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**GATS MODE 4 NEGOTIATIONS  
AND LOW SKILLED WORKERS**

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**I. INTRODUCTION**

1. This note considers the interest of least developed country (LDC) Members to participate in the market access negotiations of the General Agreement on Trade in Services (GATS). The request and offer process of negotiations begins appropriately with the submittal of an initial request. Thus in order for LDCs to begin participating in negotiations, they should request their areas of existing or potential export interest. One area that has been identified by LDC Members is the movement of natural persons in the low skilled occupations through mode 4 commitments. This note analyses the market access opportunities based on projected needs of developed countries for low skilled workers. The note goes on to match this need with the supply of low skilled workers in LDC countries to form the basis for the first step in request-offer market access negotiations – which is requesting mode 4 commitments for low skill occupations. Additionally, suggestions are provided on the ways in which LDC Members can appropriately request mode 4 commitments for low skilled workers.

## II. BACKGROUND

2. Since the World Trade Organisation (WTO) July 2004 package decision<sup>1</sup>, least developed country (LDC) Members have been surrounded by messages that the General Agreement on Trade in Services (GATS) negotiations have fallen behind the other areas of trade negotiations. Although some pressure may be felt by LDCs to participate in market access negotiations, this pressure must be realistically evaluated to assess whether LDCs should receive the same degree of pressure as other non-LDC Members. The July 2004 package decision, Modalities for the Special Treatment for LDC Members, and the GATS provide special and differential treatment measures that recognise LDCs' low level of development in service capacity and participation in services trade; and hence relieve LDCs from participating in negotiations at the same pace as their more developed trading partners.
3. Despite the greater flexibility to participate in the request-offer process at a later stage (for example in line with their development needs) afforded to LDCs, some LDC Members may be interested to begin participating in market access negotiations in the near future. It is important to recall that the request-offer phase begins first with the submittal of a request, followed by evaluation of offers received from trading partners, and then the submittal of an offer. This step-by-step process is clearly reflected in the Doha Ministerial Declaration work programme (found in paragraph 15 on services) for this round of GATS negotiations. Based on the deadlines established in the work programme, initial requests were to be made one year before the deadline for the initial offers – it is important for LDCs to ensure that initial offers are not submitted before initial requests. Thus, if LDC Members are interested in participating in market access negotiations – the first step appropriately begins with submission of an initial request.<sup>2</sup>
4. Before submitting a request, each LDC Member must know their areas of existing and potential export interest. Determining these areas involve extensive national assessments that can require large amounts of time and resources, which many LDCs may not be able to undertake in the near future. However, one area that has been collectively identified by all LDC Members as an area of export interest is mode 4 (i.e. movement of natural persons). This has been clearly stated in the Dakar Declaration of 4-5 May 2004 made by LDC Ministers and is recognised in the July 2004 package decision and LDC Modalities for Special Treatment.

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<sup>1</sup> See [http://www.wto.org/english/tratop\\_e/dda\\_e/draft\\_text\\_gc\\_dg\\_31july04\\_e.htm](http://www.wto.org/english/tratop_e/dda_e/draft_text_gc_dg_31july04_e.htm) for the July 2004 package text.

<sup>2</sup> It should be noted that once an LDC Member submits an initial request, they have begun the process of participating in the negotiations implying the requirement to fulfil all the necessary steps to complete negotiations which includes submitting an initial offer. In other words, LDC Members must recognise that after submitting an initial request they will be expected by trading partners to submit an initial offer.

5. LDC Members have an interest in market access mostly in developed countries for low skilled workers. Thus far, commitments and initial offers of developed countries are void of low skilled worker access. Developed countries have provided a wide array of reasons, ranging from political to implementation feasibility, as to why commitments on low skilled workers has not been possible. Leaving aside current situations, projected demographic changes within major developed countries reveal that the need for low skilled workers will increase significantly in the next 50 years.

### III. DEVELOPED COUNTRY NEEDS FOR LOW SKILLED WORKERS

6. Major developed countries are facing changing demographic and economic trends that project an important need for increased low skilled worker participation over the next 50 years. According to a study conducted by McDonald and Kippen<sup>3</sup>, demographic and economic trends (see Table 1) from 2000 to 2050 are projected to reduce labour supply in many of the major developed countries such as the United States, Australia and Germany. Reduction in labour supply is a major factor contributing to the shortage of workers in low (and high) skilled workers in these countries.

