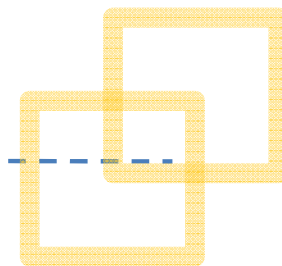


Singapore Standard Occupational Classification (SSOC)

Overview

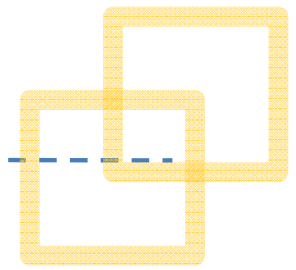


- Introduction
 - Introduction to SSOC
 - Structure of Classification
 - Principles and Concepts of Classification
 - Features of the SSOC 2015 Publication
- Description of Major Groups
- Application of Principles



Introduction

Introduction to SSOC



What is SSOC?

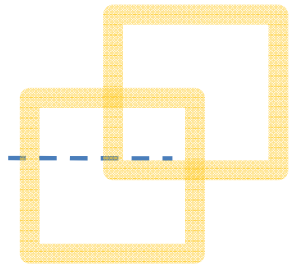
SSOC is a classification of occupations according to **type of work performed**.

- Classify the occupations of the civilian working population
- Not applicable to economically inactive population (e.g. housewives, retired persons)
- Adapted from ISCO-08*, developed by the International Labour Organisation (ILO)
- Latest version: SSOC 2015, released in April 2015



**International Standard Classification of Occupations 2008*

Introduction to SSOC



Why use SSOC?

- Provide a common and consistent framework for classification of occupations
- Facilitate data sharing
- Ensure consistency and comparability of data at the national and international level

Introduction to SSOC

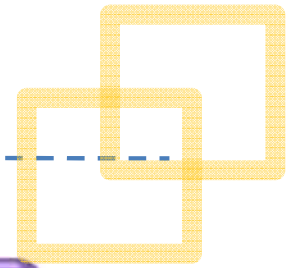
- **Department of Statistics**
 - Census of Population
 - General Household Survey
 - Household Expenditure Survey
- **Ministry of Manpower**
 - Labour Force Survey
 - Occupational Wages Survey
 - Job Vacancies Survey
 - Occupation data from administrative sources
- **Government Agencies**
 - Capture occupational data in surveys and administrative data

Who uses
SSOC??



Structure of Classification

Structure



10 Major Groups (1-digit)

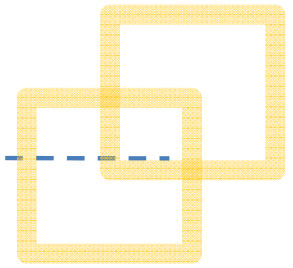
43 Sub-Major Groups (2-digit)

143 Minor Groups (3-digit)

415 Unit Groups (4-digit)

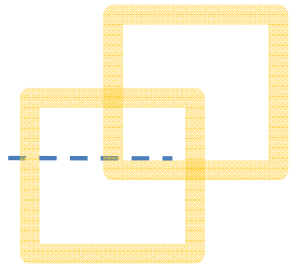
1,163 Occupations (5-digit)

Structure



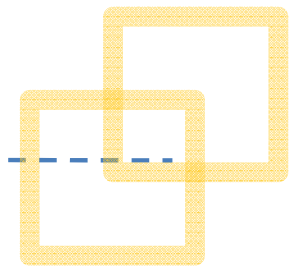
- Significance of Digit '0' and '9'
 - Where a given level of classification is not divided into groups or occupations at the next more detailed level of classification
 - '0' is used to code the position of the next detailed level e.g. 5120 'Cooks'

Structure



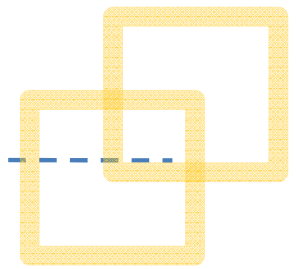
- Significance of Digit '0' and '9'
 - Digit '9' denotes residual occupational groups
 - Usually comprise a range of the less common types of occupational groups which are not significant enough to justify a separate code
 - e.g. 42119 'Other tellers and counter clerks', 5199 'Personal Service Workers Not Elsewhere Classified'

