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Key occupations and cluster division

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The selection of key occupations

The key occupations have been selected from the EurOccupations extended list of occupations using several criteria. The following criteria were applied in the selection process:

- variation in skill level and ISCO major groups;
- variation in gender composition (male-dominated, mixed, female-dominated occupations);
- the most frequent occupations (i.e., volume argument);
- 'blurred' occupations (e.g., managers, process operators, waiter).

The selection process has resulted in a selection of 156 key occupations. In the selection, we have the above considerations into account. During the selection process, we checked the distribution of our selection on these relevant dimensions and adjusted accordingly, resulting in a final selection of 156 occupations. *After this selection process, the EurOccupations project partners suggested to include 6 more occupations into the selection, resulting in a final selection of 161 key occupations.* Please note that:

- the data to check the distribution of the key occupations on the criteria were only available on an aggregate (ISCO 3-digit) level;
- it is not possible to take all criteria into account simultaneously. Therefore, our selection is an approximation.

Variation in ISCO major groups

In the selection process, we have checked to what extent the distribution of the 156 originally selected key occupations across the ISCO major groups corresponds with the distribution of the labour force in 6 of the 7 countries participating in the expert research (namely: UK, Poland, Spain, Germany, Netherlands, France). Ideally, one would have compared the distribution of % of the labour force employed in the key occupations with the distribution of the labour force in 6 of the 7 countries participating in the expert research across the ISCO major groups. However, these data are not available.

The table below presents the distribution of the key occupations and the labour force across the ISCO major groups.

ISCO major group	number of key occupations	% key occupations	% labour force ¹
0	3	2%	1%
1	12	8%	7%
2	29	19%	13%
3	22	14%	16%
4	15	10%	12%
5	16	10%	13%

¹ Based on Eurostat LFS data 2005.

6	7	5%	4%
7	28	18%	14%
8	13	8%	9%
9	9	6%	9%
Missing value	1	1%	
Total	156	100%	100%

Variation in gender composition

Another factor that was taken into account in the selection process is the gender distribution. Annex I of the EurOccupations project describes that it is important to include, in our selection of key occupations, approximately the same number of male- and female-dominated occupations. We have checked how many male- and female-dominated occupations are included in our selection. We considered an occupation to be numerically dominated by one sex if this sex is employed disproportionately in an occupation relative to the sex ratio of the total labour force. In the 6 countries in 2005, approximately 44% of the labour force was female. According to our definition, all occupations with more than 69% women are female-dominated, while all occupations with less than 19% women are considered male-dominated. We consider the remaining occupations to be of mixed sex.²

The table below presents the number of male-dominated, mixed-sex and female-dominated key occupations, based on calculations using the Eurostat LFS data for 2005 for ISCO 3-digit occupational groups. Please note that these numbers are a very rough indication, since only data on ISCO 3-digit occupational groups were available, which results in a (severe) overestimation of the number of mixed-sex occupations. As one can observe, the number of male-dominated occupations is high compared to the number of female-dominated occupations. However, in the selection of occupations that are, according to the Eurostat aggregate data, of mixed sex, we have tried to incorporate typical female occupations from the extended list.

	number of key occupations	% key occupations
Male-dominated	47	30%
Mixed-sex	73	47%
Female-dominated	36	23%
Total	156	100%

The most frequent occupations

We used data on the most frequent 150 occupations in the UK to check whether the most frequent occupations were included in our selection. Many of the most frequent occupations are included. Moreover, all occupations from the top-20 have been included in the list of key occupations.

² This definition closely resembles that of Jacobs and Steinberg (1995) and De Ruijter (2002). It is not static, but can vary according to the sex ratio of the labour force and the chosen 'boundaries'. Since most male- and female-dominated occupations are either strongly dominated by men or women, the choice for different boundaries does not make a large difference for the number of male- and female-dominated occupations one finds.