Table 1. Demographic and economic trends that affect the future low skilled labour supply in developed countries.

<b>Demographic and Economic Trends</b>
early retirement
aging population
falling birth rate
increase in affluence of population
growth/productivity, particularly in cities
time spent in higher education of young population

#### A. Declining Labour Supplies

7. In some developed countries, labour supply is projected to stagnate or fall in the next 10 years if present demographic trends continue. For example, Australia and Canada are likely to experience rising levels of labour force only until 2015, after which levels become constant. For the Netherlands and Sweden on the other hand, labour supply is projected to fall after 2015. Additionally, current conditions in Germany are likely to lead to a fall in labour supply in the near term before 2015.
8. There are four demographic and economic trends that are contributing to the falling trend in labour supply. First, developed countries are facing an aging population. A population with a large percentage of older persons reduces the number of working persons or labour supply in a population. Second are early

<sup>3</sup> McDonald, P and Kippen, R. (2001) Labor Supply Prospects in 16 Developed Countries, 2000-2050. *Population and Development Review* 27(1) :1-32, March 2001.

retirement policies that remove older men from the labour pool. The third factor is the significant portions of young persons entering the labour force at a later stage thereby lowering the amount of new persons entering the workforce at any given time. This is mainly due to the fact that young persons are spending longer periods of time in higher education before entering the workforce. Fourth are low birth rates in developed countries.

#### B. Need for Low Skilled Workers is Rising

9. In addition to the fall in overall labour supply, the need for low skilled workers in developed countries is also strongly related to demographic trends. An aging population increases the need for services directed at older persons. These services encompass low skilled occupations such as home care or residential services. Older persons are projected to make up a large percentage of populations in developed countries over the next 50 years; thus, a comparably large amount of services, ranging from leisure to personal care, will be needed for them. Changing lifestyles or affluence of persons in developed countries has also led to a rising trend in the need for workers for certain low skilled occupations. These include domestic services, such as cleaning and childcare. This last need is related to a type of economic growth pattern in developed countries. Developed countries will require a large reliable supply of labour to work in all aspects of its complex and vast economies, which include a source of low skilled labour pool. The need for low skilled labour pool cannot be met entirely by domestic workers in developed countries. In short, the growth-oriented policies of developed countries will depend on a fast growing labour force that will require low skilled workers, whether provided domestically or from abroad.

#### C. Foreign Workers Needed to Prevent Declining Labour Supply

10. Developed countries facing a fall in the low skilled labour supply will not be able to reverse this projected trend without reversing their aging populations, early retirement policies, low birth rates, trends towards a higher skilled domestic labour pool (coupled with longer periods spent in education by young persons before entering the work force) and/or economic growth patterns.
11. Reversing these current trends may be quite challenging, impossible or not desirable for developed countries. For example, reversing early retirement policies may not be politically feasible in some countries as there may be strong opposition from workers who have held strong expectations and economic incentives from early retirement policies. Even if it were possible, increased labour force participation would have to be sustained additionally through increased birth rates. Moreover, increasing birth rates would not begin having an impact on labour supply for the next 20 to 25 years for many

developed countries.<sup>4</sup> Additionally, developed countries are moving towards more sophisticated service oriented economies, which increasingly attracts its young persons to obtain higher qualification skills. Businesses in developed countries have also voiced their desire for foreign labour to fulfil low skilled occupations. Thus, given these trends and difficulties in reversing them, foreign workers can provide part of the realistic solution.

