Member States Working Group on ESCO
ESCO in EURES

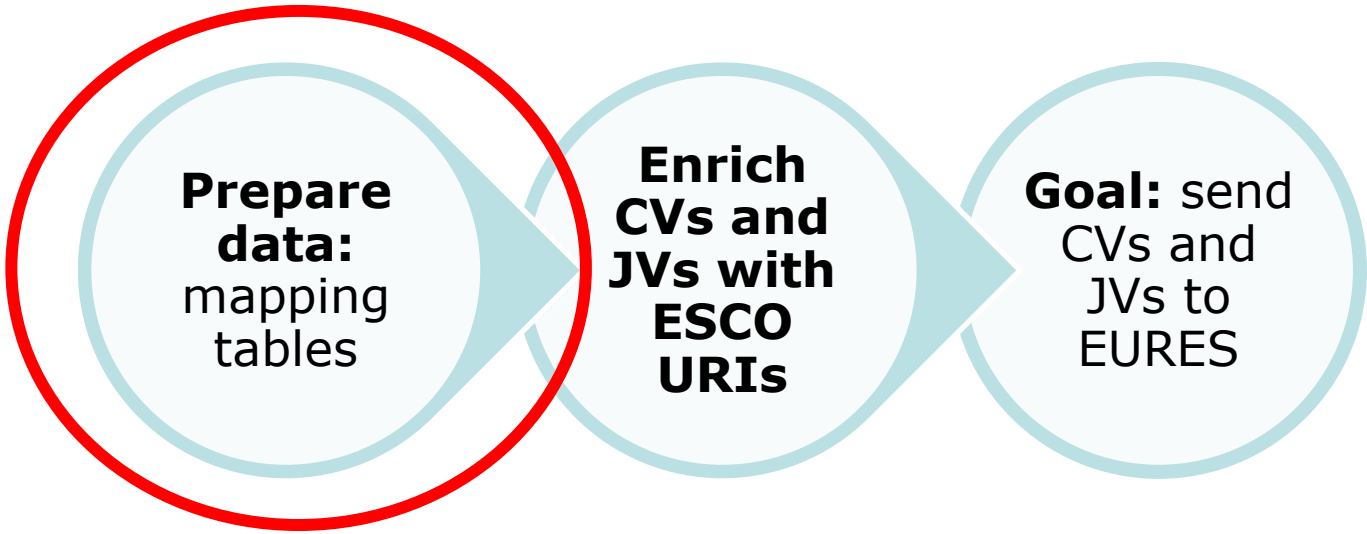
12 November 2025, Brussels

European Commission,
DG Employment, Social Affairs and Inclusion

EURES Regulation (EU) 2016/589 of 13 April 2016

- *3. For the purpose of automated matching through the common IT platform**, each Member State shall, without undue delay but no later than three years after the adoption of the list** referred to in paragraph 2, establish an initial inventory to map its national, regional and sectoral classifications to and from that list and …..*
- *4. Member States may choose to replace their national classifications with the European classification….*
- *5. The Commission **shall provide technical and, where possible, financial support to Member States** when they establish the inventory pursuant to paragraph 3 and to the Member States which choose to replace national classifications with the European classification.*

ESCO implementation process in ESCO and EURES



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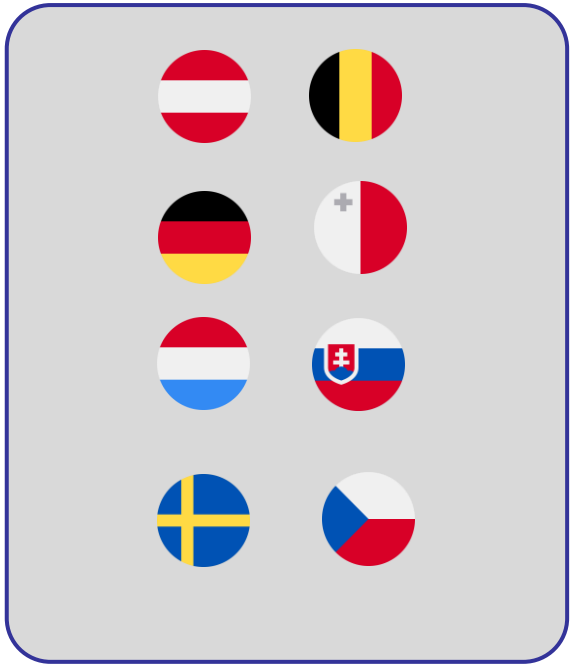
EURES countries pending ESCO implementation (mapping/adoption)

