

# Evolution of wage inequality in India (1983–2017): The role of occupational task content

## TECHNICAL APPENDIX

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**Table 1:** India's Detailed Occupation Concordance of NCO-68 and NCO-04

| NCO -1968              |   | NCO-2004 |  |
|------------------------|---|----------|--|
| Code                   | Label   | Code     | Label  |
| 000                    | Physicist   | 211      | Physicists, Chemists and Related             |
| 001                    | Chemists (Excluding Pharmaceutical Chemists)                    | 211      | Physicists, Chemists and Related             |
| 002                    | Geologists and Geophysicists                                    | 211      | Physicists, Chemists and Related             |
| 003                    | Meteorologist   | 211      | Physicists, Chemists and Related             |
| 009                    | Physical Scientists, n.e.c                                      | 211      | Physicists, Chemists and Related             |
| 010                    | Physical Science Technicians                                    | 311      | Physical and Engineering Science Technicians |
| 020                    | Architects and Town Planners                                    | 214      | Architects, Engineers and Related            |
| 021                    | Civil Engineers   | 214      | Architects, Engineers and Related            |
| 022                    | Electrical and Electronic Engineers                             | 214      | Architects, Engineers and Related            |
| 023                    | Mechanical Engineers  | 214      | Architects, Engineers and Related            |
| 024                    | Chemical Engineers  | 214      | Architects, Engineers and Related            |
| 025                    | Metallurgists   | 214      | Architects, Engineers and Related            |
| 026                    | Mining Engineers  | 214      | Architects, Engineers and Related            |
| 027                    | Industrial Engineers  | 214      | Architects, Engineers and Related            |
| 028                    | Surveyors   | 214      | Architects, Engineers and Related            |
| 029                    | Architects, Engineers, Technologists and Surveyors ,n.e.c       | 214      | Architects, Engineers and Related            |
| 030                    | Draughtsmen   | 311      | Physical and Engineering Science Technicians |
| 031                    | Civil Engineering Overseers and Technicians                     | 311      | Physical and Engineering Science Technicians |
| 032                    | Electrical and Electronic Engineering Overseers and Technicians | 311      | Physical and Engineering Science Technicians |
| 033                    | Mechanical Engineering Overseers and Technicians                | 311      | Physical and Engineering Science Technicians |
| 034                    | Chemical Engineering Technicians                                | 311      | Physical and Engineering Science Technicians |
| 035                    | Metallurgical Technicians                                       | 311      | Physical and Engineering Science Technicians |
| 036                    | Mining Technicians  | 311      | Physical and Engineering Science Technicians |
| 037                    | Survey Technicians  | 311      | Physical and Engineering Science Technicians |
| 039                    | Engineering Technicians, n.e.c                                  | 311      | Physical and Engineering Science Technicians |
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| NCO -1968              |  | NCO-2004 |   |
|------------------------|--|----------|---|
| Code                   | Label  | Code     | Label   |
| 040                    | Aircraft Pilots  | 314      | Ship and Aircraft Controllers and Technicians |
| 041                    | Flight Engineers   | 314      | Ship and Aircraft Controllers and Technicians |
| 042                    | Flight Navigators  | 314      | Ship and Aircraft Controllers and Technicians |
| 043                    | Ship's Deck Officers and Pilots                          | 314      | Ship and Aircraft Controllers and Technicians |
| 044                    | Ships Engineers  | 314      | Ship and Aircraft Controllers and Technicians |
| 049                    | Aircraft And Ship'S Officers, N.E.C                      | 314      | Ship and Aircraft Controllers and Technicians |
| 050                    | Biologists, Zoologists, Botanists and Related Scientists | 221      | Life Science Professionals                    |
| 051                    | Bacteriologists, Pharmacologists & Related Scientists    | 221      | Life Science Professionals                    |
| 052                    | Silviculturists  | 221      | Life Science Professionals                    |
| 053                    | Agronomists and Agricultural Scientists                  | 221      | Life Science Professionals                    |
| 059                    | Life Scientists, n.e.c                                   | 221      | Life Science Professionals                    |
| 060                    | Life Science Technicians                                 | 321      | Life Science Technicians and Related Health   |
| 070                    | Physicians and Surgeons, Allopathic                      | 222      | Health Professionals (except nursing)         |
| 071                    | Physicians and Surgeons, Ayurvedic                       | 222      | Health Professionals (except nursing)         |
| 072                    | Physicians and Surgeons, Homoeopathic                    | 222      | Health Professionals (except nursing)         |
| 073                    | Physician and Surgeons, Unani                            | 222      | Health Professionals (except nursing)         |
| 074                    | Dental Surgeons  | 222      | Health Professionals (except nursing)         |
| 075                    | Veterinarians  | 222      | Health Professionals (except nursing)         |
| 076                    | Pharmacists  | 322      | Modern Health Associate Professionals         |
| 077                    | Dieticians and Nutritionists                             | 322      | Modern Health Associate Professionals         |
| 078                    | Public Health Physicians                                 | 222      | Health Professionals (except nursing)         |
| 079                    | Physicians and Surgeons, n.e.c.                          | 222      | Health Professionals (except nursing)         |
| 080                    | Vaccinators, Inoculators and Medical Assistants          | 322      | Modern Health Associate Professionals         |
| 081                    | Dental Assistants  | 322      | Modern Health Associate Professionals         |
| 082                    | Veterinary Assistants                                    | 322      | Modern Health Associate Professionals         |
| 083                    | Pharmaceutical Assistants                                | 322      | Modern Health Associate Professionals         |
| 084                    | Nurses   | 223      | Nursing Professionals                         |
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| NCO -1968              |  | NCO-2004 |   |
|------------------------|--|----------|---|
| Code                   | Label  | Code     | Label   |
| 085                    | Midwives and Health Visitors                                       | 323      | Nursing and Midwifery Associate Professionals |
| 086                    | X-Ray Technicians  | 313      | Optical and Electronic Equipment Operators    |
| 087                    | Optometrists and Opticians   | 322      | Modern Health Associate Professionals         |
| 088                    | Physiotherapists and Occupational Therapists                       | 322      | Modern Health Associate Professionals         |
| 089                    | Technicians , n.e.c  | 323      | Nursing and Midwifery Associate Professionals |
| 090                    | Scientific Medical And Technical Persons, Other                    | 322      | Modern Health Associate Professionals         |
| 100                    | Mthematiciansa   | 212      | Mathematicians, Statisticians and Related     |
| 101                    | Statisticians  | 212      | Mathematicians, Statisticians and Related     |
| 102                    | Actuaries  | 212      | Mathematicians, Statisticians and Related     |
| 103                    | System Analysts and Programmers                                    | 312      | Computer Associate Professionals              |
| 104                    | Statistical Investigators and Related Workers                      | 343      | Administrative Associate Professionals        |
| 109                    | Mathematicians, Statisticians & Related Workers ,n.e.c             | 212      | Mathematicians, Statisticians and Related     |
| 110                    | Economists   | 244      | Social Science and Related Professionals      |
| 111                    | Economic Investigators and Related Workers                         | 244      | Social Science and Related Professionals      |
| 119                    | Economists And Related Workers, N.E.C.                             | 244      | Social Science and Related Professionals      |
| 120                    | Accountants and Auditors   | 241      | Business Professionals                        |
| 121                    | Cost and Works Accountants   | 241      | Business Professionals                        |
| 129                    | Accountants, Auditors And Related Workers, N.E.C.                  | 241      | Business Professionals                        |
| 130                    | Sociologists and Anthropologists                                   | 244      | Social Science and Related Professionals      |
| 131                    | Historians, Archeologists & Political Scientists & Related Workers | 244      | Social Science and Related Professionals      |
| 132                    | Geographers  | 244      | Social Science and Related Professionals      |
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| NCO -1968              |  | NCO-2004 |  |
|------------------------|--|----------|--|
| Code                   | Label  | Code     | Label  |
| 133                    | Psychologists  | 244      | Social Science and Related Professionals             |
| 134                    | Librarians, Archivists and Curators                    | 243      | Archivists, Librarians and Related                   |
| 135                    | Philologists, Translators And Interpreters             | 244      | Social Science and Related Professionals             |
| 136                    | Personnel and Occupational Specialists                 | 123      | Other Department Managers                            |
| 137                    | Labour, Social Welfare & Political Workers             | 114      | Senior Officials of Special- Interest Organisations. |
| 139                    | Social Scientists and Related Workers, n.e.c.          | 344      | Customs, Tax and Related Govt. Associate             |
| 140                    | Lawyers  | 242      | Legal Professionals                                  |
| 141                    | Judges and Magistrates                                 | 242      | Legal Professionals                                  |
| 142                    | Legal Assistants                                       | 343      | Administrative Associate Professionals               |
| 149                    | Jurists, n.e.c.  | 242      | Legal Professionals                                  |
| 150                    | Teachers, University and Colleges                      | 231      | College, University and Higher Education             |
| 151                    | Teachers, Higher Secondary & Secondary Schools         | 232      | Secondary Education Teaching Professionals           |
| 152                    | Teachers, Middle School                                | 331      | Middle& Primary Education Teaching Associate         |
| 153                    | Teachers, Primary                                      | 331      | Middle& Primary Education Teaching Associate         |
| 154                    | Teachers, Pre-Primary                                  | 332      | Pre-Primary Education Teaching Associate             |
| 155                    | Teachers, Special Education                            | 333      | Special Education Teaching Associate                 |
| 156                    | Teachers, Craft  | 334      | Other Teaching Associate Professionals               |
| 159                    | Teachers, n.e.c.                                       | 233      | Other Teaching Professionals                         |
| 160                    | Poets, Authors and Critics                             | 245      | Writers and Creative or Performing Artists.          |
| 161                    | Editors and Journalists                                | 245      | Writers and Creative or Performing Artists.          |
| 169                    | Poets, Authors, Journalists and Related Workers, n.e.c | 245      | Writers and Creative or Performing Artists.          |
| 170                    | Sculptors, Painters and Related Artists                | 245      | Writers and Creative or Performing Artists.          |
| 171                    | Commercial Artists, Interior Decorators& Designers     | 347      | Artistic, Entertainment and Sports Associate         |
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| NCO -1968              |  | NCO-2004 |  |
|------------------------|--|----------|--|
| Code                   | Label  | Code     | Label  |
| 172                    | Movie Camera Operators   | 313      | Optical and Electronic Equipment Operators   |
| 173                    | Photographers, Other   | 313      | Optical and Electronic Equipment Operators   |
| 179                    | Sculptors, Painters, Photographers & Related Creative Artists, N.E.C | 313      | Optical and Electronic Equipment Operators   |
| 180                    | Composers, Musicians and Singers                                     | 245      | Writers and Creative or Performing Artists.  |
| 181                    | Choreographers and Dancers   | 245      | Writers and Creative or Performing Artists.  |
| 182                    | Actors   | 245      | Writers and Creative or Performing Artists.  |
| 183                    | Stage & Film Directors & Producers (Performing Arts)                 | 245      | Writers and Creative or Performing Artists.  |
| 184                    | Circus Performers  | 347      | Artistic, Entertainment and Sports Associate |
| 189                    | Composers and Performing Artists, n.e.c.                             | 347      | Artistic, Entertainment and Sports Associate |
| 190                    | Ordained Religious Workers   | 246      | Religious Professionals                      |
| 191                    | Non-ordained Religious Workers                                       | 246      | Religious Professionals                      |
| 192                    | Astrologers, Palmists and Related Workers                            | 515      | Astrologers, Fortune-Tellers and Related     |
| 193                    | Athletes, Sportsmen and Related Workers                              | 347      | Artistic, Entertainment and Sports Associate |
| 199                    | Professional Workers n.e.c.  | 514      | Other Personal Services Workers              |
| 200                    | Elected Officials, Union Government                                  | 111      | Legislators                                  |
| 201                    | Elected Officials, State Government                                  | 111      | Legislators                                  |
| 202                    | Elected Officials, Local Bodies                                      | 111      | Legislators                                  |
| 209                    | Elected Officials, n.e.c.  | 111      | Legislators                                  |
| 210                    | Administrative & Executive Officials, Union Govt                     | 112      | Administrative and Executive Officials       |
| 211                    | Administrative & Executive Officials, State Government               | 112      | Administrative and Executive Officials       |
| 212                    | Administrative & Executive Officials, Quasi Government               | 112      | Administrative and Executive Officials       |
| 213                    | Administrative & Executive Officials, Local Bodies                   | 112      | Administrative and Executive Officials       |
| 219                    | Administrative & Executive Officials, Govt & Local Bodies, n.e.c     | 112      | Administrative and Executive Officials       |
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| NCO -1968 |   | NCO-2004 |   |
|-----------|---|----------|---|
| Code      | Label   | Code     | Label   |
| 220       | Working Proprietors, Directors & Managers, Wholesale                          | 122      | Production and Operations Department Managers |
| 221       | Working Proprietors, Directors & Managers, Retail Trade                       | 122      | Production and Operations Department Managers |
| 229       | Working Proprietors, Directors and Managers Wholesale & Retail Trade, n.e.c   | 121      | Directors and Chief Executives                |
| 230       | Directors and Managers, Bank  | 121      | Directors and Chief Executives                |
| 231       | Directors and Managers, Insurance   | 121      | Directors and Chief Executives                |
| 239       | Directors and Managers, Financial Institution n.e.c                           | 122      | Production and Operations Department Managers |
| 240       | Working Proprietors ,Directors &Managers, Mining, Quarrying and Well Drilling | 122      | Production and Operations Department Managers |
| 241       | Working Proprietors, Directors & Managers, Construction                       | 122      | Production and Operations Department Managers |
| 242       | Working Proprietors, Directors & Managers, Electricity, Gas and Water         | 122      | Production and Operations Department Managers |
| 243       | Working Proprietors, Directors & Managers, Manufacturing                      | 122      | Production and Operations Department Managers |
| 249       | Manufacturing And Related Concerns, N.E.C                                     | 121      | Directors and Chief Executives                |
| 250       | Working Proprietors, Directors ,Managers & Related Executives, Transport      | 122      | Production and Operations Department Managers |
| 251       | Directors, Managers & Related Executives, Communication                       | 122      | Production and Operations Department Managers |
| 252       | Warehouse   | 122      | Production and Operations Department Managers |
| 259       | Storage And Communication, N.E.C  | 122      | Production and Operations Department Managers |
| 260       | Working Proprietors, Directors & Managers, Lodging &Catering Services         | 122      | Production and Operations Department Managers |
| 261       | Working Props, Dirs & Managers,   | 121      | Directors and Chief Executives                |
| 269       | Working Proprietors, Directors, Managers,& Related Executives, Other Services | 121      | Directors and Chief Executives                |
| 299       | Administrative, Executive &Ma Nage-rial Workers, N.E.C                        | 130      | General Managers                              |

