**SOC2010 Revision: Review of major group 1 ‘Managers, Directors & Senior Officials’**

SOC Revision Working Group Proposals – Full Report

This document is the full and final report that outlines the final proposals made in relation to major group 1, and updates the previous documents circulated. Please refer to the spreadsheet on the GSS website for the new structure for major group 1.

**Issue 1: Should the unit group ‘Shopkeepers and Proprietors – Wholesale and Retail’ (1254) remain in major group 1?**

Shopkeepers are classified as ‘Managers’ in SOC2010 and as ‘Services and Sales workers’ in the International Standard Classification of Occupations 2008 (ISCO-08). Analysis shows that the classification of shopkeepers in SOC major group 1 is almost identical to the classification in ISCO-08 major group 5 in terms of descriptions, tasks undertaken, employment status and entry requirements, so should therefore be classified similarly in sales occupations in SOC major group 7.

This would therefore have an impact on the definition and scope of major group 1 as removing “Working proprietors in small businesses are included, although allocated to separate minor groups within the major group.” from the description of major group 1 will narrow the focus to strategic managerial occupations. Equivalent analysis to determine whether other unit groups (or a subset of occupations within them) remain in major group 1 was carried out for the following unit groups:

* 1221 Hotel and accommodation managers and proprietors
* 1223 Restaurant and catering establishment managers and proprietors
* 1224 Publicans and managers of licensed premises
* 1252 Garage managers and proprietors
* 1253 Hairdressing and beauty salon managers and proprietors
* 1255 Waste disposal and environmental services managers
* 1259 Managers and proprietors in other services n.e.c.

**Update to issue 1**

Analysis of ‘Shopkeepers and Proprietors – Wholesale and Retail’ (1254) found that in the majority these are independent (self employed), or work with the support of others, and will therefore be moved to major group 7

Analysis of the unit group ‘Hotel and Accommodation Managers and Proprietors’ (1221) identified B&B, holiday accommodation and caravan park owners as ‘operators of small accommodation establishments’, and will therefore be moved to unit group ‘Cleaning and Housekeeping Managers and Supervisors’ (6240).

Analysis found that the unit groups 1223, 1224, 1252, 1253 and 1255 in the list above predominantly comprise managerial roles, and therefore are appropriately coded as major group 1. However, there are occupations within the unit group ‘Managers and Proprietors in Other Services n.e.c.’ (1259) which can be disaggregated into new unit groups, and some of these are being considered for moving out of major group 1; details of this are explained in Issues 7 and 11 below.

**Proposal:**

* The unit group‘Shopkeepers and Proprietors – Wholesale and Retail’ (1254) to move to major group 7
* B&B, holiday accommodation and caravan park owners currently coded to 1221 to move to unit group 6240

**Second update to issue 1**

Further analysis found that holiday accommodation and caravan park owners should remain in major group 1, while B&B and guesthouse owners should move to major group 6. This group is too small to have a separate unit group within major group 6, and therefore will be merged with ‘Cleaning and Housekeeping Managers and Supervisors’ (6240).

**Proposal:**

* The unit group‘Shopkeepers and Proprietors – Wholesale and Retail’ (1254) to move to major group 7
* B&B and guesthouse owners currently coded to 1221 to move to unit group 6240

**Third update to issue 1**

On the basis of stakeholder feedback additional analysis was conducted. Taking the additional analysis into account, a group for B&B and Guest House Owners and Proprietors will be created. The group will sit in MG6 which aligns with ISCO08.

**Proposal:** A new unit group to sit within a new minor group in major group 6 will be created for B&B and guesthouse owners.

**Issue 2: Should the unit groups ‘Marketing and Sales Directors’ (1132) and ‘Advertising and Public Relations Directors’ (1134) merge as roles within these occupations are becoming harder to distinguish from each other?**

Research has identified that digital techniques and social media is causing marketing, advertising and PR function roles to merge, with the advent of occupations such as Commercial Director. As a consequence it is becoming increasingly difficult to accurately and reliably assign such occupations to either 1132 or 1134 consistently.

