

Opening the black box

Stile WP 3
Occupational coding exercise
Workshop 12.05.2004

Opening the black box

= comparative country report
based upon results national reports

Opening the black box

Main purposes

- = presenting material
- = searching for relevant remarks
- = putting forward suggestions for questioning occupations

Opening the black box

Only based upon coding results 'long descriptions'

Most frequent used MG ISCO codes

- ISCO1 Legislators, senior officials and managers
- ISCO2 Professionals
- ISCO3 Technicians and associate professionals
- ISCO4 Clerks

Hitparade all countries :

ISCO 3 188 time

ISCO 2 175 time

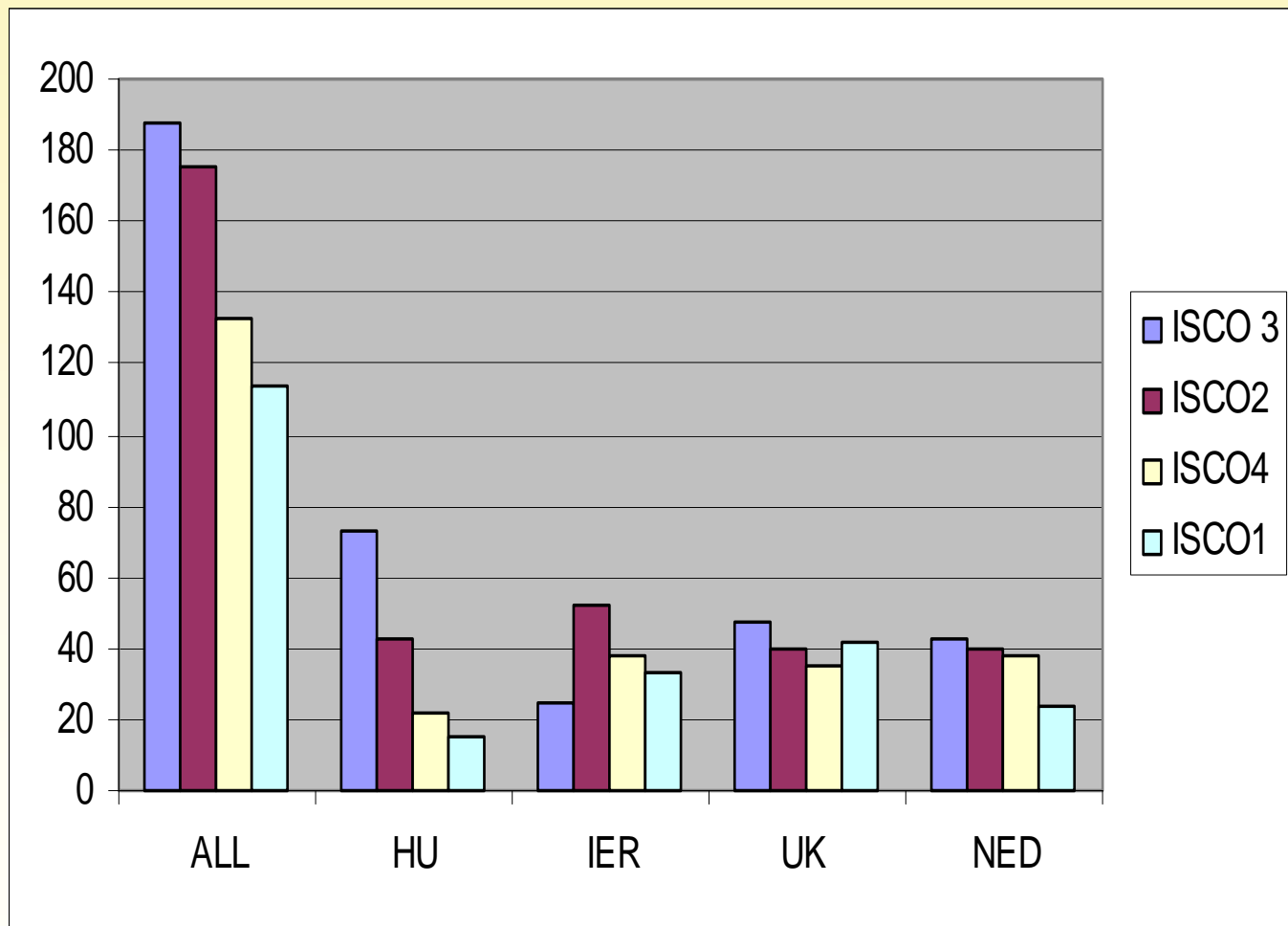
ISCO 4 133 time

ISCO 1 114 time

Distribution on ISCO Major Group Code (1D)

