

# ISCO-08

## Main changes

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# What is wrong with ISCO-88?

- Seriously out-of-date in some areas
  - (Eg ICT, Office clerks, information clerks)
- Excessive detail in some areas
  - (Eg plant and machinery operators)
- Inadequate detail in some areas
  - (Eg service related occupations and occupations that predominate in the informal sector)
- Wide variation in the size of some sub-major and minor groups
- Classification structure for managerial occupations is not useful
- Parallel groups in Major groups 2 and 3 due to differences in national education requirements

# Parallel groups in ISCO-88 Major groups 2 and 3 due to differences in national education requirements

## ■ Major group 2, Professionals

- 2230 Nursing and midwifery professionals
- 2331 Primary education teaching professionals
- 2332 Pre-primary education teaching professionals
- 2340 Special education teaching professionals
- 2446 Social work professionals

## ■ Major group 3, Technicians and associate professionals

- 3231 Nursing associate professionals
- 3232 Midwifery associate professionals
- 3310 Primary education teaching associate professionals
- 3320 Pre-primary education teaching associate professionals
- 3330 Special education teaching associate professionals
- 3460 Social work associate professionals

# What kinds of things will change?

- ‘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
- New categories for new occupational groups
- Size matters (and so does balance)
- Preserve the time series wherever possible
- Definitions of new categories and update of old ones
- Review the index
- Correspondence between old and new

# How much have we changed?

| <b>Major group</b> | <b>Sub-major Groups</b> | <b>Minor groups</b> | <b>Unit groups</b> |
|--------------------|-------------------------|---------------------|--------------------|
| <b>1</b>           | 4 (3)                   | 11(8)               | 28 (33)            |
| <b>2</b>           | 6 (4)                   | 24(18)              | 89 (55)            |
| <b>3</b>           | 5 (4)                   | 20 (21)             | 87 (73)            |
| <b>4</b>           | 2                       | 9 (7)               | 28 (23)            |
| <b>5</b>           | 2                       | 12 (9)              | 40 (23)            |
| <b>6</b>           | 2                       | 6 (6)               | 18 (17)            |
| <b>7</b>           | 5 (4)                   | 16                  | 66 (70)            |
| <b>8</b>           | 3                       | 13 (20)             | 42 (70)            |
| <b>9</b>           | 6 (3)                   | 11 (10)             | 33 (25)            |
| <b>0</b>           | 3 (1)                   | 3 (1)               | 3 (1)              |
| <b>10</b>          | <b>38 (28)</b>          | <b>125 (116)</b>    | <b>434 (390)</b>   |

# 1 Managers, senior officials and legislators

## 11 Chief executives, senior officials and legislators

- 111 Legislators and senior officials
- 112 Managing directors and chief executives

## 12 Administrative and commercial managers

- 121 Business services and administration managers
- 122 Sales, marketing and business development managers

## 13 Production and specialised services managers

- 132 Manufacturing, mining, construction, and distribution managers
- 133 Information and communications technology service managers
- 134 Education, health and welfare service managers
- 135 Other professional services managers

## 14 Hospitality, shop and related services managers

- 141 Hotel and restaurant managers
- 142 Shop managers
- 143 Other services managers

# Supervisors

Supervisory occupations have been included in the draft classification in selected areas:

- Manufacturing
- Construction
- Mining
- Retail
- Cleaning and housekeeping
- Farming
- Administration

Where they do not perform the same tasks as the staff they supervise

# 25 Information and communications technology (ICT) professionals

## **251 Software and applications developers and analysts**

- 2511 Systems analysts
- 2512 Software developers
- 2513 Web and multimedia developers
- 2514 Applications programmers
- 2519 Software and multimedia developers and analysts not elsewhere classified

## **252 Database specialists and systems administrators**

- 2521 Database designers and administrators
- 2522 Systems administrators

## **253 ICT network and hardware professionals**

- 2531 Computer network professionals
- 2532 Telecommunications engineering professionals
- 2539 ICT network and hardware professionals not elsewhere classified



# 35 Information and communications technicians

## **351 ICT operations and user support technicians**

3511 ICT operations technicians

3512 ICT user support technicians

3513 Systems testing technicians

## **352 Web technicians**

3520 Web technicians

## **353 Communications technicians**

3531 Broadcasting and sound and vision recording technicians

3532 Telecommunications engineering technicians

# 22

# Health professionals

## 221

### Medical doctors

- 2211 Generalist medical practitioners
- 2212 Specialist medical practitioners

## 222

### Nursing and midwifery professionals

- 2221 Nursing professionals
- 2222 Midwifery professionals

## 223

### Paramedical professionals

- 2231 Paramedical practitioners
- 2232 Emergency paramedics

## 224

### Other health professionals

- 2241 Dentists
- 2242 Pharmacists
- 2243 Environmental and occupational health and hygiene professionals
- 2244 Physiotherapists
- 2245 Dieticians and nutritionists
- 2246 Audiologists and speech therapists
- 2247 Veterinarians
- 2249 Health professionals not elsewhere classified

# 32

## Health associate professionals

### 321

#### Medical, pharmaceutical and veterinary technicians

- 3211 Doctor's assistants
- 3212 Medical and pathology laboratory technicians
- 3213 Pharmaceutical technicians and assistants
- 3214 Veterinary technicians and assistants