Mapping of occupations

Mapping of skills



Adoption of occupations

Adoption of skills

**PT has both mapped to ESCO and more recently implemented ESCO in their PES service*

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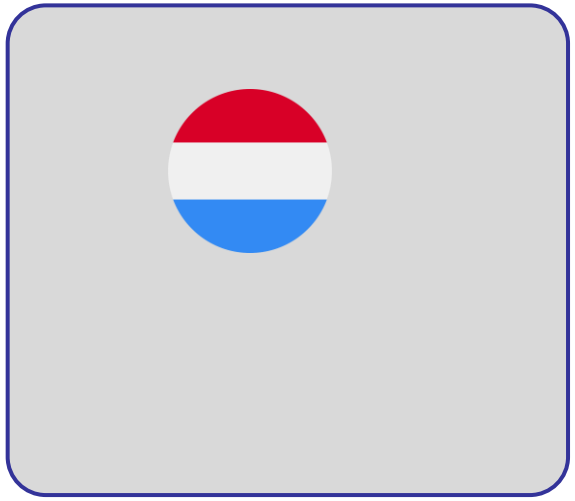
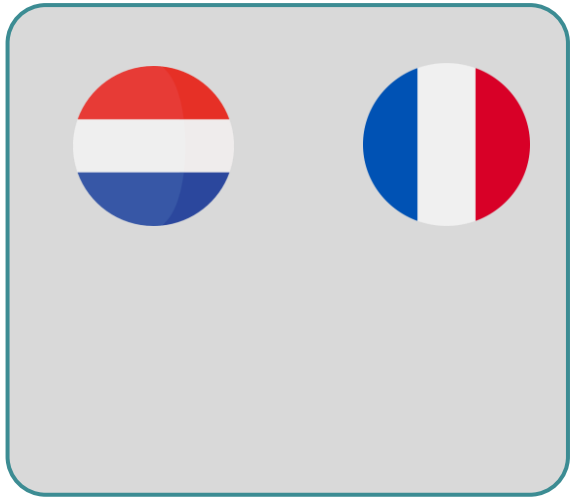
ESCO mapping/adoption across EURES countries: state of play October 2025

Work in progress mapping/adopting ESCO occupations



Work in progress mapping/adopting ESCO skills



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Addressing gaps in ESCO labelling for JVs and CVs

- Administrative letters were sent to all EU Member States (April 2024) addressing various compliance obligations.
- Despite dedicated training sessions in December 2024 and April 2025, the Commission continues to observe problems with the automatic transcoding of information on job vacancies and job seeker profiles.
- Incorrect transcoding negatively impacts the effectiveness of automated matching.
- The aim is to ensure the data that is being passed through the EURES platform is of the highest quality.
- Bilateral follow up with concerned Member States

