



South African Cultural Observatory

Research Report:

Measuring Cultural Employment in South Africa: A comparison between the UNESCO Guidelines and the South African Standard Occupational and Industrial Classification Code

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Measuring Cultural Employment in South Africa: A comparison between the UNESCO Guidelines and the South African Standard Occupational and Industrial Classification Codes.

Summary

The cultural and creative industries are increasingly being recognised as making a significant contribution to employment. To date, there has been no systematic attempt to define and measure cultural sector employment in South Africa using national data. Analysis of such data could provide great insight into the magnitude of cultural sector employment in South Africa in comparison to the labour market overall, economic growth, and international trends in cultural employment. It would make a significant contribution to understanding the role and potential of the cultural sector in employment creation in the country.

The aim of this report was to determine to what extent the classification systems for occupations and industries used in South Africa fits the classification system used by UNESCO in their Survey of Cultural Employment Statistics Manual (2015) because it is important to produce internationally comparable statistics.

The findings of this research show that the South African Labour Force Survey provides a potentially useful source of data on employment in the cultural industries, although the classification system used by South Africa is somewhat different from that used by UNESCO. It is judged that internationally comparable data for cultural employment in South Africa could be produced. However, matching cultural employment to cultural and non-cultural industries is likely to be a much more challenging task.

It is recommended that the next stage of this research should be to start with defining cultural occupations using the South African LFS classification system, and then populating the framework with data from the LFS going back over time.

Key Findings



- The South African Labour Force Survey (LFS) currently uses the SASCO-2001 (2nd edition) classification system for occupations, using 4-Digit codes.
- This system is considerably different from the ISCO-08 system currently used by UNESCO to define cultural employment.
- The differences in the classification systems used are manageable in terms of producing comparable data for employment in the cultural sector.
- UNESCO guidelines on weightings that can be used for categories where cultural employment cannot be identified are available.
- The classification system for industries currently being used in South Africa is radically different from the International Standard Industrial Classification (ISIC Rev.4) that UNESCO is using.

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ACRONOMYMS

SASCO-2012: South Africa Standard Classification Occupation, 2012

SA-SIC-7-2012: South Africa Standard Industrial Classification, 7th edition, 2012

SASCO-2001: South Africa Standard Classification of Occupations, 2nd edition 2001

SA-SIC-5-1993: South Africa Standard Industrial Classification, 5th edition, 1993

ISCO-08: International Standard Classification of Occupations, 2008

ISIC-REV.4: International Standard Industrial Classification Revised 4

LFS: Labour Force Survey

N.E.C: Not Elsewhere Classified

1. Background and Aims

Recently, UNESCO requested that the South African Department of Arts and Culture (DAC) provide detailed information on the amount and types of cultural sector employment and employees in order to facilitate international comparisons of the sector. Documentation and guidelines provided by UNESCO requires a very specific approach to sorting and retrieving the data from national sources.

The aim of this report was to determine to what extent the classification systems for occupations and industries used in South Africa fit the classification system required by UNESCO. The UNESCO document defines the categories of employment used by the UNESCO Institute for Statistics, Survey of Cultural Employment Statistics Manual (2015) presented in Annex VIII and Annexe IX, in accordance to the South Africa Standard Occupation Classification and Standard Industrial Classification codes. In addition, the report investigates whether there are suitable available data with regards to cultural sector employment in South Africa.

The UNESCO (2009) Framework for Cultural Statistics points out that cultural workers may be found in cultural industries, but also in other industries doing cultural work. Research by Higgs and Cunningham (2008) shows that creative people may be employed in non-creative industries. By making careful use of industrial classification and labour force survey data, they show that studies that do not take this kind of employment into account may have underestimated the employment impact of the CCIs by up to 40%. The “Creative Trident” approach to CCI employment includes and can distinguish between:

- “Workers with a cultural profession working in a cultural sector (e.g. an artist in an opera);
- Workers having a cultural profession but working outside the cultural sector (e.g. a designer in a car industry);
- Workers having a non-cultural profession and working in the cultural sector (e.g. a secretary in a film production company)” (Higgs and Cunningham, 2008:15).

The approach can also be applied to the value of the annual income generated by each of these groups of workers and their impact on the economy, as well as having the ability to track changes in CCI workforce composition over time.

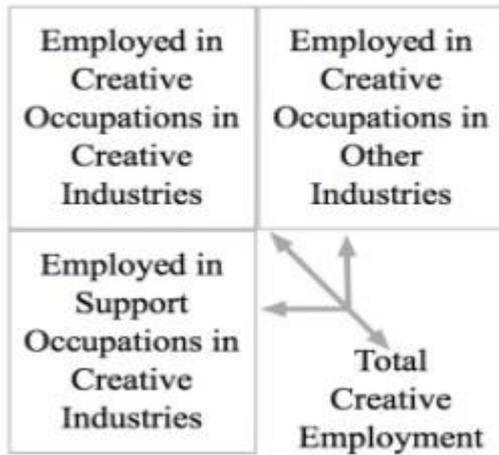


Figure 1: The Creative Trident

While the UNESCO Framework (2009) argues that both cultural industries and cultural occupations should be included, Grodach and Seman (2013) argue that employment data should be focused on occupations rather than industries. This is because cultural workers may be employed outside the cultural sector, but also because they may hold more than one job, or may be self-employed and work on a contract basis across a range of industries. Recent studies of employment in the CCIs, such as that of Grodach and Seman (2013) in the US, and O’Brien et al. (2016) for the UK, have thus tended to use occupational, rather than industry classifications. While similar, and even where guided by the UNESCO (2009) Framework, each country is likely to choose somewhat different occupational classifications, based on the level of detail in their available data, but also on their particular areas of interest.

2. Investigation of currently available data in South Africa

The Quarterly Labour Force Survey (QLFS) and the Labour Market Dynamics of South Africa (LMSA) Report are produced by Statistics South Africa. These surveys cover the entire national population aged 15 years and over.

The QLFS contains a sample size of roughly 30 000 dwellings and these are divided equally into four rotational groups (e.g., 7500 dwellings per rotation) (QLFS guide, August, 2008: 2). However, the survey does not cover the non-institutional population, except for workers’ hostels. People living in private dwelling units within institutions are counted. The data sample

is based on information collected during the 2001 population Census conducted by Statistics South Africa. The sample used in the QLFS is designed to be representative at provincial level and within provinces at metro and non-metro level. The QLFS represents a datasets for each of the 4 quarters of the year. The Labour Market Dynamics of South Africa survey (LMDSA) is the combination of the 4 quarterly datasets to form an annual dataset and report.

In classifying occupations, a numerical system is used to identify divisions, which are arranged into groups by Major, sub-major, minor, unit group and sub-group. The first digit code denotes the broadest level of the classification identified as the major group. Two digit codes indicate a subdivision of a major group into a sub-major group. Three digit codes denotes the third level of the classification identifying the minor group. Four digit codes denotes the fourth level of the classification identified as the unit-group, and finally, sub-group consists of five digits code. Thus, the more digits there are, the more detailed the occupational classification becomes.

The question then becomes to what extent cultural occupations (as defined by UNESCO) can be identified and isolated in the available data, and to what extent the classification system used by South Africa is aligned with the UNESCO system. This is important because, in order to provide the data requested by UNESCO, cultural employment needs to be defined in the same way and data on each of the employment categories within various industries needs to be available. Thus, if the classification system for occupations used by South Africa is very different from that used by UNESCO, comparable data will be difficult to produce.

2.1 Compatibility of the South African Standard Classification of Occupations (SASCO) and International Standard Classification of Occupation (ISCO-08) using the 4-Digit codes (as required by UNESCO)

Statistics South Africa (StatsSA) indicates that it uses the SASCO-2012 system to classify occupations. This matches well with the international ISCO-08 system used by UNESCO. However, when data from the Quarterly Labour Force Survey and the Labour Market Dynamics of South Africa survey are examined, it becomes clear that the classification system currently in use is in fact the old SASCO-2001 (2nd edition) system, using 4-Digit codes.

This is an important finding because the system currently in use in South Africa (SASCO-2001) is quite considerably different from the ISCO-08 system. The two systems are not entirely compatible, although there are overlaps. For example, the following minor groups:

- 216. Architects, Planners, Surveyors and Designers (SASCO-2012) and;
- 214. Architects, Engineers and related Professionals (LFS/SASCO-2001)

These two minor groups partially fit each other - despite a difference in titles and classification codes, they contain mostly the same occupations. When examining the 4-digit classifications, this becomes clearer. The 216. Minor groups (used by UNESCO in defining cultural occupations) include:

- 2161: Building architects;
- 2162: Landscape architects;
- 2163: Product and garment designers;
- 2164: Town and traffic planners;
- 2165: Cartographers and surveyors; and
- 2166: Graphic and multimedia designers.

The 214. Minor group (used in the current South African classification system for the QLFS) include:

- 2124: Architects, town and traffic planners;
- 2148: Land surveyors, cartographers and other surveyors; and
- 2149: Architects, engineers and related professions not elsewhere classified.

So while there is some overlap, the two systems arrange minor groups somewhat differently, and the South African system does not include graphic and multimedia designers or landscape architects in this minor group. (See Appendix Table 1).

Another problem is that, in some cases, the South African System does not provide as much detail as SASCO-2012, making it more difficult to determine the share of a particular category that should be allocated to the cultural sector. For example, UNESCO includes cultural sector education in their definition of cultural occupations. While the SASCO-2012 system provides 4-digit codes that allow the identification of cultural education specialists (2353. language teachers, 2354. music teachers, 2356. information technology, 2355. other arts teachers), the

SASCO-2001 system used by the South African Labour Force Survey puts all “College, University and Higher Education Institutions Teaching Professionals” together (231) and provides 4-digit codes for only some areas (for example, 2351. Education methods specialists; 2390. Other education professional), but which do not allow the identification of cultural education specialists (See Appendix 1).

In other cases, the degree of similarity is easier to determine, for example:

- 265. Creative and Performing Artists (SASCO-2012) and;
- 245. Writers and Creative or Performing (LFS/SASCO-2001)

These two minor groups partially fit each other, and seem to contain much the same occupations. 265. Minor group has split the occupations into different unit group, but it does contain many of the same categories as the SASCO-2001 system, such as: authors, journalists and other writers, sculptors, painters and other related artists. The 245. Minor group (SASCO-2001) contains film, stage and related actors and directors, and not announcers on radio, television and other media and has grouped the different occupations into different unit groups. However, Radio, television and other announcer appear in 347. Minor group occupation of Artistic, Entertainment and Sports Associate Professionals in (LFS/SASCO-2001), and Authors and related writers, Journalist in another minor group (264. Minor group of occupation of Authors, Journalists and Linguistics split in different unit groups in (SASCO-2012). The point here is that, although the classification systems are different in terms of minor groups, one can construct quite closely comparable data sets using the 4-digit classifications.

Similarly, there are some areas where the minor groups differ completely, but when one examines the 4-digit codes, overlaps are evident. For example,

- 343. Artistic, Cultural and Culinary Associate Professionals (SASCO-2012)
- 313. Optical and electronic Equipment Operators (LFS/SASCO-2001);

While these two minor groups look totally different to each other, both contain the unit group occupation “Photographers” (See Appendix 1).

Another example of partial fit can be found in 731. Minor group “Precision Workers in Metals and related Materials” in LFS/SASCO-2001, and 731. Minor group 731 in SASCO-2012, “Handicraft Workers”. While the titles may suggest big differences, both unit groups display the same type of occupations, although (as in previous cases) some are found under different

classification groups. For example, the unit group 7314. “Potters and related workers” in SASCO-2001, become a minor group in SASCO-2012 under 733. “Potters, Glass Makers and related Trades Workers” (See Appendix 1).

The differences in the classification systems used are (mostly) manageable in terms of producing comparable data for employment in the cultural sector. However, the task of separating cultural sector occupations from other occupations and aligning the two classification systems was not trivial and required careful consideration of not only minor groups, but also the 4-digit classification codes. In some cases, occupations could be matched at the 4-digit level, even though they occurred in different minor groups. In a few cases (such as in the example of cultural education) it was not possible to determine what part of category, even where 4-digit codes are used, relates to cultural occupations.

2.2 Compatibility of the South Africa Standard Industrial Classification (SA-SIC) and the International Standard Industrial Classification (ISIC Rev.4) using the 4-Digit codes (as required by UNESCO)

In addition to requesting information about cultural employment by occupational category, the UNESCO Survey of Cultural Employment also requires data on cultural employment by industry (as shown in Table 1). In order to provide the information, occupation classifications need to be matched to industry classifications. This section of the report examines the degree to which the South African industrial classification codes match international classification codes used by UNESCO, and also how they compare to the occupational classifications used in the Labour Force Survey.

Table 1. Data requested by the UNESCO Survey of Cultural Employment

Type of occupation	Type of industry								
	Cultural			Non-cultural			Total		
Cultural									
Non-cultural									
Total									

As with the occupational classifications, UNESCO provides clear guidelines on which industrial classifications to include (or partially include) in the “cultural” and “non-cultural”

industries (Survey of Cultural Employment Statistics, Instructional Manual, 2015). However, if the classification system currently being used in South Africa is radically different from the International Standard Industrial Classification (ISIC Rev.4) that UNESCO is using, it may not be possible to produce internationally comparable statistics on cultural and non-cultural employment in the cultural and non-cultural industries for South Africa.

The old version of the industrial classification system used in South Africa, published by Statistics South Africa (SA-SIC-1993, 5th edition), is found to be in line with the classification system of the LFS and LMDSA. However, the LFS classification does not correspond to the SA-SIC-2012 and ISIC (Rev.4), which is what matches the UNESCO system best. The SA-SIC-1993 (5th edition) classification does not match the latest SA-SIC-2012 (7th edition) and the ISIC (Rev.4). This suggest that the Labour Force Survey in South Africa is still using the codifications and classification of industries from the old SA-SIC-1993 (5th edition) system. So, although the SA-SIC-2012 (7th edition) classification does perfectly match the ISIC-Rev.4 classification using the 4-Digit codes as required by UNESCO (see Appendix 4), this is not currently the system being used to classify the LFS.

