupations links and to improve the consistency of the structure of the classification. It focuses on a sample of 26 occupations linked to 70 or more essential or optional skills. The threshold of 70 skills was determined by looking at the number of skills for all occupations which showed that occupations with 70 or more skills lied outside the main distribution.

The process for building the validation file for this work is presented in Figure 2 below:

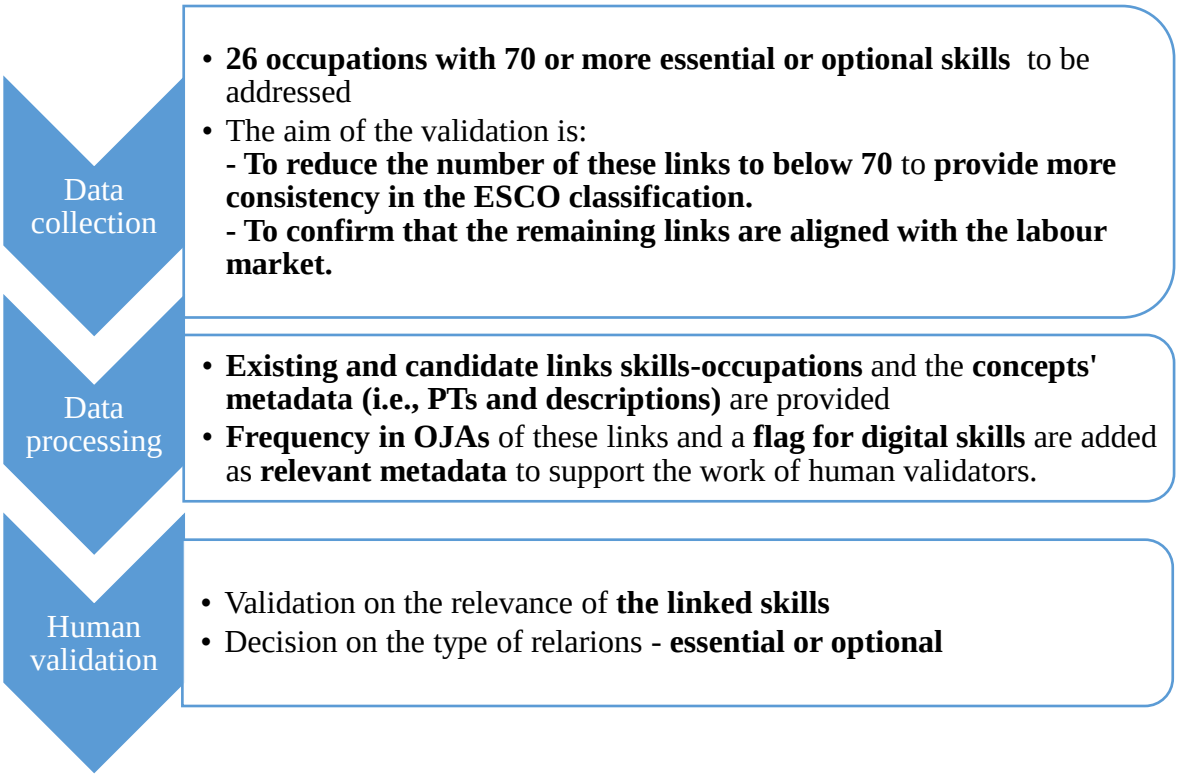

***Figure** 2: Occupations with "too many" skills and digital skills links revision*

A specific example of this task is the occupation of **'social worker**.' In ESCOv1.2., this occupation is linked to 62 essential and 196 optional skills. By applying the methodology described above, **137 non-relevant links were deleted,** among which there are skills such as: "maintain telephony system"; "assist with funeral planning"; "supervise doctoral students". At the same time, remaining skills and knowledge skills were tested against available labour market information to confirm their relevance and to ensure the quality of the occupation as a whole. As a result, the set of skills and knowledge linked to 'social worker has been narrowed to 53 essential and 68 optional. Therefore, both quantitative and qualitative improvements have been made, in line with the EU market.

- **Green skills revision and their links to occupations**

The work on the revision of green skills and their links to occupations links s to the discussion on the topic of green taxonomies and a common approach to green jobs within European Network of Public Employment Services and its Working Group on Taxonomies (see infra in par.3).

Given that ESCO provides for a dataset of green skills and that links skills with occupations, the ESCO classification is considered as a natural candidate to test a task-based approach to green jobs. Moreover:

- ESCO's granular data on tasks and skills can be aggregated at occupation, sector or regional level. This allows comparisons of a green task/skill intensity indicator with specific PES definitions of green jobs that privilege the sectoral, regional or technological dimension of green jobs.

- ESCO data can be used to identify the skills of the occupations most likely to become obsolete, as well as the general skills in high demand in green jobs.

- Finally, a key advantage of ESCO (and the task-based approach) is that it is updated constantly, capturing the rapidly changing skill content of jobs exposed to intense technological change, such as green jobs.

- ESCO could represent a low-cost benchmark for comparisons, even for PES using an alternative approach, or as the main source of inspiration for PES currently lacking the resources (or political support) to develop their own approach.