10 Major Groups in SSOC

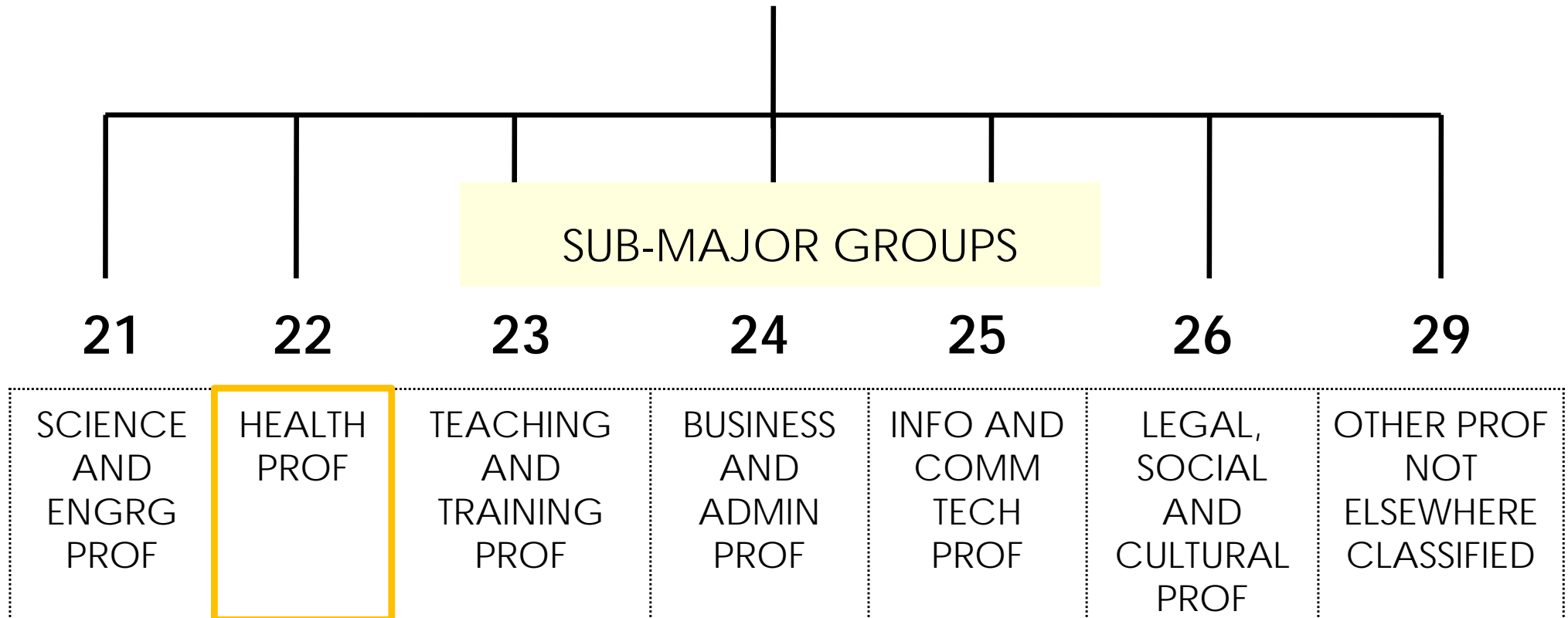


<u>1st digit</u>	<u>Occupational Group</u>
1	Legislators, Senior Officials and Managers
2	Professionals
3	Associate Professionals and Technicians
4	Clerical Support Workers
5	Service and Sales Workers
6	Agricultural and Fishery Workers
7	Craftsmen and Related Trades Workers
8	Plant and Machine Operators and Assemblers
9	Cleaners, Labourers and Related Workers
X	Workers Not Elsewhere Classified