The question then becomes: how well does the SA Standard Industrial Classification system (SA-SIC-1993, 5th edition) match the international system? Here some major problems were encountered. For example, the LFS/LMDSA system (or SA-SIC-5-1993 with regards the industries) does not list some industries under the same categories (minor groups) as presented in the SA-SIC-7-2012. The South African industry classification system differs quite significantly from the ISIC-Rev.4 for some industries classifications. It has proven to be challenging to demonstrate a possibility of compatibility.

For example, in the following sub major-groups:

- 32. Other manufacturing (SA-SIC-7-2012) and;
- 39. Manufacture of furniture; manufacturing n.e.c (LFS/SA-SIC-5-1993)

These two sub-majors partially differ from each other in terms of their minor groups and unit groups. They contain the same industries classifications. As noticed, in SA-SIC-5-1993/LFS, under the sub-major 39. (Manufacture of furniture; manufacturing n.e.c; recycling), industries are classified as unit groups falling under the same minor group 392 (Manufacturing n.e.c),

which contains manufacture of jewellery and related articles, manufacture of musical instruments etc.), whereas in SA-SIC-7-2012, under the sub-major 32. (Other manufacturing), industries are classified as minor groups and unit groups. For example, the minor group 321. (Manufacture of jewellery and related articles) and 322 (Manufacture of musical instruments) are also classified as unit groups falling under the sub-major group 32. (Other Manufacturing) (see Appendix 2).

- 47. Retail Trade, Except of Motor Vehicles and Motorcycle (SA-SIC-7-2012);
- 62. Retail Trade, Except of Motor Vehicles and Motor Cycles; Repair of Personal and Household Goods (LFS/SA-SIC-5-1993).

These two sub-majors industry classifications partially differ from each other. In SA-SIC-5-1993 the sub-major 62. includes “Retail Trade, Except of Motor Vehicles and Motor Cycles” and “Repair of Personal Goods”, whereas, in SA-SIC-7-2012 the sub-major 47. includes only “Retail Trade, Except of Motor Vehicles and Motorcycles”. Both sub-major groups differ in terms of their minor groups and unit regroupings. For instance, the minor-group of 475. “Retail Sale of Cultural and Recreation Goods in Specialised Stores”, contains retail sale of books, newspapers and stationary in specialised stores and retail sale of music and video recording in specialised stores, which are classified as unit groups in SA-SIC-7-2012, whereas, the minor-group of 623. “Other Retail Trade in New Goods in Specialised Stores”, does not contain retail sale of books, newspapers and stationary in specialised stores classified as a unit group. For instance, here, 62391. “Retail trade in reading matter and stationary” is classified as a sub-unit group (corresponding to sale of books, newspapers and stationary in specialised stores under minor group 475. in SA-SIC-7-2012, which in turn falls under the unit group of 6239. “Other retail trade in specialised stores” in LFS/SA-SIC-5-1993. For example, 4764 “Retail sale of second – hand goods” is classified as a unit group falling under the minor group of 476. “Retail sale of other goods in specialised stores” in SA-SIC-7-2012, whereas, 624 “Retail trade in second – hand goods in stores” is classified as a unit group falling under the sub-major group 62. “Retail Trade, Except of Motor Vehicles and Motor Cycles; Repair of Personal and Household Goods” in LFS/SA-SIC-5-1993 (see Appendix 2).

There are also some sub-major groups, of critical importance to the cultural sector, that are totally different in terms of their classifications with respect to their minor groups and unit groups. For example:

- 59. Motion picture, video and television programme production, sound recording and music publishing activities in SA-SIC-7-2012;
- 90. Creative, arts and entertainment activities in SA-SIC-7-2012;
- 96. Recreational, cultural and sporting activities in LFS/SA-SIC-5-1993.

The sub-major 59. “Motion picture, video and television programme production, sound recording and music publishing activities” and 90. “Creative, arts and entertainment activities” were grouped together and fall under the sub-major 96. “Recreational, cultural and sporting activities” in LFS/SA-SIC-5-1993. All the minor groups and unit groups are differently classified. For instance, the minor group of 910. “Libraries, archives, museums and other cultural activities”, contains library and archives activities, museums activities, operation of historical sites and buildings, and botanical, zoological and nature reserves activities, which fall under the sub-major of 90. “Creative, arts and entertainment activities” in SA-SIC-7-2012. However, these same industries fall under the sub-major of 96. “Recreational, cultural and sporting activities” in LFS/SA-SIC-5-1993. In SA-SIC-7-2012, the sub-major 96. “Recreational, cultural and sporting activities”, contains the minor group 961. “Motion picture, radio, television and other entertainment activities”, which includes industrial classifications such as “Motion picture and video production and distribution, motion picture projection, radio and television activities, dramatic arts, music and other activities”, which are differently classified compared to minor group 591. “Motion picture, video and television programme activities”, which contains motion picture, video and television programme production, post-production, distribution and projection activities, which fall under sub-major group 59. “Motion picture, video and television programme production, sound recording and music publishing activities” in SA-SIC-7-2012 (see Appendix 2).

In addition, the minor group of 592. “Sound recording and music publishing activities” and unit group 5920. “Sound recording and music publishing activities” fall under sub-major 59. “Motion picture, video and television programme production, sound recording and music publishing activities”, while unit group 3243. “Publishing of recorded media” falls under minor group 324. “Publishing”, but is found under sub-major 32. “Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and painting

materials; manufacture of paper and paper products; publishing, printing and reproduction of recorded Media” in LFS/SA-SIC-5-1993 (see Appendix 2).

Some sub-major group differ in terms of their classification with respect to their minor groups and unit groups. For example,

- 74. Other professional, scientific and technical activities (SA-SIC-7-2012);
- 71. Architectural and engineering activities; technical testing and analysis (SA-SIC-7-2012);
- 88. Other business activities (LFS/SA-SIC-5-1993).

In SA-SIC-7-2012, the unit group 7110. “Architectural and engineering activities and related technical consultancy” falls under sub-major 71. “Architectural and engineering activities; technical testing and analysis”, whereas unit group 8821. “Architectural and engineering activities; technical testing and analysis” falls under sub-major group 88. “Other business activities” in LFS/SA-SIC-5-1993. In SA-SIC-7-2012, unit group 7420. “Photographic activities”, falls under sub-major 74. “Other professional, scientific and technical activities”, while unit group 8894. “Photographic activities” falls under sub-major 88. “Other business activities” in LFS/SA-SIC-5-1993 (see Appendix 2).

These are also cases where two sub-major differ partially from each other in terms of their classifications in minor group and unit group. For example, in SA-SIC-7-2012, sub-major 58. represents publishing activities, split into different unit groups (such as book publishing, publishing of newspapers, journal and periodicals, and other publishing activities), whereas in SA-SIC-5-1993, sub-major 32. represents a whole host of activities, only some of which relate to publishing.

- 58. Publishing (SA-SIC-7-2012) and;
- 32. Manufacture of Wood and of Products of Wood and Cork, Except Furniture; Manufacture of Articles of Straw and Painting Materials; Manufacture of Paper and Papers Products; Publishing, Printing and Reproduction of Recorded Media (LFS/SA-SIC-5-1993).

For example, in SA-SIC-7-2012, unit group 5813. “Publishing of newspapers, journal and periodicals”, falls under minor group 581. “Publishing of books, periodicals and other

publishing activities”, whereas in SA-SIC-5-1993, unit group 3242. “Publishing of newspaper, journal and periodicals” falls under minor group 323. “Manufacture of paper and paper products” in the LFS/SA-SIC-5-1993 system. 324. (Publishing) is a minor group in LFS/SA-SIC-5-1993, whereas 58. (Publishing activities) is a sub-major group in SA-SIC-7-2012. For example, unit group 3241. “Publishing of books, brochures, musical books and other publications”, falls under minor group 323. “Manufacture of paper and paper products’ in LFS/SA-SIC-5-1993, whereas the same industry is classified in unit group 5920. “Sound recording and music publishing activities” in SA-SIC-7-2012 under sub-major 59. “Motion picture, video and television programme production, sound recording and music publishing activities” (see Appendix 2).

Finally, sub major group 85. Education in SA-SIC-7-2012 provides details of the type of education within minor groups (for instance, unit group 8542. is “Cultural education” under minor group 854 “Other education”). However, in the LFS/SA-SIC-5-1993, Education is listed as sub major group of 92. and does not provide any comparable specifications of the type of education (see Appendix 2).

As it stand for now, Statistics South Africa continues to use the 5th edition of the LFS/SA-SIC-1993 as a basis for the LFS data.

3. Limitations and recommendations for defining and measuring cultural employment in South Africa

The LFS data in terms of occupational classifications can be mapped to the current SASCO-2012 and ISCO-08 (as required by UNESCO), to quite a large extent, but there are some categories or classification that do not match up with respect to their unit group, sub-group, minor group and sub-major group. It is important to mention that codifications are different in terms of occupations for both classifications in the LFS and the SASCO-2012 system. Furthermore, some classifications are named differently from the LFS to SASCO-2012 and ISCO-08. The LFS, in terms of occupations, can be mapped with the SASCO-2001, whereby SASCO-2012 and ISCO-08 can be mapped easily.

The LFS in term of industries cannot easily mapped to SA-SIC-2012 and the ISIC-Rev.4 (the international system used by UNESCO). The LFS classification system partially fits the SA-SIC-7-20102 and the ISIC Rev.4. As demonstrated in the examples used, the LFS system regroups several industries, whether in unit groups or sub-unit groups, which generally fall under one minor group or sub-major group in the SA-SIC-7-2012 system, and splits several industries into different unit groups, falling under different a minor group and under the same sub-major group. This situation makes it more difficult to compare both classifications. The LFS, in terms of industries, can be easily mapped with the older SA-SIC-5-1993 system, whereby SA-SIC-7-2012 and ISIC-Rev.4 can be partially mapped. It is important to mention that codifications are different in terms of industries for both classifications in the LFS and the SA-SIC-7-2012 system. Furthermore, some classifications are named differently from the LFS to SA-SIC-7-2012 and ISCI-Rev.4.

It is possible to complete different cultural and non-cultural occupation and industry for cultural employment by using the following variables such as sex, age, education level, type of contract, province, number of hours works, more than one job (main and secondary jobs) partially using the current LFS classification.

It is very central to point out that, even if South Africa was using a system of occupation and industry classification closer to the international standard, UNESCO does acknowledge that cultural occupations in particular can be difficult to separate out. However, UNESCO does provide some guidance on how such composite categories should be weighted, but only for ISCO-08 and ISCO-88 (see Table 1 below). The more information available for each of these categories, the more accurate the weightings can be.

Table 2: 4-digit ISCO-08 partial cultural codes (UNESCO, 2015)

Codes	Description	Suggested Coefficient
1349	Professional services managers not elsewhere classified	5%
2310	University and higher education teachers	5%
2431	Advertising and marketing professionals	5%
2513	Web and multimedia developers	5%
7311	Precision-instrument makers and repairers	80%
7534	Upholsterers and related workers	5%

Currently, the South African Labour Force Survey (LFS) uses a coding system for occupations and industries based on SASCO-2001 and SA-SIC-5-1993. Officially, South Africa uses the South African Standard Classification of Occupations, 2nd edition, 2012 (SASCO-2012) and the Standard Industrial Classification, 7th edition, 2012, (SA-SIC-7-2012), but this does not seem to have been applied yet to the LFS data.

Internationally, occupations and industries are classified according to ISCO-08 or ISCO-88, and ISIC-Rev.4. Therefore, moving toward the international classification would be great step forward for South Africa in terms of producing internationally comparable statistics.

Nonetheless, it would have been much easier, if South Africa were using SASCO-2012 and SA-SIC-7-2012 to provide comparable cultural employment data by using the LFS. Using a system other than ISCO-08 or ISCO-88 and ISIC-Rev.4 (SASCO-2012 and SA-SIC-7-2012, which compares easily with ISCO-08 and ISIC-Rev.4) thus makes the work of identifying cultural occupations (which occur in both cultural and non-cultural occupational categories and industries) much more difficult.

4. Recommendations for the way forward

The findings of this research show that the South African Labour Force Survey provides a potentially useful source of data on employment in the cultural industries. Although the classification system used by South Africa is somewhat different from that used by UNESCO, the guidelines provided by UNESCO (2015) on which occupational classification codes and categories to include in “cultural sector” employment are still useful and can result in the production of internationally comparable statistics.

Research has shown that, although the UNESCO framework for Cultural Statistics (2009) gives guidelines, different countries have chosen to include and exclude different occupations from their definitions of “cultural employment” based on the available data and on their specific context. Since recent research on the cultural and creative industries in South Africa has chosen to use the UNESCO classifications and definitions, it seems logical to continue with this (as far as possible) in identifying cultural occupations. Using the UNESCO system also has the advantage of producing internationally comparable statistics.

As far as matching cultural employment to industries, the finding of this research show that this is likely to be a much more challenging task, given the system currently in use in South Africa (which can be matched to the system used for the LFS). As the examples and comparison tables show, there are some industry classifications that are significantly different from the international system on which the UNESCO Guidelines are based.

As a way forward, it is this recommended that the next stage of this research should be to start with defining cultural occupations using the South African LFS classification system, matching it as closely as possible to the UNESCO system guidelines. Following this, the framework should be populated with data from the LFS (beginning with annual data) going back over time. Analysis of this data could provide great insight into the magnitude of cultural sector employment in South Africa in comparison to the labour market overall, economic growth, and international trends in cultural employment. It would make a significant contribution to the understanding of the role and potential of cultural sector in employment creation in the country.

As a longer-term project, the more challenging work of matching cultural sector employment to cultural and non-cultural industries could be taken forward, perhaps with some assistance from Statistics South Africa in disaggregating some sectors in order to be able to better identify the cultural industries.

