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INSTRUMENTS FOR THE CLASSIFICATION OF OCCUPATIONS: A LINE OF
WORK IN THE SPHERE OF SOCIAL AND ECONOMIC STATISTICS.

PROPOSALS OF THE PHS.

With the cooperation of the United Nations Development Programme, the United Nations Fund for Population Activities, and the Pan American Health Organization.

PRESENTATION

This document is intended to give a general panorama of the background and prospects of one of the lines of work carried out at INDEC in the field of sociodemographic statistics. Owing to its very nature, this line of work is not only articulated for various sociodemographic programmes, but also for programmes on censuses and surveys of economic establishments.

The document deals with the formulation of an instrument to classify occupations in order to meet the needs of the national statistics system in the best possible way, expressing at the same time, in a substantive and analytical manner, the existing occupational structure.

This document was prepared by María Laura Elizalde, who is responsible for this work programme.

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I. BACKGROUND

Since 1984, following almost a decade of isolated efforts, INDEC resumed systematic action to create a standard occupational classifying instrument to meet the requirements of the National Statistics System, which at the same time would properly reflect the occupational structure of the country's production system and its labour force.

The first step in this new stage was to design a preliminary general outline of the Project in November 1984, which included the objectives and the various phases of the Project (1). Later, in April 1985, with the support of the ILO office in Buenos Aires, a Project Document was drawn up to serve as a guideline for the proposed activities (2). The mentioned Project, both in its original version, which allowed for 4 years' work, and its reduced version which only provided for the initial methodological stage (one year), was submitted for consideration to various international technical and financial assistance agencies (3).

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- (1) INDEC: Esquema general del proyecto sobre Formulación de una Clasificación Ocupacional para la Argentina. Buenos Aires, November, 1984.
 - (2) INDEC/ILO. Documento de Proyecto "Clasificación Nacional de Ocupaciones para la Argentina", by María Larua Elizalde. Buenos Aires, Argentina. April 1985.
 - (3) The original version of the Project entitled "Metodología y Organización del Trabajo para elaborar una nueva Clasificación de Ocupaciones para la Argentina", was submitted to the World Bank for the second stage of financing of the Programme of Support to Social Sectors. A reduced version was submitted to national organizations such as the National Scientific and Technical Research Council (CONICET) and also to the International Labour Organisation through its Buenos Aires office.

However, the many demands arising in Argentina in the field of technical and financial assistance at the outset of the democratic government in 1983, added to strong financial restrictions established by international organizations, postponed the possibilities of full development for such a long and demanding project. Nevertheless, persuaded of the need for this type of instruments and in spite of external and internal limitations, INDEC carried out intense activities both at the national level and at international forums to highlight the interest and importance of the Project for social and economic statistics.

Hence, with the support of ILO and the National Human Resources and Employment Bureau of the Labour Ministry, INDEC held the "First Regional Seminar on Classification of Occupations" in May 1986. The countries participating presented their projects and experiences on the subject. It was at that Forum that INDEC presented and submitted for consideration the conceptual and methodological outline of its project on the formulation of a National Classification of Occupations (4).

(4) INDEC/ILO: "Experiencias y Propuestas de una Clasificación Nacional de Ocupaciones para la Argentina", paper submitted at the Seminar/Workshop on Occupational Classifications, Buenos Aires, 5-7 May 1986.

Over 16 delegates from 8 Latin American countries (Brazil, Chile, Colombia, Costa Rica, Nicaragua, Peru and Uruguay) attended the meeting. They represented statistics, employment and planning organizations in their own countries. Special mention should be made of the participation of the ILO delegate, who was responsible for the reformulation of the International Classification of Occupations (RISCO-88) at ILO's headquarters in Geneva.

During this first Latin American meeting, various aspects related to occupations were discussed, both from the theoretical and conceptual standpoint as well as from the methodological and operational standpoint; all these aspects are included in the presentations made by the participating countries.

The exchange of experiences and opinions on the work carried out in the different countries, together with an analysis of the new classification proposed by ILO and presented by Mr. E. Hoffman, who was responsible for it, led to significant conclusions which are contained in the Final Report of the meeting and in a document specially devoted to the revision of the International Classification of Occupations (5).

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- (5) INDEC/ILO: "Informe Final del Primer Seminario Regional sobre Clasificaciones Ocupacionales", by M. L. Elizalde and C. Pok. Buenos Aires, Argentina. June 1986.
INDEC/ILO: "Comentarios al Proyecto RISCO-88 derivados del Primer Seminario Regional sobre Clasificaciones Ocupacionales. Versión Preliminar", by M. L. Elizalde. Buenos Aires, Argentina. June 1988.