In relation to the definition of green skills, the work carried out in the context of the Taxonomy Working Group meeting brought to a revision of the green skills collection in ESCO. The updating of the green skills labelling will be implemented as part of the upcoming minor version ESCO v1.2.1. The specific changes that will be implemented, based on a sample of 1282 ESCO skills, are the following:

- 110 skills previously labelled as 'not green' are now considered to be 'green' (e.g. conduct engineering site audits, design a building management system)

- 72 skills previously labelled as ‘green’ are now considered ‘not green’ (e.g. coordinate greenhouse environment, use meteorological information)

- 525 skills remained labelled as ‘green’

- 575 skills remained labelled as ‘not green’

Regarding the definition of green occupations in ESCO, this work intends to improve the consistency of greenness share for ESCO occupations, defined as the share of green skills associated to these occupations. To establish and test the methodology, we focussed on a sample of **23 ESCO occupations**. The sample was identified by checking the list of all the ESCO occupations and collecting cases where clearly the greenness share associated with that occupation is too high (not green occupations) or too low (green occupations) with respect to the expected greenness of the occupation. The list of these 23 occupations can be found below:

Occupation PT	Original label	Expected label
incinerator operator	green	not green
hunter	green	not green
powertrain engineer	green	not green
occupational health and safety inspector	green	not green
vineyard supervisor	green	not green
chimney sweep supervisor	green	not green
bed and breakfast operator	green	not green
pesticides sprayer	green	not green
chimney sweep	green	not green
pesticide mixer	green	not green
logistics analyst	green	not green
street sweeper	green	not green
industrial firefighter	green	not green
clay kiln burner	green	not green
nuclear reactor operator	green	not green
water conservation technician	not green	green
hydroelectric plant operator	not green	green
transport engineer	not green	green
aquaculture hatchery technician	not green	green
aquaculture site supervisor	not green	green

insulation supervisor	not green	green
climatologist	not green	green
offshore renewable energy plant operator	not green	green

Table 1: *Sample of 23 ESCO occupations used to finetune the methodology.*

Among these 23 occupations, 15 occupations have a greenness share that is higher than their expected greenness compared to other ESCO occupations (e.g., incinerator operator, pesticide mixer) and 8 occupations have a greenness share lower than their expected greenness (e.g., climatologist, offshore renewable energy plant operator).

The process for the creation of the validation file for this task is presented in Figure 3 below.

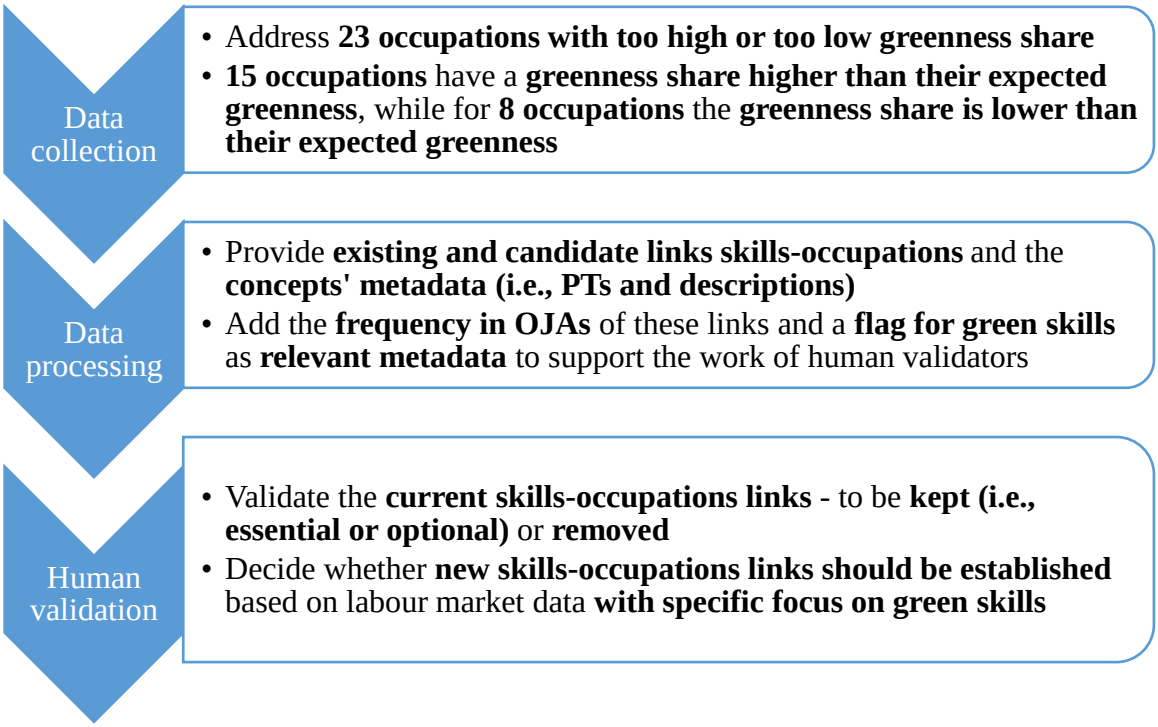

***Figure** 3: Green skills' links to occupations revision*

An example of the value added of this work is the changes to the ESCO of **"climatologist"**. Included in ESCO v1.0, the occupation of climatologist included many brown optional skills that lowered the greenness share of this occupation to **15%** and thus below the **35% threshold** for it to be considered green. This threshold was established by looking at the ranking of ESCO occupations by their greenness share and seeing where most of the green occupations in ESCO are positioned. After the revision, due to the addressing of excessive links and the revision of the green skills list, the greenness share of climatologist increased to around **42 %.**

1.3 Next steps

An overview of the planning for ESCO v.1.2.1 is shown in the figure below:

***Figure 4**: ESCOv1.2.1 timeline*

Representatives of the ESCO MSWG have until **28 March 2025** to provide feedback on the translations of ESCO v1.2 (PTs, NPTs, descriptions) and on English non-preferred terms. The Commission encourages active participation in this process. Once the feedback is received, the analysis of the outcome and the implementation of the final results will take place from April 2025.