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<http://www.uis.unesco.org/culture/Pages/framework-cultural-statistics.aspx>

APPENDIX 1

Mapping South African Standard Classification of Occupation (SASCO-2012) to SASCO-2001/LFS Occupations

Code	SASCO-2012	Code	SASCO-2001/LFS Occupations
11.	<u>CHIEF EXECUTIVES, SENIOR OFFICIALS AND LEGISLATORS</u>	11.	<u>LEGISLATORS AND SENIOR OFFICERS</u>
111.	LEGISLATORS AND SENIOR OFFICIALS	111.	LEGISLATORS
1113.	Traditional chiefs and heads of villages	113.	Traditional chiefs and heads of villages
		1130	Traditional chiefs and heads of villages
		12.	<u>CORPORATE MANAGERS</u>
		122.	<u>PRODUCTION AND OPERATIONS MANAGERS/DEPARTMENT MANAGERS</u>
		1229.	Production and operations managers/department managers not elsewhere classified
			- Director, music
			- Impresario
			- Producer, stage
			- Producer, theater
			- Producer, motion picture
			- Producer, radio
			- Producer, television
			- Stage manager
13.	<u>PRODUCTION AND SPECIALISED SERVICES MANAGERS</u>	13.	<u>GENERAL MANAGERS</u>
134.	PROFESSIONAL SERVICES MANAGERS	139.	GENERAL MANAGERS NOT ELSE CLASSIFIED
1349.	Professional services managers n.e.c	1390.	General managers not elsewhere classified
	- Archives manager		- General manger, cultural activities
	- Arts gallery		- General manger, recreation
	- Correctional service manger		- General manger, sporting activities
	- Museum manager		- General manger and supervisor

	- Police superintendent		
	- Prison governor		
22.	<u>HEALTH PROFESSIONALS</u>	22.	LIFE SCIENCE AND HEALTH PROFESSIONALS
		221.	LIFE SCIENCE PROFESSIONALS
		222.	HEALTH PROFESSIONALS (EXCEPT NURSING)
		223.	NURSING AND MIDWIFERY PROFESSIONALS
		229.	LIFE SCIENCE AND HEALTH PROFESSIONALS N.E.C
223.	TRADITIONAL AND COMPLEMENTARY MEDICINE PROFESSIONALS		Not to be found here
2230.	Traditional and complementary medicine professionals		Not to be found here
21.	<u>SCIENCE AND ENGINEERING PROFESSIONALS</u>	21.	<u>PHYSICAL, MATHEMATICAL AND ENGINEERING SCIENCE</u>
216.	<u>ARCHITECTS, PLANNERS, SURVEYORS AND DESIGNERS</u>	214.	<u>ARCHITECTS, ENGINEERS AND RELATED PROFESSIONALS</u>
2161.	Building architects	2141.	Architects, town and traffic planners
2162.	Landscape architects	2148.	Land surveyors, Cartographers and other surveyors
2163.	Product and garment designers	2149.	Architects, engineers and related professionals not elsewhere classified (n.e.c)
2164.	Town and traffic planners		
2165.	Cartographers and surveyors		
2166.	Graphic and multimedia designers		
23.	<u>TEACHING PROFESSIONALS</u>	23.	<u>TEACHING PROFESSIONALS</u>
231.	UNIVERSITY AND HIGHER EDUCATION TEACHERS	231.	COLLEGE, UNIVERSITY AND HIGHER EDUCATION INSTITUTIONS TEACHING PROFESSIONALS
2310.	University and higher education teachers	2310.	Technikon, teacher training, technical and other colleges, university and other higher education institutions teaching professionals
235.	OTHER TEACHING PROFESSIONALS	235.	OTHER TEACHING INSTITUTIONS PROFESSIONALS
2353.	Other language teachers	2351.	Education methods specialists
2354.	Other music teachers	239.	OTHER EDUCATION PROFESSIONALS N.E.C
2356.	Information technology	2390.	Other education professional n.e.c

2355.	Other arts teachers		
2359.	Teaching professional		
32.	<u>HEALTH ASSOCIATE PROFESSIONALS</u>	32.	<u>LIFE SCIENCE AND HEALTH ASSOCIATE PROFESSIONALS</u>
323.	TRADITIONAL AND COMPLEMENTARY MEDICINE ASSOCIATE PROFESSIONALS	321.	LIFE SCIENCE TECHNICIANS AND RELATED ASSOCIATE PROFESSIONALS
3230.	Traditional and complementary medicine associate professionals	322.	MODERN HEALTH ASSOCIATE PROFESSIONALS (EXCEPT NURSING)
		323.	NURSING AND MIDWIFERY ASSOCIATE PROFESSIONALS
		324.	TRADITIONAL MEDICINE PRACTITIONERS AND FAITH HEALERS
		3241.	Traditional medicine practitioners
		3242.	Faith healers
		329.	LIFE SCIENCE AND HEALTH ASSOCIATE PROFESSIONALS N.E.C
		3291.	Life science and health associate professionals n.e.c
24.	<u>BUSINESS AND ADMINISTRATION PROFESSIONALS</u>	12.	<u>CORPORATE MANAGERS</u>
243.	SALES, MARKETING AND PUBLIC RELATIONS PROFESSIONALS	123.	OTHER MANAGERS/DEPARTMENT MANAGERS
2431.	Advertising and marketing professionals	1234.	Advertising and public relations managers/department managers
			- manger, advertising
			- department manager, advertising
			- manger, public relations
			- department manager, public relation
25.	<u>INFORMATION AND COMMUNICATION TECHNOLOGY PROFESSIONALS</u>	21.	<u>PHYSICAL, MATHEMATICAL AND ENGINEERING SCIENCE</u>
251.	SOFTWARE AND APPLICATIONS DEVELOPERS AND ANALYSTS	213.	COMPUTING PROFESSIONALS
2513.	Web and multimedia developers	2131.	Computer systems designers and analysts
		2132.	Computer programmers

		2139.	Computing professionals n.e.c
26.	<u>LEGAL, SOCIAL AND CULTURAL PROFESSIONALS</u>	24.	<u>OTHER PROFESSIONALS</u>
262.	LIBRARIANS, ARCHIVISTS AND CURATORS	243.	ARCHIVISTS, LIBRARIANS AND RELATED INFORMATION PROFESSIONALS
2621.	Archivists and curators	2431.	Archivists and curators
2622.	Librarians and related information professionals	2432.	Librarians and related information professionals
263.	SOCIAL AND RELIGIOUS PROFESSIONALS	244.	SOCIAL SCIENCE AND RELATED PROFESSIONALS
2632.	Sociologists, anthropologists and related professionals	2442.	Sociologists, anthropologists and related professionals
2636.	Religious professionals	246.	RELIGIOUS PROFESSIONALS
		2460.	Religious professionals
264.	AUTHORS, JOURNALISTS AND LINGUISTS	2444.	Philologists, translators and interpreters
2641.	Authors and related writers	245.	WRITERS AND CREATIVE OR PERFORMING ARTISTS
2642.	Journalists	2451.	Authors, journalists and other writers
2643.	Translators, Interpreters and other linguists	2452.	Sculptors, painters and related artists
265.	CREATIVE AND PERFORMING ARTISTS	2453.	Composers, musicians and singers
2651.	Visual artists	2454.	Choreographers and dancers
2652.	Musicians, singers and composers	2455.	Film, stage and related actors and directors
2653.	Dancers and choreographers		
2654.	Film, stage and related directors and producers		
2655.	Actors		
2656.	Announcers on radio, television and other media		
2659.	Creative and performing artists n.e.c		
31.	SCIENCE AND ENGINEERING ASSOCIATE PROFESSIONAL	31.	<u>NATURAL AND ENGINEERING SCIENCE ASSOCIATE PROFESSIONALS</u>
311.	<u>PHYSICAL AND ENGINEERING SCIENCE TECHNICIANS</u>	311.	NATURAL AND ENGINEERING SCIENCE TECHNICIANS
3118.	Draughtspersons	3118.	Draughtspersons
		313.	OPTICAL AND ELECTRONIC EQUIPMENT OPERATORS
		3131.	Photographers and image recoding equipment operators
			- photographer

34.	<u>LEGAL, SOCIAL, CULTURAL AND RELATED ASSOCIATED PROFESSIONALS</u>	34.	<u>OTHER ASSOCIATE PROFESSIONALS</u>
341.	LEGAL, SOCIAL, AND RELIGIOUS ASSOCIATE PROFESSIONALS	348.	Religious associate professionals
3413.	Religious associate professionals	3480.	Religious associate professionals
343.	ARTISTIC, CULTURAL AND CULINARY ASSOCIATE PROFESSIONALS	347.	ARTISTIC, ENTERTAINMENT AND SPORTS ASSOCIATE PROFESSIONALS
3431.	Photographers	3471.	Decorators and commercial designers (photographers not here)
3432.	Interior designers and decorators	3472.	Radio, television and other announcers
3433.	Gallery, museum and library technicians	3473.	Street, nightclub and related musicians, singers and dancers
3434.	Chefs	3474.	Clowns, magicians, acrobats and related associate professionals
3435.	Other Artistic and cultural associate professionals	3479.	Art, entertainment and sport associate professionals not elsewhere classified
		51.	<u>PERSONAL AND PROTECTIVE SERVICES WORKERS</u>
		512.	HOUSEKEEPING AND RESTAURANT SERVICES WORKERS
		5122.	Cooks
			- chef de cuisine
44.	<u>OTHER CLERICAL SUPPORT WORKERS</u>	41.	<u>OFFICE CLERKS</u>
441.	OTHER CLERICAL SUPPORT WORKERS	413.	MATERIAL – RECORDING AND TRANSPORT CLERKS
4411.	Library clerks	414.	LIBRARY, MAIL AND RELATED CLERKS
		4141.	Library and filing clerks
73.	<u>HANDICRAFT AND WORKERS</u>	73.	PRECISION, HANDICRAFT, PRINTING AND RELATED TRADES WORKERS
731.	HANDICRAFT WORKERS	731.	PRECISION WORKERS IN METALS AND RELATED MATERIALS
7311.	Precision – instrument makers and repairers	7311.	Precision-instrument/instrument makers and repairers (including apprentices/trainees)
7312.	Musical instrument makers and tuners	7312.	Musical instrument makers and tuners (including apprentices/trainees)
7313.	Jewelry and precious metal workers	7313.	Jewelry and precious-metal workers (including apprentices/trainees)

7314.	Potters and related workers	732.	POTTERS, GLASS – MARKERS AND RELATED TRADES WORKERS
7315.	Glass makers, cutters, grinders and finishers	7322.	Glass-makers, cutters, grinders and finishers (including apprentices/trainees)
7316.	Sign writers, decorative painters, engravers and etchers	7323.	Glass engravers and etchers (including apprentices/trainees)
7317.	Handicraft workers in wood, basketry and related materials	733.	HANDICRAFT WORKERS IN WOOD, TEXTILE, LEATHER AND RELATED MATERIALS
7318.	Handicraft workers in textile, leather and related materials	7331.	Handicraft workers in wood and related materials (including apprentices/trainees)
7319.	Handicraft workers n.e.c	7332.	Handicraft workers in textile, leather and related materials (including apprentices/trainees)
75.	<u>FOOD PROCESSING, WOOD WORKING, GARMENT AND OTHER CRAFT AND RELATED TRADES WORKERS</u>	74.	<u>OTHER CRAFT AND RELATED TRADES WORKERS</u>
752.	WOOD TREATERS, CABINET-MAKERS AND RELATED TRADES WORKERS	742.	WOOD TREATERS, CABINETMAKERS AND RELATED TRADES WORKERS
7522.	Cabinet – makers and related workers	7422.	Cabinet makers and related workers (including apprentices/trainees)
753.	GARMENT AND RELATED TRADES WORKERS	743.	TEXTILES, GARMENT AND RELATED TRADES WORKERS
7531.	Tailors, dressmakers, furriers and hatters	7431.	Fibre preparers (including apprentices/trainees)
7532.	Garment and related patternmakers and cutters	7432	Weavers, knitters and related workers (including apprentices/trainees)
7533.	Sewing, embroidery and related workers	7433.	Tailors, dressmakers and hatters (including apprentices/trainees)
7534.	Upholsterers and related workers	7434.	Furriers and related workers (including apprentices/trainees)
7535.	Pelt dressers, tanners and fellmongers		- fur tailor
7536.	Shoemakers and related workers	7435	Textile, leather and related material pattern-makers and cutters (including apprentices/trainee)
			- pattern-maker, garment
		7436	Sewers, embroiderers and related workers (excluding apprentices/trainees)
		7437.	Upholsterers and related workers (including apprentices/trainees)
		744.	PELT, LEATHER AND SHOEMAKING TRADES WORKERS

		7441.	Pelt dressers, tanners and fellmongers (including apprentices/trainees)
		7442.	Shoemakers and related workers (including apprentices/trainees)

APPENDIX 2

Mapping Standard Industrial Classification of South Africa (SA-SIC-7-2012) to SA-SIC-5-1993/LFS

Code	SA-SIC-7-2012	Code	SA-SIC-5-1993/LFS
32.	<i><u>OTHER MANUFACTURING</u></i>	39.	<i><u>MANUFACTURE OF FURNITURE; MANUFACTURING N.E.C; RECYCLING</u></i>
321	Manufacture of jewellery, Bijouterie and Related Articles	392.	Manufacturing n.e.c
3211.	Manufacture of jewellery and related articles	3921.	Manufacture of jewellery and related articles
322.	Manufacture of Musical Instruments	3922.	Manufacture of musical instruments
3220.	Manufacture of musical instruments	3923.	Manufacture of sports goods
		3924.	Manufacture of games and toys
		3929.	Other manufacturing n.e.c
46.	<i><u>WHOLESALE TRADE, EXCEPT OF MOTOR VEHICLES AND MOTORCYCLES</u></i>	61.	<i><u>WHOLESALE AND COMMISION TRADE EXCEPT OF MOTOR VEHICLE AND MOTOR CYCLES</u></i>
464.	Wholesale of Household Goods	613.	Wholesale trade in household goods
4649.	Wholesale of other household goods	6139.	Wholesale trade in other household goods
47.	<i><u>RETAIL TRADE, EXCEPT OF MOTOR VEHICLES AND MOTORCYCLES</u></i>	62.	<i><u>RETAIL TRADE, EXCEPT OF MOTOR VEHICLES AND MOTOR CYCLES; REPAIR OF PERSONAL AND HOUSEHOLD GOODS</u></i>
475.	Retail sale of Cultural and Recreation Goods in Specialised Stores	623.	Other retail trade in new goods in specialised stores
4751.	Retail sale of books, newspapers and stationary in specialised stores	6232.	Retail trade in textiles, clothing, footwear and leather goods
4752.	Retail sale of music and video recordings in specialised stores	6233.	Retail trade in household furniture appliances, articles and equipment (retail sale of music and video recordings in specialised stores)
476.	Retail Sale of Other Goods in Specialised stories	6239.	<i>Other retail trade in specialised stores</i>
4761.	Retail sale of clothing, footwear and leather articles in specialised stores	62391.	Retail trade in reading matter and stationary
4762.	Retail sale of pharmaceutical and medical goods, cosmetic and toilet articles in specialised	62392.	Retail trade in jewellery, watches and clocks
4764.	Retail sale of second – hand goods	62393.	Retail trade in sports goods and entertainment requisites

