
**NATIONAL OCCUPATIONAL CLASSIFICATION IN KOSOVO. IN MEETING THE
CRITERIA OF THE EU PROGRESS REPORT**

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Abstract: This research seeks to achieve two primary goals: Firstly, to prove that the lack of a national occupational classification, that should be standardized, is paving the way for discrimination and hindering freedom of movement for Kosovo professionals, and the second goal comes on the scene to open a discussion on the latest topics, such as meeting the EU accession criteria and drafting a strategy to move forward towards progress, fulfilling our responsibilities primarily to citizens and further to our international partners.

The occupational classification is part of the government framework in which we understand the social, economic and demographic conditions of a country, and without understanding of the creation of those classifications we can not fully interpret these statistics or evaluate the public needs. An occupational classification is a tool for organizing all jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job. Thus, Kosovo is treated in my thesis in progress to point at the lack of a standardized occupational classification scheme of all job titles.

These kinds of exploratory studies may generate new hypothesis on the basic patterns concerning work-related disorders, discriminations, knowledge management and can also be informative from a policy-making perspective in view of a fair access to professions in professional careers for better paid jobs, and job analysis.

Keywords: knowledge management, job description, performance, social mobility, standards, European Union

METHODOLOGY

This study's purpose is highlighting the need for national occupational analysis. Formal job descriptions and true job expectations in many cases have overlapping duties and this is becoming a hot topic in our country. Its impact to the working environment inside and outside the organization is quite damaging. This research will bring to light the presence of this overlapping job duties, measure its effects, and test personal characteristics that may direct any negative outcomes. The variables used in the study include: stress, tension, job satisfaction, tolerance for ambiguity, job commitment, and core self-evaluations (Barbouletos, 2011), but will not exclude other potential variables.

Methodological Triangulation (Rothbauer, 2008) will be used as a method for this research as it involves the use of more than one method of collecting data such as interviews, observations, questionnaires, and documents, which will be used for the research.

In this study, it is intended that public sector employees of the transport and telecommunication industry, namely postal service, to assess the degree of effect of some organizational factors that influence job performance to better measure and understand the performance of their work. It may not be possible to generalize outcomes for all areas of the public sector, as the study is focused in this public-sector, respectively the Central Public Enterprise Post of Kosovo JSC. However, there is an importance in the evaluation of organizational factors affecting the job performance, even though it is a small scale descriptive study. This study complements a research gap in the field of job performance of the transport and telecommunications industry, as well as its relations with organizational factors in Kosovo. This research also emphasizes the linkage of workplace competence to performance at work.

HYPOTHESIS

The main hypotheses of research are:

1. The lack of accurate data on the structure of Kosovo's citizens brings inadequate policies for the socio-economic development of the country.
2. Lack of occupational classification along with educational credentials in Kosovo according to international standards hampers the social mobility of professionals in the country and the international labor market.
3. Failure to recognize professional qualifications reflects on weakening the country's image and hampers career development and leads to disparities in opportunities.

UNDERSTANDING NATIONAL OCCUPATIONAL CLASSIFICATION

Definition of the concept of occupation according to Oxford's sociological dictionary: "Occupations, occupationalism is, in fact, a form of job organization, a type of work orientation, and an effective process of controlling the *interest group" (Marshall, 2009).

On the other hand, *work* and *occupation* according to the International Standard Classification of Occupations (ISCO)²⁵⁸, which is the structure of the International Labor Organization (ILO) for the organization of information on work and jobs, defines work as follows:

WORK: "A set of jobs and tasks performed, or intended to be performed, by a person, including for an employer or a self-employed person".

Occupation refers to the type of work performed at work. The concept of the occupation is defined as:

OCCUPATION: "A whole set of tasks, the main task and duties of which are characterized by a high degree of similarity."

Meanwhile, Business Dictionary:²⁵⁹ defines Occupation as an: “2. Ordinary or main business, call, trade or work in which a person is engaged in earning a living.3. Official designation of an employed or self-employed person as an architect, physician, engineer or manager”.

While a job description frequently contrasts considerably from real job requirements a standardized job description is crucial to avoid discrimination in the workplace. Defining specific job roles and responsibilities is the backbone to company’s ability to successfully manage the knowledge of its human resources and define their accountability.

The theoretical concept of this research is based on the theoretical basis of the Model of the Human Occupation (MOHO), the science of occupation and the theory of reasoned action, and will treat inflows as a result of professionalism, knowledge sharing and social mobility. Initially, some general theoretical concepts on occupation and social mobility will be dealt with in the paper, while the focus will be on knowledge management and job description role, criteria that classify it in international standards, then their effect on job performance and the impact of all these on the freedom of movement for workers through career advancement or fair access to professional careers at most paid jobs.