12. Based on various scenarios of ways to increase total labour force from 2000 to 2050, McDonald and Kippen projected that for many developed countries<sup>5</sup> the best outcomes can be achieved by collectively increasing: 1) fertility rates; 2) domestic labour force participation (e.g. extending retirement ages); and 3) foreign worker inflow. This was true for New Zealand, Australia, Canada, Germany, Sweden<sup>6</sup>, Italy, Greece, Spain and the Netherlands. For some countries, such as Australia, the total labour force could increase by 60% from 2000 to 2050. Projections for Canada showed an increase by about 38% and for the Netherlands by about 22%.
13. Another scenario, which involved only increasing foreign worker inflow to 0.5% of the country's population, yielded the best forecast or largest numbers in total labour force for the US, United Kingdom (UK), France, Japan and Sweden from 2000 to 2050. From the projections, these countries would benefit the most from increased foreign worker participation. Additionally, this scenario produced the second best outcome for New Zealand<sup>7</sup>, Germany and Spain. Even for this latter group of developed countries, increasing only foreign worker inflow may be a more realistic option than increasing fertility rates and domestic worker participation given their difficulties.

### C. Labour Policies in Select Developed Countries

14. There are large amounts of foreign workers in most developed countries. Developed countries have in place policies for both high and low skilled foreign workers. The breadth of foreign worker policies and short-term worker schemes for low skill occupations suggests that developed countries do realise their shortage of low skilled labour supply. For example, the US, although limiting GATS mode 4 commitments to the highly skilled, have in place foreign labour policies that include a substantial amount of low skilled workers. These are mostly in the form of seasonal worker arrangements for the agriculture sector, however a few low skill occupations are included in its H-2B visa scheme for non-agriculture workers, among others.<sup>8</sup>

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<sup>4</sup> Ibid.

<sup>5</sup> The developed countries included in the study were New Zealand, Australia, Canada, Germany, Sweden, Italy, Greece, Spain and the Netherlands.

<sup>6</sup> Sweden's projections showed that increasing foreign workers only would also result in the same number of total labour force in 2050.

<sup>7</sup> New Zealand's projections showed that increasing only labour force participation would result in the same as if it only increased foreign workers.

<sup>8</sup> "Analysis of Actual Liberalisation versus GATS Commitments: Mode 4 and Health Services", South Centre Analytical Note, SC/TADP/AN/SV/8, June 2004.

15. In Canada, most foreign labour policies are for high skilled workers. However, it does also allow for foreign low skilled labour movements, for example, through its Temporary Foreign Worker Programs, which provides employment for foreign workers in areas with labour shortages. Mexico, Jamaica and the Philippines were the top three worker source countries for this program in recent years. Similarly, the United Kingdom (UK) has a Sectors Based Scheme for foreign workers to be employed in the hospitality sector, which includes low skill occupations such as bar staff, concierge staff, room attendants, etc. Germany also provides work permits to foreign workers for low skill occupations such as lorry drivers.<sup>9</sup> Australia allows low skilled workers through guestworker schemes or working holiday visas. Mostly foreign young persons who perform a large amount of leisure and recreational services in the country, which are often of a low skilled nature, fill the latter category of visas.<sup>10</sup>

#### **IV. LDCs' INTEREST IN GATS MODE 4 COMMITMENTS IN LOW SKILL OCCUPATIONS: MATCHING NEED WITH SUPPLY**

16. The LDC Group, in its Dakar Declaration by LDC Trade Ministers, has identified mode 4 as an area of export interest in the GATS market access negotiations. LDC Members are currently net importers of trade in services. LDCs do not have the supply capacity or competitiveness necessary for supplying services in many sectors or other modes of supply. Therefore, mode 4 provides a realistic potential in the foreseeable future for LDC exports of services trade due to their supply capacity in labour.

17. Given the substantial need for low skilled workers in developed countries, LDC countries may provide a good source of temporary workers. LDC countries as a whole are projected to have over 230 billion unemployed workers in 2010 (see Table 2 for individual country projections).<sup>11</sup> Furthermore, where data is available<sup>12</sup>, the largest shares of unemployed persons in most LDCs fall under Level One of the International Standard Classification of Education-76, which is defined as the following:

“Programmes are designed to give the students a sound basic education in reading, writing and arithmetic along with an elementary understanding of other subjects such as national history, geography, natural science, social science, art, music and religious instruction. Children enter these programmes

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<sup>9</sup> Ibid.

<sup>10</sup> McDonald, P and Kippen, R. (2001) Labor Supply Prospects in 16 Developed Countries, 2000-2050. *Population and Development Review* 27(1) :1-32, March 2001.