2. GREEN OCCUPATIONS IN ESCO: RESULTS OF A PRELIMINARY TESTING OF THE TASK-BASED APPROACH

To align the terminology used in this document with the terms used in the labour market, what is generally referred to as a "task", corresponds to skill concepts in ESCO. Therefore, in the remaining of this section, the term "skill" will be used.

Measuring how green occupations and skills are, is a challenging task, particularly in the absence of dedicated programmes for collecting data on the impact of the green transition on the labour market at national levels. A common approach is needed, as there is currently no common definition of green jobs in the EU and/or at international level and several contrasting methodologies exist in literature. A common benchmark for green skills would allow green occupations lists to be compared, potentially facilitating the monitoring of the development of the green economy across countries and encouraging labour mobility for green occupations.

In this context, the PES Network has mapped current PES practices to the definition of green skills and jobs together with a possible use by PES of such products and their impact on PES services. As a result the PES Network Taxonomy Working Group, decided to

launch a pilot of the implementation of a skill-based approach (or task-based approach) as the most suitable method for identifying green occupations. This method defines the greenness of an occupation as the share of green skills associated to that occupation, unlike the binary definition (sector- or occupation-based) that classifies occupations as 'green' independently or if they belong to specific sectors or industries. This allows to monitor how an occupation's greenness changes over time, and helps to identify the skills of growing importance for the green transition and those that can be transferred from brown to green sectors.

In ESCO, a first methodology to label skills as green was put in place in 2022, which made ESCO a strong candidate to test this approach. This methodology will be updated based on this exercise and recent work and findings; and the future inclusion of green skills will be analysed against its updated version. The methodology applied for the revision is based on the algorithm developed by Saussay et al. (2022)[1] and consists of different steps.

First, two well-established classifications of skills and technologies, that contain a well-defined green subset, were assessed to develop keywords:

- The O*NET occupational classification - since 2010 it has identified a subset of green skills among the set of skills used to characterize each of its occupations.
- The Cooperative Patent Classification (CPC) - it identifies climate change mitigation and adaptation related technologies in specific technology groups.

Then these keywords were then set out against ESCO skills using semantic similarity resulting in a second set of green labels for ESCO skills.

Finally, this new set of green ESCO skills was then cross-validated against the existing ESCO green skills list, based on the original methodology. The exercise resulted in the following outputs:

- A revised list of ESCO green skills, based on the semantic similarity with ONET and CPC. Green labels for ESCO skills were added (e.g. conduct engineering site audits, design a building management system) and others removed (e.g. coordinate greenhouse environment, use meteorological information).
- A quantification of the green intensity for each of the 3,039 ESCO occupations based on the share of green skills associated to each occupation. Some examples can be found in the following table:

ESCO occupation pt	Total skills	Green skills	Greenness
incinerator operator	21	12	0.571
hunter	39	13	0.333

[1]https://feem-media.s3.eu-central-1.amazonaws.com/wp-content/uploads/NDL2022-031-2.pdf

powertrain engineer	39	13	0.333
occupational health and safety inspector	31	10	0.323
vineyard supervisor	33	9	0.273
chimney sweep supervisor	33	9	0.273

Table 2: *Example of ESCO occupation concepts and their calculated greenness.*

- A calculation of the green intensity at ISCO 3- and 4-digit level. Some examples can be found in the following tables:

ISCO pt (ISCO 3 digits)	Green occupation count	ISCO greenness sum	ISCO greenness average
Refuse workers	4	2.190	0.548
Forestry and related workers	1	0.512	0.512
Mixed crop and animal producers	2	0.540	0.270
Life science professionals	40	10.047	0.251
Market gardeners and crop growers	15	3.556	0.237

Table 3: *Example of ISCO 3 digit concepts and their calculated greenness.*

ISCO pt (ISCO 4 digits)	Green occupation count	Isco greenness sum	Isco greenness average
Garbage and recycling collectors	1	0.720	0.720
Refuse sorters	2	1.240	0.620
Forestry and related workers	1	0.512	0.512
Environmental engineers	6	2.968	0.495
Incinerator and water treatment plant operators	7	3.361	0.480

Table 4: *Example of ISCO 4 digit concepts and their calculated greenness.*

Please find the full lists in Annex 2 at the end of the document.

As a baseline approach for the calculation of occupation greenness, no distinction is made between essential and optional links. However, the results highlighted the need to revise some of the links between skills and occupations in ESCO to better reflect the labour market insights and the potential of greenness of ESCO occupations. For this reason, a second approach, based on assigning higher weights to essential vs optional skills was subsequently adopted. Unfortunately, this approach only partially solved the doubts regarding the greenness of ESCO occupations (i.e., lower or higher greenness than expected).

The Commission selected 23 cases of ESCO occupations for which their greenness shares based on the links between occupations and skills in ESCO do not reflect the expected greenness of the occupation. Among these, 15 occupations had a higher than expected

share of greenness (e.g., incinerator operator, pesticide mixer) while the remaining 8 had a lower greenness share (e.g., climatologist, offshore renewable energy plant operator).

Two non-mutually exclusive solutions are proposed to address the inconsistencies of the 23 selected ESCO occupations in terms of their greenness share:

- Higher weights attributed to essential skills that are referred to in the description of ESCO occupations compared to other essential or the optional skills.

