

A PROPOSED SOCIO-ECONOMIC CLASSIFICATION FOR EUROPE : EsEC

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Cesda Workshop on
Harmonization, Paris, April 2, 2008

Outlook

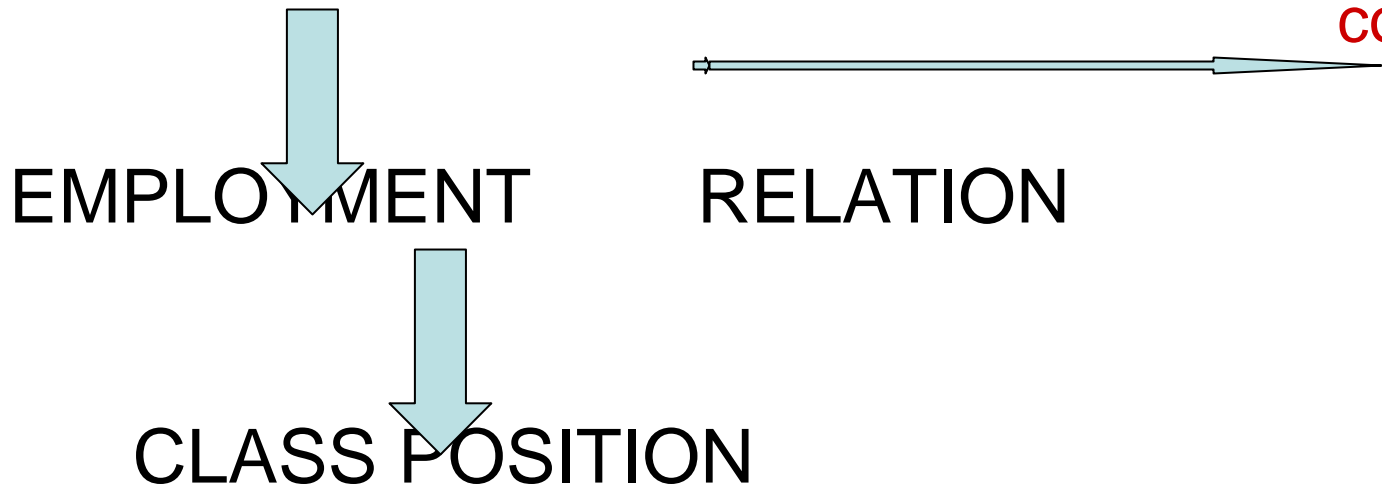
- 1. Theoretical Background
- 2. The proposed Scheme
- 3. Some critical remarks

1. Theoretical Background

- (John GOLDTHORPE (2000) *On Sociology*, chap. 10)

OCCUPATION = « adequate proxy »

Power and control



Employment relationships

- The Employer buys labour power against wages.
- The employee sells his labour force for money
- The self-employed neither buys nor sell his labour force

2 forms of employment relationships:

- **LABOUR CONTRACT** « A relatively short term and specific exchange of money for effort*. Employees supply more or less discrete amounts of labour under the supervision of the employer's agents in return for wages which are calculated on a « piece » or « time » basis.
- **SERVICE RELATIONSHIP** « longer term and generally more diffuse exchange ».

2. The proposed scheme

Initiative around three British teams :

- Warwick (Peter Elias), ISCO-88,
- Essex (David Rose)
- Nuffield College, Oxford (John Goldthorpe).

Esec

Table 1: The European Socio-economic Classification

	ESeC Class	Common Term	Employment regulation
1	Large employers, higher grade professional, administrative and managerial occupations	Higher salariat	Service Relationship
2	Lower grade professional, administrative and managerial occupations and higher grade technician and supervisory occupations	Lower salariat	Service Relationship (modified)
3	Intermediate occupations	Higher grade white collar workers	Mixed
4	Small employer and self employed occupations (exc agriculture etc)	Petit bourgeoisie or independents	-
5	Self employed occupations (agriculture etc)	Petit bourgeoisie or independents	-
6	Lower supervisory and lower technician occupations	Higher grade blue collar workers	Mixed
7	Lower services, sales and clerical occupations	Lower grade white collar workers	Labour Contract (modified)
8	Lower technical occupations ¹	Skilled workers	Labour Contract (modified)
9	Routine occupations ¹	Semi- and non-skilled workers	Labour Contract
10	Never worked and long-term unemployed	Unemployed	-

¹ If analysts wish to identify agricultural workers separately from others, classes 8 and 9 may be subdivided into 8a, 8b, 9a and 9b. In each case sub-classes 8b and 9b would be for farm workers. ISCO minor groups 600 and 610-613 go to 8b. 614 and 615 could go here if analysts wished to include forestry and fishing workers in 8b. ISCO 920 and 921 form class 9b. Readers should note that in cases where we refer to minor groups ending with a zero (e.g. 600, 610, 920), this refers to the convention that this code is employed where it is not possible (either because of lack of information or because of the need to ensure respondent anonymity) to code occupation more precisely to a particular minor group

3. Some critical remarks

- Problems with the « manager » notion
- Problems with the « supervisor » notion
(is the fact to supervise other employees still a good indicator of an upper position in the social hierarchy of the company?)
- Civil servants and private employees are mixed.