For the first time, both documents include the opinions of the countries of the region on this issue, as well as their requirements with respect to the nature and scope of international classifying instruments generally used as parameters or models for national classifications. In this respect, it is gratifying to learn that the final formulation of the new ISCO version submitted in 1988 by the working group in charge of its reformulation, contains some of the elements discussed on that occasion. In particular, it deals with the "qualification" of occupations, a dimension which had not been included in the previous version and which was strongly recommended at the meeting by the Latin American countries.

Since preparations for the 1990 National Population Census began that same year, and in view of the lack of financing to carry out the formulation and development of a National Classification of Occupations on its own, INDEC deemed it appropriate to set new operational guidelines in dealing with this subject. In order to cover the first stage of its development, it decided to coordinate it with the activities of the Population Census. The purpose was to formulate a new Code of Occupations to improve the manner in which this subject has been addressed in previous censuses, based on the general guidelines for the future classification of occupations.

This is why the subject of occupations was addressed to the "Regional Seminar on Economic Characteristics of the Population in the 1990 Censuses" organized by INDEC in cooperation with other national and international organizations which took place in Buenos Aires, 28-31 October, 1986 (6).

This decision further contributed to the recovery and resumption of the line of work initiated at the beginning of the Programme for the Formulation of a System of Social Indicators (1970) which led to the creation of the PHS in 1972. This work programme, among other things, was designed to improve certain classifiers generally used in sociodemographic programmes.

As from mid 1987 two factors contributed to the institutional development of a new classification of occupations: one, the initiation of the activities for the conceptual design of the Population Census; and two, the decision taken by INDEC to carry out a project on reformulation of sociodemographic statistics and particularly on its broader and more systematic programme -the Permanent Household Surveys.

(6) ELIZALDE, M. L. "Un desafío para el Censo de 1990: Qué hacer con las ocupaciones?", paper presented at the Regional Seminar on Economic Characteristics of the Population in the 1990 Censuses. Buenos Aires, October 1986.

The prospect of developing and employing univocal instruments in major programmes of sociodemographic information of the national statistical system, renewed hopes of fulfilling that long sought-for aspiration of having an occupational classification instrument more directly suited to conceptual, analytic and operational possibilities and requirements of the different types of population surveys.

The work carried out in this field since then follows two main trends which are necessarily coordinated. One aims at formulating a preliminary classifying instrument to codify the jobs performed by the labour force in accordance with information provided by individuals in the Population Census and the Permanent Household Surveys. The other, aims at establishing the conceptual, methodological, operational and institutional bases to draw up in the medium-term a classification of existing occupations in the production system, based on the survey of economic units.

A general outline of both lines of work is described in the chapters following.

II. PROJECT ON THE FORMULATION OF A NEW NATIONAL CLASSIFICATION OF OCCUPATIONS.

INDEC is fully aware of the fact that an instrument to grasp and adequately reflect the forms of division of labour in Argentina within economic units will not only lead to a significant methodological advance in this aspect, but will also serve as the basis for a better understanding of the occupational structure and the characteristics of the labour force related to that aspect.

Furthermore, the said instrument will also serve as a parameter to consider other related aspects, such as technological profiles indirectly expressed through the occupational structure; training of the labour force; analysis of certain forms of employment, and the formulation of wage and employment policies and programmes and as well as specific studies on occupations and the labour force.

This conviction is endorsed by over 15 years' experience in isolated but repeated attempts at classifying occupations, carried out by the National Bureau at intervals but reiteratedly using various population and establishment surveys.

As already mentioned, those attempts led to the formulation of a document describing the objectives, activities, results and requirements of the Project.

Following is a brief overview of the main elements in that document.

II. 1. Objectives.

Within this framework, the original Project established the following objectives:

GENERAL OBJECTIVE: to formulate and develop a national Classification of Occupations and promote its use throughout the country, as a standardizing instrument of the national statistics system and other spheres related to employment.

SPECIFIC OBJECTIVES:

- To formulate an occupational classifying instrument for the whole country (known as Occupational Classifier) in order to identify the existing division of labour and its dynamics within the national productive structure.
- To develop a nation-wide Classification of Occupations to identify the specific division of labour existing in the country and to express it, in the first place, in significant aggregate levels (groups and subgroups), and in the second place, in its more specific levels (nomenclatures or list of occupations).
- To formulate a national code of occupations that will permit the application of the classifying instrument to real conditions in regard to occupations and its use in the statistical system.