		62399.	Retail trade by other specialised stores
		624.	Retail trade in second – hand goods in stores
58.	<u>PUBLISHING ACTIVITIES</u>	32.	<u>MANUFACTURE OF WOOD AND OF PRODUCTS OF WOOD AND CORK, EXCEPT FURNITURE; MANUFACTURE OF ARTICLES OF STRAW AND PLAINING MATERIALS; MANUFACTURE OF PAPER AND PAPER PRODUCTS; PUBLISHING, PRINTING AND REPRODUCTION OF RECORDED MEDIA</u>
581.	Publishing of Books, periodicals and Other Publishing Activities	323.	Manufacture of paper and paper products
5811.	Book publishing	324.	Publishing
5813.	Publishing of newspapers, journal and periodicals	3241.	Publishing of books, brochures, musical books and other publications
5819.	Other publishing activities	3242.	Publishing of newspapers, journals and periodicals
		3243.	Publishing of recorded media
		3249.	Other publishing
		37.	<u>MANUFACTURE OF RADIO, TELEVISION AND COMMUNICATION EQUIPMENT AND APPARATUS AND MEDICAL, PRECISION AND OPTICAL INSTRUMENTS, WATCHES AND CLOCKS.</u>
		373.	Manufacture of television and radio receivers, sound or video recording or reproducing apparatus and associated goods
		3730.	Manufacture of television and radio receivers, sound or video recording or reproducing apparatus and associated goods
582.	Software Publishing	86.	<u>COMPUTER AND RELATED ACTIVITIES</u>
5820.	Software publishing (for reproduction of software – 1820) (for on – line provision of software application hosting and application service provisioning – 6311)	862.	Software consultancy and supply
		8620.	Software consultancy and supply
59.	<u>MOTION PICTURE, VIDEO AND TELEVISION PROGRAMME PRODUCTION, SOUND</u>	96.	<u>RECREATIONAL, CULTURAL AND SPORTING ACTIVITIES</u>

	<u>RECORDING AND MUSIC PUBLISHING ACTIVITIES</u>		
591.	Motion Picture, Video and Television Programme Activities	961.	Motion picture, radio, television and other entertainment activities
5911.	Motion picture, video and television programme production activities	9611.	Motion picture and video production and distribution
5912.	Motion picture, video and television programme post-production activities	9612.	Motion picture projection
5913.	Motion picture, video and television programme distribution activities	9613.	Radio and television activities
5914.	Motion picture projection activities	9614.	Dramatic arts, music and other activities
592.	Sound Recording and Music Publishing Activities	9619.	Other entertainment activities n.e.c
5920.	Sound recording and music publishing activities	962.	News agency activities
63.	<u>INFORMATION SERVICE ACTIVITIES</u>		
639.	Other information service activities		
6391.	News agency activities		
90.	<u>CREATIVE, ARTS AND ENTERTAINMENT ACTIVITIES</u>	963.	Library, archives, museums and other cultural activities
900.	Creative, arts and entertainment activities	9631.	Library and archives activities
9000.	Creative, arts and entertainment activities	9632.	Museum activities and preservation of historical sites and buildings
910.	Libraries, archives, museums and other cultural activities	9633.	Botanical and zoological gardens and nature reserve activities
9101.	Library and archives activities	964.	Sporting and other recreational activities
9102.	Museums activities and operation of historical sites and buildings		
9103.	Botanical and zoological gardens and nature reserves activities		
72.	<u>SCIENTIFIC RESEARCH AND DEVELOPMENT</u>	87.	<u>RESEARCH AND DEVELOPMENT</u>
722.	Research and experimental development on social sciences and humanities	872.	Research and experimental development on social sciences and humanities
7220	Research and experimental development on social sciences and humanities	8720.	Research and experimental development on social sciences and humanities

77.	<u>RENTAL AND LEASING ACTIVITIES</u>	85.	<u>RENTING OF MACHINERY AND EQUIPMENT WIHTOUT OPERATOR AND OF PERSONAL AND HOUSEHOLD GOODS</u>
772.	Renting and leasing of personal and household goods	853.	Renting of personal and households goods
7721.	Renting and leasing of recreational and sports goods	8530.	Renting of personal and households goods n.e.c
7722.	Renting of video tapes and disks		
7729.	Renting and leasing other personal and household goods		
74.	<u>OTHER PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</u>	88.	<u>OTHER BUSINESS ACTIVITIES</u>
741.	Specialised design activities	882.	Architectural, engineering and other technical activities
7410.	Specialised design activities	8821.	Architectural and engineering activities and related technical consultancy
742.	Photographic activities	889.	Business activities n.e.c
7420.	Photographic activities	8894.	Photographic activities
		8899.	Other business activities n.e.c (specialised design is here)
73.	<u>ADVERTISING AND MARKET RESEARCH</u>	883.	Advertising
731.	Advertising	8831.	Advertising
7310.	Advertising		
71.	<u>ARCHITECTURAL AND ENGINEERING ACTIVITIES; TECHNICAL TESTING AND ANALYSIS</u>		
711.	Architectural and engineering activities and related technical consultancy		
7110.	Architectural and engineering activities and related technical consultancy		
85.	<u>EDUCATION</u>	92.	<u>EDUCATION</u>
854.	Other education	920.	Educational services

8541.	Sports and recreation education	92009.	Other educational services (own account teachers, motor vehicle driving schools/tutor and music, dancing and other arts schools, etc.)
8542.	Cultural education		
8549.	Other education n.e.c		

APPENDIX 3

Mapping South African Standard Classification of Occupation (SASCO-2012) and International Standard Classification of occupation 2008 (ISCO-2008), describe in 4-Digit Cultural Codes

Code	SASCO-2012	Code	ISCO-08
11.	<u>CHIEF EXECUTIVES, SENIOR OFFICIALS AND LEGISLATORS</u>	11.	<u>CHIEF EXECUTIVES, SENIOR OFFICIALS AND LEGISLATORS</u>
111.	LEGISLATORS AND SENIOR OFFICIALS	111.	LEGISLATORS AND SENIOR OFFICIALS
1113.	Traditional chiefs and heads of villages	1113.	Traditional chiefs and heads of villages
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Village chief		- Village chief
	- Village head		- Village head
13.	<u>PRODUCTION AND SPECIALISED SERVICES MANAGERS</u>	13.	<u>PRODUCTION AND SPECIALISED SERVICES MANAGERS</u>
134.	PROFESSIONAL SERVICES MANAGERS	134.	PROFESSIONAL SERVICES MANAGERS
1349.	Professional services managers n.e.c	1349.	Professional services managers n.e.c
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Archives manager		- Archives manager
	- Art gallery manager		- Art gallery manager
	- Correctional service manger		- Correctional service manger
	- Museum manager		- Museum manager
	- Police superintendent		- Police superintendent
	- Prison governor		- Prison governor
21.	<u>SCIENCE AND ENGINEERING PROFESSIONALS</u>	21.	<u>SCIENCE AND ENGINEERING PROFESSIONALS</u>
216.	ARCHITECTS, PLANNERS, SURVEYORS AND DESIGNERS	216.	ARCHITECTS, PLANNERS, SURVEYORS AND DESIGNERS
2161.	Building architects	2161.	Building architects
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Building architect		- Building architect
	- Interior architect		- Interior architect
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:

	- Landscape architect – 2162		- Landscape architect – 2162
	- Interior decorator – 3432		- Interior decorator – 3432
	- Interior designer – 3432		- Interior designer – 3432
2162.	Landscape architects	2162.	Landscape architects
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Landscape architect		- Landscape architect
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Building architect – 2161		- Building architect – 2161
	- Urban planner – 2164		- Urban planner – 2164
2163.	Product and garment designers	2163.	Product and garment designers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Costume designer		- Costume designer
	- Fashion designer		- Fashion designer
	- Industrial designer		- Industrial designer
	- Jewellery designer		- Jewellery designer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Engine designer – 2144		- Engine designer – 2144
	- Building architect – 2161		- Building architect – 2161
	- Landscape architect – 2162		- Landscape architect – 2162
	- Interior designer – 3432		- Interior designer – 3432
2164.	Town and traffic planners	2164.	Town and traffic planners
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Land planner		- Land planner
	- Traffic planner		- Traffic planner
	- Not here (Urban planner)		- Urban planner
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Building architect – 2161		- Building architect – 2161
	- Landscape architect – 2162		- Landscape architect – 2162
2165.	Cartographers and surveyors	2165.	Cartographers and surveyors
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Aerial surveyor		- Aerial surveyor
	- Cadastral surveyor		- Cadastral surveyor
	- Cartographer		- Cartographer
	- Hydrographic surveyor		- Hydrographic surveyor
	- Land surveyor		- Land surveyor

	- Mine surveyor		- Mine surveyor
	- photogrammetrist		- photogrammetrist
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Quantity surveyor – 2149		- Quantity surveyor – 2149
	- Building surveyor - 3112		- Building surveyor - 3112
	- Marine surveyor – 3115		- Marine surveyor – 3115
2166.	Graphic and multimedia designers	2166.	Graphic and multimedia designers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Animator		- Animator
	- Digit artist		- Digit artist
	- Graphic designer		- Graphic designer
	- Illustrator		- Illustrator
	- Multimedia designer		- Multimedia designer
	- Publication designer		- Publication designer
	- Web designer		- Web designer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Interior architect – 2161		- Interior architect – 2161
	- Interior designer – 3432		- Interior designer – 3432
	- Multimedia developer – 2513		- Multimedia developer – 2513
	- Visual artist – 2651		- Visual artist – 2651
	- Web developer - 2513		- Web developer - 2513
22.	<u>HEALTH PROFESSIONALS</u>	22.	<u>HEALTH PROFESSIONALS</u>
223.	TRADITIONAL AND COMPLEMENTARY MEDICINE PROFESSIONALS	223.	TRADITIONAL AND COMPLEMENTARY MEDICINE PROFESSIONALS
2230.	Traditional and complementary medicine professionals	2230.	Traditional and complementary medicine professionals
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Acupuncturist		- Acupuncturist
	- Ayurvedic practitioner		- Ayurvedic practitioner
	- Chinese herbal medicine practitioner		- Chinese herbal medicine practitioner
	- Homeopath		- Homeopath
	- Naturopath		- Naturopath
	- Unani practitioner		- Unani practitioner
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:

	- Acupuncture technician – 3230		- Acupuncture technician – 3230
	- Ayurvedic technician – 3230		- Ayurvedic technician – 3230
	- Herbalist – 3230		- Herbalist – 3230
	- Homeopathy technician – 3230		- Homeopathy technician – 3230
	- Witch doctor – 3230		- Witch doctor – 3230
	- Village healer – 3230		- Village healer – 3230
	- Scraping and cupping therapist – 3230		- Scraping and cupping therapist – 3230
	- Acupressure therapist – 3255		- Acupressure therapist – 3255
	- Shiatsu therapist – 3255		- Shiatsu therapist – 3255
	- Hydrotherapist – 3255		- Hydrotherapist – 3255
	- Chiropractor – 2269		- Chiropractor – 2269
	- Osteopath – 2269		- Osteopath – 2269
	- Faith healer - 3413		- Faith healer - 3413
23.	<u>TEACHING PROFESSIONALS</u>	23.	<u>TEACHING PROFESSIONALS</u>
231.	UNIVERSITY AND HIGHER EDUCATION TEACHERS	231.	UNIVERSITY AND HIGHER EDUCATION TEACHERS
2310.	University and higher education teachers	2310.	University and higher education teachers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Higher education lecture		- Higher education lecture
	- Professor		- Professor
	- University lecturer		- University lecturer
	- University tutor		- University tutor
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- University chancellor – 1120		- University chancellor – 1120
	- Dean – 1345		- Dean – 1345
	- Higher education faculty head - 1345		- Higher education faculty head - 1345
	- Vocational education teacher - 2320		- Vocational education teacher - 2320
235.	<u>OTHER TEACHING PROFESSIONALS</u>	235.	<u>OTHER TEACHING PROFESSIONALS</u>
2353.	Other language teachers	2353.	Other language teachers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Intensive language teacher		- Intensive language teacher
	- Migrant education teacher		- Migrant education teacher
	- Practical language teacher		- Practical language teacher
	- Second language teacher		- Second language teacher

	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- University lecturer - 2310		- University lecturer - 2310
	- Vocational education teacher – 2320		- Vocational education teacher – 2320
	- Secondary school teacher – 2330		- Secondary school teacher – 2330
	- Primary school teacher – 2341		- Primary school teacher – 2341
2354.	Other music teachers	2354.	Other music teachers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Guitar teacher (private tuition)		- Guitar teacher (private tuition)
	- Piano teacher (private tuition)		- Piano teacher (private tuition)
	- Singing teacher (private tuition)		- Singing teacher (private tuition)
	- Violin teacher (private tuition)		- Violin teacher (private tuition)
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- University lecture – 2310		- University lecture – 2310
	- Vocational education teacher – 2320		- Vocational education teacher – 2320
	- Secondary school teacher – 2330		- Secondary school teacher – 2330
	- Primary school teacher – 2341		- Primary school teacher – 2341
2355.	Other arts teachers	2355.	Other arts teachers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Dance teacher (private tuition)		- Dance teacher (private tuition)
	- Drama teacher (private tuition)		- Drama teacher (private tuition)
	- Painting teacher (private tuition)		- Painting teacher (private tuition)
	- Sculpture teacher (private tuition)		- Sculpture teacher (private tuition)
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- University lecturer – 2310		- University lecturer – 2310
	- Vocational education teacher – 2320		- Vocational education teacher – 2320
	- Secondary school teacher – 2330		- Secondary school teacher – 2330
	- Primary school teacher – 2341		- Primary school teacher – 2341
	- Private music teacher - 2354		- Private music teacher - 2354
24.	<u>BUSINESS AND ADMINISTRATION PROFESSIONALS</u>	24.	<u>BUSINESS AND ADMINISTRATION PROFESSIONALS</u>
243.	SALES, MARKETING AND PUBLIC RELATIONS PROFESSIONALS	243.	SALES, MARKETING AND PUBLIC RELATIONS PROFESSIONALS
2431.	Advertising and marketing professionals	2431.	Advertising and marketing professionals
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Advertising specialist		- Advertising specialist