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| NCO -1968              |   | NCO-2004 |   |
|------------------------|---|----------|---|
| Code                   | Label   | Code     | Label                                       |
| 300                    | Clerical Supervisors,( Office. Superintendents), Head Clerks, Section Heads | 343      | Administrative Associate Professionals      |
| 301                    | Other Supervisors (Inspectors, etc.)  | 233      | Other Teaching Professionals                |
| 302                    | Ministerial and Office Assistants   | 343      | Administrative Associate Professionals      |
| 309                    | Clerical And Other Supervisors, Other                                       | 411      | Secretaries and Key Board- Operating Clerks |
| 310                    | Village Officials   | 113      | Traditional Chiefs and Heads of Villages    |
| 320                    | Stenographers and Steno-Typists   | 411      | Secretaries and Key Board- Operating Clerks |
| 321                    | Typists   | 411      | Secretaries and Key Board- Operating Clerks |
| 322                    | Tele-Typists  | 411      | Secretaries and Key Board- Operating Clerks |
| 323                    | Card & Tape punching Machine Operators                                      | 411      | Secretaries and Key Board- Operating Clerks |
| 329                    | Stenographer, Typist & Card & Tape Punching Operators, N.E.C                | 411      | Secretaries and Key Board- Operating Clerks |
| 330                    | Book Keepers and Accounts Clerks  | 412      | Numerical Clerks                            |
| 331                    | Cashiers  | 421      | Cashiers, Tellers and Related Clerks        |
| 339                    | Bookkeepers, Cashiers & Related Workers, n.e.c.                             | 412      | Numerical Clerks                            |
| 340                    | Book-keeping & Calculating Machine Operators                                | 411      | Secretaries and Key Board- Operating Clerks |
| 341                    | Automatic Data Processing Machine Operators                                 | 411      | Secretaries and Key Board- Operating Clerks |
| 349                    | Computing Machine Operators, n.e.c  | 411      | Secretaries and Key Board- Operating Clerks |
| 350                    | Clerks, General   | 419      | Other Office Clerks                         |
| 351                    | Store Keeper and Related Workers  | 413      | Material Recording and Transport Clerks     |
| 352                    | Receptionists   | 422      | Client Information Clerks                   |
| 353                    | Library Clerks  | 414      | Library, Mail and Related Clerks            |
| 354                    | Time Keepers  | 419      | Other Office Clerks                         |
| 355                    | Coders  | 414      | Library, Mail and Related Clerks            |
| 356                    | Ticket Sellers  | 421      | Cashiers, Tellers and Related Clerks        |
| 357                    | Ticket Collectors, Checkers and Examiners                                   | 511      | Travel Attendants, Guides and Related       |
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Table 1 – continued from previous page