- To establish a mechanism of conversion between the National Classification and ILO's Standard Classification of Occupations (ISCO) or other classifiers used internationally.

- To draw up a National Dictionary of Occupations containing the full names and descriptions of each occupation appearing in the classification, including a general statement of requirements.

To transform the Classification of Occupations and the Dictionary of Occupations into technically useful instruments for the statistical system in the first place, and into a standardizing element for various complementary fields related to occupations and employment, in the second place. This calls for the development of methods to collect and process statistical information related to occupations and suitable for the various censuses and surveys.

The first priority in this objective should be to create the necessary conditions for applying the new classification of occupations to the Household Surveys and the 1990 Population Census.

- To create and consolidate a special and highly technical body within the INDEC with experience in this field, capable of taking over and continuing all activities referring to occupational measuring instruments for statistical and analytical use.

- To encourage within the framework of the Project and in cooperation with other national research teams related to this subject, the drafting of papers addressing substantive aspects referring to the division of work in the country.

II.2. A General Outline of the Classification.

The following elements help to describe conceptually the Occupational Classification to be formulated:

- a) It is conceptually based on the phenomenon of concrete labour expressed within the framework of occupations and follows the forms of social and technical division of work resulting from the economic and productive organization of the country.
- b) It addresses this phenomenon methodologically through its own dimensions and criteria, without taking into account those pertaining to the individuals engaged in such occupations.
- c) Prior to the formulation of the classifying instrument, the subject of existing and potential technological forms in the production system of goods and services will be approached, with a view to obtaining the most significant features of this phenomenon closely linked to the division of work and the occupational structure. Likewise, new lines of research, whether internal or external to the Project,

will be encouraged to study the historical and conceptual dimensions of the division of work and of the structure of concrete occupational forms.

d) The Classification of Occupations will be formulated as a system coordinating the aforementioned dimensions (and others more specific and significant) at different disaggregation levels to reach, if possible, the level of statistical measurement of specific occupations. In this respect, occupational groups with their various levels of generality should answer, and therefore inform on the attributes described as significant in dealing with occupations (nature and complexity of the work).

e) The Occupational Code created for the statistical use of information should meet such requirements in its formulation and prospective use.

f) The descriptions of occupation in the Dictionary of Occupations should mention the general requirements for engaging in such occupations to serve as a guide for use in other spheres such as personnel training and management of employment services.

g) Once the classifying instrument has been formulated (Classification of Occupations), the total classification will gradually be established by means of partial classifications of occupations existing in the various economic and productive spheres. For this purpose, the various productive and regional

characteristics of the country will be taken into account as well as priorities established in this respect. Specific results may thus be obtained while the Project is in progress. During the process, establishments producing goods and services which, because of their nature, are significant for the purpose will be the source of information.

h) A preliminary experimental phase will be developed for the application of the Classification of Occupations to statistical surveys in progress within INDEC or other appropriate entities, in order to design and formulate, in a second phase, the methods for its statistical use in establishments and households.

II.3. Project Stages.

The Project is divided into three main stages covering 4 years. Each stage is subdivided to include specific activities which may be successive or simultaneous. The stages are:

1. **Methodological and organizational:** This stage covers the first year of work and will produce the conceptual and methodological design of the Occupation Classifier, encourage research on the division of work as well as a diagnosis of technological and production profiles, and create a permanent team technically trained for the Project.

2. Development of the National Classification of Occupations: (Occupational Code and Dictionary of Occupations). This stage covers the second and third years of the Project and as a result will obtain a preliminary version of these instruments based on the collection, classification and verification of information referring to existing occupations of the production system, according to what has been expressed by establishments selected for the purpose.

3. Statistical application of the preliminary Classification of Occupations: This task will be carried out during the fourth year of work in order to produce the final version together with recommendations on its statistical use and follow-up.

Since it was impossible to carry on with the Project according to plans, some progress has been made in aspects included in the original project, by developing, in the first place, an instrument to codify occupational information collected in population surveys; mainly in the methodological stage and in the application to the statistical system.

The next chapter describes the present work programme related to this subject.