	- Market research analyst		- Market research analyst
	- Marketing specialist		- Marketing specialist
25.	<u>INFORMATION AND COMMUNICATIONS TECHNOLOGY PROFESSIONALS</u>	25.	<u>INFORMATION AND COMMUNICATIONS TECHNOLOGY PROFESSIONALS</u>
251.	SOFTWARE AND APPLICATIONS DEVELOPERS AND ANALYSTS	251.	SOFTWARE AND APPLICATIONS DEVELOPERS AND ANALYSTS
2513.	Web and multimedia developers	2513.	Web and multimedia developers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Animation programmer		- Animation programmer
	- Computer games programmer		- Computer games programmer
	- Internet		- Internet
	- Multimedia programmer		- Multimedia programmer
	- Website architect		- Website architect
	- Website developer		- Website developer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Website designer – 2166		- Website designer – 2166
	- Webmaster – 3514		- Webmaster – 3514
	- Website administrator – 3514		- Website administrator – 3514
	- Website technician – 3514		- Website technician – 3514
26.	<u>LEGAL, SOCIAL AND CULTURAL PROFESSIONALS</u>	26.	<u>LEGAL, SOCIAL AND CULTURAL PROFESSIONALS</u>
262.	LIBRARIANS, ARCHIVISTS AND CURATORS	262.	LIBRARIANS, ARCHIVISTS AND CURATORS
2621.	Archivists and curators	2621.	Archivists and curators
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Archivist		- Archivist
	- Art gallery curator		- Art gallery curator
	- Museum curator		- Museum curator
	- Records manager		- Records manager
2622.	Librarians and related information professionals	2622.	Librarians and related information professionals
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Bibliographer		- Bibliographer
	- Cataloguer		- Cataloguer
	- Librarian		- Librarian
263.	<u>SOCIAL AND RELIGIOUS PROFESSIONALS</u>	263.	<u>SOCIAL AND RELIGIOUS PROFESSIONALS</u>

2632.	Sociologists, anthropologists and related professionals	2632.	Sociologists, anthropologists and related professionals
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Anthropologist		- Anthropologist
	- Archaeologist		- Archaeologist
	- Criminologist		- Criminologist
	- Ethnologist		- Ethnologist
	- Not here (Geographer)		- Geographer
	- Not here (Sociologist)		- Sociologist
2636.	Religious professionals	2636.	Religious professionals
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Bonze		- Bonze
	- Imam		- Imam
	- Minister of religion		- Minister of religion
	- Poojari		- Poojari
	- Priest		- Priest
	- Rabbi		- Rabbi
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Lay preacher – 3413		- Lay preacher – 3413
	- Monk – 3413		- Monk – 3413
	- Nun – 3413		- Nun – 3413
264.	<u>AUTHORS, JOURNALISTS AND LINGUISTS</u>	264.	<u>AUTHORS, JOURNALISTS AND LINGUISTS</u>
2641.	Authors and related writers	2641.	Authors and related writers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Author		- Author
	- Book editor		- Book editor
	- Essayist		- Essayist
	- Interactive media writer		- Interactive media writer
	- Novelist		- Novelist
	- Playwright		- Playwright
	- Poet		- Poet
	- Script		- Script writer
	- Technical communicator		- Technical communicator
	- Technical writer		- Technical writer
	- Writer		- Writer
	- Not here (Speech writer)		- Speech writer

	- Not here (Indexer)		- Indexer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Advertising copy writer – 2431		- Advertising copy writer – 2431
	- Public relations copy writer – 2432		- Public relations copy writer – 2432
	- Journalist – 2642		- Journalist – 2642
	- Newspaper editor – 2642		- Newspaper editor – 2642
2642.	Journalists	2642.	Journalists
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Journalist		- Journalist
	- Copy editor		- Not here (Copy editor)
	- Newspaper editor		- Newspaper editor
	- Newspaper reporter		- Newspaper reporter
	- Sports writer		- Sports writer
	- Sub editor		- Sub editor
	- TV/radio news reporter		- TV/radio news reporter
	- Not here (TV/radio news producer)		- TV/radio news producer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Public relations officer – 2432		- Public relations officer – 2432
	- Book author – 2641		- Book author – 2641
	- Book editor – 2641		- Book editor – 2641
	- Photo journalist – 3431		- Photo journalist – 3431
	- Camera operator - 3521		- Camera operator - 3521
2643.	Translators, Interpreters and other linguists	2643.	Translators, Interpreters and other linguists
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Interpreter		- Interpreter
	- Lexicographer		- Lexicographer
	- Philologist		- Philologist
	- Sign language interpreter		- Sign language interpreter
	- Sub - titler		- Sub - titler
	- Translator		- Translator
	- Translator - reviser		- Translator - reviser
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Author – 2641		- Author – 2641
	- Book editor – 2641		- Book editor – 2641
	- Journalist – 2642		- Journalist – 2642

265.	<u>CREATIVE AND PERFORMING ARTISTS</u>	265.	<u>CREATIVE AND PERFORMING ARTISTS</u>
2651.	Visual artists	2651.	Visual artists
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Cartoonist		- Cartoonist
	- Ceramic artist		- Ceramic artist
	- Commercial artist		- Not here (Commercial artist)
	- Picture restorer		- Picture restorer
	- Portrait painter		- Portrait painter
	- Sculptor		- Sculptor
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Industrial designer – 2163		- Industrial designer – 2163
	- Graphic designer – 2166		- Graphic designer – 2166
	- Painting teacher (private tuition) – 2355		- Painting teacher (private tuition) – 2355
	- Potter – 7314		- Potter – 7314
	- Decorative painter - 7316		- Decorative painter - 7316
2652.	Musicians, singers and composers	2652.	Musicians, singers and composers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Band leader		- Band leader
	- Composer		- Composer
	- Instrumentalist		- Instrumentalist
	- Music conductor		- Music conductor
	- Night club musician		- Night club musician
	- Night club singer		- Night club singer
	- Orchestrator		- Orchestrator
	- Singer		- Singer
	- Street musician		- Street musician
	- Street singer		- Street singer
2653.	Dancers and choreographers	2653.	Dancers and choreographers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Choreographer		- Choreographer
	- Ballet dancer		- Ballet dancer
	- Night – club dancer		- Night – club dancer
	- Street dancer		- Street dancer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Dance teacher - 2355		- Dance teacher - 2355

2654.	Film, stage and related directors and producers	2654.	Film, stage and related directors and producers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Documentary director		- Documentary director
	- Film editor		- Film editor
	- Motion picture director		- Motion picture director
	- Director of photography		- Director of photography
	- Stage director		- Stage director
	- Technical director		- Technical director
	- Technical television or radio director		- Technical television or radio director
	- Theatre producer		- Theatre producer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- TV/radio news producer – 2642		- TV/radio news producer – 2642
	- Broadcasting technician – 3521		- Broadcasting technician – 3521
	- Sound technician – 3521		- Sound technician – 3521
	- Video technician – 3521		- Video technician – 3521
	- Stage manager – 3435		- Stage manager – 3435
2655.	Actors	2655.	Actors
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Actor		- Actor
	- Mime artist		- Mime artist
	- Story – teller		- Story – teller
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Stunt artist – 3435		- Stunt artist – 3435
	- Walker – on - 3435		- Walker – on - 3435
2656.	Announcers on radio, television and other media	2656.	Announcers on radio, television and other media
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Radio announcer		- Radio announcer
	- Television announcer		- Television announcer
	- News anchor		- News anchor
	- Sports announcer		- Sports announcer
	- Talk show host/hostess		- Talk show host/hostess
	- Traffic reporter		- Traffic reporter
	- Weather reporter		- Weather reporter
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Journalist - 2642		- Journalist - 2642

2659.	Creative and performing artists n.e.c	2659.	Creative and performing artists n.e.c
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Acrobat		- Acrobat
	- Aerialist		- Aerialist
	- Clown		- Clown
	- Hypnotist		- Hypnotist
	- Magician		- Magician
	- Puppeteer		- Puppeteer
	- Stand – up comedian		- Stand – up comedian
	- Ventriloquist		- Ventriloquist
31.	<u>SCIENCE AND ENGINEERING ASSOCIATE PROFESSIONALS</u>	31.	<u>SCIENCE AND ENGINEERING ASSOCIATE PROFESSIONALS</u>
311.	PHYSICAL AND ENGINEERING SCIENCE TECHNICIANS	311.	PHYSICAL AND ENGINEERING SCIENCE TECHNICIANS
3118.	Draughtspersons	3118.	Draughtspersons
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Draughtsperson		- Draughtsperson
	- Technical illustrator		- Technical illustrator
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Cartographer – 2165		- Cartographer – 2165
	- Surveyor – 2165		- Surveyor – 2165
32.	<u>HEALTH ASSOCIATE PROFESSIONALS</u>	32.	<u>HEALTH ASSOCIATE PROFESSIONALS</u>
323.	<u>TRADITIONAL AND COMPLEMENTARY MEDICINE ASSOCIATE PROFESSIONALS</u>	323.	<u>TRADITIONAL AND COMPLEMENTARY MEDICINE ASSOCIATE PROFESSIONALS</u>
3230	Traditional and complementary medicine associate professionals	3230	Traditional and complementary medicine associate professionals
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Acupuncture technician		- Acupuncture technician
	- Ayurvedic technician		- Ayurvedic technician
	- Bonesetter		- Bonesetter
	- Herbalist		- Herbalist
	- Homeopathy technician		- Homeopathy technician
	- Witch doctor		- Witch doctor

	- Village healer		- Village healer
	- Scraping and cupping therapist		- Scraping and cupping therapist
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Acupuncturist – 2230		- Acupuncturist – 2230
	- Ayurvedict practitioner – 2230		- Ayurvedict practitioner – 2230
	- Chinese herbal medicine practitioner – 2230		- Chinese herbal medicine practitioner – 2230
	- Homeopath – 2230		- Homeopath – 2230
	- Naturopath – 2230		- Naturopath – 2230
	- Traditional midwife – 3222		- Traditional midwife – 3222
	- Acupressure therapist – 3255		- Acupressure therapist – 3255
	- Hydrotherapist – 3255		- Hydrotherapist – 3255
	- Chiropractor – 2269		- Chiropractor – 2269
	- Osteopath – 2269		- Osteopath – 2269
	- Faith healer – 3413		- Faith healer – 3413
34.	<u>LEGAL, SOCIAL, CULTURAL AND RELATED ASSOCIATE PROFESSIONALS</u>	34.	<u>LEGAL, SOCIAL, CULTURAL AND RELATED ASSOCIATE PROFESSIONALS</u>
341.	LEGAL, SOCIAL, AND RELIGIOUS ASSOCIATE PROFESSIONALS	341.	LEGAL, SOCIAL, AND RELIGIOUS ASSOCIATE PROFESSIONALS
3413.	Religious associate professionals	3413.	Religious associate professionals
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Faith healer		- Faith healer
	- Lay preacher		- Lay preacher
	- Monk		- Monk
	- Nun		- Nun
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Bonze – 2636		- Bonze – 2636
	- Imam – 2636		- Imam – 2636
	- Minister of religion – 2636		- Minister of religion – 2636
	- Poojari – 2636		- Poojari – 2636
	- Priest – 2636		- Priest – 2636
	- Rabbi – 2636		- Rabbi – 2636
	- Herbalist – 3230		- Herbalist – 3230
	- Village healer – 3230		- Village healer – 3230
	- Witch doctor - 3230		- Witch doctor - 3230

343.	<u>ARTISTIC, CULTURAL AND CULINARY ASSOCIATE PROFESSIONALS</u>	343.	<u>ARTISTIC, CULTURAL AND CULINARY ASSOCIATE PROFESSIONALS</u>
3431.	Photographers	3431.	Photographers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Aerial photographer		- Aerial photographer
	- Commercial photographer		- Commercial photographer
	- Industrial photographer		- Industrial photographer
	- Portrait photographer		- Portrait photographer
	- Scientific photographer		- Scientific photographer
	Not here (photographer)		- Photographer
	Not here (photo)		- Photo journalist
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Film camera operator – 3521		- Film camera operator – 3521
	- Video camera operator – 3521		- Video camera operator – 3521
	- Electronics mechanic – 7421		- Electronics mechanic – 7421
	- Photographic equipment repairer - 7311		- Photographic equipment repairer - 7311
	- Photogravure photographer – 7321		- Photogravure photographer – 7321
	- Photo - lithographer - 7321		- Photo - lithographer - 7321
	Not here (Electronics mechanic – 7421)		- Electronics mechanic - 7421
3432.	Interior designers and decorators	3432.	Interior designers and decorators
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Display decorator		- Display decorator
	- Interior decorator		- Interior decorator
	- Set designer		- Set designer
	- Window dresser		- Window dresser
	- Visual merchandiser		- Visual merchandiser
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Interior architect - 2161		- Interior architect - 2161
3433.	Gallery, museum and library technicians	3433.	Gallery, museum and library technicians
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Gallery technician		- Gallery technician
	- Library technician		- Library technician
	- Museum technician		- Museum technician
	- Taxidermist		- Taxidermist
3434.	Chefs	3434.	Chefs

	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Chef		- Chef
	- Executive chef		- Executive chef
	- Head chef		- Head chef
	- Pastry chef		- Pastry chef
	- Saucier		- Saucier
	- Sous – chef		- Sous – chef
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Cook – 5120		- Cook – 5120
	- Fast – food preparer – 9411		- Fast – food preparer – 9411
3435.	Other Artistic and cultural associate professionals	3435.	Other Artistic and cultural associate professionals
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Body artist		- Body artist
	- Floor manager (broadcasting)		- Floor manager (broadcasting)
	- Lighting technician		- Lighting technician
	- Program coordinator (broadcasting)		- Program coordinator (broadcasting)
	- Prompter		- Prompter
	- Property master (broadcasting)		- Property master (broadcasting)
	- Script – girl/boy		- Script – girl/boy
	- Special effect technician		- Special effect technician
	- Stage manager		- Stage manager
	- Stage technician		- Stage technician
	- Stunt coordinator		- Stunt coordinator
	- Stunt artist		- Stunt artist
	- Tattooist		- Tattooist
	- Theatre technician		- Theatre technician
	- Theatrical dresser		- Theatrical dresser
	- Walker - on		- Walker - on
44.	<u>OTHER CLERICAL SUPPORT WORKERS</u>	44.	<u>OTHER CLERICAL SUPPORT WORKERS</u>
441.	OTHER CLERICAL SUPPORT WORKERS	441.	OTHER CLERICAL SUPPORT WORKERS
4411.	Library clerks	4411.	Library clerks
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Library clerck		- Library clerck
	- Library filer		- Library filer

