

Classification of Occupations and Specializations for Labour Market Needs – Summary.

The Polish Classification of Occupations and Specializations for Labour Market Needs (Klasyfikacja Zawodów i Specjalności – KZiS), published in 2014 is a national adaptation of the *International Standard Classification of Occupations (ISCO-08)* compiled by the International Labour Office, Geneva. ISCO-08 is recommended to EU Member States by EUROSTAT to use in statistical surveys. The Polish Classification of Occupations was introduced by the ordinance of the Minister of Labour and Social Policy on 7th August, 2014.

Information regarding names of occupations and specializations with referring 6-digit codes, and correspondence tables between KZiS 2010 and KZiS 2014, KZiS 2014 and ISCO-08 are available on the Public Employment Services' web site (www.psz.praca.gov.pl). There is also a browser enabling finding descriptions of groups and occupations and specializations.

ISCO-08 and KZiS organise occupations in a hierarchical framework. They are based on two main concepts: the concept of *kind of work performed* – defined as a set of tasks or duties designed to be executed by one person – and the concept of *skill*, defined as the *skill level* – the degree of complexity of constituent tasks – and *skill specialisation* – the field of knowledge required for competent performance of the constituent tasks.

Four skill levels are defined at the most aggregate level, the major groups. These four skill levels are operationalised in terms of the educational categories and levels of the International Standard Classification of Education (ISCED 2011). The use of the ISCED categories to define the skill levels does not imply that the skills necessary to perform the tasks and duties of a given job can be acquired only through formal education. The skills may be, and often are, acquired through informal training and experience.

KZiS is a hierarchical classification comprising five levels: major groups (10), sub-major groups (43), minor groups (133), unit groups (445) and occupations and specializations (2443).

In order not to lose the comparability with ISCO-08, the ambition has been to minimise the changes on the three highest levels.

KZiS major groups with number of sub-groups, skill and qualification levels:

No.	Major groups	Sub-major groups	Minor groups	Unit groups	Occupations and specializations	ISCO-08 skill level	ISCED 2011 qualification level
1	Legislators, senior officials and managers	4	11	31	157	3, 4	3, 4, 5, 6, 7, 8
2	Professionals	6	31	99	708	4	5, 6, 7, 8
3	Technicians and associate professionals	5	20	87	490	3	3, 4
4	Clerks	4	8	27	68	2, 3	3, 4
5	Service workers and shop sales workers	4	12	39	130	2, 3	3, 4
6	Skilled agricultural and fishery workers	3	9	17	54	2	3
7	Craft and related trades workers	5	14	69	393	2	3
8	Plant and machine operators and assemblers	3	14	41	339	2	2, 3
9	Elementary occupations	6	11	32	101	1	1,2
10	Armed forces	3	3	3	3	1, 2, 3,4	2, 3, 4,5, 6, 7, 8
	Totals	43	133	445	2443		

Skill levels:

In KZiS, just like in ISCO-08, four broad levels of competence were defined regarding to the levels of education described in the Clasification ISCED 2011:

1. The first level of competences was refered to the first level of education ISCED, obtained in primary school.
2. The second level of competences was refered to the second level of education ISCED, obtained in lower secondary school as well as to the third level of education ISCED, obtained in secondary and vocational schools and in dual vocational education system (apprenticeship).
3. The third level of competences was refered to the fourth level of education ISCED, obtained in post-secondary schools as well as to the third level of education ISCED, obtained in technical secondary schools.
4. The fourth level of competences was refered to the fifth level of education ISCED, obtained in post-secondary schools, to the sixth level obtained in universities, technical universities and colleges (bechelor's degree), to the seventh level obtained in universities (master's degree) as well as to the eighth level of education, obtained in postgraduate studies.