Country patterns are different
Only the Dutch and the Hungarian follow the inter-
country pattern

Distribution pattern ISCO MG codes (1D)



Hitparade all countries:

ISCO 12 114 time

ISCO 21 105 time

ISCO 31 103 time

ISCO 41 96 time

ISCO 34 80 time

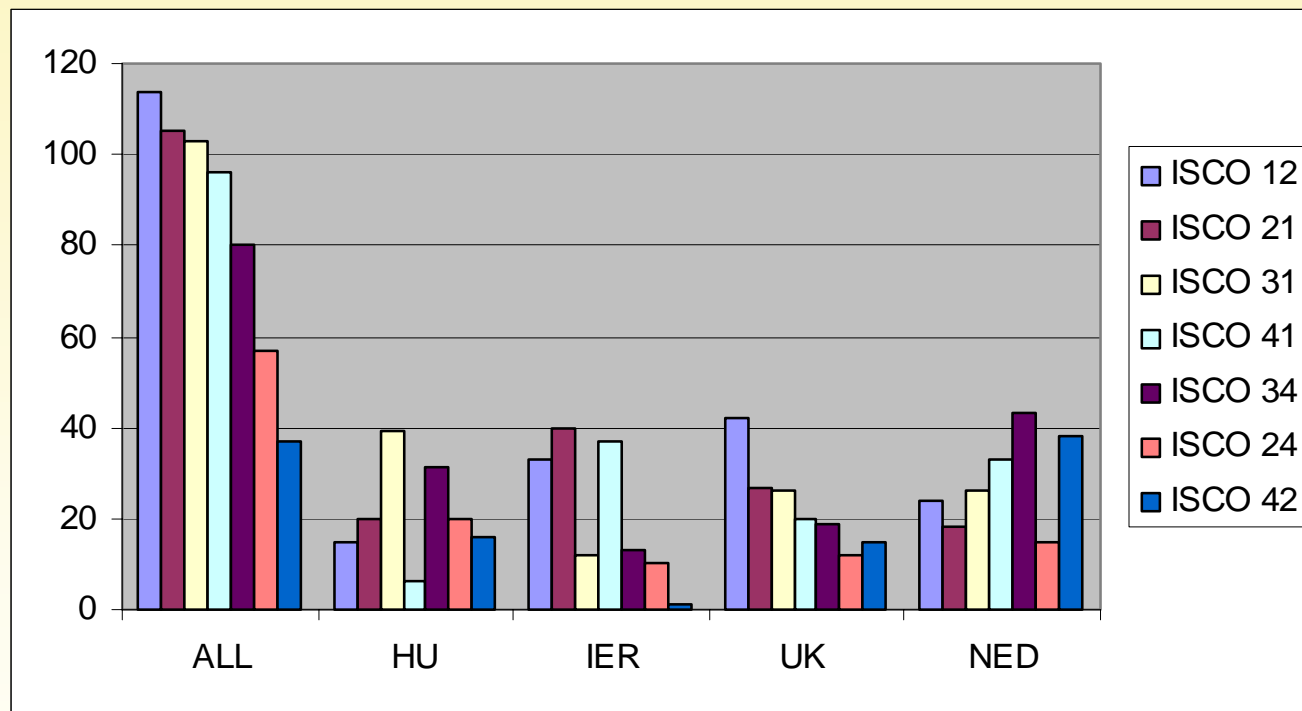
ISCO 24 57 time

ISCO 42 37 time

Distribution on ISCO Submajor Group (2D)

Country patterns are different, none of the countries follow this inter-country pattern