This study’s purpose is to explore job positions in the public sector, particularly where we aim to identify problems and needs that these sectors face in their workplace in relation to the organizational system characteristics, occupational characteristics, and individual characteristics. The selected model will be a part of this journey because it will help us find ways to identify weaknesses, define priorities, and put ourselves in someone else’s shoes to understand them better and to bring more satisfactory results through professional behavior

HISTORICAL BACKGROUND - OCCUPATIONAL CLASSIFICATION IN EX-SOCIALIST FEDERAL REPUBLIC OF YUGOSLAVIA SFRJ AND THE REPUBLIC OF KOSOVO

The butterfly effect is already happening in Kosovo; we just haven’t listed incompetent people at work as disabled in our statistics yet. (Author)

Our country in being part of ex-Yugoslavia reflects the need to explain how occupation was organized at that point of time, and how even though occupational changes are evident today in all areas, in Kosovo we are using an outdated standardization of occupational classification and there is a *laissez-faire* situation concerning job description and occupational standards.

The first Unique Occupational Nomenclature (JNZ)²⁶⁰ in Socialist Federal Republic of Yugoslavia was published in the "Official Gazette of the SFRY", no. 31/1990. The classification of occupations, shown in the occupation list, was performed according to:

- a. Types of work in 19 areas of work, and within them in 74 groups (aggregation) of occupations from "01"to "99";
- b. The complexity of the work within the groups (aggregation) of occupations are divided by categories complexity from I to VIII category.

Encryption of occupation (ciphering) was performed using three pairs of digits (six ciphers):

- the first two digits indicating the complexity classes of the occupation
- the other two digits representing group (aggregation) occupations with numbers from "01" to "99";
- - the third two digits indicate the number of occupations within a certain category of complexity in particular groups of occupations with numbers from "01" to "99".

Table 1 Complexity classes in JNZ

I. Agriculture, production and food processing
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²⁵⁸ <http://www.ilo.org/public/english/bureau/stat/isco/>, accessed on November 10.

²⁵⁹ occupation. BusinessDictionary.com. Retrieved September 26, 2017, from BusinessDictionary.com website: <http://www.businessdictionary.com/definition/occupation.html>

²⁶⁰ Jedinstvena Nomenklatura Zanimanja

01. Plant producers
10.01.01. Grower in the production of herbs
20.01.01. Assistant farmer - vegetables
20.01.11. Assistant fruit growers - winegrowers

In 2011, the Republic of Serbia published a Manual of Methodology which is a translation of the International Standard Classification of Occupations (ISCO-08), extended by certain occupations from the Unique Occupational Nomenclature (JNZ), which is set as a standard for keeping data on occupations in the records in the field of labor ("Official Gazette of FRY", No. 9/98). The publication is used as an internal standard for the needs of the Census of Population, Households and Habitation.

The Structure of the International Standard Classification of Occupations (ISCO-08)

The development of the International Standard Classification of Occupations (ISCO) goes back many decades and has always been closely connected with the work of the International Conference of Labour Statisticians, ICLS, which meets under the auspices of the International Labour Organization. The need for an international standard classification of occupations was discussed as early as 1921, at the first ICLS (ILO, 1923 and 1924, Resolution 1, para. 1)²⁶¹

The ISCO-08 is structured by:

- MAJOR AND SUB-MAJOR GROUPS
- MAJOR, SUB-MAJOR AND MINOR GROUPS
- MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS

Table 2 ISCO-08 Major Groups

1	Managers
2	Professionals
3	Technicians and Associate Professionals
4	Clerical Support Workers
5	Services and Sales Workers
6	Skilled Agricultural, Forestry and Fishery Workers
7	Craft and Related Trades Workers
8	Plant and Machine Operators and Assemblers
9	Elementary Occupations
0	Armed Forces Occupations

Interpreting and using of numbers statistically

According to ISCO there are three main ways, depending on national circumstances, in which ISCO-08 may be adopted or adapted for national use:

- adopting ISCO-08 directly for national purposes (not recommended in most circumstances);
- development or review of a national classification based on ISCO-08;
- an existing national classification, different from ISCO-08, is mapped to ISCO-08 to facilitate the production of internationally comparable data.²⁶²

The example below shows one of many variations on how statistically occupational classification may be used to interpret numbers. And this example dates back in the 18th century.

²⁶¹ ISCO-08 Part 1: Introductory and methodological notes
<http://www.ilo.org/public/english/bureau/stat/isco/isco08/>

²⁶²

Figure 2: Demonstration of including dependents within occupational orders, Scotland, 1861.

TABLE XXXI.—OCCUPATIONS of the INHABITANTS of the COUNTY of LINLITHGOW in the two systems of Arrangement. 1. As published. 2. As suggested, with the Wives and Children tabulated along with the Head of the Family, so as to show the number of Persons dependent for their support on each Branch of Industry, while all Criminals and Paupers are tabulated as such, and not referred to Trades they may once have followed.