### 322

#### Nursing and midwifery associate professionals

- 3221 Nursing associate professionals
- 3222 Midwifery associate professionals

### 323

#### Other health associate professionals

- 3231 Dental assistants and therapists
- 3232 Medical records and health information technicians
- 3233 Community health workers
- 3234 Optometrists and opticians
- 3235 Physiotherapy technicians and assistants
- 3236 Medical equipment technicians
- 3237 Environmental and occupational health inspectors and associates
- 3238 Traditional and complementary medicine practitioners
- 3239 Health associate professionals not elsewhere classified

# 31 Science and engineering associate professionals

## **314 Life science technicians and related associate professionals**

- 3141 Life science technicians  
(except medical)
- 3142 Medical laboratory  
technicians
- 3144 Agricultural technicians
- 3145 Fishery technicians
- 3146 Forestry technicians

# Teachers

23

## Teaching professionals

- 231**            **University and higher education teachers**
  - 2310          University and higher education teachers
- 232**            **Vocational education teachers**
  - 2320          Vocational education teachers
- 233**            **Secondary education teachers**
  - 2330          Secondary education teachers
- 234**            **Primary school and early childhood teachers**
  - 2341          Primary school teachers
  - 2342          Early childhood educators
- 235**            **Other teaching professionals**
  - 2351          Education methods specialists
  - 2352          Special needs teachers
  - 2353          Extra-systemic language teachers
  - 2354          Extra-systemic music teachers
  - 2355          Information technology trainers
  - 2359          Other teaching professionals not elsewhere classified

# Occupations in arts, entertainment, design and sport

- In ISCO-88 in Minor groups
  - 245 Writers and creative or performing artists
  - 347 Artistic, entertainment and sports associate professionals

# Designers in ISCO-08

## **215 Architects, planners, surveyors and designers**

- 2151 Building architects
- 2152 Landscape architects
- 2153 Product and garment designers
- 2154 Town and traffic planners
- 2155 Cartographers and surveyors
- 2156 Graphic and multimedia designers

# Artists and writers

## **264 Creative or performing artists, and writers**

- 2641 Authors and related writers
- 2642 Visual artists
- 2643 Musicians, singers and composers
- 2644 Dancers and choreographers
- 2645 Film, stage and related actors and directors
- 2646 Journalists
- 2647 Announcers on radio, television and other media
- 2649 Other creative or performing artists



# But nothing is ever perfect

## **34 Policing, legal, social , sports and cultural associate professionals**

- 341 Policing and legal associate professionals**
  - 3411 Police inspectors and detectives
  - 3422 Legal and related associate professionals
- 342 Social and religious associate professionals**
  - 3422 Social work associate professionals
  - 3423 Religious associate professionals
- 343 Sports and fitness workers**
  - 3431 Athletes and sports players
  - 3432 Sports coaches, instructors and officials
  - 3433 Fitness and recreation instructors and program leaders
- 344 Artistic and cultural associate professionals**
  - 3441 Photographers
  - 3442 Interior designers and decorators
  - 3443 Gallery, library and museum technicians
  - 3449 Artistic associate professionals not elsewhere classified

# Extra detail for client information workers

## ISCO-08 Draft

|      |                                      |
|------|--------------------------------------|
| 422  | Client information clerks            |
| 4221 | Travel agency and related clerks     |
| 4222 | Receptionists and information clerks |
| 4223 | Telephone switchboard operators      |

## ISCO-08 Draft

|      |   |
|------|---|
| 422  | Client information workers              |
| 4221 | Travel agency and related clerks        |
| 4222 | Contact centre information clerks       |
| 4223 | Telephone switchboard operators         |
| 4224 | Hotel front desk receptionists          |
| 4225 | Inquiry clerks                          |
| 4226 | Receptionists (general)                 |
| 4227 | Survey and market research interviewers |
| 4229 | Other client information workers        |

# Plant and machine operators

- ISCO-88 Sub-major groups
  - 81 Stationary-plant and related operator
  - 82 Machine operators and assemblersreplaced by :
  - 81 Stationary plant and machine operators
  - 82 Assemblers
- Merging of some minor groups where there are parallel groups in ISCO-88 for stationary plant and machine operators
- New minor group 314, Process control technicians
- Merging of a number of unit groups where categories in ISCO-88 are too detailed.

# 9

## Elementary occupations

### 91

#### **Cleaners and helpers**

- 911 Domestic, hotel and office cleaners and helpers
- 912 Vehicle, window, laundry and other hand cleaning workers

### 92

#### **Agricultural, fishery and forestry labourers**

- 921 Agricultural, fishery and forestry labourers

### 93

#### **Labourers in mining, construction, manufacturing and transport**

- 931 Mining and construction labourers
- 932 Manufacturing labourers
- 933 Transport and storage labourers

### 94

#### **Food preparation assistants**

- 941 Food preparation assistants

### 95

#### **Street and related sales and service workers**

- 951 Street and related service workers
- 952 Street vendors

### 96

#### **Refuse workers and other elementary service workers**

- 961 Refuse workers
- 962 Other elementary service workers