| NCO -1968 |   | NCO-2004 |   |
|-----------|---|----------|---|
| Code      | Label   | Code     | Label   |
| 358       | Office Attendants (Peons, Daftries, etc)                                  | 513      | Personal Care and Related Workers             |
| 359       | Clerical & Related Workers(including Proof Readers & Copy Holders), n.e.c | 419      | Other Office Clerks                           |
| 360       | Station Masters and Station Superintendents, Transport                    | 122      | Production and Operations Department Managers |
| 361       | Postmasters, Telegraph Masters and Other Supervisors                      | 414      | Library, Mail and Related Clerks              |
| 369       | Transport & Communication Supervisor, n.e.c.                              | 413      | Material Recording and Transport Clerks       |
| 370       | Guards and Breaks Men, Railway  | 511      | Travel Attendants, Guides and Related         |
| 371       | Conductors, Transport   | 511      | Travel Attendants, Guides and Related         |
| 379       | Transport Conductors and Guards, n.e.c                                    | 414      | Library, Mail and Related Clerks              |
| 380       | Postmen   | 414      | Library, Mail and Related Clerks              |
| 381       | Messengers and Dispatch Riders  | 915      | Messengers Porters, Door Keepers and Related  |
| 389       | Mail Distributors and Related Workers, n.e.c                              | 915      | Messengers Porters, Door Keepers and Related  |
| 390       | Telephone Operators   | 422      | Client Information Clerks                     |
| 391       | Telegraphists and Signallers  | 313      | Optical and Electronic Equipment Operators    |
| 392       | Radio Communication and Wireless Operators                                | 313      | Optical and Electronic Equipment Operators    |
| 399       | Telephone and Telegraph Operators, n.e.c.                                 | 724      | Electrical and Electronic Equipment Mechanics |
| 400       | Merchants and Shopkeepers, Wholesale Trade                                | 522      | Shop Salespersons and Demonstrators           |
| 401       | Merchants and Shopkeepers, Retail Trade                                   | 522      | Shop Salespersons and Demonstrators           |
| 409       | Merchants & Shop Keepers & Wholesale & Retail Trade, N.E.C.               | 522      | Shop Salespersons and Demonstrators           |
| 410       | Sales Supervisors   | 522      | Shop Salespersons and Demonstrators           |
| 411       | Purchasing Agents   | 341      | Finance and Sales Associate Professionals     |
| 412       | Selling Agents  | 522      | Shop Salespersons and Demonstrators           |
| 419       | Manufacturers Agents, n.e.c.  | 522      | Shop Salespersons and Demonstrators           |
| 420       | Technical Salesmen and Service Advisors                                   | 341      | Finance and Sales Associate Professionals     |