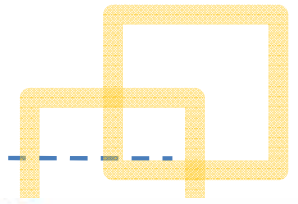
Structure



Major Group 2 Professionals

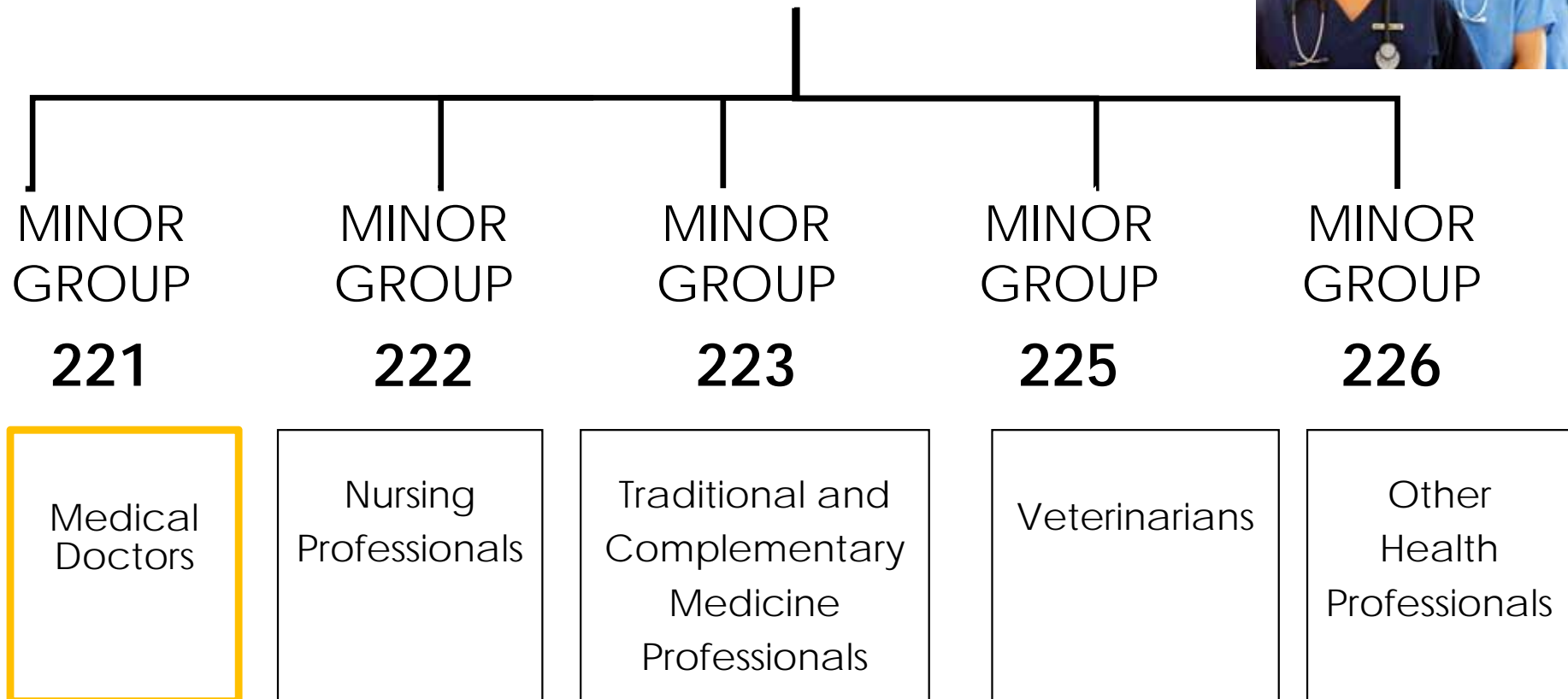


Structure

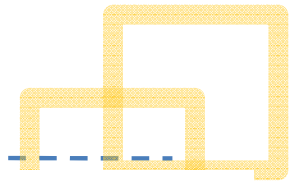


Sub-Major Group 22

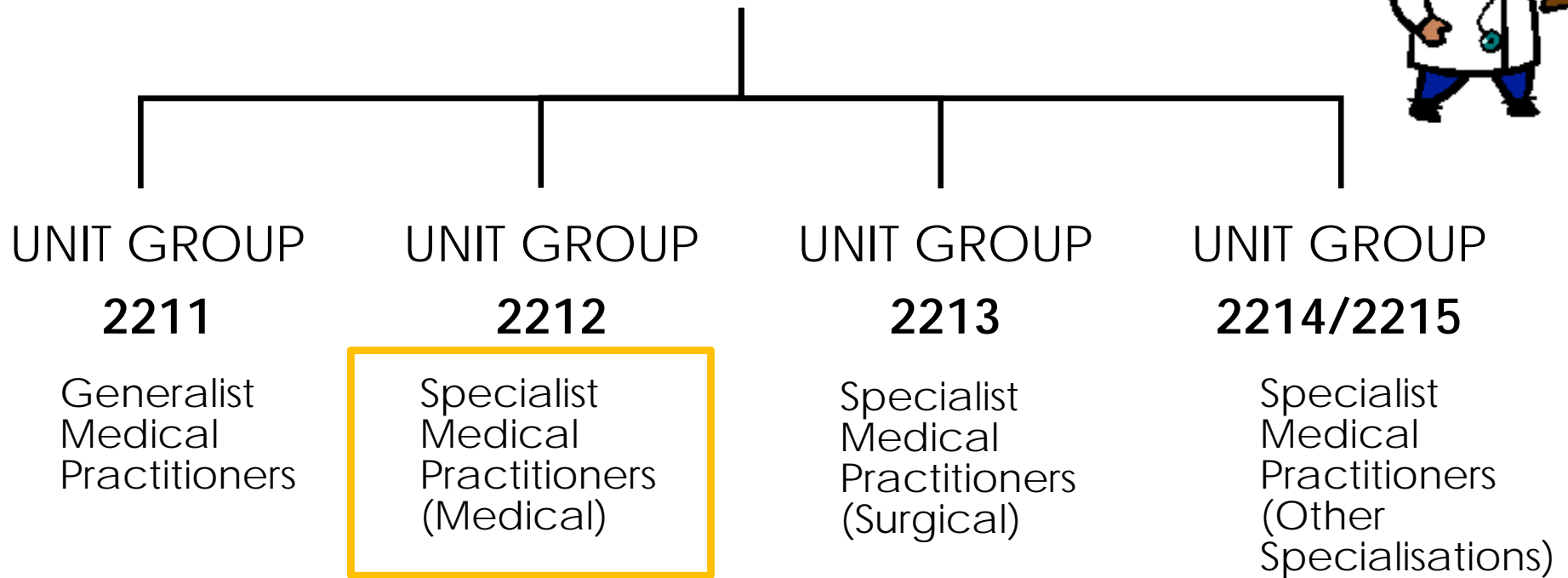
Health Professionals



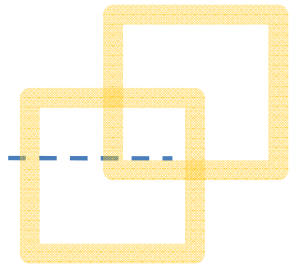
Structure



Minor Group 221 Medical Doctors



Structure

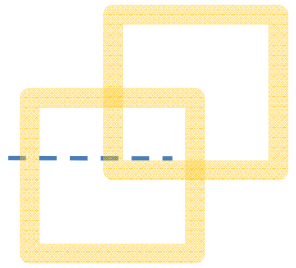


SSOC 22121 - Cardiologist

Groups	Title	Code
Major	Professionals	2
Sub-major	Health Professionals	22
Minor	Medical Doctors	221
Unit	Specialist Medical Practitioners (Medical)	2212
Occupation	Cardiologist	22121

Principles and Concepts of Classification

Principles of Classification



Basic Principle:

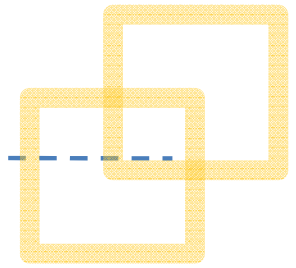
Main type of work performed

- This refers to the principal type of work regardless of (the person's) work experience, skills and qualifications.

