

(4) Report by the Statistics Commission

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Re: Establishment of the Japan Standard Occupational Classification as statistical standard

This Commission, having examined matters related to establishment of the Japan Standard Occupational Classification (hereinafter “this classification”) as statistical standard (hereinafter the “statistical standards”) as provided for in Paragraph 9, Article 2 of the Statistics Act, has reached the following conclusion:

I. Establishment as the Statistical Standard

1. Advisability

This classification is appropriate to be established as the statistical standard. However, it is adequate to make amendments, etc. to the draft for consultation as specified in II.

2. Reason

The statistical standards are expected, as specified in the report on the consultation concerning the “Basic plan related to the improvement of official statistics” made on December 22, 2008 (hereinafter the “Report on Consultation on the Basic Plan”), to provide not only the direct effects of ensuring the uniformity and comprehensiveness between statistics and enhancing the comparability of domestic and international statistics, but also the effects of eliminating the arbitrariness and securing objectivity in individual statistics.

Against the background of structural changes in the labor market during recent years, and recognizing the increasing importance of comprehensively leveraging the various sorts of statistics that symbolize results separately by occupations, the Report on Consultation on the Basic Plan has

already mentioned the need to establish the Japan Standard Occupational Classification as the statistical standard as provided for in Paragraph 9, Article 2 of the new Statistics Act (Act No. 53 of 2007), and therefore, it is appropriate to establish this classification as the statistical standard.

II Amendments, etc. to be made in the draft for deliberation

1. Matters concerning the general principles

It is appropriate to include “General principles for the Japan Standard Occupational Classification” in the statistical standards as provided for in the Statistics Act, after having taken the following actions regarding parts of the definition of “occupations,” the units and standards of classification to be applied, and the method of determining occupations as follows:

(1) Definition of “occupations”

The definitions of “occupations,” “work” and “compensation” should be made clear.

(2) Application and standard of classification

It should be specified that ① although occupational classifications are intended to classify work, they apply to individuals through their work, and are used as statistical symbols of different occupations, and ② when this classification is applied to individuals, the objective periods and timings of work should be in accordance with each statistical survey, etc. Moreover, the matters to be considered when segmenting occupational classifications such as the knowledge and skills required for performing specific work, the role of such work in an organization, etc. should be made clear.

(3) Method of determining occupations

The procedure for determining the occupations of individuals engaged in work that corresponds to plural classifications should be made clear, including the exceptional handling of Self-Defense officials, police officials, maritime safety officials, firefighters, university teachers, and other special occupations. The handling of apprentices, assistants and leaders in place of employment should also be specified.

2. Matters related to the classification table

It is appropriate to standardize the notations of the names of classifications and make the following amendments in the classification table inquired for deliberation:

- (1) With regard to Major Group B - Professional and engineering workers, “Researchers” should be segmented into natural science-related and human/social science-related fields. In addition, a name change for the Unit Group to “Electrical and electronic engineers” should be made to distinguish the notation. Also, “Data processing project manager” in the Unit Group should be

newly established in the Minor Group of “Data processing and communication engineers.”

- (2) As for Major Group C - Clerical workers, assuming that individuals undertake general clerical work, the names for the Unit Group of “General clerical workers” and its superordinate Minor Group of “General affairs clerical workers” that are newly established at this time should be made “Comprehensive clerical workers” and “General clerical workers,” respectively, in order to distinguish these workers.
- (3) With regard to Major Group H - Manufacturing process and related workers, the composition of Minor Groups that has largely been revised at this time should be given unmistakable names. Also, since the content expressed by the word “general” as used in the Unit Group of “General mechanical apparatus ” is unclear, it should be changed to “General-purpose, manufacturing, and business-use mechanical apparatus.”
- (4) The name of Major Group I - Transport and stationary construction machinery operation workers should be changed to “Transport and machine operation workers.”
- (5) With regard to Major Group K - Labor workers,
 - A. To clarify the scope of the relevant work, the name of the Major Group should be changed to “Carrying, cleaning, packaging, and related workers.”
 - B. The Minor Group of “Other labor workers” should be separated into “Packaging workers” and “Other carrying, cleaning, packaging, and related workers”.
 - C. The Unit Group of “General waste treatment workers” should be changed to “Garbage and human waste disposal workers” from the standpoint of expressing its major work.

Further, ① in the definition of Major Group A - Administrative and managerial workers, the word “exclusively” should be deleted from “... refers to individuals who are *exclusively* engaged in the management and administration of the entire affairs of an entity or internal organization unit of section or upper unit,” in consideration of the balance with the definitions of other Major Groups, and ② in order to distinguish the expression of Major Group K - Carrying, cleaning, packaging, and related workers, it is appropriate to change the definition of the Group to “... refers to individuals who are engaged in carrying, delivering, packing,, cleaning, packaging and other work among formulaic, physical work performed mainly by using the human body.”

In addition, it is necessary to make appropriate adjustments in response to matters related to the items above in explanatory and exemplifying documents to be prepared separately.

3. Matters to be noted in operation

It is appropriate to use the Japan Standard Occupational Classification within the following scope of application (i.e., within the same scope of application):

- (1) To use only some classifications of the classification table.
- (2) To set up Sub-Unit Groups under the Unit Groups.

- (3) To split a Minor Group into units of Unit Groups included in the Minor Group used to set up a new Minor Group within one and the same Major Group. Or, to set up a new Minor Group by consolidating multiple Minor Groups within one and the same Major Group.
- (4) To set up a new Unit Group by consolidating multiple Unit Groups within one and the same Minor Group.

However, splitting or consolidating Groups as described in (3) or (4) above should not be done in order to consolidate a Group newly set up by splitting with another Group or to split a Group newly set up through consolidation.

III. Deliberation to be made hereafter

Of Major Group F - Security workers, the categories of Self-Defense officials, police officials, maritime safety officials and firefighters have not been a classification in which administrators, etc. are separated ever since the Japan Standard Occupational Classification was established in 1960.

Conversely, these classifications in the International Standard Classification of Occupations are those in which administrators, etc. are separated.

The Consultation made at this time seeks to establish the Japan Standard Occupational Classification as statistical standard in view of its recent importance in social situations. However, as the statistical standard for separating administrative work from the other categories of work are diversified and the occupation in question has many particular job descriptions that may increase the burden on reporters, and for other similar reasons, it is difficult to reach a conclusion on this point in the revision at this time, and therefore, it is necessary to take time for deliberation.

Moreover, while the Occupational Classification is to be made independent at this time from the enhancement of its international comparability and industrial classification, due to the current situation where the contents of individual jobs in Japan are not made as clear as in Europe and the United States, thoroughly pursuing said objective has been deemed not necessarily realistic. Therefore, it is necessary to further deliberate on this point in light of situations that may be encountered through physical inspections to be conducted from now on.