III. CODE OF OCCUPATIONS FOR THE 1990 POPULATION CENSUS AND THE PERMANENT HOUSEHOLD SURVEY.

Although the original purpose of INDEC was to formulate and develop the National Classification of Occupations during the 1986-1989 period, this classifying structure (occupational groups and code) and its occupational content (list of occupations and description thereof) could serve as a parameter for the formulation of the code to be used in the Population Census, financial limitations led, in fact, to a different situation.

A new code of occupations for the 1990 Census had to be conceived in these terms without the enormous empirical and methodological support which would have resulted from the above Classification. However, the prospect of formulating a new code as the initial step in a systematic work programme over a longer term, permits addressing its formulation within a conceptual and methodological framework consistent with the future classifying instrument.

III.1. Differences between a Classification and a Code of Occupations.

A Classification of Occupations is obtained as a result of a suitable survey of the specific and particular work processes (occupations) existing in the production system, of the analysis and definition of its contents and occupational requirements, and of its correct

designation and incorporation in a classifying system responding to suitable conceptual and methodological criteria. A classifying system is thus obtained, together with a list and its corresponding dictionary of occupations, plus a numerical system (code) which, at different aggregation levels and according to the established classification system, can serve to accurately identify occupational groups and subgroups and the specific occupations that form it.

Strictly speaking, a code is merely a part, an element of the classification of occupations; that which serves to numerically identify occupations according to the different aggregation levels necessary for analytical purposes. At the same time, however, a code implies and refers (expressly or otherwise) to a classifying system resulting from previous decisions of a conceptual and analytical nature.

An essential difference to be taken into account between a classification and a code of occupations is that the former has as objects of analysis occupations existing in the production system, while the code of occupations of sociodemographic surveys provides information on the occupations of the labour force based on the information provided by individuals.

The lack of a classification of occupations prior to the census is clearly one of the limitations of the census in dealing with occupations. However,

it is proposed to obtain a code of occupations that will overcome major limitations. For that purpose it will be necessary to design a classifying system supporting it that will go beyond the compromise between the national and international versions in general use.

To achieve this, it is important that the code of occupations recognize and express those dimensions considered important (from the conceptual point of view) at a suitable level for the treatment of occupations in the census and necessary for analysis and socioeconomic planning purposes.

The formulation of the Code of Occupations for sociodemographic surveys follows criteria proposed by INDEC for a future classification of occupations, in order to coordinate a common working strategy in the treatment of the subject.

In this regard, the Code of Occupations of the next census appears as a preliminary germ, a conceptual and methodological beginning of the future national classification of occupations - a preliminary concrete, though temporary, instrument resulting from the classification, suitable for census purposes and possibilities with regard to this subject.

III.2. Dimensions, Conceptual Categories and Code Classifying Criteria.

The formulation of a system for classifying occupations, whatever the level of measurement intended, involves coordinating the concrete forms of work in a certain way. These concrete forms, which appear as occupations, are the quantitative and qualitative expression of the level attained by the division of work in the singular; that is to say, that which takes place within the production units.

Therefore, in order to advance in dealing with occupations, it is necessary to start off from the central element that unifies them and of which they are concrete expressions: work.

Work in general, inasmuch as it is a human activity, may be defined as the process which, guided by a preestablished aim or objective, results in the production of a tangible or intangible object.

These characteristics of work in general also apply to the specific work done by each individual within productive units or establishments; that is, they are attributes of occupations insofar as the latter represent concrete forms of work.

Every specific task represents a given type of productive activity; in other words, every occupation implies a certain type of work. From the elements that

make up work -process and object produced- the basic analytical elements can be obtained that permit dealing with occupations.

The elements that form part of the work process (activities, raw materials and instruments employed) and the object produced (tangible or intangible) make it possible to identify the significant dimensions and criteria to classify occupations.

Taking as the first element the object produced, and provided it recognizes two fundamental forms -tangible or intangible- it is possible to establish the first two categories for classifying occupations:

- occupations producing tangible objects or goods.
- occupations producing intangible goods or services.

Since the purpose now is to formulate an instrument to classify the labour force on the basis of the occupations, of the individuals, the groups of classifications identify in the first place:

- workers that produce goods
- workers that produce services

In the second place, the elements that form part of the work process (transforming activities, raw materials used and instruments operated) form a second analytical setting because together they express "how" the work is done. In other words, its component elements speak of the level of complexity involved in a given labour

process; it is through such elements that the complexity or simplicity of a labour process may be identified, since it is through them that this attribute is expressed.

