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# BUILDING HR-XML COMPLIANT SYSTEMS ON TOP OF LIBERTY ALLIANCE ID MANAGEMENT – ABSTRACT

*Sampo Kellomaki (Symlabs), Pierre Cros(Entr'Ouvert)*

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**Abstract:** HR-XML is a data interchange format for Human Resources. It is usually used to express Resumes, or Curriculum Vitae, in a structured fashion. HR-XML documents contain personally identifiable information that is privacy sensitive, yet the documents need to be shared among several authorized parties, such as the job applicant (subject of CV), placement agency, entities performing background checks and vetting, and potential employers. These requirements involve great responsibility that calls for rigorous audit trails and at times for pseudonymous identity.

The Liberty Alliance ID Web Services Framework (ID-WSF 2.0) provides several features that address the requirements for exchanging HR-XML documents. ID-WSF provides for systematic identification of all parties, including target identity or applicant (with pseudonymity where required) and invoking identity with proper delegation. ID-WSF provides a digitally signed audit trail that captures the purpose the data was requested for as well as any additional restrictions on its usage, such as data retention policy or restrictions on sharing with third parties. The People Service, defined in ID-WSF 2.0, provides further mechanisms for sharing HR-XML data with third parties.

Given that marriage between HR-XML and ID-WSF is desirable, the present document defines an ID-SIS Data Service based on the Data Services2 Template (DST 2.1) that enables the manifold benefits of ID-WSF to be used with HR-XML. The service, called ID-HR-XML, provides interfaces for creating, querying, modifying, and deleting HR-XML documents from a central repository (push or poll model) as well as subscribing to notifications about changes to the data (pull model). The web services interface follows the Liberty framework while the payload is HR-XML.

**Keywords:** delegation, IDM, ID-WSF

## **Authors**

Sampo Kellomäki  
Symlabs S.A.  
1100-044 Lisbon  
Portugal  
[sampo@symlabs.com](mailto:sampo@symlabs.com)

Pierre Cros  
Entr'Ouvert