THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community, and in particular Article 211 thereof,

Whereas:

(1) The International Labour Organisation has revised the previous version of the International Standard Classification of Occupations used hitherto (ISCO-88) with the objective of making available a more effective classification, which can be used by countries in the next round of population censuses, as well as in national employment services and other client-oriented applications. In order to ensure comparability between data on occupations from the EU Member States and the rest of the world it is important to adopt this revised classification (ISCO-08) in the main European Statistical System surveys collecting data on occupations before the next round of population census that will take place in 2011.

(2) ISCO-08 classification is more detailed than the European version of ISCO-88 (ISCO-88 (COM)) in specific occupations in which a high share of women work.

(3) Data on occupations is utilised for calculating the indicators on gender segregation used in the follow up of the European Employment strategy (Guideline 18: Promote a lifecycle approach to work and Guideline 22: Ensure employment-friendly labour cost developments and wage-setting mechanisms (1)). Therefore, it is essential to have a standard classification allowing the production of comparable data on occupations.

(4) Data on occupations has also been used for measuring progress on gender balance in decision-making positions by looking at women's and men's share among ISCO-88 (COM) managerial occupations.

(5) In the framework of the Council Resolution of 15 November 2007 on the new skills for new jobs (2), occupation will become important in the assessment of skills needs and gaps in the European labour market and a harmonised methodology on occupations will be essential.

(6) ISCO-08 classification places more emphasis to occupations related to information and communication technologies,

HEREBY RECOMMENDS:

1. Member States should develop, produce and disseminate statistics broken down by occupations using the International Standard Classification of Occupations of 2008 (ISCO-08) as set out in the Annex or a national classification derived from ISCO-08.


3. Member States should use ISCO-08 from 2011 as reference year in all statistical domains providing statistics broken down by occupations.

Done at Brussels, 29 October 2009.

For the Commission

Joaquín ALMUNIA
Member of the Commission
ANNEX

ISCO-08 CLASSIFICATION

1 Managers

11 Chief executives, senior officials and legislators
   111 Legislators and senior officials
      1111 Legislators
      1112 Senior government officials
      1113 Traditional chiefs and heads of village
      1114 Senior officials of special-interest organisations

112 Managing directors and chief executives
   1120 Managing directors and chief executives

12 Administrative and commercial managers

121 Business services and administration managers
   1211 Finance managers
   1212 Human resource managers
   1213 Policy and planning managers
   1219 Business services and administration managers not elsewhere classified

122 Sales, marketing and development managers
   1221 Sales and marketing managers
   1222 Advertising and public relations managers
   1223 Research and development managers

13 Production and specialised services managers

131 Production managers in agriculture, forestry and fisheries
   1311 Agricultural and forestry production managers
   1312 Aquaculture and fisheries production managers

132 Manufacturing, mining, construction, and distribution managers
   1321 Manufacturing managers
   1322 Mining managers
   1323 Construction managers
   1324 Supply, distribution and related managers

133 Information and communications technology service managers
   1330 Information and communications technology service managers

134 Professional services managers
   1341 Child care services managers
   1342 Health services managers
   1343 Aged care services managers
   1344 Social welfare managers
   1345 Education managers
   1346 Financial and insurance services branch managers
   1349 Professional services managers not elsewhere classified
14 Hospitality, retail and other services managers
   141 Hotel and restaurant managers
      1411 Hotel managers
      1412 Restaurant managers
   142 Retail and wholesale trade managers
      1420 Retail and wholesale trade managers
   143 Other services managers
      1431 Sports, recreation and cultural centre managers
      1439 Services managers not elsewhere classified