- A revision of the links with skills which involve deciding on whether to keep or remove existing links with ESCO green skills as well as creating new links with green ESCO skills. Removing links with green skills as well as establishing links with non-green skills would likely solve the issue for occupations with a higher than expected greenness. On the contrary, removing the links with non-green skills and creating new links with relevant green skills is bound to correct the inconsistencies for ESCO occupation with lower than expected greenness.

The ESCO Secretariat invites feedback from the MSWG on the proposed solutions considering the importance of the topic and its relevance for the European Labour Market.

3. ESCO-NACE CROSSWALK CONSULTATION

The ESCO-NACE crosswalk consultation was launched on 1 February 2025. Participants were selected via a public survey opened on 20 December 2024 to allow stakeholders to express their interest in this consultation. Once the consultation started, participants received the mappings between ESCO occupations and NACE categories.

As explained in the MSWG in November 2024[2], these mappings were performed by human validators based on a number of relevant metadata:

- the previously established NACE mapping (done entirely manually in the first version of ESCO) to NACE Rev.2;

- the frequency in OJVs of the co-occurrence between the ESCO occupation and the NACE category;

- the share of other occupations already mapped to the NACE category by ISCO group;

- the similarity score for each of the proposed mappings with respect to the ESCO occupation.

Each ESCO occupation was mapped to preferably only one NACE category at the lowest level (NACE classes). When no such mapping could be established, the ESCO occupation was mapped to a broader NACE category (NACE groups, divisions and/or sections). In

[2] https://esco.ec.europa.eu/en/26th-esco-mswg-meeting-0

the case an occupation was relevant to more than one NACE categories placed in different parts of the NACE hierarchy, multiple mappings (i.e., mappings to more than one NACE category at the lowest hierarchical level) were established. In a few exceptional cases, mappings were established with multiple NACE categories at various hierarchical levels (i.e. multiple mappings involving both NACE classes and groups, divisions or sections to the same ESCO occupation).

The ESCO-NACE mapping is not a direct correspondence between two classifications classifying the same economic concept but rather mapping between occupations and economic activities, which allows for a different view or structuring of the ESCO occupations.

All participants in the consultation have the opportunity to provide their feedback until 15 March 2025. The final list of participants is shown in Table 9 below.

Organisation/Company name	Organisation type	Country
SkillLab	Private Sector Company	Netherlands
Orkestra - Basque Institute of Competitiviness	Research/Statistical office	Spain
Arbeids- og velferdsdirektoratet	Public Employment Service or other Public Authority	Norway
APIROPLUS Solutions Ltd.	Private Sector Company	Cyprus
Akademias	Private Sector Company; Education Provider	Iceland
Centru de Dezvoltare si Management	Other (NGO)	Moldova
REFORMED aisvl	Education Provider; Other (organisation international INPA for accreditation)	eur : BE FR IT GE LU IT PT RO Int DZ JP
Web2Learn	Private Sector Company	Greece
XOBOL	Private Sector Company	Greece
Instituto de la Construcción de Castilla y León	Other (Private non-profit scientific and cultural foundation)	Spain

Table 5: *List of participants for the NACE mapping consultation*

Once the ESCO Secretariat receives feedback from this consultation, the feedback will be analysed and the final crosswalk table between ESCO and NACE will be made available in the ESCO portal.

4. ESCO IMPLEMENTATION IN EURES

4.1. Legal background

Article 19 of the EURES Regulation and its Implementing Decisions - adopted by the Commission on 18 July 2018 - provide for the use of ESCO in an automated skills-based matching tool through the EURES portal. To enable successful implementation, Member States need to submit their job vacancies and CVs for publication in the EURES portal using ESCO terminology (codes defining occupations and skills). To this end, Member States had until August 2021 to map their national occupational classifications and national skills classifications to ESCO. Alternatively, they could decide to directly adopt ESCO.

4.2. State of play of ESCO implementation (mapping/adoption) across the Member States

By March 2025:

- 24 EURES countries finished mapping to occupations.
- 6 EURES countries finished mapping to skills.
- 4 EURES countries have adopted the ESCO occupations pillar.
- 5 EURES countries have adopted the ESCO skills pillar.
- 2 EURES countries are in the process of mapping to ESCO occupations
- 6 EURES countries are in the process of adopting or mapping to ESCO skills

Status	Member States
Mapping of occupations	***AT, BE, BG, CZ, DE, DK, EE, ES, FR, HR, HU, IT, LT, LU, LV, MT, NO, NL, PL, PT, RO, SE, SI, SK***
Mapping of skills	***BE, DE, LU, MT, SK, SE***
Adoption of occupations	***FI, GR, IE, IS***
Adoption of skills	***FI, GR, IE, IS, SI***

Table 6*: ESCO Mapping/adoption across EURES countries March 2025*

Status	Member States
Work in progress mapping/adopting ESCO occupations	***CY, LIE, PT***
Work in progress mapping/adopting ESCO skills	***AT, CY, FR, EE, CZ, PT***

Table 7*: EURES countries pending ESCO implementation (mapping/adoption) March 2025*

4.3. Encoding of job vacancies and CVs with ESCO URIs

According to Article 19(3) and (4) of Regulation (EU) 2016/589 the mapping tables shall be used for automatic transcoding of information on job vacancies or job seeker profiles for the purpose of automated matching through the common IT platform.

In particular, Member States shall ensure that any codes of their national, regional and sectoral classifications in job vacancies and job seeker profiles under Regulation (EU) 2016/589 Article 17(1) are replaced or complemented by the corresponding codes of the European classification. This applies to national, regional and sectoral classifications of occupations and, where existing, to skills classifications.