	- Library officer loans		- Not here (Library officer loans)
73.	<u>HANDICRAFT AND PRINTING WORKERS</u>	73.	<u>HANDICRAFT AND PRINTING WORKERS</u>
731.	HANDICRAFT WORKERS	731.	HANDICRAFT WORKERS
7311.	Precision – instrument makers and repairers	7311.	Precision – instrument makers and repairers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Instrument/meteorological maker		- Instrument/meteorological maker
	- Watchmaker		- Watchmaker
	- Surgical instrument maker		- Surgical instrument maker
	- Not here (Photographic equipment repairer)		- Photographic equipment repairer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Orthopaedic appliance maker		- Orthopaedic appliance maker
	- Locksmith – 7222		- Locksmith – 7222
	- Machine – tool operator – 7223		- Machine – tool operator – 7223
	- Watch assembler - 8212		- Watch assembler - 8212
7312.	Musical instrument makers and tuners	7312.	Musical instrument makers and tuners
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Brass instrument repairer		- Brass instrument repairer
	- Piano tuner		- Piano tuner
	- Stringed instrument maker		- Stringed instrument maker
	- Woodwind instrument maker		- Woodwind instrument maker
7313.	Jewellery and precious metal workers	7313.	Jewellery and precious metal workers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Enameller (jewellery)		- Enameller (jewellery)
	- Goldsmith		- Goldsmith
	- Jeweller		- Jeweller
	- Gem setter		- Gem setter
	- Silversmith		- Silversmith
7314.	Potters and related workers	7314.	Potters and related workers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Pottery and porcelain caster		- Pottery and porcelain caster
	- Pottery and porcelain modeller		- Pottery and porcelain modeller
	- Potter		- Potter
	- Abrasive wheel moulder		- Abrasive wheel moulder
	- Not here (Brick and tile moulder)		- Brick and tile moulder

	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Ceramic artist – 2651		- Ceramic artist – 2651
	- Kiln operator (brick and tile) – 8181		- Kiln operator (brick and tile) – 8181
	- Kiln operator (pottery and porcelain) - 8181		- Kiln operator (pottery and porcelain) - 8181
7315.	Glass makers, cutters, grinders and finishers	7315.	Glass makers, cutters, grinders and finishers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Glass blower		- Glass blower
	- Glass cutter		- Glass cutter
	- Glass finisher		- Glass finisher
	- Glass grinder		- Glass grinder
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Glass production furnace operator - 8181		- Glass production furnace operator - 8181
7316.	Sign writers, decorative painters, engravers and etchers	7316.	Sign writers, decorative painters, engravers and etchers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Glass engraver		- Glass engraver
	- Glass etcher		- Glass etcher
	- Glass enameller		- Glass enameller
	- Decorative painter		- Decorative painter
	- Sign – writer		- Sign – writer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Ceramics painting machine operator – 8181		- Ceramics painting machine operator – 8181
	- Glass painting machine operator – 8181		- Glass painting machine operator – 8181
	- Building painter – 7131		- Building painter – 7131
	- Manufactured articles painter – 7132		- Manufactured articles painter – 7132
	- Vehicle painter – 7132		- Vehicle painter – 7132
7317.	Handicraft workers in wood, basketry and related materials	7317.	Handicraft workers in wood, basketry and related materials
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Reed weaving handicraft worker		- Reed weaving handicraft worker
	- Wooden articles handicraft worker		- Wooden articles handicraft worker
	- Basket maker		- Basket maker
	- Brush maker		- Brush maker
	- Wicker furniture maker		- Wicker furniture maker
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Machine operator (wood products) - 7523		- Machine operator (wood products) - 7523

7318.	Handicraft workers in textile, leather and related materials	7318.	Handicraft workers in textile, leather and related materials
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Carpets handicraft worker		- Carpets handicraft worker
	- Leather handicraft worker		- Leather handicraft worker
	- Textiles handicraft worker		- Textiles handicraft worker
	- Textile fibre comber		- Textile fibre comber
	- Textile fibre drawer		- Textile fibre drawer
	- Textile fibre rover		- Textile fibre rover
	- Knitter		- Knitter
	- Thread and yarn spinner		- Thread and yarn spinner
	- Loom threader		- Loom threader
	- Carpet weaver		- Carpet weaver
	- Weaver cloth		- Weaver cloth
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Textile fibre combing machine operator – 8151		- Textile fibre combing machine operator – 8151
	- Knitting machine operator – 8152		- Knitting machine operator – 8152
	- Weaving machine operator – 8152		- Weaving machine operator – 8152
7319.	Handicraft workers n.e.c	7319.	Handicraft workers n.e.c
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Candle – maker (handicraft)		- Candle – maker (handicraft)
	- Plastic articles handicraft worker		- Not here (Plastic articles handicraft worker)
	- Stone articles handicraft worker		- Stone articles handicraft worker
	- Not here (Metal toymaker)		- Metal toymaker
75.	<u>FOOD PROCESSING, WOODWORKING, GARMENT AND OTHR CRAFT AND RELATED TRADES WORKERS</u>	75.	<u>FOOD PROCESSING, WOODWORKING, GARMENT AND OTHR CRAFT AND RELATED TRADES WORKERS</u>
752.	WOOD TREATERS, CABINET-MAKERS AND RLATED TRADES WORKERS	752.	WOOD TREATERS, CABINET-MAKERS AND RLATED TRADES WORKERS
7522.	Cabinet – makers and related workers	7522.	Cabinet – makers and related workers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Cabinet – maker		- Cabinet – maker
	- Cartwright		- Cartwright
	- Furniture cabinet – maker		- Furniture cabinet – maker

	- Wheelwright		- Wheelwright
	- Wood patternmaker		- Wood patternmaker
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Carpenters and joiners – 7115		- Carpenter – 7115
			- Joiner - 7115
	- Wood and related products assemblers - 8219		- Wood and related products assemblers - 8219
753.	<u>GARMENT AND RELATED TRADES WORKERS</u>	753.	<u>GARMENT AND RELATED TRADES WORKERS</u>
7531.	Tailors, dressmakers, furriers and hatters	7531.	Tailors, dressmakers, furriers and hatters
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Dressmaker		- Dressmaker
	- Furrier		- Furrier
	- Milliner		- Milliner
	- Tailor		- Tailor
	- Not here (Hatter)		- Hatter
	- Not here (Fur grader)		- Fur grader
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Textile handicraft worker – 7318		- Textile handicraft worker – 7318
	- Sewing machine operator – 8153		- Sewing machine operator – 8153
7532.	Garment and related patternmakers and cutters	7532.	Garment and related patternmakers and cutters
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Garment cutter		- Garment cutter
	- Glove cutter		- Glove cutter
	- Fur pattern – maker		- Fur pattern – maker
	- Garment pattern – maker		- Garment pattern – maker
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Textile pattern – making machine operator - 8159		- Textile pattern – making machine operator - 8159
7533.	Sewing, embroidery and related workers	7533.	Sewing, embroidery and related workers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Embroiderer		- Embroiderer
	- Sewer		- Sewer
	- Umbrella maker		- Umbrella maker
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Dressmaker – 7531		- Dressmaker – 7531
	- Textiles handicraft worker – 7318		- Textiles handicraft worker – 7318
	- Sewing machine operator – 8153		- Sewing machine operator – 8153

7534.	Upholsterers and related workers	7534.	Upholsterers and related workers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Mattress maker		- Mattress maker
	- Furniture upholsterer		- Furniture upholsterer
	- Vehicle upholsterer		- Vehicle upholsterer
	- Orthopaedic upholsterer		- Orthopaedic upholsterer
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Sewing machine operator – 8153		- Sewing machine operator – 8153
7535.	Pelt dressers, tanners and fellmongers	7535.	Pelt dressers, tanners and fellmongers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Fellmonger		- Fellmonger
	- Pelt grader		- Pelt grader
	- Tanner		- Tanner
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Tanning machine operator - 8155		- Tanning machine operator - 8155
7536.	Shoemakers and related workers	7536.	Shoemakers and related workers
	Example of cultural occupations classified here:		Example of cultural occupations classified here:
	- Cobbler		- Cobbler
	- Saddler		- Saddler
	- Shoemaker		- Shoemaker
	- Orthopaedic shoemaker		- Orthopaedic shoemaker
	Some related occupations classified elsewhere:		Some related occupations classified elsewhere:
	- Furrier – 7531		- Furrier – 7531
	- Hatter – 7531		- Hatter – 7531
	- Shoe production machine operator – 8156		- Shoe production machine operator – 8156

Yellow shade: some occupations were not included either in the SASCO-2012 or ISCO-08

N.e.c.: Not elsewhere classified

SASCO: South African Standard Classification of Occupations (2012)

ISCO: International Standard Classification of Occupations (2008)

APPENDIX 4

Mapping Standard Industrial Classification of South Africa (SA-SIC-7-2012) to the International Standard Industrial Classification Rev.4 (ISIC-Rev.4)

Code	SA-SIC-7-2012	Code	ISIC-Rev.4
32.	<i>OTHER MANUFACTURING</i>	32.	<i>OTHER MANUFACTURING</i>
321.	Manufacture of jewellery, Bijouterie and Related Articles	321.	Manufacture of jewellery, Bijouterie and Related Articles
3211.	Manufacture of jewellery and related articles	3211.	Manufacture of jewellery and related articles
	This category includes:		This category includes:
	- Precious metals, precious and semi-precious stone and pearls (Manufacture of imitation jewellery – 3212)		- Precious metals, precious and semi-precious stone and pearls (Manufacture of imitation jewellery – 3212)
	- Production of worked pearls		- Production of worked pearls
	- Production of precious and semi-precious stones in worked state (working of industrial quality stones and synthetic or reconstructed precious or semiprecious stones)		- Production of precious and semi-precious stones in worked state (working of industrial quality stones and synthetic or reconstructed precious or semiprecious stones)
	- Manufacture of jewellery of precious metal or of base metals, or precious or semi-precious stones, or of combinations of precious metal and precious or semi-precious or of materials		- Manufacture of jewellery of precious metal or of base metals, or precious or semi-precious stones, or of combinations of precious metal and precious or semi-precious or of materials
	- Manufacture of goldsmiths' articles of precious metals or of base metals clad with precious metals: dinnerware, flatware, hollowware, toilet articles, office or desk articles, articles for religious use etc.		- Manufacture of goldsmiths' articles of precious metals or of base metals clad with precious metals: dinnerware, flatware, hollowware, toilet articles, office or desk articles, articles for religious use etc.
	- Working of diamonds		- Working of diamonds
	- Manufacture of technical or laboratory articles of precious metal (except instruments and parts thereof): crucibles, spatulas, electroplating anodes etc.		- Manufacture of technical or laboratory articles of precious metal (except instruments and parts thereof): crucibles, spatulas, electroplating anodes etc.
	- Manufacture of precious metal bands, wristbands and watch straps (for manufacture of non-metal watch bands – 1512) (fabric, leather, plastic etc.) (for manufacture of non-precious metal watch bands – 3212)		- Manufacture of precious metal bands, wristbands and watch straps (for manufacture of non-metal watch bands – 1512) (fabric, leather, plastic etc.) (for manufacture of non-precious metal watch bands – 3212)
	- Manufacture of cigarette cases (for manufacture of watchcases - 2652)		- Manufacture of cigarette cases (for manufacture of watchcases - 2652)
	- Engraving of personal precious and non-precious metal products		- Engraving of personal precious and non-precious metal products
	- Other precious and semi-precious stone cutting and polishing		- Other precious and semi-precious stone cutting and polishing
	These are excluded from this category		These are excluded from this category

	- Manufacture of imitation jewellery and related articles (for manufacture of jewellery made from precious metals or clad with precious metals – 3211)		- Manufacture of imitation jewellery and related articles (for manufacture of jewellery made from precious metals or clad with precious metals – 3211)
	- Manufacture of costume or imitation jewellery: jewellery containing imitation stone such as imitation gems stones, imitation diamonds, and similar		- Manufacture of costume or imitation jewellery: jewellery containing imitation stone such as imitation gems stones, imitation diamonds, and similar
	- Manufacture of costume or imitation jewellery: rings, bracelets, necklaces, and similar articles of jewellery made from base metals plated with precious metals		- Manufacture of costume or imitation jewellery: rings, bracelets, necklaces, and similar articles of jewellery made from base metals plated with precious metals
	- Manufacture of metal watch bands (for manufacture of precious metal watch bands – 3211)		- Manufacture of metal watch bands (for manufacture of precious metal watch bands – 3211)
322.	Manufacture of Musical Instruments	322.	Manufacture of Musical Instruments
3220	Manufacture of musical instruments	3220	Manufacture of musical instruments
	This category includes:		This category includes:
	- Manufacture of stringed instruments		- Manufacture of stringed instruments
	- Manufacture of keyboard stringed instruments, including automatic pianos		- Manufacture of keyboard stringed instruments, including automatic pianos
	- Manufacture of keyboard pipe organs, inkling harmoniums and similar keyboard instruments with free metal reeds		- Manufacture of keyboard pipe organs, inkling harmoniums and similar keyboard instruments with free metal reeds
	- Manufacture of accordions and similar instruments, including mouth organs		- Manufacture of accordions and similar instruments, including mouth organs
	- Manufacture of percussion musical instruments		- Manufacture of percussion musical instruments
	- Manufacture electronic musical instruments		- Manufacture electronic musical instruments
	- Manufacture of musical boxes, fairground organs, calliopes etc.		- Manufacture of musical boxes, fairground organs, calliopes etc.
	- Manufacture of instrument parts and accessories: metronomes, tuning forks, pitch pipes, cards, discs and rolls for automatic mechanical instruments etc.		- Manufacture of instrument parts and accessories: metronomes, tuning forks, pitch pipes, cards, discs and rolls for automatic mechanical instruments etc.
	- Manufacture of whistles, call horns and other mouth-blown sound signalling instruments		- Manufacture of whistles, call horns and other mouth-blown sound signalling instruments
46.	<u>WHOLESALE TRADE, EXCEPT OF MOTOR VEHICLES AND MOTORCYCLES</u>	46.	<u>WHOLESALE TRADE, EXCEPT OF MOTOR VEHICLES AND MOTORCYCLES</u>
464.	Wholesale of Household Goods	464.	Wholesale of Household Goods
4649.	Wholesale of other household goods	4649.	Wholesale of other household goods
	This category includes:		This category includes:
	- Wholesale of CD and DVD players		- Wholesale of CD and DVD players
	- Wholesale of CD and DVD recorders		- Wholesale of CD and DVD recorders
	- Wholesale of stereo equipment		- Wholesale of stereo equipment
	- Wholesale of video game consoles		- Wholesale of video game consoles

