

(D)ISCO

(Danish) International Standard
Classification of Occupation

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ISCO

- DISCO builds upon ISCO
- ISCO is a tool for organizing jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job
- Why a classification and why ISCO?
- ISCO is developed and maintained by ILO
- First version of ISCO 1958
- ISCO-08 is a 4. digit hierarchical classification consisting of 436 occupations



Conceptual framework

- An occupation is a "set of jobs whose main tasks and duties are characterised by a high degree of similarity"
- *Skill* is a key concept
- ...four skill levels used in arranging occupations in groups. Requires typically...
 1. Simple and routine physical or manual tasks
 2. Performance of tasks such as operating machinery and electronic equipment
 3. Performance of complex technical and practical tasks
 4. Performance of tasks that require complex problem solving and decision making.



Conceptual framework

ISCO-08 major groups	Skill level
1 – Managers	3 + 4
2 – Professionals	4
3 – Technicians and associated professionals	3
4 – Clerical support workers	2
5 – Service and sales workers	2
6 – Skilled agricultural, forestry and fishery workers	2
7 – Craft and related trade workers	2
8 – Plant and machine operators and assemblers	2
9 – Elementary occupations	1
10 – Armed forces occupations	1, 2 + 4



Correlation to Education

ISCO-08 Skill level

ISCED-97 level

4	6 – Second stage of tertiary education 5a – First stage of tertiary education
3	5b – First stage of tertiary education
2	4 – Post-secondary, non tertiary education 3 – Upper-secondary level of education 2 – Lower secondary level of education
1	1 – Primary level of education

... But ISCO is not a classification of occupation!



Structure of the classification

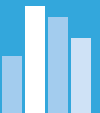
Example:

Major group:	5	Service and sales workers
Sub-major groups (4):	51	Personale service workers
Minor groups (13):	511	Travel attendants, conductors and guides
Unit groups (40):	5111	Travel attendants and travel stewards
	5112	Transport conductors
	5113	Travel guides



Specific issues

- Apprentices
- Managers
 - Most time has to be used on managing
 - In control of strategy, overall budgets and hiring/firing
 - ...Main-rule: employees in major group 1, do not need to have detailed knowledge of the tasks performed by the staff
- Occupations with a broad range of tasks and duties
- Armed forces



From ISCO to DISCO

- ISCO as a basis for DISCO
- Statistics Denmark in charge of developing the DISCO.
- First version of DISCO – DISCO-88
- The process of developing DISCO-08
- A few minor groups were left behind, and a few minor groups has been added
- DISCO-08 is a 6. digit hierarchical classification consisting of 563 occupations

From ISCO to DISCO

Example:

Major group:	5	Service and sales workers
Sub-major group:	51	Personale service workers
Minor group:	511	Travel attendants, conductors and guides
Unit groups:	5111	Travel attendants and travel stewards
	511110	Serving of passengers during travel
	511120	Serving of passengers in airport- and port terminals
	511200	Transport conductors
	511300	Travel guides



Reporting and use of DISCO

- Collection from two different sources
- Difficult to register and report DISCO
- Help is needed....
- <http://www.dst.dk/disco>

