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# **EurOCCUPATIONS - ABSTRACT**

*Judith de Ruijter (Arbeid Opleidingen Consultaz)*

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## **Abstract:**

### **The purpose and objectives of the workshop**

The European unification poses challenges to policy makers. National (and cultural) differences in occupational structures within the EU exist and are recognised. For example, a welder in the Netherlands is not the same welder as in, for example, Poland or Germany. However, insight in similarities in occupational structures and how these may differ between national contexts is often lacking. Questions like: ‘How do core tasks of certain occupations differ between Germany and France?’, ‘How do required competencies of certain occupations differ between the Netherlands and the UK?’ often remain unanswered. In order to facilitate HRD professionals, policy makers at both the national and European level as well as researchers to obtain insight in how occupations compare across countries and how problems of incomparability of occupations can be tackled, the EU funded project ‘EUROCCUPATIONS’ is developing a detailed occupations database for Europe. This database is designed so that it can easily be applied in daily practice and follows a standardised EUROCCUPATIONS method of describing occupations. The occupations database includes information on: required educational entry levels of 1.600 occupations in 8 European countries (Belgium, France, Germany, Netherlands, Poland, Spain, Italy and United Kingdom); job descriptions, core tasks and required competencies for (at this moment) 162 key occupations in these European countries. The objective of this workshop is to inform experts and users about the design, use and possibilities of the occupations database. Additionally, we will inform HR professionals how they can use the EUROCCUPATIONS method, to discuss with them how the database can be used as an instrument in HRM and how to join the EUROCCUPATIONS project.

### **The workshop audience**

HRD managers, interested in the comparability of credentials, competences, tasks duties and responsibilities in different countries within the EU; Representatives of employers’ and employees’ organizations, educational institutes and funds, knowledge and expertise centers, etc.; The scientific research community.

### **The workshops activities**

Presentation of the EUROCCUPATIONS project and a demonstration of (use and necessity) of the occupations database; Discussing design and use of the EUROCCUPATIONS database in daily practice; Discussing possibilities to include additional occupations in the database.

### **Expected learning outcomes for participants**

Membership of and participation in the network of experts and users that is built around the project ‘EUROCCUPATIONS’; access to the EUROCCUPATIONS database; ideas for use of the database in HRM.

**Keywords:** occupations, database, europe, HRM tools, migration

**Author**

Dr Judith de Ruijter  
Arbeid Opleidingen Consult  
Westermarkt 4A  
5042 MC Tilburg  
The Netherlands  
[j.de.ruijter@aoconsult.nl](mailto:j.de.ruijter@aoconsult.nl)