This provision applies to all the JVs and CVs transmitted to the EURES portal. Based on the data available on October 2024, the encoding of JVs and CVs with occupations and, when applicable, skills codes from ESCO is still insufficient.

			JV Compliance			ESCO											
						ESCO Occupations						ESCO Skills					
COUNTRY	NCO	Last replication date	2025-02-01 [in stock of reporting day]	2024-Q4 [total quarterly inflow]	2024-Q3 [total quarterly inflow]	JVs with at least one valid ESCO OCCUP from total (in stock of reporting day)	JVs with at least one valid ESCO OCCUP from total quarterly inflow (2024-Q4)	JVs with at least one valid ESCO OCCUP from total quarterly inflow (2024-Q3)	Average number of fields per document with valid ESCO OCCUP per JV (in stock of reporting day)	Average number of fields per document with valid ESCO OCCUP per JV from the quarterly inflow (2024-Q4)	Average number of fields per document with valid ESCO OCCUP per JV from the quarterly inflow (2024-Q3)	JVs with at least one valid ESCO SKILL from total (in stock of reporting day)	JVs with at least one valid ESCO SKILL from total quarterly inflow (2024-Q4)	JVs with at least one valid ESCO SKILL from total quarterly inflow (2024-Q3)	Average number of fields per document with valid ESCO SKILL per JV (in stock of reporting day)	Average number of fields per document with valid ESCO SKILL per JV from quarterly inflow (2024-Q4)	Average number of fields per document with valid ESCO SKILL per JV from quarterly inflow (2024-Q3)
Austria	AT	02/02/2025	64.250	84.108	97.577	56.109	82.878	96.227	0,87	0,99	0,99	0	0	0	0,00	0,00	0,00
Belgium	BE ACTIRIS	02/02/2025	2.075	5.002	7.587	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Belgium	BE ADG	02/02/2025	428	430	518	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Belgium	BE FOREM	02/02/2025	41.960	15.837	10.616	41.935	15.837	10.616	2,00	2,00	2,00	0	0	0	0,00	0,00	0,00
Belgium	BE VDAB	02/02/2025	231.396	576.164	479.231	161.564	565.844	468.870	1,37	1,94	1,93	53.327	162.406	157.135	0,23	0,28	0,33
Bulgaria	BG	02/02/2025	6.352	10.108	15.399	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Switzerland	CH	02/02/2025	11.486	33.645	22.010	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Cyprus	CY	02/02/2025	3.881	2.344	2.539	3.801	2.331	2.522	1,04	0,99	0,99	0	0	0	0,00	0,00	0,00
Czech Republic	CZ	02/02/2025	30.907	21.498	25.755	15.976	11.347	13.814	0,53	0,54	0,55	940	741	666	0,03	0,03	0,03
Germany	DE	02/02/2025	767.372	1.505.550	1.462.600	611.945	1.201.211	1.167.777	0,80	0,80	0,80	275.311	185.299	200.856	0,36	0,12	0,14
Denmark	DK	02/02/2025	1.543	5.738	6.349	1.332	4.711	5.278	0,86	0,82	0,83	0	0	0	0,00	0,00	0,00
Estonia	EE	02/02/2025	1.818	6.381	8.450	1.377	4.850	6.529	1,51	1,52	1,55	753	2.324	2.970	0,41	0,36	0,35
Spain	ES	02/02/2025	34.926	76.762	78.688	10.923	36.537	34.010	0,31	0,48	0,43	0	0	0	0,00	0,00	0,00
Finland	FI	02/02/2025	6.562	15.087	19.006	6.463	14.872	18.695	0,98	0,99	0,98	1.182	3.083	3.772	0,18	0,20	0,20
France	FR	02/02/2025	868.858	2.757.726	3.041.785	634.120	2.698.701	3.006.832	0,73	0,98	0,99	0	0	0	0,00	0,00	0,00
Greece	GR	02/02/2025	650	1.576	1.793	629	1.515	1.689	1,28	1,26	1,16	0	0	0	0,00	0,00	0,00
Croatia	HR	02/02/2025	10.187	39.040	32.682	3	0	4	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Hungary	HU	02/02/2025	2.384	3.551	4.766	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Ireland	IE	02/02/2025	1.381	4.504	5.057	1.097	3.653	4.077	0,79	0,81	0,81	0	0	0	0,00	0,00	0,00
Iceland	IS	05/11/2024	20	24	55	19	23	53	0,95	0,96	0,96	0	0	0	0,00	0,00	0,00
Italy	IT	02/02/2025	4.862	21.139	17.137	4.538	19.381	16.016	0,97	0,94	0,97	0	0	0	0,00	0,00	0,00
Liechtenstein	LI	02/02/2025	39	3	14	0	0	0	0,00	0,00	0,00	9	0	5	0,23	0,00	0,36
Lithuania	LT	02/02/2025	3.570	19.034	4.643	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Luxembourg	LU	02/02/2025	2.201	2.967	3.125	2.142	2.967	3.125	1,95	2,00	2,00	0	0	0	0,00	0,00	0,00
Latvia	LV	02/02/2025	3.693	8.605	11.422	1.336	5.940	7.897	0,72	1,38	1,38	0	0	0	0,00	0,00	0,00
Malta	MT	01/02/2025	587	1.960	1.666	566	1.950	1.054	1,92	1,98	1,26	575	1.960	1.664	0,98	1,00	1,00
Netherlands	NL	02/02/2025	92.020	1.096.804	1.218.141	54.872	729.522	851.015	0,62	0,67	0,71	57.279	914.523	994.735	0,62	0,83	0,82
Norway	NO	02/02/2025	18.419	57.792	54.957	12.230	39.530	37.014	0,66	0,68	0,67	0	0	0	0,00	0,00	0,00
Poland	PL	02/02/2025	15.205	51.947	67.624	12.433	43.021	54.498	1,64	1,66	1,61	0	0	0	0,00	0,00	0,00
Portugal	PT	02/02/2025	1.179	4.545	3.910	782	2.903	2.602	1,33	1,28	1,33	0	0	0	0,00	0,00	0,00
Romania	RO	02/02/2025	6.259	0	25.777	6.259	0	25.750	1,00	0,00	1,93	0	0	0	0,00	0,00	0,00
Sweden	SE	02/02/2025	51.255	158.949	150.914	39.884	121.465	116.391	1,21	1,20	1,19	1.520	4.023	3.927	0,03	0,03	0,03
Slovenia	SI	02/02/2025	4.701	36.546	49.331	3.395	29.929	39.237	0,72	0,82	0,80	0	0	0	0,00	0,00	0,00
Slovakia	SK	02/02/2025	11.786	6.028	9.247	9.755	4.962	7.609	0,83	0,82	0,82	0	0	0	0,00	0,00	0,00