2 Professionals
   21 Science and engineering professionals
      211 Physical and earth science professionals
         2111 Physicists and astronomers
         2112 Meteorologists
         2113 Chemists
         2114 Geologists and geophysicists
      212 Mathematicians, actuaries and statisticians
         2120 Mathematicians, actuaries and statisticians
      213 Life science professionals
         2131 Biologists, botanists, zoologists and related professionals
         2132 Farming, forestry and fisheries advisers
         2133 Environmental protection professionals
      214 Engineering professionals (excluding electrotechnology)
         2141 Industrial and production engineers
         2142 Civil engineers
         2143 Environmental engineers
         2144 Mechanical engineers
         2145 Chemical engineers
         2146 Mining engineers, metallurgists and related professionals
         2149 Engineering professionals not elsewhere classified
      215 Electrotechnology engineers
         2151 Electrical engineers
         2152 Electronics engineers
         2153 Telecommunications engineers
   216 Architects, planners, surveyors and designers
      2161 Building architects
      2162 Landscape architects
      2163 Product and garment designers
      2164 Town and traffic planners
      2165 Cartographers and surveyors
      2166 Graphic and multimedia designers
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 Traditional and complementary medicine professionals
      2230 Traditional and complementary medicine professionals
   224 Paramedical practitioners
      2240 Paramedical practitioners
   225 Veterinarians
      2250 Veterinarians
   226 Other health professionals
      2261 Dentists
      2262 Pharmacists
      2263 Environmental and occupational health and hygiene professionals
      2264 Physiotherapists
      2265 Dieticians and nutritionists
      2266 Audiologists and speech therapists
      2267 Optometrists and ophthalmic opticians
      2269 Health professionals not elsewhere classified

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 Other language teachers
      2354 Other music teachers
      2355 Other arts teachers
      2356 Information technology trainers
      2359 Teaching professionals not elsewhere classified
24 Business and administration professionals
   241 Finance professionals
      2411 Accountants
      2412 Financial and investment advisers
      2413 Financial analysts
   242 Administration professionals
      2421 Management and organisation analysts
      2422 Policy administration professionals
      2423 Personnel and careers professionals
      2424 Training and staff development professionals
   243 Sales, marketing and public relations professionals
      2431 Advertising and marketing professionals
      2432 Public relations professionals
      2433 Technical and medical sales professionals (excluding ICT)
      2434 Information and communications technology sales professionals

25 Information and communications technology 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 applications developers and analysts not elsewhere classified
   252 Database and network professionals
      2521 Database designers and administrators
      2522 Systems administrators
      2523 Computer network professionals
      2529 Database and network professionals not elsewhere classified

26 Legal, social and cultural professionals
   261 Legal professionals
      2611 Lawyers
      2612 Judges
      2619 Legal professionals not elsewhere classified
   262 Librarians, archivists and curators
      2621 Archivists and curators
      2622 Librarians and related information professionals
   263 Social and religious professionals
      2631 Economists
      2632 Sociologists, anthropologists and related professionals
      2633 Philosophers, historians and political scientists
      2634 Psychologists
      2635 Social work and counselling professionals
      2636 Religious professionals
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
2659 Creative and performing artists not elsewhere classified

3 Technicians and associate professionals
31 Science and engineering associate professionals
311 Physical and engineering science technicians
3111 Chemical and physical science technicians
3112 Civil engineering technicians
3113 Electrical engineering technicians
3114 Electronics engineering technicians
3115 Mechanical engineering technicians
3116 Chemical engineering technicians
3117 Mining and metallurgical technicians
3118 Draughtspersons
3119 Physical and engineering science technicians not elsewhere classified
312 Mining, manufacturing and construction supervisors
3121 Mining supervisors
3122 Manufacturing supervisors
3123 Construction supervisors
313 Process control technicians
3131 Power production plant operators
3132 Incinerator and water treatment plant operators
3133 Chemical processing plant controllers
3134 Petroleum and natural gas refining plant operators
3135 Metal production process controllers
3139 Process control technicians not elsewhere classified
314 Life science technicians and related associate professionals
3141 Life science technicians (excluding medical)
3142 Agricultural technicians
3143 Forestry technicians
315 Ship and aircraft controllers and technicians
   3151 Ships' engineers
   3152 Ships' deck officers and pilots
   3153 Aircraft pilots and related associate professionals
   3154 Air traffic controllers
   3155 Air traffic safety electronics technicians

