An introduction to

NATIONAL CLASSIFICATION OF OCCUPATIONS- 2015

Directorate General of Employment
Ministry of Labour and Employment
WHAT IS NATIONAL CLASSIFICATION OF OCCUPATION (NCO)?

NCO is a classification of occupation which describes and assigns codes to various occupations in India as per the developments in the labour market system.

It is a compendium for occupational information available in the Indian economy.

The Directorate General of Employment, Ministry of Labour & Employment, Government of India is responsible for maintaining and updating the National Classification of Occupation in India.
MANDATE OF NCO

• It gives an insight into the occupational framework, nature of duties involved and the level of skill requirement to perform the activities in a real time work situation.

• It plays a very vital role in maintaining standards of occupation in the country. It helps in promoting international comparability of statistical data relating to occupations.

• It is used in all types of censuses and sample surveys conducted in India especially in data collection, processing, analysis and presentation of survey results besides its wide range of applications in policy formulation and policy analysis.
NEED FOR REVISION OF NCO

Revision of content and evolving of new occupations in the Labour Market are dynamic processes

The mandate of NCO is to synchronize these activities of the Labour Market Information System across India

These codes are reviewed and updated periodically to reflect developments in the labour market, particularly with the emergence of new occupations, as well as to align with changes in the international standard to capture the structural changes in the employment market and current work practices and work environment.
NCO- 2015

NCO 2015 is very dynamic in nature
- Aligned to ISCO-2008
- Aligned with NIC
- Aligned with NCO 2004
- Aligned with QP-NOS

3600 civilian occupations for 53 sectors, including the job descriptions for the occupations as compared to the earlier series of NCO i.e. NCO-2004, which contained the job descriptions for 2945 occupations.
Aligning NCO – 2015 to ISCO – 2008

International Labour Organization (ILO) has developed ISCO for the classification of occupations from an international perspective. The latest published version is ISCO – 2008. This classification system contains the following categories:

- Major Groups (10)
- Sub-Major Groups (43)
- Minor Groups (130)
- Unit Groups (436)

ISCO – 2008 has a four digit coding structure with a single digit representation for Major Groups, Sub-Major Groups, Minor Groups, and Unit Groups.

<table>
<thead>
<tr>
<th>Coding Structure NCO – 2015 Digits</th>
<th>Representation</th>
<th>Corresponding Mapping to ISCO – 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>The first digit</td>
<td>Division</td>
<td>Major Group</td>
</tr>
<tr>
<td>The first two digits</td>
<td>Sub-Division</td>
<td>Sub-Major Group</td>
</tr>
<tr>
<td>The first three digits</td>
<td>Group</td>
<td>Minor Group</td>
</tr>
<tr>
<td>The first four digits</td>
<td>Family</td>
<td>Unit Group</td>
</tr>
<tr>
<td>The first two digits after the decimal</td>
<td>Occupation</td>
<td></td>
</tr>
</tbody>
</table>
Aligning NCO 2015 to NIC

NIC – 2008 coding is based on economic activities under various sectors/industries.

Currently NIC – 2008 has 21 sections (A to U) corresponding to the various sectors. All the NCO – 2015 Occupations have been classified as per sectors and mapped to NIC – 2008.

There are certain occupations that may feature in more than one sector. For example, the occupation of Storyboard Artist (NCO – 2015 Code: 2166.0209), which has QP NOS Reference of Media & Entertainment SSC - MES/Q0507, has employment prospect in multiple economic activities such as activities of individual writers for all subjects including fictional writing, technical writing, etc. (NIC 2008 Code: 90004), Publishing of computer games for all platforms (NIC 2008 Code: 58203), and Video Production (NIC 2008 Code: 59112).
Classifying the Job Roles

With time, some job codes have become irrelevant. The reason is that either the job profiles do not exist due to changing requirements of the industry or they may require certain modifications. The task involved analysis of all job codes in terms of relevance and completeness, and categorizing them in three groups namely:

- Relevant (R)
- Relevant with Modification (RM)
- Redundant/Obsolete (O)

A thorough study of all job codes was undertaken and each job code was categorised as relevant, relevant with modification, and redundant/obsolete.
STRUCTURE OF NCO CODES

An eight (8) digit coding structure. The coding structure is based on the NCO2004 coding structure with the addition of two digits (third and fourth digits after the decimal) which will be indicative QP-NOS for the job.