Example

- Senior Civil Engineer is classified as Civil Engineer
- Senior Clerical Officer is classified as Clerical Officer

Principles of Classification



Caution

There are some exceptions.

Example

Asst Accountant is not in the same group as
Accountant

Asst Accountant = SSOC 33130 (asst accountants)

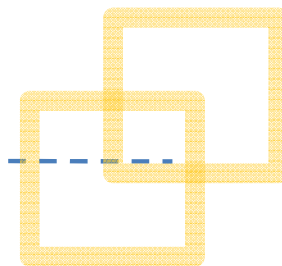
Accountant = SSOC 24111 (accountants)

Asst Engineer is not in the same group as Engineer

Asst Engineer = SSOC group 3100 (asst engineer)

Engineer = SSOC group 214 and 215

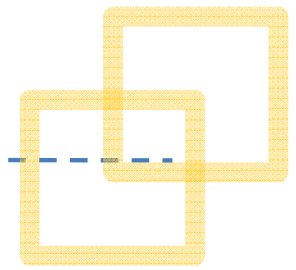
Concepts of Classification



In defining the broad types of work, basic concept of **skill** is adopted. Skill refers to the **ability** to carry out the **tasks and duties** of an occupation and has the following two dimensions:



Concepts of Classification



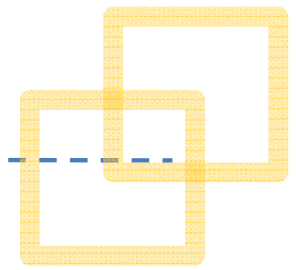
Skill Level –

- Complexity and range of tasks and duties

Skill Specialisation –

- Field of knowledge used
- Tools and machinery used
- Materials worked on or with
- Kinds of goods and services produced

Concepts of Classification



4 Broad Skill Levels:

Skill level	Tasks requiring
4 th	University/postgraduate university degree or equivalent
3 rd	Tertiary education leading to an award not equivalent to a first university degree
2 nd	Sec or post sec education
1 st	Primary or no education

Concept of Classification

Major Group	Skill level	Tasks requiring
1	NA	Not applicable
2	4 th	University/postgraduate university degree or equivalent
3	3 rd	Tertiary education leading to an award not equivalent to a first university degree
4	2 nd	Sec or post sec education
5	2 nd	Sec or post sec education
6	2 nd	Sec or post sec education
7	2 nd	Sec or post sec education
8	2 nd	Sec or post sec education
9	1 st	Primary or no education
X	NA	Not applicable

Features of the SSOC 2015 Publication

Description of Unit Groups (4-digit write-up)

2423 Human Resource Professionals

Human resource professionals provide professional business services related to human resource policies such as employee (senior level) recruitment or development, occupational analyses and compensation policies.

Tasks include:

- provide consultancy services on personnel functions relating to employee recruitment, placement, training, promotion, compensation, and employee-management relations or other areas of personnel policy
- studying and analysing jobs performed in an establishment by various means, including interviews with workers, supervisors and management, and writing detailed position, job or occupation descriptions from information obtained
- preparing occupational information or working on occupational classification systems

Description of Unit Groups (4-digit write-up)

- advising and working on the foregoing and other aspects of job and occupation analyses in such fields as personnel administration, workforce research and planning, training, or occupational information and vocational guidance

This unit group includes:

- Human resource consultant
- Executive search consultant

This unit group excludes:

- Personnel/Human resource officer (3345)
- Training officer (3345)

Alphabetical index

Alphabetical Index

SSOC 2015

A	
29011	Abbot
83502	Able seaman
73149	Abrasive wheel moulder
73149	Abrasive-coated cloth and paper maker
81819	Abrasives mixer
73120	Accordion maker
73120	Accordion tuner
24111	Accountant (general)
33130	Accountant, assistant
24112	Accountant, audit
24111	Accountant, casino
24111	Accountant, chartered
24111	Accountant, company
24111	Accountant, cost
24111	Accountant, cost and works
24111	Accountant, public
24113	Accountant, tax
11140	Administrator of political party organisation
11150	Administrator of professional association
11150	Administrator of trade association
11150	Administrator of trade union
11150	Administrator of workers' organisation
14330	Administrator, arts
25220	Administrator, computer systems
25211	Administrator, database
11121	Administrator, government
25220	Administrator, network
34229	Adventure training instructor
71323	Advertisement painter (sign writing)
33222	Advertising accounts executive
26413	Advertising copywriter

