

## **Introduction on Industry and Occupation Classifications**

In the expatriate labour database occupations are classified according to International Standard Classification of Occupations (ISCO). ISCO is an ILO approved classification and by adopting this classification, our data has become more consistent and comparable.

ISCO classifies all occupations according to the kind of work performed or job, and the concept of skill level. On the basis of these two, ISCO structure consists of ten major groups at the top level of aggregation.

### **The ten major groups are:**

#### **1. Legislators, senior officials and managers**

This group includes occupations whose main tasks consist of determining and formulating policies as well as overseeing their implementation. It also includes planning directing and co-ordinating the policies and activities of enterprises and organizations, or departments. Some examples of occupations included in this group are Director Generals, Managers and Department managers.

#### **2. Professionals**

Includes occupations whose main tasks require a high level of professional knowledge and experience in the fields of physical and life sciences, or social sciences and humanities. Some of the occupations included in this major group are Chemists, Meteorologists, Computer programmers, Engineers, Medical doctors, Teaching professionals and Lawyers.

#### **3. Technicians and associate professionals**

Employees in this group perform complex technical tasks requiring the understanding of a body of theoretical knowledge and significant practical skills. Technicians in medical, scientific, engineering, building, entertainment and transport industries are included in this group. This occupational group includes IT support technicians, insurance underwriters, Engineering technicians, artists and designers.

#### **4. Clerks**

Includes administrative and secretarial occupations. Clerical workers gather, record, order, transform, store and transmit information on paper or electronic media and require moderate literacy and numeracy skills. The main occupations covered in this group include civil service and local government clerical officers; data processing and business machine operators; accounting clerks, insurance and broking clerks; filing and mail clerks; production and transport clerks; and receptionists, secretaries and storekeepers.

#### **5. Service workers and shop and market sales workers**

Occupations in this group require the knowledge and experience necessary to provide personal and protective services, and to sell goods in shops or at markets. The main tasks consist of providing services related to travel, housekeeping, catering and personal care. Examples of occupations include house keepers, cooks, waiters, lifeguards, salespersons and beauticians.

#### **6. Skilled agricultural and fishery workers**

Employees in this group require the knowledge and experience necessary to produce farm, forestry and fishery products. Employees perform tasks of growing crops, catching or cultivating fish. Examples of occupations include farm workers, gardeners, poultry farmers and horticultural growers.

#### **7. Craft and related trades workers**

This major group includes occupations which require experience of skilled trades or handicrafts which, among other things, involves an understanding of materials and tools to be used. Examples of occupations in this group include carpenters, welders, electricians and tailors.

#### 8. Plant and machine operators and assemblers

Plant and machine operators and drivers operate vehicles and other large equipment to transport passengers and goods, move materials, and perform various agricultural and manufacturing functions. Some of the occupations covered include bus, truck drivers; excavator, forklift and tractor drivers; as well as packers and machinists (including metal press or casting operators and sewing machinists).

#### 9. Elementary Occupations

This group includes routine and unskilled occupations. Workers in this group perform routine tasks, either manually or using hand tools and appliances. This group includes such occupations as factory hands, cleaners, messengers and all labourers.

#### 0. Armed forces

Include all members serving in the armed forces. In our expatriate database this major group is excluded for the simple reason that no expatriates are allowed to serve in the armed forces.

### **Industry Classification**

Apart from classifying occupations, establishments are also classified into industries. In our database industry is divided into following major groups, we have taken International Standard Industrial Classification of all economic activities (ISIC) as our basis in classifying establishments into different sectors.

#### 1. Agriculture and Forestry

This group includes establishments primarily engaged in agricultural production and forestry. Since we do not have any forestry activities this group consists of establishments carrying out agricultural production. For example vegetable growers like theefaridhoo agricultural island comes under agricultural sector.

#### 2. Fishing

Includes establishments primarily engaged in commercial fishing (including shellfish and marine products); in operating fish hatcheries and fish preserves.

#### 3. Manufacturing

The manufacturing sector includes establishments engaged in the mechanical or chemical transformation of materials or substances into new products. These establishments are usually described as plants and factories. For example Male' aerated Waters Company which is a bottling factory comes under this sector and also MIFCO canning factories as well as bakeries come under manufacturing. Similarly establishments engaged in assembling component parts of manufactured products are also considered under manufacturing if the new product is neither a structure nor other fixed improvement. For example cement packing in Thilafushi also comes under manufacturing.

#### 4. Electricity, Gas and Water

This group includes establishments engaged in the generation, transmission, and/or distribution of electricity or gas or steam. Such establishments may be combinations of any of the above three services. State Electric Company (STELCO), Male Water and Sewerage Company (MWSC) and Gas distribution companies are included in this sector.

#### 5. Construction

Construction includes new work, additions, alterations, reconstruction, installations, and repairs. All these types of construction activities are covered in this sector. Also included here are construction activities by other special trade contractors. Special trade contractors are primarily engaged in specialized construction activities, such as plumbing, painting, and electrical work, and work for general contractors under subcontract or directly for property owners.

#### 6. Education

This group includes establishments providing academic or technical education. All schools, private education providers such as MAPS, Clique other Tuition classes and also computer training centres come under education sector.

#### 7. Wholesale and retail trade

Establishments or places of business primarily engaged in selling merchandise to retailers; to industrial, commercial, institutional, farm, construction contractors, or professional business users and establishments engaged in retail trade selling merchandise to the general public for personal or household consumption come under this industry.

#### 8. Hotels and restaurants

Commercial establishments primarily engaged in providing lodging and meals, for the general public. Restaurants which are open to the general public are also included in this industry.

#### 9. Tourism

All resorts are included in this sector. In ISIC all resorts come under Hotels and restaurants but, since tourism is one of the most important activities in our economy, we classify all resorts, Guest houses, Motels and safaris under a separate group, tourism.

#### 10. Transport, Storage and communication

Include establishments providing, to the general public or to other business enterprises, passenger and freight transportation, communications services. Establishments providing sea transport, air transport and land transport come under this sector. Establishments providing telecommunications like Dhiraagu and Wataniya and establishments providing warehousing services also come under this industry.

#### 11. Financing, Insurance, Business and real estate

Establishments operating primarily in the fields of finance, insurance, and real estate. Finance includes depository institutions, non-depository credit institutions, holding (but not predominantly operating) companies, other investment companies, brokers and dealers in securities and commodity contracts, and security and commodity exchanges. Some of the establishments included in this industry are Banks, Insurance companies, Audit firms and establishments providing rental services.

#### 12. Community, Social and Personal services

This group includes institutions engaged in providing medical or other health services, private households which employ workers who serve on or about the premises in occupations usually considered as domestic servants and also government establishments in public administration are classified in this sector.