	- Wholesale of recorded video tapes, CDs, DVDs		- Wholesale of recorded video tapes, CDs, DVDs
	- Wholesale of stationery, books, magazines and newspapers		- Wholesale of stationery, books, magazines and newspapers
	- Wholesale of watches, clocks and jewellery		- Wholesale of watches, clocks and jewellery
	- Wholesale of musical instruments		- Wholesale of musical instruments
	- Wholesale of games and toys		- Wholesale of games and toys
	- Wholesale of sports goods		- Wholesale of sports goods
47.	<u>RETAIL TRADE, EXCEPT OF MOTOR VEHICLES AND MOTORCYCLES</u>	47.	<u>RETAIL TRADE, EXCEPT OF MOTOR VEHICLES AND MOTORCYCLES</u>
475.	Retail sale of Cultural and Recreation Goods in Specialized Stores	476.	Retail sale of Cultural and Recreation Goods in Specialized Stores
4751.	Retail sale of books, newspapers and stationary in specialized stores	4761.	Retail sale of books, newspapers and stationary in specialized stores
	This category includes:		This category includes:
	- Retail sale of books of all kinds (for retail sale of second-hand or antique books – 4764)		- Retail sale of books of all kinds (for retail sale of second-hand or antique books – 4764)
	- Retail sale of newspapers		- Retail sale of newspapers
	- Retail sale of stationery		- Retail sale of stationery
	- Retail sale of office supplies such as pens, pencils, paper etc.		- Retail sale of office supplies such as pens, pencils, paper etc.
4752.	Retail sale of music and video recordings in specialized stores	4762.	Retail sale of music and video recordings in specialized stores
	This category includes:		This category includes:
	- Retail sale of musical records		- Retail sale of musical records
	- Retail sale of musical audio tapes		- Retail sale of musical audio tapes
	- Retail sale of musical compact discs		- Retail sale of musical compact discs
	- Retail sale of musical cassettes		- Retail sale of musical cassettes
	- Retail sale of video tapes and DVDs		- Retail sale of video tapes and DVDs
	- Retail sale of blank tapes and discs		- Retail sale of blank tapes and discs
476.	Retail Sale of Other Goods in Specialized Stores	477.	Retail Sale of Other Goods in Specialized Stores
4761.	Retail sale of clothing, footwear and leather articles in specialized stores	4771.	Retail sale of clothing, footwear and leather articles in specialized stores
4762.	Retail sale of pharmaceutical and medical goods, cosmetic and toilet articles in specialized	4762.	Retail sale of pharmaceutical and medical goods, cosmetic and toilet articles in specialized
4764.	Retail sale of second – hand goods	4774.	Retail sale of second – hand goods
	This category includes:		This category includes:
	- Retail sale of second – hand books		- Retail sale of second – hand books
	- Retail sale of antiques		- Retail sale of antiques
	- Activities of auctioning houses (retail) (for activities of pawn shops – 6492) (for activities of internet auctions and other non-store auctions (retail) – 4781, 4789		Activities of auctioning houses (retail) (for activities of pawn shops – 6492) (for activities of internet auctions and other non-store auctions (retail) – 4781, 4789
58.	<u>PUBLISHING ACTIVITIES</u>	58.	<u>PUBLISHING ACTIVITIES</u>
581.	Publishing of Books, periodicals and Other Publishing Activities	581.	Publishing of Books, periodicals and Other Publishing Activities
5811.	Book publishing	5811.	Book publishing

	This category includes:		This category includes:
	- Publishing of books, brochures, leaflets and similar publications, including publishing of dictionaries and encyclopedias in print, electronic or audio form or on the internet		- Publishing of books, brochures, leaflets and similar publications, including publishing of dictionaries and encyclopedias in print, electronic or audio form or on the internet
	- Publishing of atlases, maps and charts in print, electronic or audio form or on the internet		- Publishing of atlases, maps and charts in print, electronic or audio form or on the internet
	- Publishing of audio books		- Publishing of audio books
	- Publishing of encyclopedias etc. on CD-ROM		- Publishing of encyclopedias etc. on CD-ROM
5813.	Publishing of newspapers, journal and periodicals	5813.	Publishing of newspapers, journal and periodicals
	This category includes:		This category includes:
	- Publishing of newspapers, including advertising newspapers in print or electronic form, including on the internet		- Publishing of newspapers, including advertising newspapers in print or electronic form, including on the internet
	- Publishing of periodicals and other journals, including publishing of radio and television schedules in print or electronic form, including on the internet		- Publishing of periodicals and other journals, including publishing of radio and television schedules in print or electronic form, including on the internet
5819.	Other publishing activities	5819.	Other publishing activities
	This category includes:		This category includes:
	- Publishing (including on – line) of Catalogues		- Publishing (including on – line) of Catalogues
	- Publishing (including on – line) of photos, engravings and postcards		- Publishing (including on – line) of photos, engravings and postcards
	- Publishing (including on – line) of greeting cards		- Publishing (including on – line) of greeting cards
	- Publishing (including on – line) of forms		- Publishing (including on – line) of forms
	- Publishing (including on – line) of posters, reproduction of works of art		- Publishing (including on – line) of posters, reproduction of works of art
	- Publishing (including on – line) of advertising material		- Publishing (including on – line) of advertising material
	- Publishing (including on – line) of other printed matter		- Publishing (including on – line) of other printed matter
	- Publishing of on – line statistics or other information		- Publishing of on – line statistics or other information
582.	Software Publishing	582.	Software Publishing
5820.	Software publishing (for reproduction of software – 1820) (for on – line provision of software application hosting and application service provisioning – 6311)	5820.	Software publishing (for reproduction of software – 1820) (for on – line provision of software application hosting and application service provisioning – 6311)
	This category includes:		This category includes:
	- Publishing of ready – made (non – customized) software: computer games for all platforms		- Publishing of ready – made (non – customized) software: computer games for all platforms
59.	<u>MOTION PICTURE, VIDEO AND TELEVISION PROGRAMME PRODUCTION, SOUND RECORDING AND MUSIC PUBLISHING ACTIVITIES</u>	59.	<u>MOTION PICTURE, VIDEO AND TELEVISION PROGRAMME PRODUCTION, SOUND RECORDING AND MUSIC PUBLISHING ACTIVITIES</u>
591.	Motion Picture, Video and Television Programme Activities	591.	Motion Picture, Video and Television Programme Activities

5911.	Motion picture, video and television programme production activities	5911.	Motion picture, video and television programme production activities
	This category includes:		This category includes:
	- Production of motion pictures and videos		- Production of motion pictures and videos
	- Production of television programs' or television commercials		- Production of television programs' or television commercials
5912.	Motion picture, video and television programme post-production activities	5912.	Motion picture, video and television programme post-production activities
	This category includes:		This category includes:
	- Editing, titling, subtitling, credits of motion picture, video or television programmes		- Editing, titling, subtitling, credits of motion picture, video or television programmes
	- Closed captioning of motion picture, video or television programmes		- Closed captioning of motion picture, video or television programmes
	- Computer – produced graphics, animation and special effects of motion pictures, video or television programmes		- Computer – produced graphics, animation and special effects of motion pictures, video or television programmes
	- Film/tape transfers for motion picture, video or television programmes		- Film/tape transfers for motion picture, video or television programmes
	- Activities of motion picture film laboratories and activities of special laboratories for animated films: developing and processing motion picture film		- Activities of motion picture film laboratories and activities of special laboratories for animated films: developing and processing motion picture film
	- Activities of motion picture film laboratories and activities of special laboratories for animated films: developing and reproduction of motion picture film for theatrical distribution		- Activities of motion picture film laboratories and activities of special laboratories for animated films: developing and reproduction of motion picture film for theatrical distribution
	- Activities of motion picture film laboratories and activities of special laboratories for animated films: activities and stations and exhibitors		- Activities of motion picture film laboratories and activities of special laboratories for animated films: activities and stations and exhibitors
5913.	Motion picture, video and television programme distribution activities	5913.	Motion picture, video and television programme distribution activities
	This category includes:		This category includes:
	- Distributing film, video tapes, DVDs and similar productions to motion picture theatres, television networks and stations and exhibitors		- Distributing film, video tapes, DVDs and similar productions to motion picture theatres, television networks and stations and exhibitors
	- Acquiring film, video tape and DVD distribution rights		- Acquiring film, video tape and DVD distribution rights
5914.	Motion picture projection activities	5914.	Motion picture projection activities
	This category includes:		This category includes:
	- Motion picture or videotape projection in cinemas, in the open air or in other projection facilities, and		- Motion picture or videotape projection in cinemas, in the open air or in other projection facilities, and
	- Activities of cine-clubs		- Activities of cine-clubs
592.	Sound Recording and Music Publishing Activities	592.	Sound Recording and Music Publishing Activities
5920.	Sound recording and music publishing activities	5920.	Sound recording and music publishing activities
	This category includes:		This category includes:

	- Production of original (sound) master recordings, such as tapes, CDs,		- Production of original (sound) master recordings, such as tapes, CDs,
	- Sound recording service activities in a studio or elsewhere, including the production of taped (i.e. non-live) radio programming, audio for film, television, etc.		- Sound recording service activities in a studio or elsewhere, including the production of taped (i.e. non-live) radio programming, audio for film, television, etc.
	- Music publishing, i.e. activities of:		- Music publishing, i.e. activities of:
	Acquiring and registering copyrights for musical compositions		Acquiring and registering copyrights for musical compositions
	Promoting, authorizing and using these compositions		Promoting, authorizing and using these compositions
	Motion pictures, live performances, print and other media		Motion pictures, live performances, print and other media
	Distributing sound recordings to wholesalers, retailers or directly to the public.		Distributing sound recordings to wholesalers, retailers or directly to the public.
	Units engaged in these activities may own the copyright or act as administrator of the music copyrights on behalf of the copyright owners.		Units engaged in these activities may own the copyright or act as administrator of the music copyrights on behalf of the copyright owners.
	- Publishing music and sheet books		- Publishing music and sheet books

TABLE CONTINUED

60.	<u>PROGRAMMING AND BROADCASTING ACTIVITIES</u>	60.	<u>PROGRAMMING AND BROADCASTING ACTIVITIES</u>
601.	Radio Broadcasting	601.	Radio Broadcasting
6010.	Radio broadcasting	6010.	Radio broadcasting
	This category includes:		This category includes:
	- Broadcasting audio signals through radio broadcasting studios and facilities for the transmission of aural programming to the public, to affiliates or to subscribers.		- Broadcasting audio signals through radio broadcasting studios and facilities for the transmission of aural programming to the public, to affiliates or to subscribers.
	- Activities of radio networks, i.e. assembling and transmitting aural programming to the affiliates or subscribers via over-the-air broadcasts, cable or satellite,		- Activities of radio networks, i.e. assembling and transmitting aural programming to the affiliates or subscribers via over-the-air broadcasts, cable or satellite,
	- Radio broadcasting activities over the internet (internet radio stations), and		- Radio broadcasting activities over the internet (internet radio stations), and
	- Data broadcasting integrated with radio broadcasting		- Data broadcasting integrated with radio broadcasting
602.	Television Programming and Broadcasting Activities	602.	Television Programming and Broadcasting Activities
6020.	Television programming and broadcasting activities	6020.	Television programming and broadcasting activities
	This category includes:		This category includes:
	- Creation of a complete television channel programme, from purchased programme components (e.g. movies, documentaries, etc.), self-produced programme components (e.g. local news, live reports) or a combination thereof,		- Creation of a complete television channel programme, from purchased programme components (e.g. movies, documentaries, etc.), self-produced programme components (e.g. local news, live reports) or a combination thereof,

	This complete television programme can be either broadcast by the producing unit or produced for transmission third party distributors, such as cable companies or satellite television providers. The programming may be of a general or specialised nature (e.g. limited formats such as news, sports, education or youth oriented programming), may be made freely available to users or may be available only on a subscription basis.		This complete television programme can be either broadcast by the producing unit or produced for transmission third party distributors, such as cable companies or satellite television providers. The programming may be of a general or specialised nature (e.g. limited formats such as news, sports, education or youth oriented programming), may be made freely available to users or may be available only on a subscription basis.
	- Programming of video-on-demand channels, and		- Programming of video-on-demand channels, and
	- Data broadcasting integrated with television broadcasting		- Data broadcasting integrated with television broadcasting
63.	<u>INFORMATION SERVICE ACTIVITIES</u>	63.	<u>INFORMATION SERVICE ACTIVITIES</u>
639.	Other Information Service Activities	639.	Other Information Service Activities
6391	News agency activities	6391	News agency activities
	This category includes:		This category includes:
	- News syndicate and news agency activities furnishing new		- News syndicate and news agency activities furnishing new
6399	Other information service activities n.e.c	6399	Other information service activities n.e.c
	This category includes:		This category includes:
	- Telephone based information services		- Telephone based information services
	- Information search services on a contract or free basis, and		- Information search services on a contract or free basis, and
	- News clipping services, press clipping services, etc.		- News clipping services, press clipping services, etc.
71.	<u>ARCHITECTURAL AND ENGINEERING ACTIVITIES; TECHNICAL TESTING AND ANALYSIS</u>	71.	<u>ARCHITECTURAL AND ENGINEERING ACTIVITIES; TECHNICAL TESTING AND ANALYSIS</u>
711.	Architectural and engineering Activities; Technical Testing and Activities	711.	Architectural and engineering Activities; Technical Testing and Activities
7110.	Architectural and engineering activities and related technical consultancy	7110.	Architectural and engineering activities and related technical consultancy
	This category includes:		This category includes:
	This class includes the provision of architectural services, engineering services, drafting services, building inspection services and surveying and mapping services, and the like.		This class includes the provision of architectural services, engineering services, drafting services, building inspection services and surveying and mapping services, and the like.
	- Architectural consulting activities:		- Architectural consulting activities:
	Building design and drafting		Building design and drafting
	Town and city planning and landscape architecture		Town and city planning and landscape architecture
	- Engineering design (i.e. applying physical laws and principles of engineering in the design of machines, materials, instruments, structures, processes and systems) and consulting activities for:		- Engineering design (i.e. applying physical laws and principles of engineering in the design of machines, materials, instruments, structures, processes and systems) and consulting activities for:
	Machinery, industrial process and industrial plant		Machinery, industrial process and industrial plant
	Projects involving civil engineering, hydraulic engineering, traffic engineering		Projects involving civil engineering, hydraulic engineering, traffic engineering