**Proposal:** Unit groups 1132 and 1134 will be merged to form a new unit group.

**Update to issue 2**

Following stakeholder feedback the merging of 1132 and 1134 was re-examined by the working group.

Analysis found that if public relations and communications directors were grouped together they could create a viable unit group. Communications directors are currently coded to 1132 or 1134 depending on whether their role relates to marketing or public relations. It is therefore suggested that all public relations and communications directors are coded to SOC2020 1133, and advertising directors are moved to 1132.

**Proposal:** Unit groups1132 and 1134 will be kept as separate unit groups, named as follows:

* Marketing, sales and advertising directors (1132)
* Public relations and communications directors (SOC2020 1133)

**Issue 3: Are the unit groups ‘Managers and Directors in Transport and Distribution’ (1161) and ‘Managers and Directors in Storage and Warehousing’ (1162) still viable?**

Research has identified that director occupations within ‘Managers and Directors in Transport and Distribution’ (1161) and ‘Managers and Directors in Storage and Warehousing’ (1162) have similar roles to each other. However it was found that the manager occupations within these same unit groups still have distinct roles from each other. Therefore a new unit group will be created for directors which will cover logistics and operational management.

**Update to issue 3**

Further analysis of occupations within ‘Managers and Directors in Retail and Wholesale’ (1190) has been undertaken to identify whether any director occupations within this unit group should be recoded to the new unit group ‘Directors of Logistics and Operational Management’. Analysis has shown that it is difficult to identify which director occupations from 1190 should be moved to the new director unit group, and will therefore remain in 1190.

The remaining manager occupations in ‘Managers and Directors in Transport and Distribution’ (1161) and ‘Managers and Directors in Storage and Warehousing’ (1162) will be moved to 2 new unit groups within a newly created minor group.

**Proposal:**

* A new unit group for ‘Directors of Logistics and Operational Management’ will be created
* A new minor group for ‘Managers in Transport and Logistics’ will be created

**Second update to issue 3**

Feedback from stakeholders suggested the new proposed minor group ‘Managers in Transport and Logistics’ could be split into 3 unit groups, covering ‘Managers in Transport and Distribution’, ‘Managers in Storage and Warehousing’ and ‘Managers in Logistics’. Further research has confirmed numbers are sufficient for these proposed groups.

Further stakeholder feedback was received that the unit group title for ‘Directors in Logistics and Operational Management’ should become ‘Directors in Logistics, Warehousing and Transport’ (which includes directors in freight and public transport).

**Proposal:**

* 3 new manager groups to be created to appear under minor group 124 ‘Managers in Transport and Logistics’. These are made up of managers from the old unit groups ‘Managers and directors in transport and distribution’ (1161) and ‘Managers in Logistics, Warehousing and Transport’ (1162).
  + Managers in Transport and Distribution (SOC2020 1241)
  + Managers in Storage and Warehousing (SOC2020 1242)
  + Managers in Logistics (SOC2020 1243)
* The new unit group for directors proposed above will be named ‘Directors in Logistics, Warehousing and Transport’ and will become SOC2020 group 1140

**Issue 4: What is the impact on the structure of SOC if health and social care functions were to merge in the future?**

Research showed that there was an insufficient number of occupations to suggest that ‘Health Services and Public Health Manager and Directors’ (1181); Social Services Managers and Directors’ (1184) functions were merging, although additional evidence about policy changes in the area of integrated health and social care suggests that these occupations may start to merge in the future. The analysis of job titles recorded on the Labour Force Survey (LFS) will be reviewed periodically to determine whether there is any increase in the number of such occupations.

