

# OCCUPATIONS AND SKILLS IN SWEDEN

Arbetsförmedlingen Direkt

Enheten Digital Matchning

## OCCUPATIONS

The Swedish Standard Classification of Occupations 2012 (SSYK 2012) is a system for classifying and aggregating data about occupations in administrative registers or statistical surveys. An example of the use of SSYK is to classify people by the work they do and, as regards employment agency services, to classify job vacancies and job-seekers.

SSYK 2012 is based on the International Classification of Occupations 2008 (ISCO-08). ISCO-08 was established in December 2007 at a meeting of experts organized by the International Labour Organization (ILO).

Statistics Sweden and the Swedish Public Employment Service launched SSYK 2012 as a joint project.

ISCO-08, which forms the basis of the SSYK update, is primarily designed so

that it reports occupational statistics on an overarching level from population censuses and labour force surveys. The Swedish version, however, also currently covers:

- wage and salary structure statistics and other statistical studies
- classification of job vacancies and job seekers
- registration of occupational accidents, injuries or illnesses
- application for work permits in Sweden.

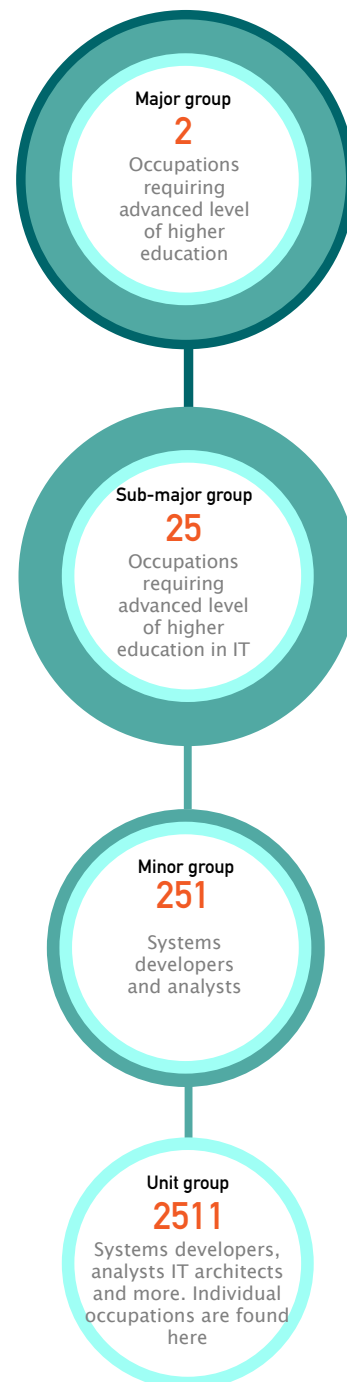
# Structure of SSYK

The classification covers the following ten broad occupational fields (Major groups):

- 0** Armed forces occupations
- 1** Managers
- 2** Occupations requiring advanced level of higher education
- 3** Occupations requiring higher education qualifications or equivalent
- 4** Administration and customer service clerks
- 5** Service, care and shop sales workers
- 6** Agricultural, horticultural, forestry and fishery workers
- 7** Building and manufacturing workers
- 8** Mechanical manufacturing and transport workers, etc.
- 9** Elementary occupations

Within each group are also sub levels, as illustrated in the example.

Example:



The unit group 2511 contains the occupations IT-architect, Requirements analyst, Systems analyst, Systems developer, amongst others. Within each unit group it is possible to add, update and remove individual occupations.

# Definition of job and occupation

A **job** is defined as a set of tasks and duties performed or meant to be performed by a person who is employed or self-employed.

The concept of **occupation** refers to the type of work performed. A number of different jobs with similar tasks and duties constitutes an occupation. Example: A job can consist of driving a bus between airport terminals and aircraft, another of driving a coach between the airport and the city centre, while a third might be driving a school bus.

Three separate jobs with slightly different conditions but the occupation is the same - bus driver.

The same person can be associated with an occupation through the job he or she has at present, has had previously or is seeking to have in the future.

The classification attaches no or little weight to a person's formal education, his or her employment status (employed/self-employed) or the enterprise's industry and size

## ***JOBS WITH DIVERSIFIED WORKING TASKS***

The following general rules may be applied where necessary:

a) If the working tasks require skills that are not normally obtained via a long education or through work experience, the job shall be classified according to the tasks that have the highest skill level.

b) Example: A job that consists of driving a delivery van and loading/unloading goods, is to be classified as “delivery van driver”.

c) If the working tasks can be attributed to both the production and distribution of goods, the job shall be classified as the former.

d) Example: A job that consists of both baking and selling bread shall

be classified as “baker”, not as shop assistant/salesperson.

e) If the various tasks and duties can be attributed to production and the skill level is the same, consideration is to be taken of which tasks require the most time.

Example: A job that consists of both assembling doors and door-frames and of installing electric door-closers is to be classified as a joiner.

Read more about ISCO-08:

[www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm](http://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm)

Read more about SSYK-2012:

[https://www.scb.se/statistik/\\_publikationer/OV9999\\_2012A01\\_BR\\_X70BR1201.pdf](https://www.scb.se/statistik/_publikationer/OV9999_2012A01_BR_X70BR1201.pdf)

**Source:** Statistics Sweden MIS 2012:1, SSYK 2012 Swedish Standard Classification of Occupations 2012.

# Skills

Unlike occupations, there is no national or international standard for skills.

Developing concepts and frameworks for employer's skills needs is, however, an ongoing process for many companies and organizations. Therefore, there is a great number of skills concepts at the labour market.

The skills concept in JobTech Taxonomy consists of approximately 5500 key words for skills structured under some 60 skill headlines. The key words for skills have been de-

veloped and are constantly updated in cooperation with employers' and industry organizations, professional boards, recruiters and employment agencies.

By using skills, employers describe their skills needs and job seekers describe their competence.

Skills describes either formal requirements, such as certificates or informal requirements, such as methods.

# Synonyms

In order facilitate matching between vacancies and job seekers, a number of synonyms and search terms for occupations and links between occupations have also been created.