Structure of Classification

SSOC 2015	OCCUPATION	SSOC 2010
343	ARTISTIC AND CULTURAL ASSOCIATE PROFESSIONALS	
3431 34310	<u>Photographers</u> Photographer	34310
3432 34321 34322 34323 34324	<u>Interior Designers and Decorators</u> Interior designer Landscape designer Display artist Decorator and related worker (eg window dresser and set designer)	34321 34322 34323 34324
3433 34331 34332	<u>Gallery, Museum and Library Technicians</u> Library officer Gallery, museum and related technician	34331 34332
3434 34340	<u>Chefs</u> Chef	51201

Correspondence Between SSOC 2015 & SSOC 2010 (in MS Excel)

SSOC 2015 Description	SSOC 2015	SSOC 2010	SSOC 2010 part	SSOC 2010 Description
Graphic designer	21661	34361		Graphic designer
Multimedia (including computer games) designer	21662	34362		Multimedia (including computer games) designer
Multimedia artist	21663	34363		Multimedia artist
Animator	21664	34364		Animator
Interaction/User experience designer	21665	34369	p	Other graphic and multimedia designers and artists
Commercial artist	21666	34391		Commercial artist
Other graphic and multimedia designers and artists	21669	34369	p	Other graphic and multimedia designers and artists
Chief engineer (ship)	21711	31511		Chief engineer officer (ship)



Major Group 1 – Legislators, Senior Officials & Managers

Major Group 1 – Legislator, Senior Officials & Managers

Sub-major groups in Group 1

- 4 sub-major groups

11 LEGISLATORS,
SENIOR OFFICIALS &
CHIEF EXECUTIVES

12 ADMINISTRATIVE
& COMMERCIAL
MANAGERS

13 PRODUCTION
AND SPECIALISED
SERVICES
MANAGERS

14 HOSPITALITY,
RETAIL AND
RELATED SERVICES
MANAGERS

- Reflects different types of tasks associated with different areas of authority in different types of enterprises and organisations (both public and private sector)

Major Group 1 – Legislator, Senior Officials & Managers

Occupations in Public Sector/ Organisation

Occupations in Private Sector

Main tasks:

- Plan, direct, coordinate and evaluate overall activities of enterprises, government agencies or organisational units within them
- Formulate and review policies, laws, rules and regulations
- Oversee implementation of policies and/or running the affairs of the organisation
- Enact laws & regulations
- Authorise allocation of resources

Examples:

- Cabinet ministers, full-time MPs
- Senior government officials (PS, DS)
- Senior statutory board officials (CE, Dy CE)

Examples:

- Company managing director
- Department and specialised manager
- Working proprietor

Note – CEs, MDs and GMs

Chief Executives, Managing Directors and General Managers

- To classify those who manage organisations with at least 3 managers reporting to them
- To classify in more appropriate occupation if criteria not met

Note – Self-employed Persons

Excludes

Self-employed professionals, insurance agents, real estate agents, money changers, hawkers, hair-dressers, electricians, motor car mechanics etc who run their own business but perform the principal task of their occupation.



Examples of Occupations in Group 1

- Company Director
- Legislator
- General Manager
- School Principal
- Restaurant Manager
- Sales and Marketing Manager
- Business Development Manager
- Working Proprietors





Major Group 2 – Professionals

Major Group 2 - Professionals

Brief description and main tasks:

- Increase existing stock of knowledge
- Required to apply scientific & artistic concepts & theories to the solution of problems at work
- Requires high level of specialised knowledge & ability in fields of:
 - (a) physical & life science
 - (b) social sciences & humanities
- Also include teaching at primary level and higher

Major Group 2 - Professionals

Sub-major groups in Group 2

SCIENCE & ENGINEERING PROFESSIONALS	HEALTH PROFESSIONALS	TEACHING PROFESSIONALS	
BUSINESS AND ADMIN PROFESSIONALS	ICT PROFESSIONALS	LEGAL, SOCIAL AND CULTURAL PROFESSIONALS	OTHER PROFESSIONALS NOT ELSEWHERE CLASSIFIED

- *7 sub-major groups*
- *Reflects specialised knowledge in different fields*

Skill Level

- Usually requires skill at the 4th skill level (requiring tertiary education leading to a university or postgrad degree)

Examples of Occupations in Group 2



- Chemist
- Statistician
- Civil Engineer
- Cardiologist
- Dentist
- Registered Nurse
- University Lecturer
- Primary School Teacher
- Auditor
- Lawyer
- Journalist



Major Group 3 – Associate Professionals and Technicians

Major Group 3 – Associate Professionals and Technicians

Brief description and main tasks:

- Carrying out technical work connected with the application of concepts & operational methods
- Requires technical knowledge & ability in fields of :
 - (a) physical & life science
 - (b) social sciences & humanities
- Also includes teaching at extra-curriculum and below primary level

Major Group 3 – Associate Professionals and Technicians

Sub-major groups in Group 3

PHYSICAL & ENGINEERING SCIENCE ASSOCIATE PROFESSIONALS	HEALTH ASSOCIATE PROFESSIONALS	BUSINESS AND ADMIN ASSOCIATE PROFESSIONALS	
LEGAL, SOCIAL, CULTURAL AND RELATED ASSOCIATE PROFESSIONALS	INFORMATION AND COMMUNICATIONS TECHNICIANS	TEACHING ASSOCIATE PROFESSIONALS	OTHER ASSOCIATE PROFESSIONALS NOT ELSEWHERE CLASSIFIED