However, while it is the individuals who do the work by handling the raw materials and the instruments, every concrete task requires from the person who performs it a varied set of skills and knowledge. In other words, it calls for certain specific skills which will be the direct expression of the complexity involved in each concrete task.

Consequently, according to the degree of complexity implicit in each work process and to the consequent skills required to do it, concrete tasks (or occupations) can be grouped, in principle, under two main categories:

- a) skilled work
- b) unskilled work

In terms of the labour force engaged in such occupations, the categories should be skilled workers and unskilled workers, respectively.

The above refers to the nature of the work according to its essential properties as a human activity. Such properties have helped to determine the dimensions that make it possible to analyze work, and the criteria or

classifying elements of the various concrete forms of work (or occupations) have been determined, finally leading to the establishment of the general categories assumed by each of these dimensions.

The next step is to specify progressively these categories used to group occupations in the first place. The specification results from a more detailed treatment of the same general dimensions employed: the nature and complexity of the specific task.

At this time, and merely for informative purposes regarding the general framework in which the Code of Occupations is being formulated, the occupational groups of higher aggregation level provided by this Code are presented. Each group will be disaggregated progressively into more specific groups.

In the same way, the order of coordination between classifying dimensions may also undergo modifications that will result from the analysis of the informative and analytical requirements of census or survey information on occupations in relation to the remaining economic variables, particularly the branch of activity and the size of establishment.

III. 3. General Classification System of the Code of Occupations.

Since in population surveys it is the labour force, or rather the workers, that are classified according to the work performed, the following scheme is presented:

- Workers engaged in occupations producing goods
- Workers engaged in occupations requiring no skills
- Workers engaged in occupations requiring operating skills.
- Workers engaged in occupations requiring technical skills.

Workers engaged in occupations requiring scientific and professional skills.

- Workers engaged in occupations rendering services
- Workers engaged in occupations requiring no skills
- Workers engaged in occupations requiring operational skills
- Workers engaged in occupations requiring technical skills
- Workers engaged in occupations requiring scientific and professional skills.

Following are the general definitions for such classifying categories:

Workers engaged in occupations producing goods:

These are persons engaged in occupations aimed at producing tangible objects (goods) through labour processes having varying degrees of complexity and using manual or mechanical means to extract, generate, manufacture or transform raw materials, supervise or control such activities, or create the necessary technical and

organizational conditions to support or serve the former directly.

Workers engaged in occupations rendering services:

These are persons engaged in occupations designed to generate intangible goods (services) through work processes having varying degrees of complexity and using different types of instruments to render the service directly, create the necessary technical and organizational conditions to do so, or directly supervise and control such activities.

Workers engaged in occupations requiring no skills:

These are persons engaged in occupations which, due to the objects with which they work, the instruments employed (simple tools in general, or even their own body), and to the activities performed (generally few and homogeneous), do not require skills or previous specific knowledge to engage in the work, simply requiring the general attributes socially valued among the population, or only those provided by brief initial training.

Workers engaged in occupations requiring operational skills:

These are persons engaged in occupations which due to the objects with which they work, the instruments employed (simple instruments and tools and/or

instruments and machinery with a certain degree of complexity), and to the activities they perform (operations of a varied nature), require manual skills, coupled with attention and speed and/or certain specific knowledge before engaging in the work, acquired through working experience and/or previous specific training.

Reference is made here both to "expertise" and to "technical know-how".

Workers engaged in occupations requiring technical skills:

These are persons engaged in occupations which, due to the objects with which they work, the instruments employed (usually machinery or complex equipment and/or intellectual processes referring to specific fields) and to the activities they perform (generally many and varied), require certain manual skills as well as theoretical knowledge of a specific nature regarding the properties and characteristics of the working tools, processes, acquired through formal and specific training.

Workers engaged in occupations requiring scientific and professional skills:

These are persons engaged in activities which, due to the objects they work with, the instruments employed (mainly intellectual processes) and to the activities

they carry out (usually many, varied and changing in sequences and/or innovative), require essentially theoretical knowledge of a general and specific nature regarding the properties and characteristics of the working tools and of the rules and regulations governing work processes, acquired through formal and specific training.

In accordance with such conceptual dimensions, it is possible to create a classifying system where the degree of disaggregation of the categories depends directly on the level of analysis intended and possible or appropriate to obtain for census or survey purposes.

Regarding this point, the quality of information obtained on occupations will be of great influence. Hence the importance assigned to the formulation of the questions and their sequence, as well as to proper training consistent with the type of information required.