Compliance- summary

	Field	Xpath in standard specifications	Implementation	Expected fill rate
JOB VACANCIES	Offered Occupation - Occupation code	PositionOpening/PositionProfile/JobCategoryCode	MUST	100%
	Required work experience - Occupation code	PositionOpening/PositionProfile/PositionQualifications/ExperienceSummary/ExperienceCategory/CategoryCode	MUST	>0%
	Required work experience - Skill code	PositionOpening/PositionProfile/PositionQualifications/PositionCompetency/CompetencyID	MUST	>0%
	Field	**Xpath in standard specifications**	**Implementation**	**Expected fill rate**
CVs	Desired job - occupation code	Candidate/CandidateProfile/CandidatePositionPreferences/JobCategory/JobCategoryCode	MUST	>0%
	Work experience - occupation code detailed	Candidate/CandidateProfile/EmploymentHistory/EmployerHistory/PositionHistory/JobCategoryCode	MUST	>0%
	Work experience - occupation code summary	Candidate/CandidateProfile/ExperienceSummary/ExperienceCategory/CategoryCode	OPTIONAL	-
	Experience - skills	Candidate/CandidateProfile/PersonQualifications/PersonCompetency/CompetencyID	MUST	>0%
	Experience - skills in work experience detail	Candidate/CandidateProfile/EmploymentHistory/EmployerHistory/PositionHistory/PersonCompetency/CompetencyID	OPTIONAL	-

Validation insights: Desired occupation in CVs 06/11/2025

NCO	Number of CVs	% desired occupation codes sent (ISCO or ESCO)	% desired occupation codes after validation (ISCO or ESCO)	% desired occupation having at least one error (ISCO or ESCO)	% ESCO desired occupation codes sent	% ESCO desired occupation codes after validation	% ISCO desired occupation codes sent	% ISCO desired occupation codes passed validation
	847.548	**96%**	**96%**	**1%**	**63%**	**62%**	**42%**	**42%**
AT	255	100%	98%	2%	100%	98%	0%	0%
BE ACTIRIS	113.281	90%	90%	0%	0%	0%	90%	90%
BE FOREM	926	96%	96%	0%	95%	95%	0%	0%
BE VDAB	33.975	95%	95%	0%	95%	95%	0%	0%
BG	380	89%	87%	6%	0%	0%	89%	87%
CY	1.525	0%	0%	0%	0%	0%	0%	0%
CZ	14	21%	21%	0%	0%	0%	21%	21%
DE	4.104	100%	100%	0%	92%	92%	35%	35%
DK	7.191	100%	100%	0%	98%	98%	45%	45%
EE	21.896	92%	92%	0%	68%	68%	24%	24%
EL	150.902	100%	100%	0%	99%	99%	32%	32%
ES	4.547	98%	92%	6%	98%	92%	0%	0%
Europass CVs	6.763	66%	65%	8%	66%	65%	0%	0%
FI	4.270	64%	64%	6%	64%	64%	0%	0%
FR	437.957	98%	98%	0%	61%	61%	38%	38%
HR	2.111	56%	56%	0%	0%	0%	56%	56%
HU	30	100%	100%	0%	0%	0%	100%	100%
IE	3.741	100%	100%	0%	83%	83%	17%	17%
IS	316	98%	98%	7%	98%	98%	0%	0%
IT	415	93%	93%	0%	90%	90%	93%	93%
LI	0	-	-	-	-	-	-	-
LT	5.098	100%	100%	0%	79%	79%	29%	29%
LU	910	100%	100%	0%	100%	100%	0%	0%
LV	15.096	98%	95%	26%	77%	77%	74%	64%
MT	6	100%	100%	67%	100%	100%	100%	100%
NL	15.732	100%	97%	26%	91%	86%	33%	33%
NO	2.425	59%	59%	0%	56%	56%	39%	39%
PL	3.921	52%	52%	6%	40%	40%	18%	18%
PT	932	100%	100%	0%	68%	68%	72%	72%
RO	61	98%	90%	8%	98%	90%	0%	0%
SE	2.319	100%	100%	0%	96%	96%	81%	81%
SI	310	96%	96%	0%	96%	96%	2%	2%
SK	6.139	100%	100%	35%	100%	82%	100%	100%

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Validation insights: Work experience in CVs 06/11/2025