32 Health associate professionals
   321 Medical and pharmaceutical technicians
      3211 Medical imaging and therapeutic equipment technicians
      3212 Medical and pathology laboratory technicians
      3213 Pharmaceutical technicians and assistants
      3214 Medical and dental prosthetic technicians
   322 Nursing and midwifery associate professionals
      3221 Nursing associate professionals
      3222 Midwifery associate professionals
   323 Traditional and complementary medicine associate professionals
      3230 Traditional and complementary medicine associate professionals
   324 Veterinary technicians and assistants
      3240 Veterinary technicians and assistants
   325 Other health associate professionals
      3251 Dental assistants and therapists
      3252 Medical records and health information technicians
      3253 Community health workers
      3254 Dispensing opticians
      3255 Physiotherapy technicians and assistants
      3256 Medical assistants
      3257 Environmental and occupational health inspectors and associates
      3258 Ambulance workers
      3259 Health associate professionals not elsewhere classified

33 Business and administration associate professionals
   331 Financial and mathematical associate professionals
      3311 Securities and finance dealers and brokers
      3312 Credit and loans officers
      3313 Accounting associate professionals
      3314 Statistical, mathematical and related associate professionals
      3315 Valuers and loss assessors
   332 Sales and purchasing agents and brokers
      3321 Insurance representatives
      3322 Commercial sales representatives
      3323 Buyers
      3324 Trade brokers
333 Business services agents
   3331 Clearing and forwarding agents
   3332 Conference and event planners
   3333 Employment agents and contractors
   3334 Real estate agents and property managers
   3339 Business services agents not elsewhere classified
334 Administrative and specialised secretaries
   3341 Office supervisors
   3342 Legal secretaries
   3343 Administrative and executive secretaries
   3344 Medical secretaries
335 Regulatory government associate professionals
   3351 Customs and border inspectors
   3352 Government tax and excise officials
   3353 Government social benefits officials
   3354 Government licensing officials
   3355 Police inspectors and detectives
   3359 Regulatory government associate professionals not elsewhere classified
34 Legal, social, cultural and related associate professionals
   341 Legal, social and religious associate professionals
      3411 Legal and related associate professionals
      3412 Social work associate professionals
      3413 Religious associate professionals
342 Sports and fitness workers
   3421 Athletes and sports players
   3422 Sports coaches, instructors and officials
   3423 Fitness and recreation instructors and program leaders
343 Artistic, cultural and culinary associate professionals
   3431 Photographers
   3432 Interior designers and decorators
   3433 Gallery, museum and library technicians
   3434 Chefs
   3435 Other artistic and cultural associate professionals
35 Information and communications technicians
   351 Information and communications technology operations and user support technicians
      3511 Information and communications technology operations technicians
      3512 Information and communications technology user support technicians
      3513 Computer network and systems technicians
      3514 Web technicians
4 Clerical support workers

41 General and keyboard clerks
  411 General office clerks
    4110 General office clerks
  412 Secretaries (general)
    4120 Secretaries (general)
  413 Keyboard operators
    4131 Typists and word processing operators
    4132 Data entry clerks

42 Customer services clerks
  421 Tellers, money collectors and related clerks
    4211 Bank tellers and related clerks
    4212 Bookmakers, croupiers and related gaming workers
    4213 Pawnbrokers and money-lenders
    4214 Debt-collectors and related workers
  422 Client information workers
    4221 Travel consultants and clerks
    4222 Contact centre information clerks
    4223 Telephone switchboard operators
    4224 Hotel receptionists
    4225 Enquiry clerks
    4226 Receptionists (general)
    4227 Survey and market research interviewers
    4229 Client information workers not elsewhere classified