Low capacity to make the distinction between managers and self employed professionals

Some empirical problems when applying ESEC to French datas

Plan

- 1) Informations nécessaires pour construire Esec: profession, statut, taille des entreprises, encadrement et nombre de personnes encadrées.
- 2) comparaison des PCS et Esec : similitudes et différences
- 3) des PCS à Esec: séries de manipulations/ il faut PCS à 4 chiffres pour passer en Isco, puis toutes les variables ci-dessus qui n'existent que dans peu d'enquêtes, l'enquête complémentaire à EE sur les conditions de travail et FQP.
- 4) comparaison en montrant comment Esec se répartit par groupe de CS.

Set of variables required for ESEC

- occupation,
- Employment status,
- Size of enterprise, number of employees (inc. In agriculture)
- Supervisors and number of employees supervised

PCS structure

- A multidimensional classification
- Not ordered according to a hierarchical princip,
- Rests on distinction between:
 - Salaried and non salaried
 - Among the non salaried: farmers from other independants (employers or self-employed)
 - But self-employed professions belong to « cadres » category
 - Among salaried, a hierarchical order:
 - manual workers (unskilled & skilled),
 - clerical workers
 - intermediate category
 - upper professions

PCS: principes de construction

- At 2 digit level a distinction between:
- public & private sector
- Craft & industry.

PCS: an empirical process

- Rests on a negotiation process between statisticians & representatives of occupations, trade unions, etc.
- Take into account the framework of collective agreements (amount of competences required for a level of wages)

From PCS to Esec

What do we need?

- 1st step: for Isco-88 : 4-digit PCS and sector of activity (cross-walk available by Insee),
- 2nd. step:
 - for employers, size of enterprise (available)
 - Supervisory responsibilities (and number of employees under authority of supervisor)
- BUT all variables are not available in the most current public surveys (ie French LFS), available only in the last FQP-Survey
- Derivation matrix Isco/Esec produced by Harrison and Rose.

comparison

- comment Esec se répartit par groupe de CS.
- 1) À partir des PCS (Vallet, Vallet arrangé)
- 2) À partir d'Isco (matrice de Rose et al.)

ESEC, PCS and Isco

	ESEC-PCS	ESEC_ISCO
01 Large employers, higher mgrs/professionals	11,6	9,5
02 Lower mgrs/professionals	16,7	18,9
03 higher grade white collar workers	14,9	12,8
04 petit bourgeoisie	4,2	4,0
05 self-empl or employers agri	2,6	2,3
06 Lower supervisors and technicians	5,0	5,1
07 Lower sales and service	12,1	11,0
08 Lower technical	10,4	8,8
09 Routine	11,8	17,1
10 unemployed	10,8	10,6

Encadrement réponse à la question: Avez-vous un ou plusieurs salariés sous vos ordres ou votre autorité? Seuls plus de 3 ont été pris en compte

PCS and ESEC

ESEC-PCS (FQP)	1 Agriculteur exploitant	2 Artisan, commerçant et chef entreprise	3 Cadre et profession intellectuelle supérieure	4 Profession intermédiaire	5 Employé	6 Ouvrier
01 Large employers, higher mgrs/professionals	0	9	83,5	0	0	0
02 Lower mgrs/professionals	0	0	16,6	65,2	0	0
03 higher grade white collar workers	0	0	0	11,7	47,4	0
04 petit bourgeoisie	0	88,8	0	0,8	0	0
05 self-empl or employers agri	100	2,2	0	0,0	0	0
06 Lower supervisors and technicians	0	0	0	22,3	0	0,4
07 Lower sales and service	0	0	0	0	46,8	0
08 Lower technical	0	0	0	0	0	50,2
09 Routine	0	0	0	0	5,9	49,4
Total	100	100	100	100	100	100

PCS to Esec via Isco

ESEC_ISCO (FQP)	1 Agriculteur exploitant	2 Artisan, commerçant et chef entreprise	3 Cadre et profession intellectuelle supérieure	4 Profession intermédiaire	5 Employé	6 Ouvrier
01 Large employers, higher mgrs/professionals	0,3	5,8	58,4	2,8	3,1	0,0
02 Lower mgrs/professionals	0,0	6,2	40,8	58,2	1,3	0,0
03 higher grade white collar workers	0,0	0,0	0,5	25,3	27,8	0,0
04 petit bourgeoisie	0,0	83,2	0,2	0,4	0,5	0,2
05 self-empl or employers agri	99,2	2,7	0,0	0,0	0,0	0,0
06 Lower supervisors and technicians	0,0	0,2	0,1	8,9	2,7	7,6
07 Lower sales and service	0,0	0,1	0,0	0,5	38,9	4,0
08 Lower technical	0,6	1,8	0,0	2,0	0,0	39,8
09 Routine	0,0	0,0	0,0	1,9	25,7	48,4
Total	100	100	100	100	100	100