NCO	Number of CVs	% detailed work experience codes sent (ISCO or ESCO)	% detailed work experience codes after validation (ISCO or ESCO)	% detailed work experience having at least one error (ISCO or ESCO)	% ESCO detailed work experience codes sent	% ESCO detailed work experience codes after validation	% ISCO detailed work experience codes sent	% ISCO detailed work experience codes passed validation
Totals	**847.548**	**57%**	**57%**	**1%**	**35%**	**35%**	**27%**	**27%**
AT	255	0%	0%	0%	0%	0%	0%	0%
BE ACTIRIS	113.281	49%	49%	0%	0%	0%	49%	49%
BE FOREM	926	0%	0%	0%	0%	0%	0%	0%
BE VDAB	33.975	0%	0%	0%	0%	0%	0%	0%
BG	380	89%	89%	1%	0%	0%	89%	89%
CY	1.525	69%	69%	0%	69%	69%	0%	0%
CZ	14	43%	43%	0%	0%	0%	43%	43%
DE	4.104	98%	98%	0%	98%	98%	5%	5%
DK	7.191	70%	70%	0%	65%	65%	22%	22%
EE	21.896	96%	96%	0%	90%	90%	65%	65%
EL	150.902	45%	45%	0%	42%	42%	8%	8%
ES	4.547	93%	92%	19%	93%	92%	0%	0%
Europass CVs	6.763	86%	86%	4%	86%	86%	0%	0%
FI	4.270	20%	20%	15%	20%	20%	0%	0%
FR	437.957	63%	63%	0%	38%	38%	25%	25%
HR	2.111	0%	0%	0%	0%	0%	0%	0%
HU	30	80%	80%	0%	0%	0%	80%	80%
IE	3.741	100%	100%	0%	88%	88%	35%	35%
IS	316	0%	0%	0%	0%	0%	0%	0%
IT	415	53%	53%	0%	51%	51%	5%	5%
LI	0	-	-	-	-	-	-	-
LT	5.098	43%	43%	4%	25%	24%	34%	34%
LU	910	0%	0%	0%	0%	0%	0%	0%
LV	15.096	95%	93%	44%	72%	72%	70%	61%
MT	6	33%	33%	33%	33%	33%	33%	33%
NL	15.732	87%	87%	0%	0%	0%	87%	87%
NO	2.425	91%	91%	0%	88%	88%	57%	57%
PL	3.921	58%	58%	2%	45%	45%	29%	29%
PT	932	75%	75%	0%	51%	51%	53%	53%
RO	61	0%	0%	0%	0%	0%	0%	0%
SE	2.319	72%	72%	0%	65%	65%	45%	45%
SI	310	77%	76%	0%	0%	0%	77%	76%
SK	6.139	60%	60%	39%	60%	53%	60%	60%