43 Numerical and material recording clerks
  431 Numerical clerks
    4311 Accounting and bookkeeping clerks
    4312 Statistical, finance and insurance clerks
    4313 Payroll clerks
  432 Material-recording and transport clerks
    4321 Stock clerks
    4322 Production clerks
    4323 Transport clerks

44 Other clerical support workers
  441 Other clerical support workers
    4411 Library clerks
    4412 Mail carriers and sorting clerks
    4413 Coding, proof-reading and related clerks
    4414 Scribes and related workers
4415 Filing and copying clerks
4416 Personnel clerks
4419 Clerical support workers not elsewhere classified

5 Service and sales workers

51 Personal service workers

511 Travel attendants, conductors and guides
  5111 Travel attendants and travel stewards
  5112 Transport conductors
  5113 Travel guides

512 Cooks
  5120 Cooks

513 Waiters and bartenders
  5131 Waiters
  5132 Bartenders

514 Hairdressers, beauticians and related workers
  5141 Hairdressers
  5142 Beauticians and related workers

515 Building and housekeeping supervisors
  5151 Cleaning and housekeeping supervisors in offices, hotels and other establishments
  5152 Domestic housekeepers
  5153 Building caretakers

516 Other personal services workers
  5161 Astrologers, fortune-tellers and related workers
  5162 Companions and valets
  5163 Undertakers and embalmers
  5164 Pet groomers and animal care workers
  5165 Driving instructors
  5169 Personal services workers not elsewhere classified

52 Sales workers

521 Street and market salespersons
  5211 Stall and market salespersons
  5212 Street food salespersons

522 Shop salespersons
  5221 Shop keepers
  5222 Shop supervisors
  5223 Shop sales assistants

523 Cashiers and ticket clerks
  5230 Cashiers and ticket clerks

524 Other sales workers
  5241 Fashion and other models
  5242 Sales demonstrators
  5243 Door to door salespersons
  5244 Contact centre salespersons
5245 Service station attendants
5246 Food service counter attendants
5249 Sales workers not elsewhere classified

53 Personal care workers
  531 Child care workers and teachers’ aides
    5311 Child care workers
    5312 Teachers’ aides
  532 Personal care workers in health services
    5321 Health care assistants
    5322 Home-based personal care workers
    5329 Personal care workers in health services not elsewhere classified

54 Protective services workers
  541 Protective services workers
    5411 Fire-fighters
    5412 Police officers
    5413 Prison guards
    5414 Security guards
    5419 Protective services workers not elsewhere classified

6 Skilled agricultural, forestry and fishery workers
  61 Market-oriented skilled agricultural workers
    611 Market gardeners and crop growers
      6111 Field crop and vegetable growers
      6112 Tree and shrub crop growers
      6113 Gardeners, horticultural and nursery growers
      6114 Mixed crop growers
    612 Animal producers
      6121 Livestock and dairy producers
      6122 Poultry producers
      6123 Apiarists and sericulturists
      6129 Animal producers not elsewhere classified
    613 Mixed crop and animal producers
      6130 Mixed crop and animal producers
  62 Market-oriented skilled forestry, fishery and hunting workers
    621 Forestry and related workers
      6210 Forestry and related workers
    622 Fishery workers, hunters and trappers
      6221 Aquaculture workers
      6222 Inland and coastal waters fishery workers
      6223 Deep-sea fishery workers
      6224 Hunters and trappers
63 Subsistence farmers, fishers, hunters and gatherers
    631 Subsistence crop farmers
        6310 Subsistence crop farmers
    632 Subsistence livestock farmers
        6320 Subsistence livestock farmers
    633 Subsistence mixed crop and livestock farmers
        6330 Subsistence mixed crop and livestock farmers
    634 Subsistence fishers, hunters, trappers and gatherers
        6340 Subsistence fishers, hunters, trappers and gatherers