***Figure 5**: State of play of the encoding of job vacancies with ESCO URIs February 2025*

			CV Compliance			ESCO											
						ESCO Occupations						ESCO Skills					
COUNTRY	NCO	Last replication date	2025-02-01 [in stock of reporting day]	2024-Q4 [total quarterly inflow]	2024-Q3 [total quarterly inflow]	CVs with at least one valid ESCO OCCUP from total (in stock of reporting day)	CVs with at least one valid ESCO OCCUP from total quarterly inflow (2024-Q4)	CVs with at least one valid ESCO OCCUP from total quarterly inflow (2024-Q3)	Average number of fields per document with valid ESCO OCCUP per CV (in stock of reporting day)	Average number of fields per document with valid ESCO OCCUP per CV (2024-Q4)	Average number of fields per document with valid ESCO OCCUP per CV (2024-Q3)	CVs with at least one valid ESCO SKILL from total (in stock of reporting day)	CVs with at least one valid ESCO SKILL from total quarterly inflow (2024-Q4)	CVs with at least one valid ESCO SKILL from total quarterly inflow (2024-Q3)	Average number of fields per document with valid ESCO SKILL per CV (in stock of reporting day)	Average number of fields per document with valid ESCO SKILL per CV (2024-Q4)	Average number of fields per document with valid ESCO SKILL per CV (2024-Q3)
Austria	AT	01/02/2025	250	508	404	245	507	403	0,98	1,00	1,00	0	0	0	0,00	0,00	0,00
Belgium	BE VDAB	01/02/2025	53.079	12.060	12.183	45.386	11.969	12.042	0,86	0,99	0,99	37.998	8.106	7.986	0,72	0,67	0,66
Belgium	BE ACTIRIS	01/02/2025	88.066	8.897	10.933	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Belgium	BE FOREM	01/02/2025	135	8	7	131	8	7	0,97	1,00	1,00	0	0	0	0,00	0,00	0,00
Belgium	Europass CVs	01/02/2025	135.746	13.934	13.613	95.446	9.795	9.552	0,92	0,93	0,91	0	5	5	0,00	0,00	0,00
Bulgaria	BG	01/02/2025	22	1	0	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Cyprus	CY	31/01/2025	2.050	1.481	1.148	1.318	1.039	883	0,64	0,70	0,77	0	0	0	0,00	0,00	0,00
Czech Republi	CZ	01/02/2025	16	20	22	0	0	1	0,00	0,00	0,04	5	0	0	0,31	0,00	0,00
Germany	DE	01/02/2025	4.154	1.569	1.290	4.139	1.563	1.282	1,88	1,88	1,87	4.040	1.510	1.233	0,97	0,96	0,96
Denmark	DK	01/02/2025	22.798	1.742	1.729	22.534	1.731	1.705	1,65	1,61	1,58	0	0	0	0,00	0,00	0,00
Estonia	EE	01/02/2025	13.834	5.622	2.896	13.176	5.287	2.688	1,55	1,49	1,47	0	0	0	0,00	0,00	0,00
Spain	ES	01/02/2025	4.327	2.771	1.828	4.012	2.498	1.131	1,00	0,90	0,62	0	0	0	0,00	0,00	0,00
Finland	FI	01/02/2025	5.031	2.345	1.301	3.553	1.698	930	1,07	1,10	1,08	3.555	1.694	935	0,71	0,72	0,72
France	FR	01/02/2025	475.749	40.249	36.841	21.323	4.485	437	0,07	0,18	0,02	356.199	37.938	34.886	0,75	0,94	0,95
Greece	GR	01/02/2025	270.183	128.045	70.736	266.859	126.974	69.998	1,41	1,46	1,44	85.713	33.116	23.119	0,33	0,27	0,34
Croatia	HR	01/02/2025	1.652	181	126	0	0	0	0,00	0,00	0,00	1.450	163	104	0,88	0,90	0,82
Hungary	HU	01/02/2025	31	13	320	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Ireland	IE	01/02/2025	5.395	322	488	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Iceland	IS	05/11/2024	316	79	157	314	79	154	0,99	1,00	0,98	0	0	0	0,00	0,00	0,00
Italy	IT	01/02/2025	3.832	234	3.429	3.639	198	3.301	1,15	1,75	1,10	0	0	0	0,00	0,00	0,00
Lithuania	LT	01/02/2025	3.698	329	219	0	0	0	0,00	0,00	0,00	2	0	0	0,00	0,00	0,00
Luxembourg	LU	01/02/2025	485	157	132	485	157	132	2,00	2,00	2,00	0	0	0	0,00	0,00	0,00
Latvia	LV	01/02/2025	6.046	0	0	3.003	0	0	0,50	0,00	0,00	0	0	0	0,00	0,00	0,00
Malta	MT	01/02/2025	4	1	2	4	1	2	1,50	1,00	2,00	4	1	2	1,00	1,00	1,00
Netherlands	NL	01/02/2025	14.640	3.967	16.414	12.598	3.395	14.186	0,86	0,86	0,86	14.551	3.935	16.287	0,99	0,99	0,99
Norway	NO	01/02/2025	3.129	1.260	959	2.428	1.007	750	0,78	0,80	0,78	1.304	504	409	0,42	0,40	0,43
Poland	PL	01/02/2025	2.360	439	326	1.327	357	266	0,73	1,08	1,03	0	0	0	0,00	0,00	0,00
Portugal	PT	01/02/2025	891	43	895	612	36	684	0,69	1,14	1,20	0	0	0	0,00	0,00	0,00
Romania	RO	20/11/2024	0	0	0	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00
Sweden	SE	01/02/2025	1.741	461	432	1.667	434	415	0,96	0,94	0,96	1.705	456	418	0,98	0,99	0,97
Slovenia	SI	01/02/2025	367	215	127	353	207	123	0,96	0,96	0,97	0	0	3	0,00	0,00	0,03
Slovakia	SK	01/02/2025	25.961	14.528	16.269	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00