Validation insights: CVs experience summary 06/11/2025

NCO	Number of CVs	% experience codes summary sent	% experience codes summary after validation	% experience codes summary having at least one error	% ESCO experience codes summary sent	% ESCO experience codes summary after validation	% ISCO experience codes summary sent	% ISCO experience codes summary after validation
Totals	**847.548**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**
LU	910	100%	100%	0%	100%	100%	0%	0%
BG	380	89%	89%	0%	0%	0%	89%	89%
IT	415	53%	53%	0%	51%	51%	52%	52%
AT	255	0%	0%	0%	0%	0%	0%	0%
BE ACTIRIS	113.281	0%	0%	0%	0%	0%	0%	0%
BE FOREM	926	0%	0%	0%	0%	0%	0%	0%
BE VDAB	33.975	0%	0%	0%	0%	0%	0%	0%
CY	1.525	0%	0%	0%	0%	0%	0%	0%
CZ	14	0%	0%	0%	0%	0%	0%	0%
DE	4.104	0%	0%	0%	0%	0%	0%	0%
DK	7.191	0%	0%	0%	0%	0%	0%	0%
EE	21.896	0%	0%	0%	0%	0%	0%	0%
EL	150.902	0%	0%	0%	0%	0%	0%	0%
ES	4.547	0%	0%	0%	0%	0%	0%	0%
Europass CVs	6.763	0%	0%	0%	0%	0%	0%	0%
FI	4.270	0%	0%	0%	0%	0%	0%	0%
FR	437.957	0%	0%	0%	0%	0%	0%	0%
HR	2.111	0%	0%	0%	0%	0%	0%	0%
HU	30	0%	0%	0%	0%	0%	0%	0%
IE	3.741	0%	0%	0%	0%	0%	0%	0%
IS	316	0%	0%	0%	0%	0%	0%	0%
LT	5.098	0%	0%	0%	0%	0%	0%	0%
LV	15.096	0%	0%	0%	0%	0%	0%	0%
MT	6	0%	0%	0%	0%	0%	0%	0%
NL	15.732	0%	0%	0%	0%	0%	0%	0%
NO	2.425	0%	0%	0%	0%	0%	0%	0%
PL	3.921	0%	0%	0%	0%	0%	0%	0%
PT	932	0%	0%	0%	0%	0%	0%	0%
RO	61	0%	0%	0%	0%	0%	0%	0%
SE	2.319	0%	0%	0%	0%	0%	0%	0%
SI	310	0%	0%	0%	0%	0%	0%	0%
SK	6.139	0%	0%	0%	0%	0%	0%	0%

Validation insights: CVs skills general 06/11/2025

NCO	Number of CVs	% ESCO skills general codes sent	% ESCO skills general codes after validation	% ESCO skills general having at least one error
Totals	**847.548**	**59%**	**55%**	**8%**
AT	255	0%	0%	0%
BE ACTIRIS	113.281	0%	0%	0%
BE FOREM	926	0%	0%	0%
BE VDAB	33.975	4%	4%	0%
BG	380	0%	0%	0%
CY	1.525	0%	0%	1%
CZ	14	29%	29%	0%
DE	4.104	97%	97%	0%
DK	7.191	0%	0%	0%
EE	21.896	0%	0%	0%
EL	150.902	45%	45%	0%
ES	4.547	0%	0%	0%
Europass CVs	6.763	98%	97%	90%
FI	4.270	75%	75%	25%
FR	437.957	90%	82%	9%
HR	2.111	88%	88%	0%
HU	30	0%	0%	0%
IE	3.741	100%	0%	97%
IS	316	0%	0%	0%
IT	415	0%	0%	0%
LI	0	-	-	-
LT	5.098	0%	0%	0%
LU	910	0%	0%	0%
LV	15.096	0%	0%	0%
MT	6	83%	83%	0%
NL	15.732	99%	99%	96%
NO	2.425	60%	60%	4%
PL	3.921	0%	0%	0%
PT	932	0%	0%	0%
RO	61	0%	0%	0%
SE	2.319	98%	98%	0%
SI	310	0%	0%	0%
SK	6.139	0%	0%	0%

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Validation insights: CVs skills in work experiences 06/11/2025

NCO	Number of CVs	% skills codes work experience sent	% skills codes work experience after validation	% skills work experience having at least one error
Totals	**847.548**	**1%**	**1%**	**0%**
AT	255	0%	0%	0%
BE ACTIRIS	113.281	0%	0%	0%
BE FOREM	926	0%	0%	0%
BE VDAB	33.975	0%	0%	0%
BG	380	0%	0%	0%
CY	1.525	0%	0%	0%
CZ	14	0%	0%	0%
DE	4.104	0%	0%	0%
DK	7.191	0%	0%	0%
EE	21.896	0%	0%	0%
EL	150.902	3%	3%	0%
ES	4.547	0%	0%	0%
Europass CVs	6.763	0%	0%	0%
FI	4.270	0%	0%	0%
FR	437.957	0%	0%	0%
HR	2.111	0%	0%	0%
HU	30	0%	0%	0%
IE	3.741	0%	0%	0%
IS	316	0%	0%	0%
IT	415	0%	0%	0%
LI	0	-	-	-
LT	5.098	0%	0%	0%
LU	910	0%	0%	0%
LV	15.096	0%	0%	0%
MT	6	0%	0%	0%
NL	15.732	0%	0%	0%
NO	2.425	0%	0%	0%
PL	3.921	0%	0%	0%
PT	932	0%	0%	0%
RO	61	0%	0%	0%
SE	2.319	0%	0%	0%
SI	310	0%	0%	0%
SK	6.139	0%	0%	0%