- The 1 (first) digit: Division (Major Group)
- The first 2 (two) digits: Sub-Division (Sub-Major)
- The first 3 (three) digits: Group (Minor Group)
- The first 4 (four) digits: Family (Unit Group)
- A decimal after the first 4 (four) digits to create a distinction between the families and individual occupations
- The first 2 (two) digits after the decimal: occupation groups that can be combined under the given Family
- The last two digits of the sequence after the decimal: occupation for which QP-NOS are available.

If QP-NOS available - the last two digits after the decimal will be between 01-98 (arranged sequentially).

If QP-NOS not available - the last two digits after the decimal will remain “00”.
<table>
<thead>
<tr>
<th>Code: 8153.0111</th>
<th>Job Title: Sewing Machine Operator, General</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 Division</td>
<td>In this example, ‘8’ stands for the Division which is Plant and Machine Operators and Assemblers</td>
</tr>
<tr>
<td>81 Sub-Division</td>
<td>81 stands for the Sub-Division of the Occupation, which is Stationary Plant and Machine Operators</td>
</tr>
<tr>
<td>815 Group</td>
<td>815 represents the Group under which the occupation falls, which is Textiles, Fur and Leather Products Machine Operators</td>
</tr>
<tr>
<td>8153 Family</td>
<td>8153 denotes the Family under which the occupation is listed, which is Sewing Machine Operators</td>
</tr>
<tr>
<td>8153.01 Occupation</td>
<td>.011 indicates the Occupation under the given Family, which is Sewing Machine Operator, General</td>
</tr>
<tr>
<td>8153.0111 Occupation</td>
<td>1 (the last digit in .0111) denotes the QP NOS reference i.e. Sewing Machine Operator published by Apparel, Made-ups &amp; Home Furnishing</td>
</tr>
</tbody>
</table>
The NCO 2015 coding structure provides:

- **99** Occupational Groups under 1 Family or Unit Group

- For each Occupational Group, **98** QP/NOS references

- **9,702** QP-NOS references per Family

- Scope of adding **47,27,2800** Occupational Codes
Coding Nomenclature
<table>
<thead>
<tr>
<th>ISCO 08</th>
<th>NCO 04</th>
</tr>
</thead>
<tbody>
<tr>
<td>Major Groups (10)</td>
<td>Divisions (10)</td>
</tr>
<tr>
<td>Sub Major Groups (43)</td>
<td>Sub Divisions (30)</td>
</tr>
<tr>
<td>Minor Groups (130)</td>
<td>Groups (116)</td>
</tr>
<tr>
<td>Unit Groups (436)</td>
<td>Families (439)</td>
</tr>
</tbody>
</table>
NCO Coding Structure based on ISCO

**ISCO 08**
- Major Groups (10)
- Sub Major Groups (43)
- Minor Groups (130)
- Unit Groups (436)

**NCO 04**
- Divisions (10)
- Sub Divisions (30)
- Groups (116)
- Families (439)
- Occupation Groups (2945)
- Occupations
<table>
<thead>
<tr>
<th>1 Legislators, Senior Officials and Managers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Professionals</td>
</tr>
<tr>
<td>3 Technicians and Associate Professionals</td>
</tr>
<tr>
<td>4 Clerks</td>
</tr>
<tr>
<td>5 Service Workers and Shop &amp; Market Sales Workers</td>
</tr>
<tr>
<td>6 Skilled Agricultural and Fishery Workers</td>
</tr>
<tr>
<td>7 Craft and Related Trades Workers</td>
</tr>
<tr>
<td>8 Plant and Machine Operators and Assemblers</td>
</tr>
<tr>
<td>9 Elementary Occupations</td>
</tr>
<tr>
<td>X Workers Not Classified by Occupations</td>
</tr>
<tr>
<td>Divisions</td>
</tr>
<tr>
<td>-----------</td>
</tr>
<tr>
<td>8 Plant and Machine Operators and Assemblers</td>
</tr>
</tbody>
</table>