<sup>11</sup> Based on Total and Economically Active Population (Male and Female ages 20 to 56) Estimates and Projections for Years 1990 to 2010 from the International Labour Organisation LABORSTA Labour Statistics Database. Djibouti was not included in this data.

<sup>12</sup> Data was available for Bangladesh for the year 2000, Burkina Faso for the year 2000, Central African Republic for the year 1995, Madagascar for the year 2002 and Rwanda for the year 2000.

when they are 5 to 7 years old. Literacy programmes for adults are also to be classified under Level 1.”

Thus, there is a high number of unemployed workers in LDC countries seeking low skill occupations.

Table 2. List of unemployment of total economically active population of individual LDC Member countries projected for the year 2010.

Country	Unemployment (in thousands)
Angola	5467
Bangladesh	69707
Benin	2952
Burkina Faso	5010
Burundi	3263
Cambodia	6681
Central African Republic	1470
Chad	3458
Congo	20147
Gambia	628
Guinea	3755
Guinea Bissau	487
Haiti	3398
Lesotho	687
Madagascar	7438
Malawi	4773
Maldives	144
Mali	4856
Mauritania	1189
Mozambique	8036
Myanmar	23781
Nepal	10037
Niger	4724
Rwanda	3608
Sierra Leone	1842
Solomon Islands	233
Tanzania	16493
Togo	1855
Uganda	10437
Zambia	4083

\*Data extracted from Total and Economically Active Population (Male and Female ages 20 to 56) Estimates and Projections for Years 1990 to 2010 from the International Labour Organisation LABORSTA Labour Statistics Database.

\*\*Djibouti is not included in this data.

#### A. Challenges Faced with Mode 4 Commitments for Low Skilled Workers

18. It is quite clear that developed countries' GATS commitments and initial offers do not include low skill occupations. Instead, many developed countries have more or less inscribed the same types of categories of high skilled workers with similar levels of liberalisation commitments.
19. Part of the challenges faced when seeking low skilled worker commitments in GATS commitments involve the way categories of occupations or workers have been established and utilised thus far (which are limited to skill and duty levels of the highly skilled). Beyond the Annex on Movement of Natural Persons Supplying Services Under the Agreement, which specifies that natural persons are either: 1) service suppliers of a Member or self-employed or independent service suppliers; or 2) who are employed by a service supplier of a Member or a person employed by an existing entity<sup>13</sup>, the GATS agreement does not limit the types of mode 4 categories that can be utilised in commitments. Moreover paragraph three of the abovementioned Annex states, "Members may negotiate specific commitments applying to the movement of *all categories of natural persons...*" [emphasis added]. Therefore, why have categories for low skilled workers not been utilised in GATS commitments and offers?
20. Some developed country Members have suggested high domestic unemployment, security threat concerns, rising trends of worker migration (especially with regards to the European Communities expansion), concern with temporary migration converting into permanent migration as well as domestic opposition to foreign worker inflow as part of the many reasons surrounding the lack of mode 4 commitments in low skill areas. Some of these reasons may be quite legitimate, while others may be disguised forms of maintaining barriers.
21. However, if LDCs are urged to participate in current market access negotiations, they should do so only if benefits can be received through mode 4 commitments in low skill occupations. This is affirmed by the Modalities for the Special Treatment of LDC Members in the Negotiations on Trade in Services and GATS Article IV on Increasing Participation of Developing Countries. Therefore, developed countries must live up to their end of the bargain of ensuring GATS is mutually beneficial to all trading partners. This is especially important for LDCs given that as current service importers, they include in their long-term development goals the desire to increase domestic supply capacity and competitiveness in some service sectors and modes of supply.
22. There has been little attention paid and effort made to find practical ways of overcoming challenges perceived by Members to mode 4 commitments for low skilled workers. Various mechanisms have been proposed ranging from lower skilled service providers in a Service Provider Visa scheme to utilising the International Standard Classification of Occupation list (ISCO-88)

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<sup>13</sup> See Chanda, R. (2004) Movement and Presence of Natural Persons and Developing Countries: Issues and Proposals for the GATS Negotiations, T.R.A.D.E. Working Paper 19, South Centre.



developed by the International Labour Organisation (ILO) for occupational categories. Given that a lesser amount of discussion has taken place on the latter mechanism, the following discussion will focus on the ISCO-88.<sup>14</sup>