Validation insights: Offered job occupations in JVs 06/11/2025

NCO	Number of JVs	% occupation codes sent (ISCO or ESCO)	% occupation codes after validation (ISCO or ESCO)	% occupation having at least one error (ISCO or ESCO)	% ESCO occupation codes sent	% ESCO occupation codes after validation	% ISCO occupation codes sent	% ISCO occupation codes passed validation
	3.212.842	**73%**	**72%**	**2%**	**66%**	**65%**	**13%**	**13%**
AT	63.389	100%	98%	2%	100%	98%	0%	0%
BE ACTIRIS	1.815	98%	98%	0%	98%	98%	0%	0%
BE ADG	814	100%	100%	0%	0%	0%	100%	100%
BE FOREM	4.178	100%	100%	0%	100%	100%	0%	0%
BE VDAB	835.461	0%	0%	0%	0%	0%	0%	0%
BG	8.599	100%	0%	93%	0%	0%	100%	0%
CH	28.858	100%	99%	1%	0%	0%	100%	99%
CY	3.383	99%	99%	0%	99%	99%	0%	0%
CZ	35.403	100%	100%	0%	52%	52%	100%	100%
DE	669.466	100%	100%	0%	82%	82%	32%	32%
DK	1.308	100%	100%	0%	88%	88%	12%	12%
EE	1.508	100%	100%	0%	75%	75%	25%	25%
EL	811	100%	100%	0%	100%	100%	0%	0%
ES	19.905	100%	79%	21%	100%	79%	0%	0%
FI	9.273	100%	88%	16%	100%	88%	0%	0%
FR	1.131.876	99%	99%	1%	99%	99%	0%	0%
HR	14.894	100%	100%	0%	0%	0%	100%	100%
HU	266	100%	100%	0%	0%	0%	100%	100%
IE	1.426	100%	99%	1%	99%	98%	1%	1%
IS	15	100%	100%	0%	100%	100%	0%	0%
IT	5.155	100%	100%	0%	81%	81%	100%	100%
LI	16	100%	100%	0%	0%	0%	100%	100%
LT	3.546	99%	99%	1%	79%	79%	20%	20%
LU	2.420	100%	100%	0%	100%	100%	0%	0%
LV	3.155	100%	100%	0%	72%	72%	28%	28%
MT	3.576	100%	100%	11%	93%	93%	100%	100%
NL	270.949	100%	90%	16%	83%	73%	21%	21%
NO	12.267	100%	100%	0%	79%	79%	100%	100%
PL	15.087	100%	100%	0%	83%	83%	17%	17%
PT	955	100%	100%	0%	71%	71%	29%	29%
RO	10.508	0%	0%	0%	0%	0%	0%	0%
SE	37.620	100%	100%	0%	78%	78%	25%	25%
SI	2.927	100%	100%	0%	81%	81%	19%	19%
SK	12.013	100%	100%	16%	100%	84%	100%	100%