***Figure 6**: State of play of the encoding of CVs with ESCO URIs February 2024*

As mentioned in the MSWG in November 2024[3], the Commission has sent to all EU Member States administrative letters regarding compliance with the different obligation stemming from the EURES Regulation and additional correspondence on the matter (in April 2024).

However, the Commission continues to register incorrect implementation of Art.19 of the EURES Regulation and in particular the automatic transcoding of information on job vacancies or job seeker profiles for the purpose of automated matching through the common IT platform. Therefore, another official communication has been sent to all MS on 10 February 2025.

In that communication, all MS have received a fill rate report that shows how a significant number of Member States does not provide corresponding ESCO codes for detailed work experiences in both CVs and job vacancies, while the provision of information on skills is still below 50% across the whole network. Some Member States moreover continue to register issues when transmitting occupation codes related to the desired occupation.

This non-compliance impacts the proper functioning of the EURES Portal.

As the Commission already presented in a dedicated webinar on 12 December 2024, and as foreseen in Art.19(5) of that Regulation, technical support to solve technical issues is available to Member States. This includes:

- an IT tool supporting the creation and/or the update of the correspondence tables between Member States' classifications and the European classification,
- dedicated fill rate reports showing the fill rate of each of the 8 business fields for all active records at a given time,

[3] https://esco.ec.europa.eu/en/26th-esco-mswg-meeting-0

- visual information on business rules violations that were recorded for all active records during all replications
- a dedicated service to quality assure and improve the correspondence tables between Member States classification and ESCO
- individual assistance upon request.

The commission therefore, invited all MS make use of such services and inform ESCO Secretariat.

For the Member States that did not make use of this service and did not inform the ESCO Secretariat about it, the European Commission will consider that these Member States have already put in place the necessary arrangement to ensure quality of data transferred to EURES in compliance with the EURES Regulation. In case of continued non-compliance, the Commission could consider additional legal steps towards the concerned Member States.

4.4. Support by the Commission to the Member States

The Commission supports the Member States in the implementation process in the following forms:

- **ESCO mapping platform**: the platform is an IT application designed to help Member States map their national classifications to ESCO.
- **Mapping manual**: a step-by-step guide for mapping national classifications of occupations and skills to ESCO or replacing them with ESCO.
- **Trainings** - upon request - in the form of webinars and workshops.
- **Visits** - upon request - to the Member States.
- **Quality assurance** through artificial intelligence of the mapping tables to resolve ambiguous cases and improve data quality.
- **ESCO Helpdesk**: a central European contact point to clarify difficult/ambiguous cases composed of a team of experts who reply to enquiries received by the mappers. The ESCO helpdesk is accessible via EMPL-ESCO-SECRETARIAT@ec.europa.eu.

Following the ESCO MSWG meeting in November 2024, EURES (ELA) and ESCO (European Commission) jointly organised a webinar on 12 December 2024 with the aim to assist Member States in the accurate transmission of labelled data to EURES. The webinar gathered 70 participants from EURES Member States offices responsible for the EURES Implementation. The agenda encompassed an overview of EURES standards, the relevant ESCO fields, frequently encountered issues and their proposed solutions, the use of ISCO codes within job vacancies and CVs, and the critical aspect of quality assurance for mapping tables. The session was a productive exchange, clarifying main practical challenges and demonstrating IT solutions that can help Member States in these processes.

5. MSWG 2025 CALENDAR OF MEETINGS

Below is a tentative **calendar and list of topics for the future MSWG meetings in 2025**.

1. **ESCO Focus meeting (*tentative date: May 2025*):**

   - Update on the strategy work for ESCO 2.0

2. **ESCO Focus meeting *(tentative date: September 2025)***

   - ESCO quality improvements: approach for revising existing relations between occupations and skills, and strategies to obtain representative multilingual content (alternative labels).