The 8 clusters of occupations

In order to structure and streamline the expert data collection on the selected key occupations in the EurOccupations project, eight expert groups are formed. These expert groups are organised along the lines of eight clusters of occupations. In Annex 1, we proposed the following eight clusters of occupations:

Table 1 Overview of the 8 clusters of occupations as included in Annex 1

Cluster title OLD	Cluster co-ordinator
1. Care, welfare occupations	AIAS
2. Education, childcare, research occupations	CIREM
3. Technology, manufacturing occupations	P.U.E.
4. Crafts & trade (including construction); agriculture, nature & fishing (incl. animal care)	AO Consult
5. Services occupations	K.U. Leuven
6. Transport, communications, travel	Warwick
7. Professional occupations	Warwick
8. Administration, clerical occupations	Warwick

However, in practice, we have encountered some problems with this cluster division. The main problem is that some clusters of occupations contain very much occupations from the extended list of occupations (for example technology, manufacturing occupations), while others include only very few occupations (for example professional occupations). Additionally, for some clusters it remains unclear what occupations can or cannot be included in the cluster.

Therefore, we would like to propose a **new** division of the occupations in the extended list into 8 clusters. We propose to work with the 8 clusters presented in table 2, where we have tried to get an even as possible division of the number of key occupations across these clusters.

*Table 2 Overview of the proposed **new** division of occupations into 8 clusters of occupations*

Cluster title NEW	Cluster co-ordinator	No. of key occupations
1. Care & welfare	AIAS	22
2. Construction & cars	AO Consult	25
3. Education, research & personnel	CIREM	17
4. Information, communication, finance & legal	K.U. Leuven	20
5. Manufacturing: food, metal, oil, gas & mining	P.U.E.	21
6. Clerks, staff, management & army/police	Warwick	19
7. Trade & agriculture	Warwick	22
8. Transport, logistics, travel &	Warwick	16

cleaning/garbage

In order to give a hint what occupational groups are included in these 8 clusters of occupations, table 3 gives an overview of the different fields of work, as distinguished in the EurOccupations extended list of occupations (level 1), included in each cluster.

Table 3 Overview of the fields of work included in the **new** proposed 8 clusters of occupations

Fields of work	No. of occupations (extended list)	Rough indication of % of labour force in work field ³
<u>Cluster 1. Care & welfare:</u>		
1. Care, children, welfare, social work	46	6%
2. Health care, paramedics, laboratory	82	4%
<u>Cluster 2. Construction & cars:</u>		
1. Construction, fittings	108	12%
2. Cars, mechanics, technicians, engineers	79	8%
<u>Cluster 3. Education, research & personnel:</u>		
1. Education, research, training	96	5%
2. HRM, labour mediation, organisation	15	?
3. Language, library, archive, museum	12	0%
<u>Cluster 4. Information, communication, finance & legal:</u>		
1. Finances, bank, insurance	58	4%
2. IT, automation, telecommunication	30	2%
3. Marketing, PR, advertising	15	?
4. Media, graphic, printing, culture, design	77	?
5. Legal, administration, inspection, policy adviser	41	4%
<u>Cluster 5. Manufacturing: food, metal, oil, gas & mining:</u>		
1. Food manufacturing	61	1%
2. Industrial production, manufacture, metal & plastics	155	9%
3. Oil, gas, mining, utilities	34	1%
<u>Cluster 6. Clerks, staff, management & army/police:</u>		
1. Clerks, secretaries, post, telephone	46	12%
2. Guards, army, police	39	2%
3. Staff, management, direction	6	7%
<u>Cluster 7. Trade & agriculture:</u>		
1. Agriculture, nature, animals, environment (including animal care)	96	5%
2. Commercial, shop, buy and sale	78	6%
<u>Cluster 8. Transport, logistics, travel & cleaning/garbage:</u>		
1. Hospitality, tourism, leisure, sports	69	3%
2. Transport, logistics, port, airport	70	5%

³ Based on analyses using Eurostat 3-digit ISCO data, average % calculated over the 6 countries (Belgium is not included in the Eurostat data).