- *7 sub-major groups*
- *Reflects technical knowledge and ability in different fields*

Skill Level




- Usually requires skill at the 3rd skill level (requiring tertiary education leading to an award not equivalent to a first university degree)
-

Difference Between Major Group 2 and 3

	Group 2 - Professionals	Group 3 – Assoc Professionals
Tasks Performed	<ul style="list-style-type: none"> • High level of specialised knowledge • Apply scientific & artistic concepts & theories to the solution of problems in work 	<ul style="list-style-type: none"> • Technical knowledge and ability • Technical work connected with the application of concepts & operational methods
Skill Level	<p>4th skill level (requiring tertiary education leading to a university or postgrad degree)</p>	<p>3rd skill level (requiring tertiary education leading to an award not equivalent to a first university degree)</p>

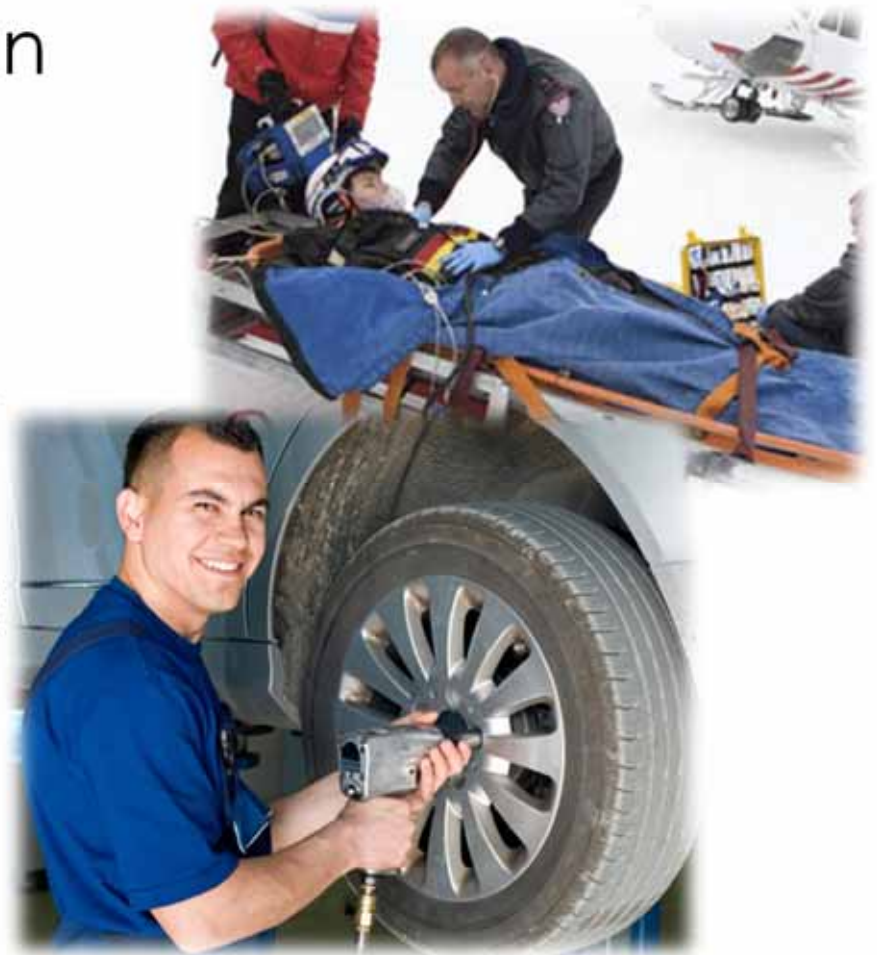
Difference Between Major Group 2 and 3

Examples:

	Group 2 - Professionals	Group 3 - Assoc Professionals
	Curator	Museum Technician
	Executive Search Consultant	Employment Agent
	Pharmacist	Pharmaceutical Technician

Examples of Occupations in Group 3

- Chemistry Technician
- Mechanical Draughtsman
- Air Traffic Controller
- Landscape Operations Officer
- Fire and Safety Inspector
- Paramedic
- Broadcasting Operations Technician





Major Group 4 – Clerical Support Workers

Major Group 4 – Clerical Support Workers

Brief description and main tasks:

- Stenography and operating word processors and other office machines
- Entering data into computers; carrying out secretarial duties; recording and computing numerical data
- Keeping records; filing documents
- Supplying information requested by clients and making appointments

Major Group 4 – Clerical Support Workers

5 sub-major groups



- Performance of different types of clerical function (e.g. general, numerical or service based)

Skill Level

Usually requires skills at the 2nd skill level (requiring secondary or post secondary education)

Examples of Occupations in Group 4



- Office Clerk
- Secretary
- Bank Teller
- Receptionist
- Telephone Operator
- Bookkeeper
- Production Planning Clerk
- Legal Clerk





Major Group 5 – Service and Sales Workers

Major Group 5 – Service and Sales Workers

Brief description and main tasks:

- Provision of personal and protective services related to:
 - Travel
 - Housekeeping
 - Catering
 - Personal care
- Demonstrate and sell good in wholesale or retail shops and similar establishments

Major Group 5 – Service and Sales Workers

- 5 sub-major groups
- Performance of different types of services (e.g. personal service, care, sales, protective)

