

ISCO'88 and its pending revision

Presentation to the CESSDA PPP Expert Workshop on
Harmonisation Issues in Comparative Social Surveys

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Structure of the presentation

What problems existed with ISCO'88

How was ISCO'88 revised?

What does it look like?

Will it solve problems of occupational comparability?

Background to the review of ISCO'88

- 17th Conference of Labour Statisticians in December 2003 mandated that ISCO'88 should be updated.
- the review of ISCO to be an **update** only – the structure and fundamental principles underpinning it not to be changed.
- **Technical Expert Group** (TEG) formed to assist with the updating process.

Regional meetings

- Four regional meetings held between June and December 2005.
- 25 countries participating (experts in occupational classification from NSIs).
- Specific focus on areas of ISCO'88 which were known to be problematic and which were fundamental to implementation of ESeC.

Main problem areas for ISCO'88

- the distinction between ISCO sub-major groups 12 and 13 (corporate managers and general managers/managers of small enterprises);
- the classification of supervisors;
- the distinction between 'professional' and 'associate professional and technical' occupations;
- the classification of shopkeepers;
- the treatment of public service administrative professionals.

Recommendations made to the TEG

- General agreement not to have an EU variant of ISCO'08
- Abandon use of information on size of establishment/workplace/unit to distinguish between submajor groups 12 and 13
- Redefine distinction between submajor groups 12 and 13 in terms of status in employment (managers in formal hierarchical organisations *c.f.* working proprietor/owner-manager)

Recommendations (contd.)

Recognise foremen/women and supervisors in ISCO'08 at three/four digit level, but in limited number of areas
e.g.:

- 419x Office supervisors
- 512x Housekeeping, catering supervisors
- 712x Construction supervisors
- 743x Textile garment supervisors
- 812x Metal-machining supervisors
- 913x Cleaning supervisors

Recommendations (contd.)

The distinction between 'professional' and 'associate professional and technical' occupations

Broad issue for the updating of ISCO'88 relates to the growth of 'new graduate occupations' – jobs for which a university level education appears now to be more of a requirement than it was in the past (technological change vs. increasing supply of university graduates).

Recommendations (contd.)

Public service administrative professionals

Recommend that a new unit group be created within minor group 241 'Business professionals' and that this should be titled 'Administrative professionals'. The accompanying definitional notes should clarify that this group consists of those occupations which fall primarily (but not exclusively) within the public sector and for which a high level education is a requirement.

Recommendations (contd.)

- NSIs expressed a widespread desire for better definition of occupational categories and clearer guidelines regarding the operationalisation of the International Standard Classification of Occupations.
- Demand for Eurostat to provide more resources to facilitate better cross-national comparability of occupational data

ISCO 08

1. Managers
2. Professionals
3. Technicians and associate professionals
4. Clerical support workers
5. Service and sales workers
6. Skilled agricultural, forestry and fishery workers
7. Craft and related trades workers
8. Plant and machine operators, and assemblers
9. Elementary occupations
Armed forces occupations

ISCO 88

1. Legislators, senior officials and managers
2. Professionals
3. Technicians and associate professionals
4. Clerks
5. Service workers and shop and market sales workers
6. Skilled agricultural and fishery workers
7. Craft and related trades workers
8. Plant and machine operators and assemblers
9. Elementary occupations
Armed Forces

Managerial Occupations in ISCO'08

- 1 Managers
- 11 Chief executives, senior officials and legislators
- 12 Administrative and commercial managers
- 13 Production and specialized services managers
- 14 Hospitality, retail and other services managers

Supervisory Occupations in ISCO'08

312 Mining, manufacturing and construction supervisors

3121 Mining supervisors

3122 Manufacturing supervisors

3123 Construction supervisors

3341 Office supervisors

515 Building and housekeeping supervisors

5151 Cleaning and housekeeping supervisors in offices, hotels and other establishments

5222 Shop supervisors

IT Occupations in ISCO'08

2511	Systems analysts
2512	Software developers
2513	Web and multimedia developers
2514	Applications programmers
2519	Software and applications developers and analysts not elsewhere classified
2521	Database designers and administrators
2522	Systems administrators
2523	Computer network professionals
2529	Database and network professionals not elsewhere classified
3511	Information and communications technology operations technicians
3512	Information and communications technology user support technicians
3513	Computer network and systems technicians
3514	Web technicians

The 'Managers' problem in the UK

The 2003 comparison of occupational structures presented in *Employment in Europe 2004* shows that, for the proportion of employment in ISCO 1988 Major Group 1, nearly all EU countries and the US show a deviation from the EU average of +/- 2.5 percentage points^[1]. However, the UK and Ireland stand out by showing a deviation of **+6 percentage points**.

^[1] Cyprus, Italy and Romania deviate by approximately -2.6 percentage points. Similar tabulations received by the IER from Eurostat for 2006 show the same pattern.

Re-defining Managerial Occupations in SOC2010

'This major group covers occupations whose main tasks consist of **planning**, **the directioning** and **coordinating resources to achieve** of the **efficient** functioning of organisations and businesses, ~~including internal departments and sections, often with the help of subordinate managers and supervisors.~~

Re-defining Managerial Occupations in SOC2010

The following groups of 'managerial' occupations are being repositioned:

- Advertising account managers and creative directors
- Sales accounts and business development managers
- Healthcare practice managers
- Office managers and supervisors
- Bar managers