In searching for a classification to meet the conceptual, analytical and operational requirements properly, a preliminary version has been drafted which is presently being examined and evaluated by specialists in this field and is also being empirically tested. The version in question will also include in its final form a comparative table with the latest International Standard Classification of Occupations (ISCO-88) to allow for international comparisons.

The initial version formulated in March this year proposes classifying categories which so far are coordinated on a three-digit level. A greater disaggregation is envisaged (possibly up to 5 digits), though such prospects are directly to the quality of the information obtained and depend on the final disaggregation of the branch of activity and size of establishment.

Analytically, the classification proposed will be flexible enough since it permits a discriminate and coordinated use of each of its digits. The first two refer to the nature of the occupation and the third to its degree of complexity or qualification. A later development will require both dimensions.

The initial version is being fed with lists of occupations provided by various national and international secondary sources. The empirical confrontation with data from pilot tests of CEN-90 have also been envisaged together with PHS activities. The empirical confrontation in both surveys will permit gradual adjustments to the preliminary classification in terms of the possibilities of each (census and survey) in order to prepare the final versions of the code of occupations for CEN-90 and for the PHS to be used in October 1990.

III.4. Plan and Calendar of Activities for 1988-1990.

III.4.1. Calendar of activities for the application of the Code of Occupations to CEN-90.

<u>Activi</u>	<u>Dates</u>
1. Participation in the formulation of the survey instrument; occupations and branch of activity (conceptualization, questions, operating instructions, evaluation of pilot results).	March-December 1988
2. Formulation of the Code of Occupations, first version (V1)	September 1988- March 1989
3. Formation of an SDA technical team	April-October 1989
4. Institutional, sectoral and regional discussion of Code V1	May-September 1989
5. Empirical verification of Code V1 (pilot census-PHS-secondary sources)	March-June 1989
6. Experimental formulation of the data base for using the Code of Occupations	May-August 1989
7. Formulation, testing and results of training and codification procedures for V1	April-August 1989
8. Evaluation of conceptual and operational results of Code V1	August-September 1989

9. Formulation of the second version of the Code of Occupations (V2) September-October 1989

10. Formulation, testing and results of codification and computerization procedures of Code V2 during the October-89 experimental test (codification, consistency and analytic uses) September-December 1989

11. Institutional, sectoral and regional discussion of Code V2 November '89-February 1990

12. Formulation of the third version of the Code (V3) and adjustment of operating procedures (training, codification, and computerization of information on occupations) March-May 1990

13. Application of Code V3 and of procedures of collection, codification and analysis of information on occupations May 1990

14. Evaluation of results and formulation of the final version of the Code of Occupations of Cen-90 and the conversion instrument to ISCO-88 June-July 1990

15. Discussion of the final version with national and international specialized agencies August-September 1990

16. Adjustments to the final version of
Occupations October-December 1990

From January 1991 onwards

Analysis and consistency of information on occupations,
codification of information: consistency and computerized
consistency, programming, tabulation and analysis of
information on occupations.

III.4.2. Calendar of activities for application to the
Permanent Household Surveys.

<u>Activities</u>	<u>Dates</u>
1. Revision of the code of occupations in selected PHS waves (in cooperation with the PHS team)	July-October 1989
2. Experimental application of the Code in PHS surveys (in cooperation with the PHS team)	October 1989 March 1990
3. Setting up an occupation data base with PHS information	July 1989-April 1990
4. Analysis of results of the information obtained (in cooperation with the PHS team)	May-June 1990
5. Comparative analysis of experimental occupation information provided by the PHS and CEN-90	July 1990

6. Formulation of the Version of the Code to be used in the reformulation of the PHS

August-September 1990

7. Application of the Code to the first wave of the reformulated PHS

October 1990

8. Codification and analysis of the information

November-December 1990

From January 1991 onwards: Follow-up and adjustments to the Code of Occupations.

III.4.3. Working Documents.

a) For CEN-90

- Progress and Research Reports: April 1988-November 1988.
- First preliminary version of the Code of Occupations: March 1989.
- Second preliminary version of the code of occupations: September 1989.
- Third preliminary version: May 1990.
- Final version: September 1990.

b) For the PHS

- Preliminary version: October 1989
- Final version: September 1990

c) For the Sociodemographic Area

- Reports on rounds of discussions held with INDEC technical departments, with other major national, provincial and sectoral agencies, and with international organizations: July

September 1990.

- Conversion model of the Code of Occupations and ILO's ISCO-88: September 1990.