7 Craft and related trades workers
    71 Building and related trades workers, excluding electricians
        711 Building frame and related trades workers
            7111 House builders
            7112 Bricklayers and related workers
            7113 Stonemasons, stone cutters, splitters and carvers
            7114 Concrete placers, concrete finishers and related workers
            7115 Carpenters and joiners
            7119 Building frame and related trades workers not elsewhere classified
        712 Building finishers and related trades workers
            7121 Roofers
            7122 Floor layers and tile setters
            7123 Plasterers
            7124 Insulation workers
            7125 Glaziers
            7126 Plumbers and pipe fitters
            7127 Air conditioning and refrigeration mechanics
        713 Painters, building structure cleaners and related trades workers
            7131 Painters and related workers
            7132 Spray painters and varnishers
            7133 Building structure cleaners
    72 Metal, machinery and related trades workers
        721 Sheet and structural metal workers, moulders and welders, and related workers
            7211 Metal moulders and coremakers
            7212 Welders and flamecutters
            7213 Sheet-metal workers
            7214 Structural-metal preparers and erectors
            7215 Riggers and cable splicers
        722 Blacksmiths, toolmakers and related trades workers
            7221 Blacksmiths, hammersmiths and forging press workers
            7222 Toolmakers and related workers
            7223 Metal working machine tool setters and operators
            7224 Metal polishers, wheel grinders and tool sharpeners
723 Machinery mechanics and repairers
   7231 Motor vehicle mechanics and repairers
   7232 Aircraft engine mechanics and repairers
   7233 Agricultural and industrial machinery mechanics and repairers
   7234 Bicycle and related repairers

73 Handicraft and printing workers
   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

732 Printing trades workers
   7321 Pre-press technicians
   7322 Printers
   7323 Print finishing and binding workers

74 Electrical and electronic trades workers
   741 Electrical equipment installers and repairers
      7411 Building and related electricians
      7412 Electrical mechanics and fitters
      7413 Electrical line installers and repairers

742 Electronics and telecommunications installers and repairers
   7421 Electronics mechanics and servicers
   7422 Information and communications technology installers and servicers

75 Food processing, wood working, garment and other craft and related trades workers
   751 Food processing and related trades workers
      7511 Butchers, fishmongers and related food preparers
      7512 Bakers, pastry-cooks and confectionery makers
      7513 Dairy-products makers
      7514 Fruit, vegetable and related preservers
      7515 Food and beverage tasters and graders
      7516 Tobacco preparers and tobacco products makers

752 Wood treaters, cabinet-makers and related trades workers
   7521 Wood treaters
   7522 Cabinet-makers and related workers
   7523 Woodworking-machine tool setters and operators
753 Garment and related trades workers
   7531 Tailors, dressmakers, furriers and hatters
   7532 Garment and related pattern-makers and cutters
   7533 Sewing, embroidery and related workers
   7534 Upholsterers and related workers
   7535 Pelt dressers, tanners and fellmongers
   7536 Shoemakers and related workers

754 Other craft and related workers
   7541 Underwater divers
   7542 Shotfirsers and blasters
   7543 Product graders and testers (excluding foods and beverages)
   7544 Fumigators and other pest and weed controllers
   7549 Craft and related workers not elsewhere classified