51 PERSONAL SERVICE WORKERS <ul style="list-style-type: none">• Travel Attendants• Chefs and cooks• Waiters and Bartenders	52 SALES WORKERS <ul style="list-style-type: none">• Stall sales workers• Cashiers and ticket clerks	53 PERSONAL CARE WORKERS <ul style="list-style-type: none">• Childcare workers• Healthcare assistants	54 PROTECTIVE SERVICE WORKERS <ul style="list-style-type: none">• Firefighter• Prison officer• Park rangers	59 SERVICE WORKERS N.E.C.
---	--	---	--	----------------------------------

Skill Level

- Usually requires skill at the 2nd skill level (requiring secondary or post secondary education)
-

Examples of Occupations in Group 5

- Cabin Attendant
- Tour Guide
- Waiter
- Postman
- Beautician
- Shop Sales Assistant
- Babysitter
- Lifeguards
- Police Officer





Major Group 6 – Agricultural and Fishery Workers

Major Group 6 – Agricultural and Fishery Workers

Brief description and main tasks:

Grow and harvest
field or tree and
shrub crops



Breed or tend
animals



Produce a variety
of animal husbandry
products



Cultivate, conserve
and exploit forests



Breed or catch fish



Cultivate or gather
other forms of
aquatic life



➤ *as a source of food or income for themselves and their households*

Major Group 6 – Agricultural and Fishery Workers

2 Sub-Major Groups

61 AGRICULTURAL
WORKERS

62 FISHERY WORKERS



- *Performance of tasks in different agricultural settings and fisheries*

Skill Level:

Usually require skill at the 2nd skill level (requiring secondary or post secondary education).

Difference Between Group 6 and Minor Group 921

Group 6 - Agricultural and Fishery Workers	Minor Group 921 - Agricultural, Fishery and Related Labourers
<p>Plan & carry out operations to grow/harvest crops for sale.</p> <p>E.g. determine kind of crops to grow and fertiliser</p>	<p>Do simple and routine task, require physical effort.</p> <p>E.g. watering plants, cleaning animal quarters</p>

Examples of Occupations in Group 6



- Hydroponic Farm Worker
- Nursery Worker
- Livestock Worker
- Aquarium Fish Farm Worker
- Crocodile Farm Worker





Major Group 7 – Craftsmen and Related Trade Workers

Major Group 7 – Craftsmen and Related Trade Workers

Brief description and main tasks:

- Apply specific knowledge and skills in the fields to:
 - Construct and maintain buildings
 - Erect metal structures
 - Set, maintain or repair machinery
 - Carrying out printing work
 - Process foodstuffs, textiles, or wooden, metal and other articles, including handicraft goods

Major Group 7 – Craftsmen and Related Trade Workers

- Work is carried out by hand and by hand-powered and other tools to:
 - Reduce the amount of physical effort and time required for specific tasks
 - Improve the quality of the products
- Requires understanding of:
 - Stages of the production process
 - Materials and tools used
 - Nature and purpose of the final product



Major Group 7 – Craftsmen and Related Trade Workers

This group of workers tends to:

Require knowledge & ability to carry out a **skilled** trade or craftwork.

Skill Level

- Usually requires skill at the 2nd skill level (requiring secondary or post secondary education)



Major Group 7 – Craftsmen and Related Trade Workers

Sub-major groups in Group 7

- 5 sub-major groups
- Specific crafts in different trades (e.g. building, metalwork, handicraft, printing, electronics, garment)

71 BUILDING AND RELATED TRADES WORKERS, EXCLUDING ELECTRICIANS



72 METAL, MACHINERY AND RELATED TRADES WORKERS



73 PRECISION, HANDICRAFT, PRINTING & RELATED TRADES WORKERS



74 ELECTRICAL AND ELECTRONIC TRADES WORKERS



75 FOOD PROCESSING, WOODWORKING, GARMENT, LEATHER AND OTHER CRAFT AND RELATED TRADES WORKERS



Examples of Occupations in Group 7

- Carpenter
- Building Painter
- Goldsmith
- Pottery Worker
- Glass engraver
- Electrician
- Baker
- Tailor
- Shoemaker





Major Group 8 – Plant and Machine Operators and Assemblers

Major Group 8 – Plant and Machine Operators and Assemblers

Brief description and main tasks:

- Operate and monitor **industrial and agricultural machinery and equipment** on the spot or by remote control



- **Drive and operate** trains, motor vehicles and **mobile machinery** and equipment, or

- Assemble products from component parts according to **strict specifications and procedures**



Major Group 8 – Plant and Machine Operators and Assemblers

Brief description and main tasks:

- Requires an understanding of industrial and agricultural machinery /equipment
- Ability to handle machine-paced operations

Skill Level

- Usually requires skill at the 2nd skill level (requiring secondary or post secondary education)

Major Group 8 – Plant and Machine Operators and Assemblers

Sub-major groups in Group 8

- 3 sub-major groups
- Operating of different types of machinery (e.g. stationary, mobile etc)