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| NCO -1968              |   | NCO-2004 |   |
|------------------------|---|----------|---|
| Code                   | Label   | Code     | Label                                     |
| 421                    | Commercial Travellers   | 341      | Finance and Sales Associate Professionals |
| 429                    | Technical Salesmen and Commercial Travellers, n.e.c               | 341      | Finance and Sales Associate Professionals |
| 430                    | Salesmen, Shop Assistants and Demonstrators                       | 522      | Shop Salespersons and Demonstrators       |
| 431                    | Street Vendors, Canvassers and News Vendors                       | 911      | Street Vendors and Related Workers        |
| 439                    | Salesmen, Shop Assistants & Related Workers, n.e.c.               | 523      | Stall and Market Salespersons             |
| 440                    | Agents and Salesmen, Insurance                                    | 341      | Finance and Sales Associate Professionals |
| 441                    | Agents, Brokers and Salesmen, Real Estate                         | 341      | Finance and Sales Associate Professionals |
| 442                    | Agents and Brokers, Securities and Shares                         | 341      | Finance and Sales Associate Professionals |
| 443                    | Agents, Brokers & Salesmen, Advertising & Other Business Services | 341      | Finance and Sales Associate Professionals |
| 444                    | Auctioneers   | 341      | Finance and Sales Associate Professionals |
| 445                    | Valuers and Appraisers  | 341      | Finance and Sales Associate Professionals |
| 449                    | n.e.c   | 341      | Finance and Sales Associate Professionals |
| 450                    | Money Lenders (including Indigenous Bankers)                      | 421      | Cashiers, Tellers and Related Clerks      |
| 451                    | Pawn Brokers  | 421      | Cashiers, Tellers and Related Clerks      |
| 459                    | Money Lenders and Pawn Brokers, n.e.c.                            | 421      | Cashiers, Tellers and Related Clerks      |
| 490                    | Sales Workers, N.E.C  | 521      | Fashion and Other Models                  |
| 500                    | Hotel and Restaurant Keepers                                      | 512      | House Keeping and Restaurant Services     |
| 510                    | House Keepers, Matrons and Stewards                               | 512      | House Keeping and Restaurant Services     |
| 520                    | Cooks and Cook Bearers  | 512      | House Keeping and Restaurant Services     |
| 521                    | Butlers, Bearers and Waiters                                      | 512      | House Keeping and Restaurant Services     |
| 522                    | Bartenders and Related Workers                                    | 512      | House Keeping and Restaurant Services     |
| 529                    | Cooks, Waiters And Related Workers, N.E.C.                        | 512      | House Keeping and Restaurant Services     |
| 530                    | Ayahs, Nurse, Maids   | 513      | Personal Care and Related Workers         |
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| NCO -1968              |  | NCO-2004 |  |
|------------------------|--|----------|--|
| Code                   | Label  | Code     | Label  |
| 531                    | Domestic Servants  | 913      | Domestic and Related Helpers, Cleaners and           |
| 539                    | Maids and Related Housekeeping Service Workers, n.e.c            | 511      | Travel Attendants, Guides and Related                |
| 540                    | Building Caretakers  | 914      | Building Caretakers, Window and Related Cleaners     |
| 541                    | Sweepers, Cleaners and Related Workers                           | 916      | Garbage Collectors and Related Labourers             |
| 542                    | Watermen   | 916      | Garbage Collectors and Related Labourers             |
| 549                    | Building Caretakers, Sweepers, Cleaners & Related Workers, N.E.C | 914      | Building Caretakers, Window and Related Cleaners     |
| 550                    | Laundrymen, Washermen and Dhobis                                 | 913      | Domestic and Related Helpers, Cleaners and           |
| 551                    | Dry Cleaners and Pressers  | 826      | Textiles, Fur and Leather Products Machine Operators |
| 559                    | Launderers, Dry Cleaners and Pressers, n.e.c                     | 913      | Domestic and Related Helpers, Cleaners and           |
| 560                    | Hair Dressers, Barbers, Beauticians & Related Workers            | 514      | Other Personal Services Workers                      |
| 570                    | Fire Fighters  | 315      | Safety and Quality Inspectors                        |
| 571                    | Policemen and Detectives   | 345      | Police Inspectors and Detectives                     |
| 572                    | Customs Examiners, Patrollers & Related Workers                  | 344      | Customs, Tax and Related Govt. Associate             |
| 573                    | Protection Force, Home Guard and Security Workers                | 516      | Protective Services Workers                          |
| 574                    | Watchmen, Chowkidars and Gate Keepers                            | 915      | Messengers Porters, Door Keepers and Related         |
| 579                    | Protective Service Workers, N.E.C.                               | 915      | Messengers Porters, Door Keepers and Related         |
| 590                    | Guides   | 511      | Travel Attendants, Guides and Related                |
| 591                    | Undertakers And Embalmers  | 514      | Other Personal Services Workers                      |
| 599                    | Service Workers, n.e.c.  | 912      | Shoe Cleaning and Other Street Services Elementary   |
| 600                    | Farm Managers & Supervisors, Crop Production                     | 611      | Market Gardners & Crop Growers                       |
| 601                    | Manager, Plantation  | 122      | Production and Operations Department Managers        |
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| NCO -1968              |  | NCO-2004 |   |
|------------------------|--|----------|---|
| Code                   | Label  | Code     | Label   |
| 602                    | Farm Managers, Horticulture                      | 122      | Production and Operations Department Managers |
| 603                    | Farm Manager, Livestock Farm                     | 122      | Production and Operations Department Managers |
| 604                    | Farm Manager, Dairy Farm                         | 122      | Production and Operations Department Managers |
| 605                    | Farm Manager, Poultry Farm                       | 122      | Production and Operations Department Managers |
| 609                    | Farm Managers and Supervisors, n.e.c.            | 122      | Production and Operations Department Managers |
| 610                    | Cultivators (Owners)                             | 611      | Market Gardeners & Crop Growers               |
| 611                    | Cultivators (Tenants)                            | 611      | Market Gardeners & Crop Growers               |
| 619                    | Cultivators, n.e.c                               | 611      | Market Gardeners & Crop Growers               |
| 620                    | Planters   | 611      | Market Gardeners & Crop Growers               |
| 621                    | Livestock Farmers                                | 612      | Market -Oriented Animal Producers and Related |
| 622                    | Dairy Farmers                                    | 612      | Market -Oriented Animal Producers and Related |
| 623                    | Poultry Farmers                                  | 612      | Market -Oriented Animal Producers and Related |
| 624                    | Insect Rearers                                   | 612      | Market -Oriented Animal Producers and Related |
| 625                    | Orchard, Vineyard and Related Workers            | 611      | Market Gardeners & Crop Growers               |
| 629                    | Farmers, Other than Cultivators, n.e.c.          | 612      | Market -Oriented Animal Producers and Related |
| 630                    | Agricultural Labourers                           | 920      | Agricultural, Fishery and Related Labourers   |
| 640                    | Plantation Labourers                             | 920      | Agricultural, Fishery and Related Labourers   |
| 641                    | Tappers, (Palm, Rubber Trees, etc.)              | 611      | Market Gardeners & Crop Growers               |
| 649                    | Plantation Labourers and Related Workers, n.e.c. | 920      | Agricultural, Fishery and Related Labourers   |
| 650                    | Farm Machinery Operators                         | 833      | Agricultural and Other Mobile Plant Operators |
| 651                    | Farm Workers, Animal, Birds and Insect Rearing   | 612      | Market -Oriented Animal Producers and Related |
| 652                    | Gardeners and Nursery Workers                    | 611      | Market Gardeners & Crop Growers               |
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| NCO -1968 |   | NCO-2004 |   |
|-----------|---|----------|---|
| Code      | Label   | Code     | Label   |
| 659       | Other Farm Workers, n.e.c.  | 612      | Market -Oriented Animal Producers and Related |
| 660       | Foresters and Related Workers   | 614      | Forestry and Related Workers                  |
| 661       | Harvesters & Gatherers of Forest Products Including Lac(except logs)        | 614      | Forestry and Related Workers                  |
| 662       | Log Fellers and Wood Cutters  | 614      | Forestry and Related Workers                  |
| 663       | Charcoal Burners & Forest Product Processors                                | 614      | Forestry and Related Workers                  |
| 669       | Loggers and Other Forestry Workers, n.e.c.                                  | 614      | Forestry and Related Workers                  |
| 670       | Hunters   | 615      | Fishery Workers, Hunters and Trappers         |
| 671       | Trappers  | 615      | Fishery Workers, Hunters and Trappers         |
| 679       | Hunters and Related Workers, n.e.c.   | 615      | Fishery Workers, Hunters and Trappers         |
| 680       | Fishermen, Deep Sea   | 615      | Fishery Workers, Hunters and Trappers         |
| 681       | Fishermen, Inland and Coastal Waters  | 615      | Fishery Workers, Hunters and Trappers         |
| 682       | Conch & Shell Gatherers, Sponge & Pearl Divers                              | 615      | Fishery Workers, Hunters and Trappers         |
| 689       | Fishermen and Related Workers, n.e.c  | 615      | Fishery Workers, Hunters and Trappers         |
| 710       | Supervisor & Foreman, Mining, Quarrying, Well Drilling & Related Activities | 811      | Mining and Mineral Processing Plant Operators |
| 711       | Miners  | 711      | Miners, Shotfirers, Stone Cutters and Carvers |
| 712       | Quarrymen   | 711      | Miners, Shotfirers, Stone Cutters and Carvers |
| 713       | Drillers, Mines and Quarries  | 811      | Mining and Mineral Processing Plant Operators |
| 714       | Shot Firers   | 711      | Miners, Shotfirers, Stone Cutters and Carvers |
| 715       | Miners and Quarrymen, Other   | 711      | Miners, Shotfirers, Stone Cutters and Carvers |
| 716       | Well Drillers, Petroleum and Gas  | 811      | Mining and Mineral Processing Plant Operators |
| 717       | Well Drillers, Other than Petroleum and Gas                                 | 811      | Mining and Mineral Processing Plant Operators |
| 718       | Mineral Treaters  | 711      | Miners, Shotfirers, Stone Cutters and Carvers |
| 719       | Miners, Quarrymen & Related Workers, n.e.c.                                 | 711      | Miners, Shotfirers, Stone Cutters and Carvers |

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Table 1 – continued from previous page

| NCO -1968              |  | NCO-2004 |  |
|------------------------|--|----------|--|
| Code                   | Label  | Code     | Label  |
| 720                    | Supervisors & Foremen, Metal Smelting Converting Refining            | 812      | Metal Processing Plant Operators                     |
| 721                    | Metal Smelting, Converting & Refining Furnace Men                    | 812      | Metal Processing Plant Operators                     |
| 722                    | Metal Rolling Mill Workers   | 812      | Metal Processing Plant Operators                     |
| 723                    | Metal Melters and Reheaters  | 812      | Metal Processing Plant Operators                     |
| 724                    | Metal Casters  | 812      | Metal Processing Plant Operators                     |
| 725                    | Metal Moulder and Core Makers  | 721      | Metal Moulders, Welders, Sheet Metal Workers,        |
| 726                    | Metal Annealers, Temperers and Case Hardeners                        | 812      | Metal Processing Plant Operators                     |
| 727                    | Metal Drawers and Extruders  | 812      | Metal Processing Plant Operators                     |
| 728                    | Metal Platters and Coaters   | 822      | Chemical Products Machine Operators                  |
| 729                    | Metal Processors, n.e.c.   | 822      | Chemical Products Machine Operators                  |
| 730                    | Supervisor & Foreman, Wood Preparation & Paper Making                | 814      | Wood Processing and Paper Making Plant Operators     |
| 731                    | Wood Treaters  | 742      | Wood Treaters, Cabinet Makers and Related            |
| 732                    | Sawyers, Plywood Makers & Related Wood Processing Workers            | 814      | Wood Processing and Paper Making Plant Operators     |
| 733                    | Paper Pulp Preparers   | 814      | Wood Processing and Paper Making Plant Operators     |
| 734                    | Paper Makers   | 814      | Wood Processing and Paper Making Plant Operators     |
| 739                    | Wood Preparation and Paper Making Workers n.e.c                      | 742      | Wood Treaters, Cabinet Makers and Related            |
| 740                    | Supervisor & Foreman, Chemical Processing & Related Activities       | 815      | Chemical- Processing- Plant Operators                |
| 741                    | Crushers, Grinders and Mixers  | 815      | Chemical- Processing- Plant Operators                |
| 742                    | Cookers, Roasters and Related Heat Treaters                          | 815      | Chemical- Processing- Plant Operators                |
| 743                    | Filter and Separator Operators                                       | 815      | Chemical- Processing- Plant Operators                |
| 744                    | Still and Reactor Operators  | 815      | Chemical- Processing- Plant Operators                |
| 745                    | Petroleum Refining Workers,  | 815      | Chemical- Processing- Plant Operators                |
| 749                    | Chemical Processors and Related Workers, n.e.c.                      | 815      | Chemical- Processing- Plant Operators                |
| 750                    | Supervisors & Foremen, Spinning, Weaving, Knitting, Dyeing & Related | 826      | Textiles, Fur and Leather Products Machine Operators |
| Continued on next page |  |          |  |