2. Cleaning, housekeeping, garbage, waste	29	4%
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Appendix: Key occupations

volgnrnieuw	eurooccupations_code	Key occupation	Area of work	Cluster of occupations	Cluster coordinator
70	2411000000	Accountant	Finances, bank, insurance	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerdt
106	4110010000	Administrative services department manager	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
137	3147010000	Agricultural advisor	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
105	7232030000	Aircraft mechanic or service technician	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
20	5136000000	Ambulance attendant	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
165	9129010000	Asbestos removal worker	Cleaning, housekeeping, garbage, waste	Transport/logistics/ travel & cleaning/garbage	Warwick, Peter/Margaret
90	9321000000	Assembling helper	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
71	4110020000	Bank clerk	Finances, bank, insurance	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerdt
140	5142010000	Beautician	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
85	8188020000	Beverage production process operator	Food manufacturing	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
102	8113050000	Boring machine operator	Oil, gas, mining, utilities	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
33	2151000000	Building architect	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
34	9313000000	Building construction helper	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
27	2142010000	Building structure engineer	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
144	7511010000	Butcher or fishmonger in retail	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
30	7231030000	Car mechanic	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter

4	5135000000	Carer for the disabled	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
5	5134000000	Carer for the elderly	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
36	71250100000	Carpenter	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
114	42110100000	Cashier	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
16	22210200000	Charge nurse	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
48	13410000000	Child care service manager	Care, children, welfare, social work	Education, research & personnel	CIREM, Celine Lafoucriere
49	51310000000	child carer	Care, children, welfare, social work	Education, research & personnel	CIREM, Celine Lafoucriere
28	31120000000	Civil engineering technician	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
163	91120200000	Cleaner in offices, schools or other establishments	Cleaning, housekeeping, garbage, waste	Transport/logistics/ travel & cleaning/garbage	Warwick, Peter/Margaret
32	21120100000, 21120000000	Climatologist / metereologist	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
150	96290400000	Cloak room attendant	Hospitality, tourism, leisure, sports	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
95	81301000000	CNC operator	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
9	24460100000	Community or social service worker	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
124	11200100000	Company director, chief executive 10-50 employees	Staff, management, direction	Clerks, staff & management (and army)	Warwick, Peter/Margaret
46	71240400000	Concrete steel worker	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
87	75120500000	Confectionery maker	Food manufacturing	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
35	71220200000	Construction bricklayer	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
37	72330400000	Cooling, freezing or air-conditioning equipment erector	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
38	72330500000	Cooling, freezing or air-conditioning equipment mechanic	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
65	25210200000	Database designer	IT, automation, telecommunication	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
12	32310200000	Dental hygienist	Health care, paramedics,	Care & welfare	AIAS, Marc van der Meer

			laboratory		
21	73140200000	Dental prosthesis technician	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
149	14200300000	Department store manager	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
3	22350100000	Dietician	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
139	34520100000	Display decorator	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
	96210100000	Doorkeeper, concierge	Guards, army, police	Clerks, staff & management (and army)	Warwick, Peter/Margaret
123					
52	23510100000	Education advisor	Education, research, training	Education, research & personnel	CIREM, Celine Lafouciere
	21430000000	Electrical engineer	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
26					
	74120000000	Electrical mechanic or fitter	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
24					
	33130000000	Estate agent	Finances, bank, insurance	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
75					
	33430200000	Executive secretary	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
111					
	61120000000	Field crop or vegetable grower	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
126					
	41410100000	Filing clerk	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
107					
	41220500000	Financial clerk	Finances, bank, insurance	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
74					
	14310000000	Financial institution branch manager	Finances, bank, insurance	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
72					
	51610000000	Fire fighter	Guards, army, police	Clerks, staff & management (and army)	Warwick, Peter/Margaret
119					
	82110000000	First line supervisor assembly line workers	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
91					
	91120500000	First line supervisor cleaning workers	Cleaning, housekeeping, garbage, waste	Transport/logistics/ travel & cleaning/garbage	Warwick, Peter/Margaret
164					
	61140200000	First line supervisor landscaping, lawn service, or groundskeeping workers	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
134					

86	31220100000	First line supervisor manufacturing workers	Food manufacturing	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
31	72310600000	First line supervisor mechanics, installers, or repairers	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
157	51110300000	Flight attendant	Transport, logistics, port, airport	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
132	31460100000	Florist	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
138	21330200000	Food science technician	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
23	72310700000	Garage supervisor	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
135	61140300000	Gardener	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
14	22110000000	General Practitioner GP	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
141	51410000000	Hairdresser	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
19	13420000000	Health service manager	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
133	34430200000	Horse riding instructor	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
17	22210500000	Hospital nurse	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
153	14110000000	Hotel manager	Hospitality, tourism, leisure, sports	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
39	71410300000	House painter	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
61	12130000000	Human Resource manager	HRM, labour mediation, organisation	Education, research & personnel	CIREM, Celine Lafouciere
131	61520200000	Inland waters fisherman	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
40	34520600000	Interior decorator	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
158	83320100000	International truck driver	Transport, logistics, port, airport	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret

67	3531000000	IT applications programmer	IT, automation, telecommunication	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
68	2522000000	IT systems administrator	IT, automation, telecommunication	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
81	2457000000	Journalist	Media, graphic, printing, culture, design	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
77	2422000000	Judge	Legal, administration, inspection, policy adviser	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
154	9412000000	Kitchen helper	Hospitality, tourism, leisure, sports	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
92	7223010000	Lathe or turning machine tool setter-operator	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
78	2421000000	Lawyer	Legal, administration, inspection, policy adviser	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
112	3342000000	Legal secretary	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
64	1432020000	Library manager	Language, library, archive, museum	Education, research & personnel	CIREM, Celine Lafoucriere
127	9212000000	Livestock farm helper	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
121	5162020000	Local police officer	Guards, army, police	Clerks, staff & management (and army)	Warwick, Peter/Margaret
125	1323010000	Logistics manager	Staff, management, direction	Clerks, staff & management (and army)	Warwick, Peter/Margaret
96	8130000000	Machine tool operator	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
80	1221010000	Marketing manager	Marketing, PR, advertising	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
45	7231140000	Master technician cars	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
1	5133010000	Maternity carer in private homes	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
88	8181030000	Meat processing machine operator	Food manufacturing	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon

29	31150000000	Mechanical engineering technician	Cars, mechanics, technicians, engineers	Construction & cars	AOC, Judith de Ruijter
11	31420000000	Medical laboratory technician	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
93	72230300000	Metal molder or metal molding machine setter-operator	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
97	31370100000	Metal production process operator	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
2	22220000000	Midwifery professional	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
128	13130100000	Mixed crop farm manager	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
73	41220800000	Mortgage clerk	Finances, bank, insurance	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
82	73120100000	Musical instrument maker	Media, graphic, printing, culture, design	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
115	10003000000	Non-commissioned officer armed forces	Guards, army, police	Clerks, staff & management (and army)	Warwick, Peter/Margaret
129	61290500000	Non-farm animal caretaker	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
50	34110100000	Nursery school teacher	Care, children, welfare, social work	Education, research & personnel	CIREM, Celine Lafoucriere
18	51320200000	Nursing aid	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
22	32340200000	Optician	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
108	41230000000	Payroll clerk	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
6	51320400000	Personal carer in an institution for the elderly	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
7	51320500000	Personal carer in an institution for the handicapped	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
8	51330000000	Personal carer in private homes	Care, children, welfare, social work	Care & welfare	AIAS, Marc van der Meer
62	41910000000	Personnel clerk	HRM, labour mediation, organisation	Education, research & personnel	CIREM, Celine Lafoucriere
13	32100200000	Physician assistant	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer

103	71360200000	Pipe fitter	Oil, gas, mining, utilities	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
94	72331300000	Plant maintenance mechanic	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
42	71360400000	Plumber	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
122	34210300000	Police inspector	Guards, army, police	Clerks, staff & management (and army)	Warwick, Peter/Margaret
76	24130100000	Policy adviser	Legal, administration, inspection, policy adviser	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
83	34510500000	Portrait, wedding or other events photographer	Media, graphic, printing, culture, design	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
109	41420000000	Post sorting or distributing clerk	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
53	23100100000, 23100200000, 23100300000, 23100400000, 23100500000, 23100600000, 23100700000	Post-secondary education teacher	Education, research, training	Education, research & personnel	CIREM, Celine Lafoucriere
104	31310000000	Power production plant operator	Oil, gas, mining, utilities	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
55	23400100000	Primary school principal	Education, research, training	Education, research & personnel	CIREM, Celine Lafoucriere
54	23400000000	Primary school teacher	Education, research, training	Education, research & personnel	CIREM, Celine Lafoucriere
84	81610000000	Printing machine operator	Media, graphic, printing, culture, design	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
63	24450000000	Psychologist	HRM, labour mediation, organisation	Education, research & personnel	CIREM, Celine Lafoucriere
89	31220300000	Quality assurance inspector	Food manufacturing	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
110	42260000000	Receptionist	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
151	51720400000	Restaurant cook	Hospitality, tourism, leisure, sports	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
47	71220600000	Road paviour, jack hammer operator	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
43	71310000000	Roofer	Construction, fittings	Construction & cars	AOC, Judith de Ruijter