Manual workers

ESEC1	06 Lower supervisors & technicians	07 Lower sales & service	08 Lower technical	09 Routine	Total
62 skilled workers in industry	10,5	0,0	49,4	40,1	100
63 skilled workers in crafts	13,1	0,0	76,1	10,5	100
64 drivers	1,2	0,0	0,0	98,5	100
65 skilled h&ing warehousing & transportation workers	7,6	50,1	9,5	32,8	100
67 semi-skilled & unskilled workers in industry	2,5	0,0	0,0	97,1	100
68 semi-skilled & unskilled workers in crafts	4,0	0,0	44,4	51,4	100
69 workers in agriculture	4,7	0,0	90,7	4,6	100

Clerical workers

ESEC1	01 Large employers, higher mgrs/professionals	02 Lower mgrs/professionals	03 higher grade white collar workers	04 petit bourgeoisie	06 Lower supervisors & technicians	07 Lower sales & service	08 Lower technical	09 Routine
52 civil clerical workers	0	1,7	30,4	0,1	2,2	35,8	0	30,0
53 police & military	44,0	0,0	0,0	0,0	5,9	21,1	0	29,0
54 clerical workers in private sector	0	3,1	71,4	0,1	1,6	23,9	0	0,0
55 sales workers	0	0	0	0,2	5,1	94,7	0	0,0
56 workers in direct personal services	0	0	0	2,0	2,4	32,9	0	62,7

Intermediate

ESEC1	01 Large employers, higher mgrs/professionals	02 Lower mgrs/professionals	03 higher grade white collar workers	04 petit bourgeoisie	06 Lower supervisors & technicians	07 Lower sales & service	08 Lower technical	09 Routine
42 teachers in Kindergarten & primary education	11,2	88,8	0,0	0,0	0,0	0,0	0,0	0,0
43 intermediate health care & social workers	0,0	71,7	28,1	0,2	0,0	0,0	0,0	0,0
44 clergy & religious	0,0	100,0	0,0	0,0	0,0	0,0	0,0	0,0
45 intermediate public managers	12,1	87,9	0,0	0,0	0,0	0,0	0,0	0,0
46 intermediate business & commercial managers	0,4	22,6	69,5	1,4	4,6	0,0	0,0	1,5
47 technicians	0,6	99,4	0,0	0,0	0,0	0,0	0,0	0,0
48 supervisors & foremen	0,1	0,0	0,0	0,1	65,7	3,9	17,7	12,5

Professions

ESEC1	01 Large employers, higher mgrs/professionals	02 Lower mgrs/professionals	03 higher grade white collar workers	04 petit bourgeoisie	05 self-employed employers agri	06 Lower supervisors & technicians	07 Lower sales & service	08 Lower technical	09 Routine
31 professional occ	91,6	8,4	0,0	0,0	0,0	0,0	0,0	0,0	0,0
33 administrators in public sector	17,9	82,1	0,0	0,0	0,0	0,0	0,0	0,0	0,0
34 teachers in secondary & higher education researchers	40,2	59,8	0,0	0,0	0,0	0,0	0,0	0,0	0,0
35 information arts entertainment professional occ	18,6	77,7	2,9	0,8	0,0	0,0	0,0	0,0	0,0
37 business executive & sales managers	51,0	46,7	1,1	0,7	0,0	0,5	0,0	0,0	0,0
38 engineers top managers in firms	94,9	5,1	0,0	0,0	0,0	0,0	0,0	0,0	0,0
42 teachers in Kindergarten & primary education	11,2	88,8	0,0	0,0	0,0	0,0	0,0	0,0	0,0

Farmers and independants

ESEC1	01 Large employers, higher mgrs/professionals	02 Lower mgrs/professionals	04 petit bourgeoisie	05 self-employed or employers agri	06 Lower supervisors & technicians	07 Lower sales & service	08 Lower technical
11 farmers small	0	0	0	100	0	0	0
12 farmers medium-sized	0	0	0	99,1	0	0	0,9
13 farmers on large holdings	0,5	0	0	98,9	0	0	0,6
21 craft self employed or employers with 9 or less employees	0	0	90,3	5,7	0	0,2	3,8
22 retailers wholesalers & related with 9 or less employees	0	7,7	91,8	0	0,5	0	0
23 heads of business with 10 or more employees	64,6	31,3	4,1	0	0	0	0