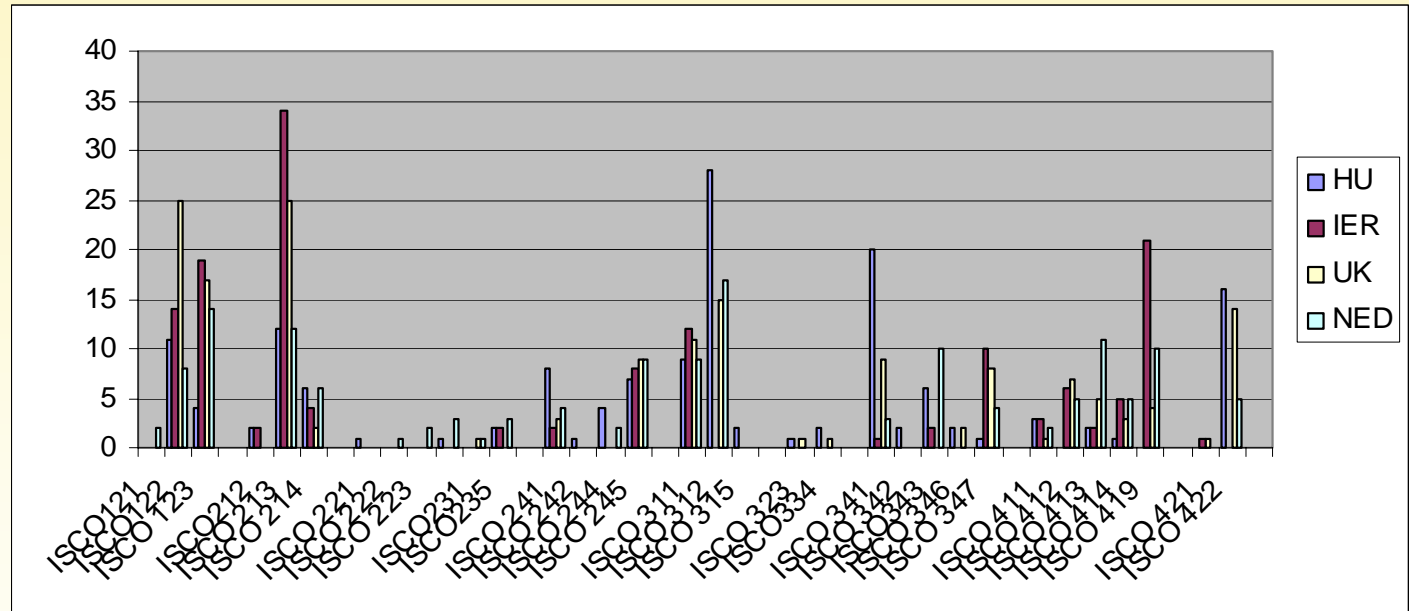
Distribution pattern ISCO SubMajor group codes (2D)



Distribution on ISCO Subminor Group (3D)

Great variety of ISCO codes on 3 digit code
18 cases were coded similar between all the
countries

Distribution pattern ISCO SubMinor group codes (3D)



Similar coded cases

Multimedia scriptwriter
Systems analyst
Systems designer
Systems developer
CAD technician
Architect
Architectural technician (4 different descriptions)

Similar coded cases

SAP developer
SAP FI/CO Consultant
Information architect
Datawarehouse analyst
Free lance writer
Free lance journalist
Chemical production manager

Similar coded cases

Underlining of decisive terms/words are in the most cases the same

The matrix exercise

Table 2. The matrix exercise. Number of occupational cases coded equal at different ISCO-levels.

Coded equal at	4=codes	3=codes	2=codes	2x2=codes
ISCO MG 1D	40/ 157	55/ 157	35/ 157	23/ 157
ISCO SMG 2D	26/ 157	54/ 157	45/ 157	22/ 157
ISCO MG 3D	18/ 157	41/ 157	51/ 157	19/ 157

The matrix exercise

Variations were obvious and great
Coders always try to refer to the common coding and occupational practices
They always try to find a code within the range of existing, societal known occupations

Recommendations

Questions in surveys around Jobs should focus on descriptions that should be:

clear and well defined

in which the dominant activities should be emphasised

in which the level of independence of work should be included

Recommendations

The required educational level should be clear
Special training and responsibility that is required should be defined
Indications on the way how, how often and for which tasks a computer is used and the required expertise should be mentioned

Recommendations

Occupational coding process would benefit from information about the NACE sector and the size/activity description of the enterprise

Occupational coding process would benefit from clear defined, detailed worked out occupational (cluster) profiles