44	71310100000	Roofer bituminous operator	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
	83500200000	Sailor	Transport, logistics, port, airport	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
160					
142	41990400000	Sales clerk	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
143	33151000000	Sales representative other products	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
	32360500000	Scanning equipment operator	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
10					
	20003000000	Seaman, military operations crew member	Guards, army, police	Clerks, staff & management (and army)	Warwick, Peter/Margaret
118					
	23300100000, 23300200000, 23300300000, 23300400000, 23300500000, 23300600000, 23300700000	Secondary education teacher	Education, research, training	Education, research & personnel	CIREM, Celine Lafoucriere
58					
59	13450100000	Secondary school principal	Education, research, training	Education, research & personnel	CIREM, Celine Lafoucriere
	41600000000	Secretary (general)	Clerks, secretaries, post, telephone	Clerks, staff & management (and army)	Warwick, Peter/Margaret
113					
	51640000000	Security guard	Guards, army, police	Clerks, staff & management (and army)	Warwick, Peter/Margaret
120					
	75340100000	Sewer, seamstress	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
100					
	72130000000	Sheet-metal worker	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
98					
	72331500000	Ship mechanic	Transport, logistics, port, airport	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
161					
	75370200000	Shoemaker, leather repairer	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
146					
	52220000000	Shop sales assistant	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret
147					
	20004000000	Soldier, military operations crew member	Guards, army, police	Clerks, staff & management (and army)	Warwick, Peter/Margaret
117					
	22390100000	Speech therapist	Care, children, welfare, social work	Education, research & personnel	CIREM, Celine Lafoucriere
51					
	22120300000	Surgeon	Health care, paramedics, laboratory	Care & welfare	AIAS, Marc van der Meer
15					
145	75330700000	Surgical footwear maker	Commercial, shop, buy and sale	Trade & agriculture	Warwick, Peter/Margaret

155	34430600000	Swimming instructor	Hospitality, tourism, leisure, sports	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
79	33520200000	Tax inspector	Legal, administration, inspection, policy adviser	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
159	83220300000	Taxi driver	Transport, logistics, port, airport	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
69	74220200000	Telecommunication equipment installer or repairer	IT, automation, telecommunication	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd
41	71320600000	Tile setter, tile layer	Construction, fittings	Construction & cars	AOC, Judith de Ruijter
162	41330000000	Transport clerk	Transport, logistics, port, airport	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
156	42210100000	Travel agency clerk	Hospitality, tourism, leisure, sports	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
56	23101500000, 23101600000, 23101700000, 23101800000, 23101900000, 23102000000, 23102100000	University professor	Education, research, training	Education, research & personnel	CIREM, Celine Lafoucriere
57	23102900000, 23103000000, 23103100000, 23103200000, 23103300000, 23103400000, 23103500000	University researcher	Education, research, training	Education, research & personnel	CIREM, Celine Lafoucriere
130	61540200000	Vermin control worker	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
136	21340000000	Veterinarian	Agriculture, nature, animals, environment	Trade & agriculture	Warwick, Peter/Margaret
60	23200100000, 23200200000, 23200300000, 23200400000, 23200500000, 23200600000, 23200700000	Vocational education teacher	Education, research, training	Education, research & personnel	CIREM, Celine Lafoucriere
152	51810000000	Waiter or waitress	Hospitality, tourism, leisure, sports	Transport, logistics, travel & cleaning/garbage	Warwick, Peter/Margaret
66	24530100000	Web designer	IT, automation, telecommunication	Information, communication, finance, legal	K.U. Leuven, Yves DeWeerd

99	72120600000	Welder	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon
101	81920000000	Wood processing plant operator	Industrial production, manufacture, metal	Manufacturing: food, metal, oil, gas & mining	P.U.E., Piotr Michon