8 Plant and machine operators and assemblers

81 Stationary plant and machine operators
   811 Mining and mineral processing plant operators
      8111 Miners and quarriers
      8112 Mineral and stone processing plant operators
      8113 Well drillers and borers and related workers
      8114 Cement, stone and other mineral products machine operators
   812 Metal processing and finishing plant operators
      8121 Metal processing plant operators
      8122 Metal finishing, plating and coating machine operators
   813 Chemical and photographic products plant and machine operators
      8131 Chemical products plant and machine operators
      8132 Photographic products machine operators
   814 Rubber, plastic and paper products machine operators
      8141 Rubber products machine operators
      8142 Plastic products machine operators
      8143 Paper products machine operators
   815 Textile, fur and leather products machine operators
      8151 Fibre preparing, spinning and winding machine operators
      8152 Weaving and knitting machine operators
      8153 Sewing machine operators
      8154 Bleaching, dyeing and fabric cleaning machine operators
      8155 Fur and leather preparing machine operators
      8156 Shoemaking and related machine operators
      8157 Laundry machine operators
      8159 Textile, fur and leather products machine operators not elsewhere classified
   816 Food and related products machine operators
      8160 Food and related products machine operators
817 Wood processing and papermaking plant operators
  8171 Pulp and papermaking plant operators
  8172 Wood processing plant operators
818 Other stationary plant and machine operators
  8181 Glass and ceramics plant operators
  8182 Steam engine and boiler operators
  8183 Packing, bottling and labelling machine operators
  8189 Stationary plant and machine operators not elsewhere classified

82 Assemblers
  821 Assemblers
    8211 Mechanical machinery assemblers
    8212 Electrical and electronic equipment assemblers
    8219 Assemblers not elsewhere classified

83 Drivers and mobile plant operators
  831 Locomotive engine drivers and related workers
    8311 Locomotive engine drivers
    8312 Railway brake, signal and switch operators
  832 Car, van and motorcycle drivers
    8321 Motorcycle drivers
    8322 Car, taxi and van drivers
  833 Heavy truck and bus drivers
    8331 Bus and tram drivers
    8332 Heavy truck and lorry drivers
  834 Mobile plant operators
    8341 Mobile farm and forestry plant operators
    8342 Earthmoving and related plant operators
    8343 Crane, hoist and related plant operators
    8344 Lifting truck operators
  835 Ships’ deck crews and related workers
    8350 Ships’ deck crews and related workers

9 Elementary occupations
  91 Cleaners and helpers
    911 Domestic, hotel and office cleaners and helpers
      9111 Domestic cleaners and helpers
      9112 Cleaners and helpers in offices, hotels and other establishments
    912 Vehicle, window, laundry and other hand cleaning workers
      9121 Hand launderers and pressers
      9122 Vehicle cleaners
      9123 Window cleaners
      9129 Other cleaning workers
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

93 Labourers in mining, construction, manufacturing and transport
   931 Mining and construction labourers
      9311 Mining and quarrying labourers
      9312 Civil engineering labourers
      9313 Building construction labourers
   932 Manufacturing labourers
      9321 Hand packers
      9329 Manufacturing labourers not elsewhere classified
   933 Transport and storage labourers
      9331 Hand and pedal vehicle drivers
      9332 Drivers of animal-drawn vehicles and machinery
      9333 Freight handlers
      9334 Shelf fillers

94 Food preparation assistants
   941 Food preparation assistants
      9411 Fast food preparers
      9412 Kitchen helpers

95 Street and related sales and service workers
   951 Street and related service workers
      9510 Street and related service workers
   952 Street vendors (excluding food)
      9520 Street vendors (excluding food)

96 Refuse workers and other elementary workers
   961 Refuse workers
      9611 Garbage and recycling collectors
      9612 Refuse sorters
      9613 Sweepers and related labourers
   962 Other elementary workers
      9621 Messengers, package deliverers and luggage porters
      9622 Odd job persons
      9623 Meter readers and vending-machine collectors
      9624 Water and firewood collectors
      9629 Elementary workers not elsewhere classified
0 **Armed forces occupations**

  01 Commissioned armed forces officers
    011 Commissioned armed forces officers
      0110 Commissioned armed forces officers

  02 Non-commissioned armed forces officers
    021 Non-commissioned armed forces officers
      0210 Non-commissioned armed forces officers

  03 Armed forces occupations, other ranks
    031 Armed forces occupations, other ranks
      0310 Armed forces occupations, other ranks