	Water management projects		Water management projects
	Projects elaboration and realization relative to electrical and electronic engineering,		Projects elaboration and realization relative to electrical and electronic engineering,
	Mining engineering, chemical engineering, mechanical, industrial and systems engineering, safety engineering		Mining engineering, chemical engineering, mechanical, industrial and systems engineering, safety engineering
	Project management activities related to construction		Project management activities related to construction
	- Elaboration of projects using air conditioning, refrigeration, sanitary and pollution control engineering, acoustical engineering, etc.		- Elaboration of projects using air conditioning, refrigeration, sanitary and pollution control engineering, acoustical engineering, etc.
	- Geophysical, geologic and seismic surveying		- Geophysical, geologic and seismic surveying
	- Geodetic surveying activities:		- Geodetic surveying activities:
	Land and boundary surveying activities		Land and boundary surveying activities
	Hydrologic surveying activities		Hydrologic surveying activities
	Subsurface surveying activities		Subsurface surveying activities
	Cartographic and spatial information activities		Cartographic and spatial information activities
72.	<u>SCIENTIFIC RESEARCH AND DEVELOPMENT</u>	72.	<u>SCIENTIFIC RESEARCH AND DEVELOPMENT</u>
722.	Research and experimental Development on Social sciences and Humanities	722.	Research and experimental Development on Social sciences and Humanities
7220.	Research and experimental development on social sciences and humanities	7220.	Research and experimental development on social sciences and humanities
	This category includes:		This category includes:
	- Research and development on social sciences,		- Research and development on social sciences,
	- Research and development on humanities, and		- Research and development on humanities, and
	- Interdisciplinary research and development, predominantly on social sciences and humanities.		- Interdisciplinary research and development, predominantly on social sciences and humanities.
73.	<u>ADVERTISING AND MARKET RESEARCH</u>	73.	<u>ADVERTISING AND MARKET RESEARCH</u>
731	Advertising	731	Advertising
7310	Advertising	7310	Advertising
	This class includes the provision of a full range of advertising services (i.e. through in-house capabilities or subcontracting), including advice, creative services, and production of advertising material, media planning and buying.		This class includes the provision of a full range of advertising services (i.e. through in-house capabilities or subcontracting), including advice, creative services, and production of advertising material, media planning and buying.
	- Creation and realisation of advertising campaigns:		- Creation and realisation of advertising campaigns:
	Creating and placing advertising in newspapers, periodicals, radio, television, the internet and other media		Creating and placing advertising in newspapers, periodicals, radio, television, the internet and other media
	Creating and placing of outdoor advertising, e.g. Billboards, panels, bulletins and frames, window dressing, showroom design, car and bus carding, etc.		Creating and placing of outdoor advertising, e.g. Billboards, panels, bulletins and frames, window dressing, showroom design, car and bus carding, etc.

	Media representation, i.e. sale of time and space for various media soliciting advertising		Media representation, i.e. sale of time and space for various media soliciting advertising
	Aerial advertising		Aerial advertising
	Distribution or delivery of advertising material or samples		Distribution or delivery of advertising material or samples
	Provision of advertising space on billboards, etc.		Provision of advertising space on billboards, etc.
	Creation of stands and other display structures and sites		Creation of stands and other display structures and sites
	- Conducting marketing campaigns and other advertising services aimed at attracting and retaining customers:		- Conducting marketing campaigns and other advertising services aimed at attracting and retaining customers:
	Promotion of products		Promotion of products
	Point-of-sale marketing		Point-of-sale marketing
	Direct mail advertising		Direct mail advertising
	Marketing consulting		Marketing consulting
	Merchandising activities.		Merchandising activities.
74.	<u>OTHER PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</u>	74.	<u>OTHER PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</u>
741.	Specialized Design Activities	741.	Specialized Design Activities
7410.	Specialized design activities	7410.	Specialized design activities
	This category includes:		This category includes:
	- Fashion design related to textiles, wearing apparel, shoes, jewellery, furniture and other interior decoration and other fashion goods as well as other personal or household goods,		- Fashion design related to textiles, wearing apparel, shoes, jewellery, furniture and other interior decoration and other fashion goods as well as other personal or household goods,
	- Industrial design, i.e. creating and developing designs and specifications that optimise the use, value and appearance of products, including the determination of the materials, corruption, mechanism, shape, colour and surface finishes of the product, taking into consideration human characteristics and needs, safety market appeal and efficiency, production, distribution, use and maintenance,		- Industrial design, i.e. creating and developing designs and specifications that optimise the use, value and appearance of products, including the determination of the materials, corruption, mechanism, shape, colour and surface finishes of the product, taking into consideration human characteristics and needs, safety market appeal and efficiency, production, distribution, use and maintenance,
	- Activities of graphic designers, and		- Activities of graphic designers, and
	- Activities of interior decorators.		- Activities of interior decorators.
742.	Photographic Activities	742.	Photographic Activities
7420.	Photographic activities	7420.	Photographic activities
	This category includes:		This category includes:
	- Commercial and consumer photograph production:		- Commercial and consumer photograph production:
	- Portrait photography for passports, schools, weddings, etc.		- Portrait photography for passports, schools, weddings, etc.
	- Photography for commercials, publishers, fashion, real estate or tourism purposes		- Photography for commercials, publishers, fashion, real estate or tourism purposes
	- Aerial photography		- Aerial photography
	- Videotaping of events: weddings, meetings, etc.		- Videotaping of events: weddings, meetings, etc.

	- Film processing:		- Film processing:
	- Developing, printing and enlarging from client-taken negatives or cine-films		- Developing, printing and enlarging from client-taken negatives or cine-films
	- Film developing and photo printing laboratories		- Film developing and photo printing laboratories
	- One hour phot shops (not part of camera stores)		- One hour phot shops (not part of camera stores)
	- Mounting of slides		- Mounting of slides
	- Copying and restoring or transparency retouching in connection with photographs		- Copying and restoring or transparency retouching in connection with photographs
	- Activities of photo journalists		- Activities of photo journalists
	- Microfilming of documents		- Microfilming of documents
77.	<u>RENTAL AND LEASING ACTIVITIES</u>	77.	<u>RENTAL AND LEASING ACTIVITIES</u>
772.	Renting and Leasing of Personal and Household Goods	772.	Renting and Leasing of Personal and Household Goods
7722	Renting of video tapes and disks	7722	Renting of video tapes and disks
	This category includes:		This category includes:
	- Renting of video tapes, records, CDs, DVDs, etc.		- Renting of video tapes, records, CDs, DVDs, etc.
85.	<u>EDUCATION</u>	85.	<u>EDUCATION</u>
853.	Higher education	853.	Higher education
8530.	Higher education	8530.	Higher education
	This category includes:		This category includes:
	This class includes the provision of post-secondary non-tertiary and tertiary education, including granting of degrees at baccalaureate, graduate or post-graduate level. The requirement for admission is at least a high school diploma or equivalent general academic training. Education can be provided in classrooms or through radio, television broadcast, internet or correspondence		This class includes the provision of post-secondary non-tertiary and tertiary education, including granting of degrees at baccalaureate, graduate or post-graduate level. The requirement for admission is at least a high school diploma or equivalent general academic training. Education can be provided in classrooms or through radio, television broadcast, internet or correspondence
	- Post-secondary non-tertiary education,		- Post-secondary non-tertiary education,
	- First stage of tertiary education (not leading to an advanced research qualification), and		- First stage of tertiary education (not leading to an advanced research qualification), and
	- Second stage of tertiary education (leading to an advanced research qualification)		- Second stage of tertiary education (leading to an advanced research qualification)
	- Performing arts schools providing higher education		- Performing arts schools providing higher education
854.	Other Education	854.	Other Education
8542	Cultural education	8542	Cultural education
	This category includes:		This category includes:
	This class includes provision of instruction in the arts, drama and music. Units giving this type of instructions might be named “schools”, “studios”, “classes”, etc. they provide formally organised instruction, mainly for hobby, recreational or self-development		This class includes provision of instruction in the arts, drama and music. Units giving this type of instructions might be named “schools”, “studios”, “classes”, etc. they provide formally organised instruction, mainly for hobby, recreational or self-development purposes, but such instruction does not lead to a professional diploma, baccalaureate or graduate degree.

	purposes, but such instruction does not lead to a professional diploma, baccalaureate or graduate degree.		
	- Piano teachers and other music instruction,		- Piano teachers and other music instruction,
	- Art instruction,		- Art instruction,
	- Dance instruction and dance studios,		- Dance instruction and dance studios,
	- Drama schools (except academic),		- Drama schools (except academic),
	- Fine arts schools (except academic),		- Fine arts schools (except academic),
	- Performing arts schools (except academic), and		- Performing arts schools (except academic), and
	- Photography schools (except commercial)		- Photography schools (except commercial)
90.	<u>CREATIVE, ARTS AND ENTERTAINEMENT ACTIVITIES</u>	90.	<u>CREATIVE, ARTS AND ENTERTAINEMENT ACTIVITIES</u>
900.	Creative, Arts and Entertainment Activities	900.	Creative, Arts and Entertainment Activities
9000.	Creative, arts and entertainment activities	9000.	Creative, arts and entertainment activities
	This category includes:		This category includes:
	This class includes the operation of facilities and provision of services to meet the cultural and entertainment interests of their customers. This includes the production and promotion of, and participation in, live performances, events or exhibits intended for public viewing; the provision of artistic, creative or technical skills for the production of artistic products and live performance		This class includes the operation of facilities and provision of services to meet the cultural and entertainment interests of their customers. This includes the production and promotion of, and participation in, live performances, events or exhibits intended for public viewing; the provision of artistic, creative or technical skills for the production of artistic products and live performance
	- Production of live theatrical presentations, concerts and opera or dance productions and other stage productions:		- Production of live theatrical presentations, concerts and opera or dance productions and other stage productions:
	- Activities of groups, circuses or companies, orchestras or bands		- Activities of groups, circuses or companies, orchestras or bands
	- Activities of individual artists such as authors, actors, directors, musicians, lecturer or speakers, stage-set designers and builders, etc.		- Activities of individual artists such as authors, actors, directors, musicians, lecturer or speakers, stage-set designers and builders, etc.
	- Operation of concert and theatre halls and other arts facilities,		- Operation of concert and theatre halls and other arts facilities,
	- Activities of sculptors, painters, cartoonists, engravers, etchers, etc.		- Activities of sculptors, painters, cartoonists, engravers, etchers, etc.
	- Activities of individual writers, for all subjects including fictional writing, technical writing, etc.		- Activities of individual writers, for all subjects including fictional writing, technical writing, etc.
	- Activities of independent journalists, and		- Activities of independent journalists, and
	- Restoring of works of art such as paintings, etc.		- Restoring of works of art such as paintings, etc.
	- Activities of producers or entrepreneurs of arts live events, with or without facilities		- Activities of producers or entrepreneurs of arts live events, with or without facilities
910.	Libraries, Archives, Museums and Other Cultural Activities	910.	Libraries, Archives, Museums and Other Cultural Activities
9101.	Library and archives activities	9101.	Library and archives activities
	This category includes:		This category includes:

	- Documentation and information activities of libraries of all kinds, reading, listening and viewing rooms, public archives providing service to the general public or to a special clientele, such as students, scientists, staff, members as well as operation of government archives:		- Documentation and information activities of libraries of all kinds, reading, listening and viewing rooms, public archives providing service to the general public or to a special clientele, such as students, scientists, staff, members as well as operation of government archives:
	- Organisation of collection, whether specialised or not		- Organisation of collection, whether specialised or not
	- Cataloguing collections		- Cataloguing collections
	- Lending and storage of books, maps, periodicals, films, records, tapes, works of arts, etc.		- Lending and storage of books, maps, periodicals, films, records, tapes, works of arts, etc.
	- Retrieval activities in order to comply with information requests, etc.		- Retrieval activities in order to comply with information requests, etc.
	- Stock photo libraries and services		- Stock photo libraries and services
9102	Museums activities and operation of historical sites and buildings	9102	Museums activities and operation of historical sites and buildings
	This category includes:		This category includes:
	- Operation of museums of all kinds:		- Operation of museums of all kinds:
	- Art museums, museums of jewellery, furniture, costumes, ceramics, silverware		- Art museums, museums of jewellery, furniture, costumes, ceramics, silverware
	- Natural history, science and technological museums, historical museums, including military museums		- Natural history, science and technological museums, historical museums, including military museums
	- Other specialised museums		- Other specialised museums
	- Open-air museums		- Open-air museums
	- Operation of historical sites and building		- Operation of historical sites and building
9103	Botanical and zoological gardens and nature reserves activities	9103	Botanical and zoological gardens and nature reserves activities
	- Operation of botanical and zoological gardens, including children's zoos, and		- Operation of botanical and zoological gardens, including children's zoos, and
	- Operation of nature reserves, including wildlife preservation, etc.		- Operation of nature reserves, including wildlife preservation, etc.

Yellow shade: Some SIC_7 codifications differ to ISIC-Rev.4

N.e.c.: Not elsewhere classified

SIC_7: Standard Industrial Classification (2012)

ISIC-Rev.4: International Standard Industrial Classification of Occupations (2008)

APPROVALS FOR THE SOUTH AFRICAN CULTURAL OBSERVATORY RESEARCH REPORT: Measuring Cultural Employment in South Africa: A comparison between UNESCO Guidelines and the South African Standard Occupational and Industrial Classification Codes

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