Plant and machine operators and assemblers operate and monitor industrial and agricultural machinery and equipment on the spot or by remote control, drive and operate trains, motor vehicles and mobile machinery and equipment, or assemble products from component parts according to strict specifications and procedures.
81 Stationary Plant and Related Operators
82 Machine Operators and Assemblers
83 Drivers and Mobile Plant Operators
Machine operators and assemblers operate and monitor industrial machines, on the spot or by remote control, or they assemble products from parts according to strict specifications and procedures.
821 Metal and Mineral Products Machine Operators
822 Chemical Products Machine Operators
823 Rubber and Plastic Products Machine Operators
824 Wood Products Machine Operators
825 Printing, Binding and Paper Products Machine Operators
826 Textiles, Fur and Leather Products Machine Operators
827 Food and Related Products Machine Operators
828 Assemblers
829 Other Machine Operators and Assemblers
Textiles, fur and leather products machine operators operate and monitor machines which prepare fibres and yarns, or hides and pelts, and manufacture or dry-clean textiles, or fur and leather articles.
8261 Fibre Preparing, Spinning and Winding Machine Operators

8262 Weaving and Knitting Machine Operators

8263 Sewing Machine Operators

8264 Bleaching, Dyeing and Cleaning Machine Operators

8265 Fur and Leather Preparing Machine Operators

8266 Shoe Making and Related Machine Operators

8268 Supervisors and Foremen, Spinning, Weaving, Knitting, Dyeing and Related Processes

8269 Textile, Fur and Leather Products Machine Operators, not elsewhere classified
Sewing machine operators operate and monitor sewing machines to make textile, fur or leather garments or embroider ornamental designs on garments or other materials.
8263.01 Sewing Machine Operator, General
8263.02 Button Hole Maker, Machine
8263.03 Eyelet Holing Machine Operator
8263.04 Button Stitching Machine Operator
8263.05 Embroider, Machine
8263.06 Embroidery- Machine Operator (Semi Automatic)
8263.01 Sewing Machine Operator, General

8263.02 Button Hole Maker, Machine
8263.03 Eyelet Holing Machine Operator
8263.04 Button Stitching Machine Operator
8263.05 Embroider, Machine
8263.06 Embroidery-Machine Operator (Semi Automatic)

Operates sewing machine to join pieces of cloth, hosiery fabric, canvas, fur and leather for making garments, bags, upholstery and other textile and fur products.
A Sewing Machine Operator, also called a ‘Stitcher or Machinist’ is an important job role associated with Apparel sector. The primary responsibility of a machinist is to stitch/sew fabric, fur, or synthetic materials to produce apparels.
<table>
<thead>
<tr>
<th>Divisions</th>
<th>Sub Divisions</th>
<th>Groups</th>
<th>Families</th>
<th>Occupation Groups</th>
<th>Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>2</td>
<td>6</td>
<td>3</td>
<td>0 1</td>
<td></td>
</tr>
</tbody>
</table>

- **Plant And Machine Operators and Assemblers**
- **Machine Operators and Assemblers**
- **Textiles, Fur and Leather Products Machine Operators**
- **Sewing Machine Operators**
- **Sewing Machine Operator, General**
- **Sewing Machine Operator (QP AMH/Q0301)**
ROLE OF NSDC/MSDE

All the QPs released by the various sector/industries through NSDC are mapped to the job roles in the NCO – 2015. Thus, all the QPs released by the various SSCs are mapped and added during the creation of NCO – 2015.

A QP NOS in the NCO – 2015 is aligned to a job role wherever an exact match is found.

A new job role is added to the NCO where there is no description of a job role specified as per a given QP NOS. The NCO – 2015 would be updated as and when new QPs are released by the SSCs.
THANK YOU