Table 1 – continued from previous page

| NCO -1968              |   | NCO-2004 |  |
|------------------------|---|----------|--|
| Code                   | Label   | Code     | Label  |
| 751                    | Fibre Preparers   | 743      | Textile, Garment and Related Trades Workers          |
| 752                    | Spinners and Winders  | 826      | Textiles, Fur and Leather Products Machine Operators |
| 753                    | Warpers and Sizers  | 826      | Textiles, Fur and Leather Products Machine Operators |
| 754                    | Weaving & Knitting Machine Setters & Pattern Card Preparers | 826      | Textiles, Fur and Leather Products Machine Operators |
| 755                    | Weavers and Related Workers                                 | 743      | Textile, Garment and Related Trades Workers          |
| 756                    | Carpet Makers and Finishers                                 | 743      | Textile, Garment and Related Trades Workers          |
| 757                    | Knitters  | 826      | Textiles, Fur and Leather Products Machine Operators |
| 758                    | Bleachers, Dyers and Textile Product Finishers              | 826      | Textiles, Fur and Leather Products Machine Operators |
| 759                    | SPINNERS, WEAVERS,KNITTERS,DYERS & RELATED WORKERS, n.e.c   | 826      | Textiles, Fur and Leather Products Machine Operators |
| 760                    | Supervisors & Foremen, Tanning & Pelt Dressing              | 826      | Textiles, Fur and Leather Products Machine Operators |
| 761                    | Tanners and Fell Mongers                                    | 744      | Pelt, Leather and Shoe Making Trades Workers         |
| 762                    | Pelt Dressers   | 744      | Pelt, Leather and Shoe Making Trades Workers         |
| 769                    | Fell Mongers and Pelt Dressers, n.e.c.                      | 744      | Pelt, Leather and Shoe Making Trades Workers         |
| 770                    | Supervisors & Foremen, Food & Beverage Processing           | 741      | Food Processing and Related Trades Workers           |
| 771                    | Grain Millers, Parchers and Related Workers                 | 827      | Food and Related Products Machine Operators          |
| 772                    | Crushers and Pressers, Oil Seeds                            | 741      | Food Processing and Related Trades Workers           |
| 773                    | Khandsari, Sugar and Gur Makers                             | 827      | Food and Related Products Machine Operators          |
| 774                    | Butchers and Meat Preparers                                 | 741      | Food Processing and Related Trades Workers           |
| 775                    | Food Preservers and Canners                                 | 827      | Food and Related Products Machine Operators          |
| Continued on next page |   |          |  |

Table 1 – continued from previous page

| NCO -1968 |   | NCO-2004 |  |
|-----------|---|----------|--|
| Code      | Label   | Code     | Label  |
| 776       | Dairy Product Processors  | 741      | Food Processing and Related Trades Workers           |
| 777       | Bakers, Confectioners, Candy & Sweet Meat Makers, Other Food Processors | 741      | Food Processing and Related Trades Workers           |
| 778       | Tea, Coffee & Cocoa Prepares  | 827      | Food and Related Products Machine Operators          |
| 779       | Brewers & Aerated Water & Beverage Makers                               | 827      | Food and Related Products Machine Operators          |
| 780       | Supervisors & Foremen Tobacco & Tobacco Product Makers                  | 827      | Food and Related Products Machine Operators          |
| 781       | Tobacco Prepares  | 741      | Food Processing and Related Trades Workers           |
| 782       | Cigar Makers  | 741      | Food Processing and Related Trades Workers           |
| 783       | Cigarette Makers  | 827      | Food and Related Products Machine Operators          |
| 784       | Bidi Makers   | 741      | Food Processing and Related Trades Workers           |
| 789       | Tobacco Prepares and Tobacco Product Makers, n.e.c.                     | 741      | Food Processing and Related Trades Workers           |
| 790       | Supervisors & Foremen, Tailoring, Dress Making, Sewing, Upholstery-Work | 743      | Textile, Garment and Related Trades Workers          |
| 791       | Tailors and Dress Makers  | 743      | Textile, Garment and Related Trades Workers          |
| 792       | Fur Tailors and Related Workers   | 743      | Textile, Garment and Related Trades Workers          |
| 793       | Milliners, Hat and Cap Makers   | 743      | Textile, Garment and Related Trades Workers          |
| 794       | Pattern Makers and Cutters  | 743      | Textile, Garment and Related Trades Workers          |
| 795       | Sewers and Embroiders   | 743      | Textile, Garment and Related Trades Workers          |
| 796       | Upholsterers and Related Workers  | 743      | Textile, Garment and Related Trades Workers          |
| 799       | Tailors, Dressmakers, Sewers, upholsterers & Related Workers, n.e.c     | 743      | Textile, Garment and Related Trades Workers          |
| 800       | Supervisor & Foremen, Shoe & Leather Goods Making                       | 826      | Textiles, Fur and Leather Products Machine Operators |

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Table 1 – continued from previous page

| NCO -1968              |   | NCO-2004 |   |
|------------------------|---|----------|---|
| Code                   | Label   | Code     | Label   |
| 801                    | Shoe Makers & Shoe Repairers  | 744      | Pelt, Leather and Shoe Making Trades Workers  |
| 802                    | Shoe Cutters, Lasters, Sewers and Related Workers                           | 744      | Pelt, Leather and Shoe Making Trades Workers  |
| 803                    | Harness and Saddle Makers   | 744      | Pelt, Leather and Shoe Making Trades Workers  |
| 809                    | Leather, Cutters, Lasters & Sewers & Related Workers, n.e.c                 | 744      | Pelt, Leather and Shoe Making Trades Workers  |
| 810                    | Processes   | 824      | Wood Product Machine Operators                |
| 811                    | Carpenter   | 712      | Building Frame and Related Trades Workers     |
| 812                    | Cabinet Makers  | 742      | Wood Treaters, Cabinet Makers and Related     |
| 813                    | Wood Working Machine Operators  | 742      | Wood Treaters, Cabinet Makers and Related     |
| 814                    | Cart Builders and Wheel Wrights   | 742      | Wood Treaters, Cabinet Makers and Related     |
| 815                    | Coach and Body Builders   | 742      | Wood Treaters, Cabinet Makers and Related     |
| 816                    | Shipwrights and Boat Builders   | 712      | Building Frame and Related Trades Workers     |
| 819                    | Carpenters, Cabinet Makers & Related Workers,n.e.c.                         | 742      | Wood Treaters, Cabinet Makers and Related     |
| 820                    | Supervisors and Foremen, Stone Cutting and Carving                          | 821      | Metal and Mineral Products Machine Operators  |
| 821                    | Stone Cutter and Carvers  | 811      | Mining and Mineral Processing Plant Operators |
| 829                    | Stone Cutters and Carvers, n.e.c.   | 711      | Miners, Shotfirers, Stone Cutters and Carvers |
| 830                    | Supervisors & Foremen, Blacksmithy, Tool Making and Machine Tool Operations | 722      | Blacksmiths, Tool Makers and Related Trades   |
| 831                    | Blacksmiths, Hammersmiths & Forging Press Operators                         | 722      | Blacksmiths, Tool Makers and Related Trades   |
| 832                    | Metal Markers   | 722      | Blacksmiths, Tool Makers and Related Trades   |
| 833                    | Tool Makers and Metal Pattern Makers  | 722      | Blacksmiths, Tool Makers and Related Trades   |
| Continued on next page |   |          |   |

