



Options for indicators of traditional occupations based on the International Standard Classification of Occupations (ISCO)

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What is ISCO and what is it for?

- **International Standard Classification of Occupations**
- ✓ International reporting, comparison and exchange of statistical and administrative data
- ✓ A model for the development of national and regional classifications of occupations
- ✓ Used directly in countries that have not developed their own national classifications
- **National Occupation Classifications are used for:**
- Statistics from censuses, household surveys, employer surveys and other sources.
- Administrative and policy-related activities such as:
 - matching job seekers with job vacancies
 - educational planning,
 - management of employment related international migration.
- **Data from most national classifications can be mapped directly to ISCO**



ISCO - Background

- Current version (ISCO-08) was adopted by a Meeting of Experts in Labour Statistics in Dec 2007
- Endorsed by ILO Governing Body in March 2008
- Classification structure currently available on the Web or on request in English French and Spanish
- Definitions of Groups, Indexes of occupation titles, correspondence between old and new versions being released progressively
- To be published as a book in 2009
 - It replaces ISCO-88
 - Published in English in 1990 and in French, Spanish and Russian during the 90s



ISCO-08 structure

- Hierarchically structured classification comprising:
 - 10 major groups
 - 43 sub-major groups
 - 130 minor groups
 - 436 unit groups
- Some national classifications have a more detailed fifth level

What kinds of things changed between ISCO-88 and ISCO-08?

- 'Conceptual model and Main structure should not be changed'
 - Existing 10 major groups should remain
 - Concepts of skill level and skill specialisation should still be used
- Categories can be merged, split and moved where necessary to reflect occupational change and address known problems with ISCO-88
- **More detailed categories related to subsistence farming**
- New categories for new occupational groups
- Size of groups is an important but not over-riding consideration
- Preserve the time series wherever possible
- Definitions of new categories and update of old ones
- Review of the index

Underlying concepts –ISCO-08

- **Job** : a *set of tasks and duties* performed, or meant to be performed, by one person including for an employer or in self employment.
- **Occupation**: a *set of jobs* whose main tasks and duties are characterised by a high degree of similarity:
 - A person may be associated with an occupation through the main job currently held, a second job, or a job previously held
- Occupations are organised into groups according to **skill level** and **skill specialisation**:
 - Skill level is applied mainly at the top (major group) level of the classification.
 - Within each major group occupations are arranged into unit groups, minor groups and sub-major groups, primarily on the basis of aspects of skill specialisation.



Skill level : a function of the complexity and range of tasks and duties performed in an occupation

- Measured operationally by considering one or more of:
 - **The nature of the work performed in an occupation in relation to the characteristic tasks and duties defined for each ISCO-08 skill level;**
 - The level of formal education . required for competent performance of the tasks and duties involved; and
 - The amount of informal on-the-job training and/or previous experience in a related occupation required for competent performance of these tasks and duties.



Skill – the ability to carry out the tasks and duties of a given job

- *Skill specialisation* is considered in terms of four concepts:
 - the field of knowledge required
 - the tools and machinery used
 - the materials worked on or with: and
 - the kinds of goods and services produced.

Table 1: Mapping of ISCO-08 major groups to skill levels

ISCO-08 major groups	Skill Level	
1 – Managers, senior officials and legislators,	3 + 4	
2 - Professionals	4	
3 - Technicians and associate professionals	3	
4 - Clerks 5 - Service and sales workers 6 - Skilled agricultural and fishery workers 7 - Craft and related trades workers 8 - Plant and machine operators, and assemblers	2	
9 - Elementary occupations	1	
0 –Armed forces occupations	1, 2 + 4	



How can we define traditional indigenous occupations in ISCO terms?

- It depends on:
 - What you want to measure?
 - What you want to use the information for?
- But to be useful and usable:
 - It should be defined consistently in all contexts
 - It should be able to be collected in surveys or derived from available statistical sources

Option 1: Occupations where knowledge of traditional indigenous culture and practices are central to performance of the tasks

- When the person in the job identifies as indigenous
- Examples of possibly relevant ISCO-08 groups
 - 1113 Traditional chiefs and heads of villages
 - 323 Traditional complementary medicine associate professionals
 - 63 Subsistence farmers, fishers, hunters, and gatherers (4 unit groups)
 - 7317 Handicraft workers in wood, basketry and related materials
 - 7318 Handicraft workers in textiles, leather and related materials



63 Subsistence farmers, fishers, hunters, and gatherers

- 6310 Subsistence crop farmers
- 6320 Subsistence livestock farmers
- 6330 Subsistence mixed crop and
livestock farmers
- 6340 Subsistence fishers, hunters,
trappers and gatherers

Option 2: Occupations where knowledge of traditional indigenous culture and practices **may influence the way work is performed**

- **When the person in the job identifies as indigenous**
- Examples of possibly relevant ISCO-08 groups
 - 213 Life science professionals
 - 2230 Traditional and complementary medicine professionals
 - 264 Authors, journalists and linguists
 - 265 Creative and performing artists
 - 61 Market-oriented skilled agricultural workers
 - 62 Market-oriented skilled forestry, fishery and hunting workers
 - And possibly quite a few more ...