Validation insights: Work experience in JVs 06/11/2025

NCO	Number of JVs	% required work experience codes sent (ISCO or ESCO)	% required work experience codes after validation (ISCO or ESCO)	% required work experience code having at least one error (ISCO or ESCO)	% ESCO required work experience codes sent	% ESCO required work experience codes after validation	% ISCO required work experience codes sent	% ISCO required work experience codes after validation
Totals	**3.212.842**	**6%**	**6%**	**0%**	**5%**	**4%**	**2%**	**2%**
AT	63.389	0%	0%	0%	0%	0%	0%	0%
BE ACTIRIS	1.815	98%	98%	0%	98%	98%	0%	0%
BE ADG	814	57%	57%	0%	0%	0%	57%	57%
BE FOREM	4.178	99%	99%	0%	99%	99%	0%	0%
BE VDAB	835.461	0%	0%	0%	0%	0%	0%	0%
BG	8.599	0%	0%	0%	0%	0%	0%	0%
CH	28.858	0%	0%	0%	0%	0%	0%	0%
CY	3.383	0%	0%	0%	0%	0%	0%	0%
CZ	35.403	2%	2%	0%	1%	1%	2%	2%
DE	669.466	9%	9%	0%	6%	6%	3%	3%
DK	1.308	0%	0%	0%	0%	0%	0%	0%
EE	1.508	100%	100%	0%	75%	75%	25%	25%
EL	811	36%	36%	0%	36%	36%	0%	0%
ES	19.905	40%	36%	3%	40%	36%	0%	0%
FI	9.273	0%	0%	0%	0%	0%	0%	0%
FR	1.131.876	0%	0%	0%	0%	0%	0%	0%
HR	14.894	0%	0%	0%	0%	0%	0%	0%
HU	266	0%	0%	0%	0%	0%	0%	0%
IE	1.426	0%	0%	0%	0%	0%	0%	0%
IS	15	0%	0%	0%	0%	0%	0%	0%
IT	5.155	3%	3%	0%	1%	1%	3%	3%
LI	16	0%	0%	0%	0%	0%	0%	0%
LT	3.546	99%	99%	0%	79%	79%	20%	20%
LU	2.420	100%	100%	0%	100%	100%	0%	0%
LV	3.155	100%	100%	0%	72%	72%	28%	28%
MT	3.576	100%	100%	11%	90%	90%	100%	100%
NL	270.949	15%	14%	3%	12%	11%	4%	4%
NO	12.267	99%	99%	0%	35%	35%	65%	65%
PL	15.087	100%	100%	0%	83%	83%	17%	17%
PT	955	100%	100%	0%	71%	71%	29%	29%

Validation insights: required experience skills in 06/11/2025

NCO	Number of JVs	% required experience skill codes sent	% required experience skill codes after validation	% required experience skill code having at least one error
Totals	**3.212.842**	**10%**	**9%**	**2%**
AT	63.389	0%	0%	0%
BE ACTIRIS	1.815	0%	0%	0%
BE ADG	814	0%	0%	0%
BE FOREM	4.178	0%	0%	0%
BE VDAB	835.461	0%	0%	0%
BG	8.599	92%	0%	90%
CH	28.858	0%	0%	0%
CY	3.383	0%	0%	0%
CZ	35.403	6%	6%	0%
DE	669.466	37%	37%	0%
DK	1.308	0%	0%	0%
EE	1.508	39%	39%	0%
EL	811	61%	61%	0%
ES	19.905	0%	0%	0%
FI	9.273	45%	42%	5%
FR	1.131.876	0%	0%	0%
HR	14.894	0%	0%	0%
HU	266	0%	0%	0%
IE	1.426	0%	0%	0%
IS	15	0%	0%	0%
IT	5.155	0%	0%	0%
LI	16	13%	13%	0%
LT	3.546	0%	0%	0%
LU	2.420	0%	0%	0%
LV	3.155	0%	0%	0%
MT	3.576	100%	100%	0%
NL	270.949	15%	15%	15%
NO	12.267	0%	0%	0%
PL	15.087	0%	0%	0%
PT	955	0%	0%	0%
RO	10.508	0%	0%	0%
SE	37.620	3%	3%	0%
SI	2.927	0%	0%	0%
SK	12.013	0%	0%	0%

Thank you!