EIGHTEEN ORDERS OF OCCUPATIONS.	1.—AS PUBLISHED.					2.—AS SUGGESTED.				
	Males.	Females.	Both Sexes.	Num-ber in each Class.	Proportion in every 100 Persons.	Males.	Females.	Both Sexes.	Num-ber in each Class.	Proportion in every 100 Persons.
1. In General and Local Government, . . .	90	11	101	Professional.	1.6	169	169	838	Professional.	1.6
2. Army and Navy, . . .	218	0	218	591	2.9	261	188	864	1261	3.2
3. Engaged in the Learned Professions, . . .	210	62	272	Domes-tic.	1.2	804	255	559		
4. Wives, Widows, and Children, . . .	757	14901	21867	69-6	828	1318	1620	1620	4.2	
5. Domestic Servants, etc., . . .	186	1118	1304	Comm-ercial.	1.8	758	610	1368	1768	4.5
6. Engaged in Mercantile Pursuits, . . .	193	55	248	790	3.6	291	164	455	1.2	
7. Engaged in Conveyance of Goods, etc., . . .	498	18	516	1.8	758	610	1368	1768	4.5	
8. Engaged in Agricultural Pursuits, . . .	2667	1056	3723	Agricul-tural.	17.0	1790	1367	3157	8.1	
9. In Fisheries and about Artizans, . . .	194	8	202	3730	9.5	1911	2496	4407	11.4	
10. Engaged in Art and Mechanic Productions, . . .	897	48	945	4.2	168	139	307	307	0.8	
11. Engaged in Textile Fabrics and in Dress, . . .	1076	1365	2441	6.4	969	121	1090	1090	2.8	
12. Dealing in Foods and Drinks, . . .	666	158	824	3.6	910	939	1849	1849	4.8	
13. In Animal Substances, . . .	115	1	116	0.5	168	139	307	307	0.8	
14. In Vegetable Substances, . . .	197	60	257	0.7	7085	5754	12839	12839	33.4	
15. Working and Dealing in Mineral Substances, . . .	4735	115	4850	11.1	1149	857	2006	2006	5.2	
16. General Labourers, etc., . . .	974	31	1005	Indefi-nite.	2.6	22	116	138	0.4	
17. Persons of Rank and Property, . . .	17	89	106	0.3	217	606	823	823	2.1	
18. Supported by Community, and of no Specific Occupation, . . .	95	214	309							
Total in Linlithgow, . . .	20,069	18,976	39,045	39,045	100-0	20,069	18,976	39,045	39,045	100-0

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Source: 1861 Census of Scotland, Population tables and report. Vol. II. Abstract of ages, occupations and birthplaces of people in Scotland, xlix.

Figure 1 Source: Mathew Woollard, Occupational classification in the nineteenth-century census of Scotland
 Another example on the need of occupational classification is how the governments can identify and use this for its benefits when interpreting the census occupational structure, the human capital the most precious gemstone.

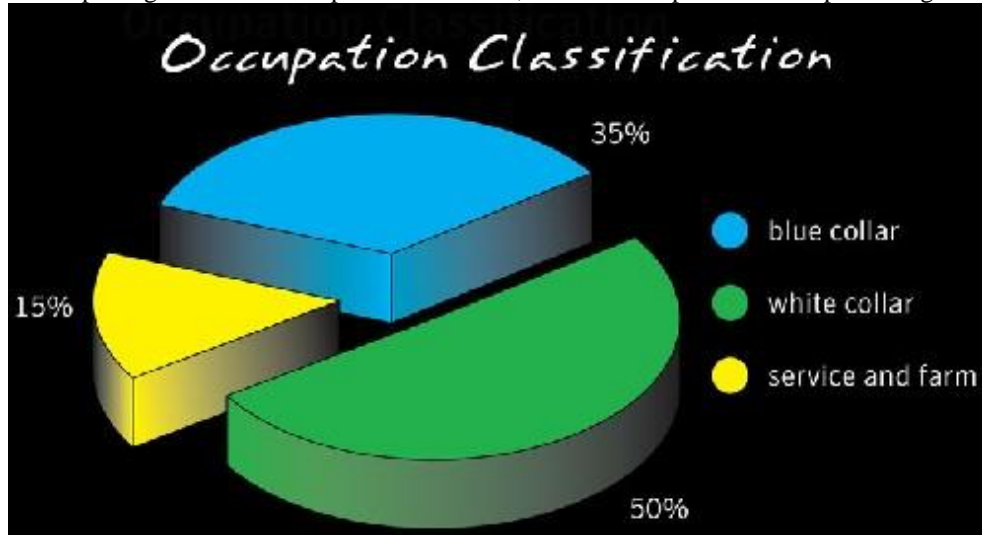


Figure 2 Source: Occupational Classification Systems²⁶³

Knowing who you are and what values you hold dear leads your path from where you are to where you want to be.

RECOMMENDATIONS

- The standardization of occupation helps restore trust, instill volition, and use means for new habits at work and have joint results.
- Performance capacity should be measured with adequate tools in order to make a fair evaluation, which can only be achieved if the foundations are solid as in right people in right roles.
- External environment should play its role to provide all with a fair chance to earn their living through work and get the best of the capabilities they possess, starting with legal infrastructure, along with building spaces and facilities, based on international standards and best practices, not by neglecting them by not making them part of the government’s agenda so that this issue gets the proper attention of policymakers.

²⁶³ <http://career.iresearchnet.com/career-assessment/occupational-classification-systems/>, accessed on November 19, 2017.

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