

August 2012
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Crosswalk between the International Standard Classification of Occupations (ISCO-08) and the 2010 Standard Occupational Classification (SOC)

The SOCPC approved the crosswalk between ISCO-08 and the 2010 SOC at its July 2012 quarterly meeting. It was developed by staff at one of its member agencies, the Bureau of Labor Statistics (BLS), as follows:

1. BLS staff started with the original crosswalk between ISCO-88 and the 2000 SOC, which matches the 390 ISCO unit groups to the 821 SOC 2000 codes.
2. SOC 2000 codes were linked to the corresponding 840 SOC 2010 codes and titles.
3. ISCO-88 codes were linked to the corresponding 425 ISCO-08 codes and titles.
4. All ISCO-08 detailed definitions and example titles were examined to confirm a match to the SOC 2010.
5. Recommended matches were reviewed to determine whether they represented a one-to-one correspondence between the ISCO and SOC or one-to-two or more. Asterisks (*) in the column 'part' indicate that the ISCO code matched to more than one SOC code.
6. The transposed file was reviewed and adjusted for gaps in SOC to ISCO coverage.
7. The draft crosswalk was reviewed by BLS management.
8. A second round of staff review was conducted to resolve inconsistencies.

Guiding principles

1. When feasible, the crosswalk considered both the ISCO skill levels¹ and the BLS education and training assignments for SOC occupations.²
2. The principle of parsimony was used to make the crosswalk more straightforward and therefore more useful. This means not including all the possible matches where a task performed in the SOC might appear in several ISCOs (or vice versa), but the match in some of these instances is incidental and adds unnecessary complexity. An example is SOC 11-9141 Property, Real Estate, and Community Association Managers. This SOC matches quite well to ISCO 3334 Real estate agents and property managers. While there are some common tasks with ISCO 1219 Business services and administration managers not elsewhere classified and ISCO 1439 Services managers not elsewhere classified, these matches are not needed. Also, not all SOC Direct Match Titles that appeared in an

¹ See "International Standard Classification of Occupations 2008 (ISCO-08): Structure, group definitions and correspondence tables" (International Labour Office, May 10, 2012), on the Internet at http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_172572/lang--en/index.htm (visited July 3, 2012).

² See "Education and training categories by detailed occupation, 2010" (Bureau of Labor Statistics, Dec., 2011), on the Internet at https://www.bls.gov/emp/ep_data_education_training.htm (visited July 3, 2012).

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ISCO definitions are good indicators of a reasonable match. Many are an obscure or incidental part of the SOC occupation.

3. Subsistence agriculture was generally treated the same as market agriculture, with consideration given to the ISCO skill level. These occupations are in ISCO group 6, which is not the lowest level and therefore not a good match to SOC laborer occupations. “Subsistence” does not necessarily mean low skills.

Treatment of Supervisors

The final draft introduction for ISCO-08 has the following (in part) on supervisors:

In describing differences between ISCO-08 and ISCO-88 –

- Some additional unit groups and one new minor group were created for selected supervisory occupations, but only in areas where supervisors commonly perform significantly different tasks from the workers they supervise.

In describing supervisory occupations, the ISCO introduction has the following:

Supervisory occupations

In ISCO-88 supervisors were generally classified in the same unit group as the workers they supervised. Many countries, however, consider it important to distinguish supervisors from other workers, including managers, in specific sectors where supervisors do not mainly perform the same tasks as the workers supervised. To reflect this concern, unit groups for supervisory occupations are included in ISCO-08 for selected supervisory occupational groups.

Due to the additional skill level requirements for some supervisory jobs, a new Minor group 312, Mining, manufacturing and construction supervisors, was created in Sub major group 31, Science and engineering associate professionals. For similar reasons, a unit group for office supervisors is included in Minor group 334, Administrative and specialized secretaries.

The supervisory unit groups in ISCO-08 are:

3121	Mining supervisors,
3122	Manufacturing supervisors,
3123	Construction supervisors,
3341	Office supervisors,
5151	Cleaning and housekeeping supervisors in offices, hotels and other establishments,
5222	Shop supervisors.