Option 3: Occupations where knowledge of traditional indigenous culture and practices **may positively influence biodiversity**

- **When the person in the job identifies as indigenous**
- Examples of possibly relevant ISCO-08 groups
 - All on the previous slide
 - 213 - Life science professionals
 - 61 - Market-oriented skilled agricultural workers
 - 62 - Market-oriented skilled forestry, fishery and hunting workers
 - 63 - Subsistence farmers, fishers, hunters, and gatherers (4 unit groups)



Possible data sources

- Censuses and surveys that are part of the national statistical system
 - Occupation is almost always collected in Censuses and labour force surveys and may appear in many other surveys
 - Occupation data may be coded to a detailed level but disseminated only for broad aggregates
 - Indigenous identification may not always be asked in sample surveys due to population size or problems with collecting data
- Special purpose surveys of the indigenous peoples
- Administrative registers



Thematic groupings

- Thematic groupings are a standard alternative way of aggregating occupational data classified at the 4-digit level of ISCO
- For ISCO-08 it is proposed to develop thematic groupings of occupations for the following areas:
 - Agriculture
 - Education
 - Health
 - Information and communications technology
 - Tourism
- Is a thematic group relevant to traditional indigenous occupations a possibility?



Derivation from a statistical data file

- Person is employed in a traditional indigenous occupation if:
 - Economic activity status = Employed
 - Indigenous identification = Yes
 - Occupation = {any one of a specified list of occupation codes}



What can we do?

- Agree on and promote a standard definition of traditional indigenous occupations as an indicator
- Operationalize this in terms of an agreed set of ISCO codes
- Encourage statistical offices to code and disseminate occupation data at as detailed a level as possible
- Encourage statistical offices and agencies with administrative registers to use a standard indigenous identifier as widely as possible



End of presentation

Time for discussion



Artists and writers

264

Authors, journalists and linguists

2641

Authors and related writers

2642

Journalists

2643

Translators, interpreters and other linguists

265

Creative and performing artists

2651

Visual artists

2652

Musicians, singers and composers

2653

Dancers and choreographers

2654

Film, stage and related directors and producers

2655

Actors

2656

Announcers on radio, television and other media

Creative and performing artists not elsewhere

2659

Classified

Sub-major group 62, Subsistence farmers, fishers, hunters and gatherers

- Sub-major group 62, Subsistence agricultural workers in ISCO-88, has been retained from ISCO-88 to ISCO-08
 - With additional detail

- The definitions for this group and for Sub-major groups 61 and 92 will be improved to make it clear that:
 - Workers engaged in agricultural, forestry and fisheries activities should be classified in Sub-major group 62 **if the main aim of the production is to provide goods (mainly food) for consumption by the workers' own household**
 - Those who only perform simple tasks requiring little judgement or experience should nevertheless be classified in Sub major group 92, Agricultural, forestry and fishery labourers



731 Handicraft workers

- 7311 Precision-instrument makers and repairers
- 7312 Musical instrument makers and tuners
- 7313 Jewellery and precious-metal workers
- 7314 Potters and related workers
- 7315 Glass makers, cutters, grinders and finishers
- 7316 Sign writers, decorative painters, engravers and etchers
- 7317 Handicraft workers in wood, basketry and related materials
- 7318 Handicraft workers in textile, leather and related materials
- 7319 Handicraft workers not elsewhere classified

Agriculture, forestry and fishery labourers

- More detail in Minor group 921, Agricultural, forestry and fishery labourers.
 - Labourers on crop farms, livestock farms, and mixed crop and livestock farms are identified separately
 - A separate unit group for Garden and horticultural labourers.

92 Agricultural, forestry and fishery labourers

921 Agricultural, forestry and fishery labourers

9211	Crop farm labourers
9212	Livestock farm labourers
9213	Mixed crop and livestock farm labourers
9214	Garden and horticultural labourers
9215	Forestry labourers
9216	Fishery and aquaculture labourers