**Proposal:** No change proposed at this time, but monitor throughout the revision project.

**Issue 5: Are ‘Health Services and Public Health Managers and Directors’ (1181) and ‘Health Care Practice Managers’ (1241) accurately coded?**

The accuracy of the coding of Health Service Managers across similarly related codes was raised as a concern. However, research found health service managers were accurately coded across the unit groups 1181 and 1241.

**Proposal:** No further action required.

**Issue 6: Is it viable to create a new unit group for Aged Care Managers?**

The hypothesis that aged care managers could be disaggregated from ‘Residential, Day and Domiciliary Care Manager and Proprietors’ (1242) into a separate unit group was tested by an inspection of job titles and descriptions coded to unit group 1242. Although there was evidence that a significant number of occupations could be classified as care of older people, there was generally insufficient detail within the job title and description to be able to reliably and accurately code occupations to a new aged care manager unit group.

**Proposal:** Insufficient evidence found to create a new unit group for ‘Aged Care Managers’.

**Issue 7: As the unit group ‘Managers and Proprietors in Other Services NEC’ (1259) is large, is it possible to disaggregate further into new unit groups (to include the emergence of online digital distribution and publishing occupations)?**

Research and frequency counts of job titles, within the 1259 unit group, was conducted to determine whether there were any grouped occupations which could be disaggregated from this unit group to form new separate unit groups. Five potential new unit groups were identified, and further analysis to determine the feasibility, reliability and validity of coding occupations to each new unit group will be carried out. The potential groups are:

* Creative Industries (Arts, Publishing, Music, Media and Design)
* Betting
* Health and Safety
* Hire Services
* Management Consultancy Services

**Update to issue 7**

Further analysis confirmed that 4 out of these 5 potential new groups are viable and will remain in major group 1. The new unit groups that will be created are:

* Managers and Directors in the Creative Industries (Arts, Publishing, Music, Media, Design and Architecture)
* Betting Shop Managers
* Hire Services Managers and Proprietors
* Directors in Consultancy Services

Feedback from industry experts on health and safety managers confirmed these occupations are generally professional level positions within organisations and will therefore be included in major group 3 with ‘Health and Safety Officers’ (3567). ‘Health and Safety Directors’ will remain in 1259.

**Proposal:**

* 4new unit groups to be added to major group 1 as listed above
* ‘Health and safety managers’ to be moved to ‘Health and Safety Officers’ (3567). Unit group names becomes’ Health and safety managers and officers’

**Second update to issue 7**

Research found a number of occupations that would be appropriately coded with ‘Betting Shop Managers’. These include managers of casinos, arcades and other betting or gambling establishments.

**Proposal:** Amend name of new unit group ‘Betting Shop Managers’ to ‘Betting shop and gambling establishment managers’.

**Issue 8: Can some unit groups be disaggregated further?**

There were multiple requests to disaggregate certain unit groups further. Research took place to assess whether these proposed new unit groups would be sufficiently populated to enable statistical reporting and if it was possible to reliably and accurately code occupations to these proposed new unit groups. The unit groups where disaggregation was requested but failed to meet these criteria were:

* 1136: Information Technology and Telecommunications Directors: Separate unit groups for Telecommunications Directors, and for Directors covering the collection, manipulation, storage and transmission of data
* 1172: Senior Police Officers: Separate unit groups for Inspectors/Chief Superintendents and Chief Police Officers
* Music Industry Sectors: Classification of sectors within an industry is an issue for SIC rather than SOC

**Proposal:** No action required as groups listed above cannot be suitably disaggregated.

**Issue 9: Is it possible to create new unit groups for each civil service grade?**

It was deemed that, by creating civil service grade unit groups, important occupational information would be lost. Currently there is little user need for these new unit groups as users prefer to allocate based on a job title rather than grade. No further action required.

**Proposal:** No further action required.

**Issue 10: Should ‘Financial Institution Managers and Directors’ (1150) be merged with ‘Financial Managers and Directors’ (1131)?**

Analysis found that there is conceptual overlap between these 2 unit groups.