All other supervisory occupations are classified in the same unit group as the most skilled workers supervised. Definitional material is provided for relevant categories, to ensure

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that the distinctions between managerial, supervisory and other occupations in ISCO-08 are as clear as possible.

The 2010 SOC had good matches for the six supervisory unit groups listed above. For the SOC supervisory occupations in Major Groups 33-41, 45, 49, and 53 that have no ISCO counterpart, the supervisory occupations were matched to the occupations with the ‘most-skilled’ workers. For example, SOC 35-1012 First-Line Supervisors of Food Preparation and Serving Workers was crosswalked to ISCO 3434 Chefs and 5120 Cooks, but not to food preparation occupations at lower skill levels (Fast food preparers, Kitchen helpers, etc.). In addition, if there was a more appropriate occupation with supervisory responsibility for the workers, as in the case of Hotel receptionists reporting to Hotel managers, the ISCO occupation was not matched to the supervisory SOC occupation.

SOC occupations with no match to detailed ISCO occupations

Two detailed SOC occupations had no detailed or residual counterpart in the ISCO. These were matched to the closest minor group in the ISCO:

2010 SOC code	2010 SOC title	ISCO-08 code	ISCO-08 title (minor group)
19-2099	Physical Scientists, All Other	211	Physical and earth science professionals
53-2022	Airfield Operations Specialists	315	Ship and aircraft controllers and technicians

SOC occupations with weak matches to detailed ISCO occupations

In a number of instances, a solid match between a 2010 SOC occupation and the detailed ISCO occupations could not be identified, usually because the tasks described in the SOC definitions did not have clear counterparts in the ISCO definitions. In these instances, the closest match was identified. Table 1 on the next page lists the 2010 SOC – 2008 ISCO matches that users should regard as weak matches.

Table 1: Weak matches SOC-ISCO

2010 SOC code	2010 SOC title	ISCO-08 code	ISCO-08 title	Notes
13-1131	Fundraisers	4214	Debt-collectors and related workers	Nowhere else in ISCO to put this SOC.
13-2071	Credit Counselors	3312	Credit and loans officers	This ISCO doesn't do the same work as the credit counselors, in that credit and loan officers are working on behalf of the lending institution. Nowhere else in ISCO to put this SOC.
15-1111	Computer and Information Research Scientists	2511	Systems analysts	This ISCO is not a research scientist. Nowhere else in ISCO to put this SOC.
19-1012	Food Scientists and Technologists	2131	Biologists, botanists, zoologists and related professionals	Nowhere else in ISCO to put this SOC.
19-3022	Survey Researchers	2120	Mathematicians, actuaries and statisticians	Nowhere else in ISCO to put this SOC.
21-1091	Health Educators	2263	Environmental and occupational health and hygiene professionals	Nowhere else in ISCO to put this SOC.
39-3021	Motion Picture Projectionists	9629	Elementary workers not elsewhere classified	Nowhere else in ISCO to put this SOC.
39-6012	Concierges	4224	Hotel receptionists	Nowhere else in ISCO to put this SOC.
43-2099	Communications Equipment Operators, All Other	4229	Client information workers not elsewhere classified	Nowhere else in ISCO to put this SOC.
45-2099	Agricultural Workers, All Other	9211	Crop farm labourers	This ISCO is well matched to SOC 45-2092. Nothing else in ISCO goes with this SOC, however.
45-2099	Agricultural Workers, All Other	9212	Livestock farm labourers	This ISCO is well matched to SOC 45-2093. Nothing else in ISCO goes with this SOC, however.
45-2099	Agricultural Workers, All Other	9213	Mixed crop and livestock farm labourers	This ISCO is well matched to SOC 45-2092 and 2093. Nothing else in ISCO goes with this SOC, however.
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	7422	Information and communications technology installers and servicers	Nowhere else in ISCO to put this SOC.
53-6051	Transportation Inspectors	3257	Environmental and occupational health inspectors and associates	Nowhere else in ISCO to put this SOC.