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| NCO -1968              |   | NCO-2004 |  |
|------------------------|---|----------|--|
| Code                   | Label   | Code     | Label  |
| 834                    | Machine Tool Setters  | 722      | Blacksmiths, Tool Makers and Related Trades      |
| 835                    | Machine Tool Operators  | 821      | Metal and Mineral Products Machine Operators     |
| 836                    | Metal Grinders, Polishers and Tool Sharpeners                       | 722      | Blacksmiths, Tool Makers and Related Trades      |
| 839                    | Blacksmiths, Toolmakers, Machine Tool Operators, n.e.c              | 821      | Metal and Mineral Products Machine Operators     |
| 840                    | Instrument Making (Except Electrical)                               | 723      | Machinery Mechanics and Fitters                  |
| 841                    | Watch, Clock & Precision Instrument Makers(Except Electrical)       | 731      | Precision Workers in Metal and Related Materials |
| 842                    | Machinery Fitters and Machine Assemblers                            | 828      | Assemblers                                       |
| 843                    | Motor Vehicle Mechanics   | 723      | Machinery Mechanics and Fitters                  |
| 844                    | Aircraft Engine Mechanics   | 723      | Machinery Mechanics and Fitters                  |
| 845                    | Mechanics, Repairmen, Other   | 723      | Machinery Mechanics and Fitters                  |
| 849                    | Electrical),n.e.c   | 731      | Precision Workers in Metal and Related Materials |
| 850                    | Installing & Repairing  | 724      | Electrical and Electronic Equipment Mechanics    |
| 851                    | Electricians, Electrical Fitters and Related Workers                | 724      | Electrical and Electronic Equipment Mechanics    |
| 852                    | Electronics Fitters   | 724      | Electrical and Electronic Equipment Mechanics    |
| 853                    | Electric and Electronic Equipment Assemblers                        | 828      | Assemblers                                       |
| 854                    | Radio Television Mechanics and Repairmen                            | 724      | Electrical and Electronic Equipment Mechanics    |
| 855                    | Electrical Wiremen  | 713      | Building Finishers and Related Trades Workers    |
| 856                    | Telephone and Telegraph Installers and Repairmen                    | 724      | Electrical and Electronic Equipment Mechanics    |
| 857                    | Electric Linemen and Cable Jointers                                 | 724      | Electrical and Electronic Equipment Mechanics    |
| 859                    | Electrical Fitters & Related Electrical & Electronic Workers, n.e.c | 724      | Electrical and Electronic Equipment Mechanics    |
| Continued on next page |   |          |  |

Table 1 – continued from previous page

| NCO -1968              |   | NCO-2004 |  |
|------------------------|---|----------|--|
| Code                   | Label   | Code     | Label  |
| 860                    | Supvisors, Broadcasting, Audio-Visual Projection & Sound Equipment Operators  | 313      | Optical and Electronic Equipment Operators       |
| 861                    | Radio Broadcasting Television Operators                                       | 313      | Optical and Electronic Equipment Operators       |
| 862                    | Sound Equipment Operators & Cinema Projectionists                             | 313      | Optical and Electronic Equipment Operators       |
| 869                    | Broadcasting Station & Sound Equipment Operators & Cinema Projectionists      | 313      | Optical and Electronic Equipment Operators       |
| 870                    | Supervisors, Foremen, Plumbing, Welding Structural & Sheet Metal Working      | 721      | Metal Moulders, Welders, Sheet Metal Workers,    |
| 871                    | Plumbers and Pipe Fitters   | 713      | Building Finishers and Related Trades Workers    |
| 872                    | Welders and Flame Cutters   | 721      | Metal Moulders, Welders, Sheet Metal Workers,    |
| 873                    | Sheet Metal Workers   | 721      | Metal Moulders, Welders, Sheet Metal Workers,    |
| 874                    | Metal Plate and Structural Metal Workers                                      | 721      | Metal Moulders, Welders, Sheet Metal Workers,    |
| 879                    | Plumbers, Welders, Sheet Metal & Structural Metal Preparers & Erectors, n.e.c | 713      | Building Finishers and Related Trades Workers    |
| 880                    | Supervisors, Jewellery and Precious Metal Working                             | 731      | Precision Workers in Metal and Related Materials |
| 881                    | Jewellers, Goldsmiths & Silversmiths  | 731      | Precision Workers in Metal and Related Materials |
| 882                    | Jewellery Engravers   | 731      | Precision Workers in Metal and Related Materials |
| 883                    | Other Metal Engravers (Except Printing)                                       | 731      | Precision Workers in Metal and Related Materials |
| 889                    | Jewellers & Precious Metal Workers, n.e.c (Except Printing)                   | 731      | Precision Workers in Metal and Related Materials |
| 890                    | Supervisors & Foremen, Glass Forming, Pottery & Related Activities            | 813      | Glass, Ceramics and Related Plant Operators      |
| 891                    | Glass Formers, Cutters, Grinders and Finishers                                | 732      | Potters, Glass Makers and Related Trades         |
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| NCO -1968              |   | NCO-2004 |  |
|------------------------|---|----------|--|
| Code                   | Label   | Code     | Label  |
| 892                    | Potters and Related Clay & Abrasive Formers               | 732      | Potters, Glass Makers and Related Trades               |
| 893                    | Glass and Ceramic Kilnmen                                 | 813      | Glass, Ceramics and Related Plant Operators            |
| 894                    | Glass Engravers and Etchers                               | 732      | Potters, Glass Makers and Related Trades               |
| 895                    | Glass and Ceramics Painters and Decorators                | 732      | Potters, Glass Makers and Related Trades               |
| 899                    | Glass Formers, Potters & Related Workers, n.e.c.          | 813      | Glass, Ceramics and Related Plant Operators            |
| 900                    | Supervisors & Foremen, Rubber & Plastics Product Making   | 823      | Rubber and Plastic Products Machine Operators          |
| 901                    | Plastics Product Makers                                   | 823      | Rubber and Plastic Products Machine Operators          |
| 902                    | Rubber Product Makers ( Except Tyre Makers & Vulcanisers) | 823      | Rubber and Plastic Products Machine Operators          |
| 903                    | Tyre Makers and Vulcanisers                               | 823      | Rubber and Plastic Products Machine Operators          |
| 909                    | Rubber And Plastics Product Makers, N.E.C                 | 823      | Rubber and Plastic Products Machine Operators          |
| 910                    | Supervisors & Foremen Paper & Paper Board Product Making  | 825      | Printing, Binding and Paper Products Machine Operators |
| 911                    | Paper and Paper Board Product Makers                      | 825      | Printing, Binding and Paper Products Machine Operators |
| 919                    | Paper And Paper Product Makers, N.E.C.                    | 825      | Printing, Binding and Paper Products Machine Operators |
| 920                    | Supervisors & Foremen Printing & Related Work             | 734      | Printing and Related Trades Workers                    |
| 921                    | Compositors   | 734      | Printing and Related Trades Workers                    |
| 922                    | Type Setters and Photo-Type Setters                       | 734      | Printing and Related Trades Workers                    |
| 923                    | Printing Pressman   | 825      | Printing, Binding and Paper Products Machine Operators |
| 924                    | Stereo-Typers and Electro-Typers                          | 734      | Printing and Related Trades Workers                    |
| 925                    | Engravers, Printing(Except Photo Engravers)               | 734      | Printing and Related Trades Workers                    |
| 926                    | Photo Engravers   | 734      | Printing and Related Trades Workers                    |
| 927                    | Book Binders and Related workers                          | 734      | Printing and Related Trades Workers                    |
| 928                    | Photographic Dark Room Workers                            | 734      | Printing and Related Trades Workers                    |
| 929                    | Printers and Related Workers, n.e.c.                      | 734      | Printing and Related Trades Workers                    |
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| NCO -1968 |  | NCO-2004 |   |
|-----------|--|----------|---|
| Code      | Label  | Code     | Label   |
| 930       | Supervisors and Foremen, Painting                                | 714      | Painters, Building Structure Cleaners and Related |
| 931       | Painters, Construction   | 714      | Painters, Building Structure Cleaners and Related |
| 932       | Painters, Spray and Sign Writing                                 | 714      | Painters, Building Structure Cleaners and Related |
| 939       | Painters, n.e.c.   | 714      | Painters, Building Structure Cleaners and Related |
| 940       | Supervisors and Foremen Production & Related Activities, n.e.c   | 731      | Precision Workers in Metal and Related Materials  |
| 941       | Musical Instrument Makers and Tuners                             | 731      | Precision Workers in Metal and Related Materials  |
| 942       | Basketry Weavers and Brush Makers                                | 742      | Wood Treaters, Cabinet Makers and Related         |
| 943       | Non-Metallic Mineral Product Makers                              | 932      | Manufacturing Labourers                           |
| 949       | Production and Related Workers, n.e.c.                           | 733      | Handicraft Workers in Wood, Textile, Leather and  |
| 950       | Supervisors & Foremen, Bricklaying Other Construction Work       | 713      | Building Finishers and Related Trades Workers     |
| 951       | Bricklayers, Stone Masons and Tile Setters                       | 712      | Building Frame and Related Trades Workers         |
| 952       | Reinforced Concreters, Cement Finishers and Terrazzo Workers     | 713      | Building Finishers and Related Trades Workers     |
| 953       | Roofers  | 713      | Building Finishers and Related Trades Workers     |
| 954       | Parquetry Workers  | 713      | Building Finishers and Related Trades Workers     |
| 955       | Plasterers   | 713      | Building Finishers and Related Trades Workers     |
| 956       | Insulators   | 713      | Building Finishers and Related Trades Workers     |
| 957       | Glaziers   | 713      | Building Finishers and Related Trades Workers     |
| 958       | Hut Builders And Thatchers                                       | 713      | Building Finishers and Related Trades Workers     |
| 959       | Construction Workers, n.e.c.                                     | 713      | Building Finishers and Related Trades Workers     |
| 960       | Supervisors & Foremen, Stationary & Related Equipment Operations | 816      | Power Production and Related Plant Operators      |