**Proposal:** The minor group ‘Financial Institution Managers and Directors’ (1150) should be merged with unit group ‘Financial Managers and Directors’ (1131).

**Issue 11: Should ‘Early years managers and owners’, and ‘Education managers’ be listed as separate unit groups?**

Research into ‘Early Years Managers and Owners’ revealed that these would be sufficiently populated to be viable, and a new minor and unit group will be created for ‘Managers and Proprietors in Early Years and Childcare’ will be created. These will move managers and owner/director occupations that currently code to unit group ‘Teaching and other Educational Professionals n.e.c.’ (2319).

Research into ‘Education managers’ that currently code to ‘Managers and Proprietors in Other Services n.e.c’ (1259) found they were not sufficiently populated to form a new group and will therefore remain in 1259.

**Proposal:** A new minor group and unit group to be created for ‘Managers and Proprietors in Early Years and Childcare’.

**Update to Issue 11**

The new unit group will sit within SOC2020 minor group 123 ‘Managers and Proprietors in Health and Care Services’. Stakeholder feedback suggested a preference for the term ‘childhood’ as opposed to ‘early years’

Early childhood and childcare manager, owner and director occupations will be moved from ‘Managers and Proprietors in Other Services n.e.c’ (1259) and ‘Nursery Nurses and Assistants’ (6121), as well as ‘Teaching and other Educational Professionals n.e.c.’ (2319).

**Proposal:** A new unit group called ‘Managers and Proprietors in Early Childhood and Childcare Services’ that will sit within SOC2020 minor group 123.

**Second update to Issue 11**

Further stakeholder feedback stated that the term ‘early years’ is more consistent with their knowledge of the sector and certainly the standards and qualifications language in that sector, rather than the term ‘childhood’.

Further research was conducted and it was found that the term ‘early years’ is used by all areas of the .Gov website and by Scottish Government, and as ONS is a government department, it was agreed that SOC would retain the term ‘early years’ and not ‘early childhood’.

**Issue 12: Can ‘Functional Managers and Directors’ (1139) be further disaggregated?**

Research has shown that ‘Charitable Organisation Managers and Directors’ would be sufficiently populated to form a new unit group.

**Proposal:** new unit group ‘Charitable Organisation Managers and Directors’ to be created under minor group ‘Functional Managers and Directors’.

**Issue 13: Re-numbering of SOC unit group codes**

A number of decisions made as part of this review and previous reviews have involved dropping or moving codes and adding new ones. This has resulted in a list of codes that are not always in a logical order, i.e. some numbers are skipped over, and in some minor groups there is now a lack of available unit group codes. This is further exacerbated by the rule that codes do not get re-used.

A solution to this would be to re-number all codes, starting from 1111, making the codes consistent and logical, with any codes ending in 9 being assigned as ‘n.e.c.’ codes. In doing this, thought could be put into how the codes are ordered, for example minor group ‘Managers and Directors in Retail and Wholesale’ could come directly after the new minor group ‘Directors of Logistics and Operational Management’.

A guide would be provided on of how SOC2020 maps to previous versions of SOC.

**Proposal:** Please refer to the spreadsheet on the GSS website for the proposed numbering system for comment.

**Issue 14: Is there a clear distinction between 1184 (Social Services Managers and Directors) and 1242 (Residential, Day and Domiciliary Care Managers and Proprietors)**

Our research shows that there is a clear distinction between 1242 and 1184, with 1242 being specific to managing residential care.

**Proposal:** No further action required.

Note: issue 14 was [unintentionally](https://www.google.co.uk/search?rlz=1C1GGRV_enGB757GB757&q=unintentionally&spell=1&sa=X&ved=0ahUKEwjmgvWphb7XAhUlM8AKHaKcB8YQvwUIIygA) omitted from previous reports; the outcome was reported separately to the stakeholder that raised the issue.