81

STATIONARY
PLANT &
MACHINE
OPERATORS



82

ASSEMBLERS
& QUALITY
CHECKERS



83

DRIVERS AND
MOBILE
MACHINERY
OPERATORS

Difference Between Minor Groups 831/832 and 315

	831/832 – MRT Train Operators/Car & Light Goods Vehicles Drivers	315 – Ship and Aircraft Controllers and Technicians
Tasks Performed	<ul style="list-style-type: none">• Hands on operation of machinery	<ul style="list-style-type: none">• Mainly command/navigate/supervise transport service operations
Skill Level	2 nd skill level (requiring secondary and post secondary education)	3 rd skill level (requiring tertiary education leading to an award not equivalent to a first university degree)

Difference Between Major Groups 7 and 8

Group 7 – Craftsmen and Related Trades Workers	Group 8 – Plant and Machine Operators and Assemblers
Requires knowledge of the <u>production process</u> and <u>procedures</u> and <u>materials used</u>	Mainly need to know how to operate <u>machinery and equipment</u>
Usually produce <u>non-standard</u> products or services	Usually involves the mass production of <u>standardised</u> items
Assembler of precision equipment (7311) – non-standardised product	Assembler of electrical equipment (8212) – standardised product
Worker who cut textile/make tailored clothing (753)	Worker operates machine to manufacture standardised clothing (8153)

Examples of Occupations in Group 8

- Concrete Pump Operator
- Metal Rolling Mill Worker
- Printing Machine Operator
- Electronic Component Assembler
- MRT Train Operator
- Taxi Driver
- Crane Operator
- Packing/Bottling/Labelling Machine Operator





Major Group 9 – Cleaners, Labourers and Related Workers

Major Group 9 – Cleaners, Labourers and Related Workers

Brief description and main tasks:

- Perform **simple and routine** tasks
- (Usually) **physical effort** is required with **minimal judgment**
- May require the use of **hand-held tools**



Major Group 9 – Cleaners, Labourers and Related Workers

Sub-major groups in Group 9

- 5 sub-major groups
- Performance of different types of manual and routine tasks e.g.
 - Cleaning
 - Washing
 - Food preparation,
 - Delivering goods, carrying luggage

Skill Level

- Usually requires skill at the 1st skill level (requiring primary or no education)
-

Major Group 9 – Cleaners, Labourers and Related Workers



91 CLEANERS AND RELATED WORKERS



92 AGRICULTURAL, FISHERY AND RELATED LABOURERS



93 LABOURERS AND RELATED WORKERS



94 FOOD PREPARATION AND KITCHEN ASSISTANTS



96 WASTE AND RECYCLABLES COLLECTION WORKERS AND OTHER ELEMENTARY WORKERS

Examples of Occupations in Group 9

- Office Cleaner
- Grass Cutter
- Mover
- Dish Washer
- Building Construction Labourer
- Bellboy
- Watchman
- Leaflet and Newspaper Distributor



Major Group X

Major Group X – Workers Not Elsewhere Classified

- Information on job duties are difficult to obtain
 - **X1000** - Workers reporting inadequately described occupations
 - **X2000** - Workers not reporting any occupation
 - **X3000** - Singapore Armed Forces personnel
 - **X4000** - Foreign armed forces personnel stationed in Singapore
 - **X5000** - Foreign diplomatic personnel stationed in Singapore
-



Application of Principles



Assigning a Code

Information Collected

Info Collected

- (1) Occupation/Kind of Work
- (2) Main Tasks/Duties



Assign an occupational code from SSOC
(Occupation Coding)

Information Collected

(1) What is the person's occupation?

(2) What are the person's **main** tasks/duties?



Describes the occupation

Example

Occupation	HR Executive
Tasks	Develop and implement programmes to enhance employee satisfaction and morale, formulate training plans, organise training courses

Assigned SSOC = 33451
(Personnel/Human resource officer)

Information Collected

However, in practice, more information is required for proper coding of a person's occupation.



Information Needed for Proper Coding

- Job title
- Description of main tasks and duties
- Qualification/ Field of Study
- Income
- Industry
- Occupational Status
- Age (for verification)

Example

Job Title	Technician
Main Duties	Repair and install air-conditioners
Industry	Retail sale of air-conditioners
Qualification	Primary 6
Salary	\$1,800 per month

Assigned SSOC = 71272
(Air-conditioning/Refrigeration plant installer)

Occupations with Multiple Tasks and Duties

Application

i. Multiple Tasks and Duties

Two priority rules if the respondent reported multiple tasks:

Rule 1 – Rule of “Highest Skill Level”

Rule 2 – Rule of “Production Taking Precedence”

Rule 1 – Highest Skill Level

Rule 1

Where a job has **multiple tasks** requiring different skill levels, the job is classified according to the tasks which require the **highest skill level**

Rule 1 – Highest Skill Level

Example

Occupation = Delivery Driver

Tasks = Drive van to deliver goods

SSOC = 83223 (Van driver)

Instead of 93339 (Other material and freight handling workers)

Rule 2 – Production Taking Precedence

Rule 2

Where a job has **multiple tasks** associated with **different stages** of production and distribution, the job is classified according to the tasks related to **production** which take precedence over those related to sales or transportation

Rule 2 – Production Taking Precedence

Example

Occupation = Bakery assistant

Tasks = Bakes & sells breads

SSOC = 75122 (Bread baker)

Instead of 52202 (Shop sales assistant)