3. **Plenary Meeting: 27 November 2025 *(tentative meeting date)***

   - (general update)

ANNEX 1: CONSULTATION ON ESCO V1.2. TRANSLATIONS – INSTRUCTIONS

The consultation on ESCOv1.2. translations consist on three different files, one per concept type: **occupations; skills and knowledge.** To facilitate the review process, these spreadsheets have the exact same structure. Nonetheless, the content included in each of the sheets should be validated in a specific manner. The following section provides detailed explanations of all these specifications:

1. Consultation on new non-preferred terms in English

The goal is to address concepts in ESCO that do not have any non-preferred term by providing at least 1 alternative label to the occupation, skill and knowledge concepts clustered in the list. The **EN NPTs** are allocated in **column D** and to facilitate the consultation process, each NPT will be included in a separate row. To provide context for the validation, the URI (column A), English PT (column B) and its English description (column C) are included.

To present your results, please use the following columns:

- **Validation (Column E)**

  Please, use this column to either "**Accept" or "Discard"** the proposed **new EN NPTs.** Responses are limited to these two alternatives. If validators wish to provide additional comments or input, they could do so in columns F and G, but only after giving their conclusion in the validation column.

- **Comments (Column F)**

  Validators could use this column to add any comment they have regarding a specific term. Once the consultation is finalised, the ESCO Secretariat will analyse these comments to improve the classification.

- **Additional input (Column G)**

  The purpose of this task is to enrich ESCO concepts with data backed by relevant European labour market sources. However, in the case validators discard all suggestions because they determine that none of the proposed non-preferred terms can be included as part of a concept, we invite validators to provide a new NPT. If the validator would like to submit more than one suggestion, please, separate them with ";".

2. Consultation on the translation of new ESCO v1.2. terms

The objective is to consult the translation of ESCOv1.2. new content which includes new preferred terms (PTs) and descriptions provided by DGT, along with their new alternative labels in all ESCO languages. The **translated new terms** are allocated in **"Proposed terms"** in **column E**, and to facilitate the consultation process, URI (column A), EN PT (column B) as well as EN Description (column C) were added:

In contrast to the instructions for the first sheet, this task requires additional specifications:

- **Concept type (Column D)**

ESCO Secretariat is consulting with Member States 3 different types of content that are displayed in a subsequent manner for each of the **35 new occupations**, **42 new skills and 196 new knowledge: "PT"; "Description"**; **"NPT".** This column indicates which type of concept the validator should focus on:

- **"PT"**: it appears once per concept in the first row and indicates the preferred term of the concept to validate.
- **"Description"**: it appears once per concept in the second row right underneath the PT and indicates the concept description to validate.
- **"NPT"**: it could appear one or more time starting from the third row for each concept. Each concept has at least one language-specific NPT to validate.
- **Proposed terms (Column E)**

Three different tasks are required here:

- Evaluate the appropriateness of the translation of PTs and descriptions for each concept.
- Analyse the proposed language-specific NPT terms and validate them.
- If there is a duplication between the preferred term (PT) and the only proposed non-preferred term (NPT), please suggest an alternative
- **Validation (Column F)**

Please, use this column to either "**Accept" or "Discard"** the proposed **new language-specific PTs, Descriptions and NPTs.** Responses are limited to these two alternatives. If validators wish to provide additional comments or input, they could do so in columns G and H, but only after giving their conclusion in the validation column.

- **Comments (Column G)**

Validators could use this column to add any comment they have regarding a specific term. Once the consultation is finalised, the ESCO Secretariat will analyse these comments to improve the classification.

- **Additional input (Column H)**

ESCO v1.2 new concepts should be incorporated into the updated classification across all ESCO languages. If validators do not agree with the content provided by DGT and they choose to discard the translation of a preferred term (PT) and/or description, please use this column to submit a new proposal.

If validators determine that none of the proposed language-specific NPTs can be included as part of a new ESCO concept, please provide an additional suggestion to avoid the issue of missing language-specific NPTs for that concept. If validators would like to submit more than one suggestion, please separate them with ";".

3. Consultation on the translation of new NPTs of existing ESCO concepts

The last sheet of the document is intended to consult the translation of new non-preferred terms (NPTs) created for existing ESCO concepts during the latest classification update. The **language-specific NPTs** are allocated in "**Proposed terms" in column E** and to facilitate the consultation process, each NPT will be included in a separate row.

To provide context for the validation, the URI (column A), English PT (column B) and its English description (column C) are included.

- **Concept type (Column D)**

  In this case, the only concept type that would appear is **"NPT"** because no other change was made to these concepts beside the proposal of new language-specific NPTs.

- **Proposed terms (Column E)**

  Analyse the proposed NPT terms and validate them. As it was mentioned before, each consulted NPT will appear in separate rows to ease its validation.

- **Validation (Column F)**

  Please, use this column to either "**Accept" or "Discard"** the proposed **new language-specific NPTs for existing ESCO concepts.** Responses are limited to these two alternatives. If validators wish to provide additional comments or input, they could do so in columns G and H, but only after giving their conclusion in the validation column.

- **Comments (Column G)**

  Validators could use this column to add any comment they have regarding a specific term. Once the consultation is finalised, the ESCO Secretariat will analyse these comments to improve the classification.

- **Additional input (Column H)**

  If validators determine that none of the proposed language-specific NPTs can be included as part of an ESCO concept, please provide an additional suggestion to avoid the issue of missing language-specific NPTs for that concept. If validators would like to submit more than one suggestion, please separate them with ";".

ANNEX 2: GREEN SKILLS' REVISION RELEVANT FILES

Annex 2 is a separate file named "MSWG March 2025 Note annex 2.xlsx".