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Table 1 – continued from previous page

| NCO -1968              |  | NCO-2004 |   |
|------------------------|--|----------|---|
| Code                   | Label  | Code     | Label   |
| 961                    | Stationary Engine & Related Equipment Operators                        | 816      | Power Production and Related Plant Operators  |
| 962                    | Boilermen and Firemen  | 816      | Power Production and Related Plant Operators  |
| 963                    | Oilers & Greasers (Including Cleaners Motor Vehicle)                   | 723      | Machinery Mechanics and Fitters               |
| 969                    | Stationary Engine & Related Equipment Operators, n.e.c                 | 816      | Power Production and Related Plant Operators  |
| 970                    | Supervisors & Foremen, Material & Freight Handling & Related Equipment | 829      | Other Machine Operators and Assemblers        |
| 971                    | Loaders and Unloaders  | 933      | Transport Labourers and Freight Handlers      |
| 972                    | Riggers and Cable Splicer  | 721      | Metal Moulders, Welders, Sheet Metal Workers, |
| 973                    | Crane and Hoist Operators  | 833      | Agricultural and Other Mobile Plant Operators |
| 974                    | Earth Moving & Related Machinery Operators                             | 833      | Agricultural and Other Mobile Plant Operators |
| 975                    | Checkers, Testers, Sorters, Weighers and Counters                      | 932      | Manufacturing Labourers                       |
| 976                    | Packers, Labellers and Related Workers                                 | 932      | Manufacturing Labourers                       |
| 979                    | Material Handling Equipment Operators, n.e.c.                          | 833      | Agricultural and Other Mobile Plant Operators |
| 980                    | Supervisors & Foremen, Transport Equipment Operation                   | 933      | Transport Labourers and Freight Handlers      |
| 981                    | Ships Deck Ratings, Barge Crews and Boatmen                            | 834      | Ships Deck Crews and Related Workers          |
| 982                    | Ships' Engine Room Ratings   | 816      | Power Production and Related Plant Operators  |
| 983                    | Drivers, Railways  | 831      | Locomotive Engine Drivers and Related Workers |
| 984                    | Firemen, Railways  | 816      | Power Production and Related Plant Operators  |
| 985                    | Pointsmen, Signalmen and Shunters, Railways                            | 831      | Locomotive Engine Drivers and Related Workers |
| 986                    | Tram Car and Motor Vehicle Drivers                                     | 832      | Motor Vehicle Drivers                         |
| Continued on next page |  |          |   |

**Table 1 – continued from previous page**

| <b>NCO -1968</b> |   | <b>NCO-2004</b> |  |
|------------------|---|-----------------|--|
| <b>Code</b>      | <b>Label</b>                                      | <b>Code</b>     | <b>Label</b>                             |
| 987              | Drivers, Animal and Animal Drawn Vehicles         | 933             | Transport Labourers and Freight Handlers |
| 988              | Cycle Rickshaw Drivers and Rickshaw Pullers       | 933             | Transport Labourers and Freight Handlers |
| 989              | Transport Equipment Operators and Drivers, n.e.c. | 933             | Transport Labourers and Freight Handlers |
| 999              | Labourers, Other                                  | 931             | Mining and Construction Labourers        |

*Source:* Author's own compilation based on MOSPI and ILO (2016) guidelines. For those occupations that have no unique match, we used employment distribution from NSS Employment-Unemployment Round of 2011.

**Table 2:** India's Detailed Occupation Concordance of ISCO-88 and NCO-04

| ISCO-88                |   | NCO-2004 |  |
|------------------------|---|----------|--|
| Code                   | Label   | Code     | Label  |
| 11                     | Armed forces  | N/A      | N/A  |
| 111                    | Legislators and senior government officials                     | 111      | Legislators  |
| 112                    | Senior Government Officials                                     | 112      | Administrative and Executive Officials               |
| 113                    | Traditional Chiefs and Heads Of Villages                        | 113      | Traditional Chiefs and Heads of Villages             |
| 114                    | Senior officials of special-interest organisations              | 114      | Senior Officials of Special- Interest Organisations. |
| 121                    | Directors and chief executives                                  | 121      | Directors and Chief Executives                       |
| 122                    | Production and operations managers                              | 122      | Production and Operations Department Managers        |
| 123                    | Other specialist managers                                       | 123      | Other Department Managers                            |
| 131                    | Managers of small enterprises                                   | 130      | General Managers                                     |
| 234                    | Special education teaching professionals                        | 233      | Other Teaching Professionals                         |
| 235                    | Other teaching professionals                                    | 233      | Other Teaching Professionals                         |
| 211                    | Physicists, chemists and related professionals                  | 211      | Physicists, Chemists and Related                     |
| 212                    | Mathematicians, statisticians and related professionals         | 212      | Mathematicians, Statisticians and Related            |
| 213                    | Computing professionals   | 213      | Computing Professionals                              |
| 214                    | Architects, engineers and related professionals                 | 214      | Architects, Engineers and Related                    |
| 221                    | Life science professionals                                      | 221      | Life Science Professionals                           |
| 222                    | Health professionals (except nursing)                           | 222      | Health Professionals (except nursing)                |
| 223                    | Nursing and midwifery professionals                             | 223      | Nursing Professionals                                |
| 231                    | College, university and higher education teaching professionals | 231      | College, University and Higher Education             |
| 232                    | Secondary education teaching professionals                      | 232      | Secondary Education Teaching Professionals           |
| 233                    | Primary and pre-primary education teaching professionals        | 233      | Other Teaching Professionals                         |
| 241                    | Business professionals  | 241      | Business Professionals                               |
| 242                    | Legal professionals   | 242      | Legal Professionals                                  |
| 243                    | Archivists, librarians and related information professionals    | 243      | Archivists, Librarians and Related                   |
| 244                    | Social science and related professionals                        | 244      | Social Science and Related Professionals             |
| Continued on next page |   |          |  |



Table 2 – continued from previous page

| ISCO-88                |   | NCO-2004 |   |
|------------------------|---|----------|---|
| Code                   | Label   | Code     | Label   |
| 245                    | Writers and creative or performing artists                  | 245      | Writers and Creative or Performing Artists.   |
| 246                    | Religious professionals                                     | 246      | Religious Professionals                       |
| 311                    | Physical and engineering science technicians                | 311      | Physical and Engineering Science Technicians  |
| 312                    | Computer associate professionals                            | 312      | Computer Associate Professionals              |
| 313                    | Optical and electronic equipment operators                  | 313      | Optical and Electronic Equipment Operators    |
| 314                    | Ship and aircraft controllers and technicians               | 314      | Ship and Aircraft Controllers and Technicians |
| 315                    | Safety and quality inspectors                               | 315      | Safety and Quality Inspectors                 |
| 321                    | Life science technicians and related associate professional | 321      | Life Science Technicians and Related Health   |
| 322                    | Health associate professionals (except nursing)             | 322      | Modern Health Associate Professionals         |
| 323                    | Nursing and midwifery associate professionals               | 323      | Nursing and Midwifery Associate Professionals |
| 324                    | Traditional Medicine Practitioners And Faith Healers        | 324      | Traditional Medicine Practitioners and Faith  |
| 331                    | Primary education teaching associate professionals          | 331      | Middle& Primary Education Teaching Associate  |
| 332                    | Pre-primary education teaching associate professionals      | 332      | Pre-Primary Education Teaching Associate      |
| 333                    | Special education teaching associate professionals          | 333      | Special Education Teaching Associate          |
| 334                    | Other teaching associate professionals                      | 334      | Other Teaching Associate Professionals        |
| 341                    | Finance and sales associate professionals                   | 341      | Finance and Sales Associate Professionals     |
| 342                    | Business services agents and trade brokers                  | 342      | Business Services Agents and Trade Brokers    |
| 343                    | Administrative associate professionals                      | 343      | Administrative Associate Professionals        |
| 344                    | Customs, tax and related government associate professionals | 344      | Customs, Tax and Related Govt. Associate      |
| 345                    | Police inspectors and detectives                            | 345      | Police Inspectors and Detectives              |
| 346                    | Social work associate professionals                         | 346      | Social Work Associate Professionals           |
| 347                    | Artistic, entertainment and sports associate professionals  | 347      | Artistic, Entertainment and Sports Associate  |
| 348                    | Religious associate professionals                           | 348      | Religious Associate Professionals             |
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| ISCO-88                |  | NCO-2004 |   |
|------------------------|--|----------|---|
| Code                   | Label  | Code     | Label   |
| 411                    | Secretaries and keyboard-operating clerks                        | 411      | Secretaries and Key Board- Operating Clerks       |
| 412                    | Numerical clerks   | 412      | Numerical Clerks                                  |
| 413                    | Material-recording and transport clerks                          | 413      | Material Recording and Transport Clerks           |
| 414                    | Library, mail and related clerks                                 | 414      | Library, Mail and Related Clerks                  |
| 419                    | Other office clerks  | 419      | Other Office Clerks                               |
| 421                    | Cashiers, tellers and related clerks                             | 421      | Cashiers, Tellers and Related Clerks              |
| 422                    | Client information clerks  | 422      | Client Information Clerks                         |
| 511                    | Travel attendants and related workers                            | 511      | Travel Attendants, Guides and Related             |
| 512                    | Housekeeping and restaurant services workers                     | 512      | House Keeping and Restaurant Services             |
| 513                    | Personal care and related workers                                | 513      | Personal Care and Related Workers                 |
| 514                    | Other personal services workers                                  | 514      | Other Personal Services Workers                   |
| 515                    | Astrologers, Fortune-Tellers And Related Workers                 | 515      | Astrologers, Fortune-Tellers and Related          |
| 516                    | Protective services workers                                      | 516      | Protective Services Workers                       |
| 521                    | Fashion and other models   | 521      | Fashion and Other Models                          |
| 522                    | Shop, stall and market salespersons and demonstrators            | 522      | Shop Salespersons and Demonstrators               |
| 523                    | Stall And Market Salespersons                                    | 523      | Stall and Market Salespersons                     |
| 611                    | Market gardeners and crop growers                                | 611      | Market Gardners & Crop Growers                    |
| 612                    | Animal producers and related workers                             | 612      | Market -Oriented Animal Producers and Related     |
| 613                    | Crop and animal producers  | 613      | Market- Oriented Crop and Animal Producers        |
| 614                    | Forestry and related workers                                     | 614      | Forestry and Related Workers                      |
| 615                    | Fishery workers, hunters and trappers                            | 615      | Fishery Workers, Hunters and Trappers             |
| 621                    | Subsistence Agricultural And Fishery Workers                     | 620      | Subsistence Agricultural and Fishery Workers      |
| 711                    | Miners, shotfirers, stone cutters and carvers                    | 711      | Miners, Shotfirers, Stone Cutters and Carvers     |
| 712                    | Building frame and related trades workers                        | 712      | Building Frame and Related Trades Workers         |
| 713                    | Building finishers and related trades workers                    | 713      | Building Finishers and Related Trades Workers     |
| 714                    | Painters, building structure cleaners and related trades workers | 714      | Painters, Building Structure Cleaners and Related |
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| ISCO-88 |  | NCO-2004 |  |
|---------|--|----------|--|
| Code    | Label  | Code     | Label  |
| 721     | Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers | 721      | Metal Moulders, Welders, Sheet Metal Workers,          |
| 722     | Blacksmiths, tool-makers and related trades workers  | 722      | Blacksmiths, Tool Makers and Related Trades            |
| 723     | Machinery mechanics and fitters  | 723      | Machinery Mechanics and Fitters                        |
| 724     | Electrical and electronic equipment mechanics and fitters  | 724      | Electrical and Electronic Equipment Mechanics          |
| 731     | Precision workers in metal and related materials   | 731      | Precision Workers in Metal and Related Materials       |
| 732     | Potters, glass-makers and related trades workers   | 732      | Potters, Glass Makers and Related Trades               |
| 733     | Handicraft workers in wood, textile, leather and related materials                                   | 733      | Handicraft Workers in Wood, Textile, Leather and       |
| 734     | Craft printing and related trades workers  | 734      | Printing and Related Trades Workers                    |
| 741     | Food processing and related trades workers   | 741      | Food Processing and Related Trades Workers             |
| 742     | Wood treaters, cabinet-makers and related trades workers   | 742      | Wood Treaters, Cabinet Makers and Related              |
| 743     | Textile, garment and related trades workers  | 743      | Textile, Garment and Related Trades Workers            |
| 744     | Pelt, leather and shoemaking trades workers  | 744      | Pelt, Leather and Shoe Making Trades Workers           |
| 811     | Mining and mineral-processing-plant operators  | 811      | Mining and Mineral Processing Plant Operators          |
| 812     | Metal-processing plant operators   | 812      | Metal Processing Plant Operators                       |
| 813     | Glass, ceramics and related plant operators  | 813      | Glass, Ceramics and Related Plant Operators            |
| 814     | Wood-processing- and papermaking-plant operators   | 814      | Wood Processing and Paper Making Plant Operators       |
| 815     | Chemical-processing-plant operators  | 815      | Chemical- Processing- Plant Operators                  |
| 816     | Power-production and related plant operators   | 816      | Power Production and Related Plant Operators           |
| 817     | Industrial robot operators   | 817      | Automated Assembly Line and Industrial Robot Operators |
| 821     | Metal- and mineral-products machine operators  | 821      | Metal and Mineral Products Machine Operators           |
| 822     | Chemical-products machine operators  | 822      | Chemical Products Machine Operators                    |

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| ISCO-88 |  | NCO-2004 |  |
|---------|--|----------|--|
| Code    | Label  | Code     | Label  |
| 823     | Rubber- and plastic-products machine operators                 | 823      | Rubber and Plastic Products Machine Operators          |
| 824     | Wood-products machine operators                                | 824      | Wood Product Machine Operators                         |
| 825     | Printing-, binding- and paper-products machine operators       | 825      | Printing, Binding and Paper Products Machine Operators |
| 826     | Textile-, fur- and leather-products machine operators          | 826      | Textiles, Fur and Leather Products Machine Operators   |
| 827     | Food and related products machine operators                    | 827      | Food and Related Products Machine Operators            |
| 828     | Assemblers   | 828      | Assemblers   |
| 829     | Other machine operators not elsewhere classified               | 829      | Other Machine Operators and Assemblers                 |
| 831     | Locomotive engine drivers and related workers                  | 831      | Locomotive Engine Drivers and Related Workers          |
| 832     | Motor vehicle drivers  | 832      | Motor Vehicle Drivers                                  |
| 833     | Agricultural and other mobile plant operators                  | 833      | Agricultural and Other Mobile Plant Operators          |
| 834     | Ships deck crews and related workers                           | 834      | Ships Deck Crews and Related Workers                   |
| 911     | Street vendors and related workers                             | 911      | Street Vendors and Related Workers                     |
| 912     | Shoe cleaning and other street services elementary occupations | 912      | Shoe Cleaning and Other Street Services Elementary     |
| 913     | Domestic and related helpers, cleaners and launderers          | 913      | Domestic and Related Helpers, Cleaners and             |
| 914     | Building caretakers, window and related cleaners               | 914      | Building Caretakers, Window and Related Cleaners       |
| 915     | Messengers, porters, doorkeepers and related workers           | 915      | Messengers Porters, Door Keepers and Related           |
| 916     | Garbage collectors and related labourers                       | 916      | Garbage Collectors and Related Labourers               |
| 931     | Mining and construction labourers                              | 931      | Mining and Construction Labourers                      |
| 932     | Manufacturing labourers  | 932      | Manufacturing Labourers                                |
| 933     | Transport labourers and freight handlers                       | 933      | Transport Labourers and Freight Handlers               |
| 921     | Agricultural, fishery and related labourers                    | 920      | Agricultural, Fishery and Related Labourers            |

Source: Author's own compilation based on MOSPI and ILO (2016) guidelines. For those occupations that have no unique match, we used employment distribution from NSS Employment-Unemployment Round of 2011.