#### B. Low Skill Occupational Categories: ISCO-88

23. First, it should be noted that paragraph 9 of the Modalities for the Special Treatment for LDC Members in the Negotiations on Trade in Services states that Members are to consider making commitments in mode 4 by taking account of *categories of natural persons* requested by LDCs. Categories of natural persons can be classified through occupations, such as those of the ISCO-88.
24. The ISCO-88 has in place many categories of low skill occupations, ranging from waiters to hairdressers (see Annex 1 for list of low skill occupations). The ISCO-88 is an internationally adopted classification of occupational groups. It holds the same status as the UN CPC classification on service sectors, which is used by Members to schedule sectoral commitments. Thus there is no barrier to utilising the ISCO-88 categories of occupations in offers for commitments in mode 4.
25. The Council for Trade in Services has in the past discussed the option of utilising the ISCO-88.<sup>15</sup> Some Members raised questions on the feasibility of using such categories. However, upon closer look, there seems to be no difference in how a Member inscribes a UN CPC classification in its sector commitments from inscribing an ISCO-88 category in its horizontal mode 4 commitments.
26. There are several arguments for utilising occupational categories such as those in the ISCO-88. First, developed countries have utilised mode 4 categories that are not based on any internationally defined or agreed standard. Doing so would increase consistency among Members and clarity of commitments similar to the effects of using the UN CPC. Second, using occupation categories avoids the sensitive topic of “skill levels”.
27. There has been much debate surrounding terminology to describe low skilled persons. Terms such as “unskilled” was initially used by some Members, however, were perceived to hold negative connotations. Some felt that a person without skills is unable to provide a service. Although this issue has not been formally established as an area for discussion among Members, LDC Members could however refer to the International Standard Classification of

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<sup>14</sup> Ibid, for a discussion on Service Provider Visas.

<sup>15</sup> India submitted a communication which included incorporating ISCO-88 within the WTO Services Sectoral Classification List (MTN/GNS/W/120) as a possible strategy or approach to increasing liberalisation in mode 4. See WTO Document Code: S/CSS/W/12, “Proposed Liberalisation of Movement of Professionals under General Agreement on Trade in Services (GATS): Communication from India”, 25 November 2000.

Education (ISCED-76) established by the ILO for established skill levels based on education levels (See Annex 2 for the ISCED-76).

28. Terminologies to define skill level can be politically sensitive and are not necessarily required for mode 4 commitments. Skill level terminologies should not be the focus of discussion on extending mode 4 commitments to persons in LDCs. Instead Members could focus on occupational categories. Since the goal of negotiations for LDCs is to benefit from GATS, utilising an occupational approach may be more conducive for ensuring mode 4 commitments for low skilled workers.

### C. Formulating Mode 4 Requests

29. LDC Members should request from their trading partners offers that provide real market access for their service suppliers under mode 4. Strategically, LDCs should utilise all available measures to their benefit. Below are a few suggestions in this regard:

- LDCs should remind Members that their partnership in negotiations is dependent on achieving development objectives, as enshrined in the GATS Preamble and the Modalities for the Special Treatment for LDC Members in the Negotiations on Trade in Services. Recognising the “give and take” nature of the agreement, i.e. request and offer, LDCs should give something (commitments) to trading partners, only if they receive something in return. In this round of negotiations (and perhaps for the near future), the return should be on mode 4 commitments for workers in low skill occupations.
- LDCs could utilise ISCO-88 occupation categories to ensure a detailed and more precise request. By clearly requesting commitments through occupational categories, LDC Members would be better able to assess the true value of offers received from trading partners.
- Requests on mode 4 categories of natural persons should indicate the fulfilment of the obligation under paragraph 9 of the Modalities on the Special Treatment of LDC Members in the Negotiations on Trade in Services.
- LDC Members can consider complementing occupation categories with skill levels in their requests. Although the topic of skill levels can be politically sensitive at times, however, including complementary skill levels may prevent limiting the various possibilities trading partners can utilise when making mode 4 commitments for low skilled workers.
- In addition to requests, LDCs should continue to communicate their interest in mode 4 liberalisation for low skilled workers through LDC Group declarations and individual and collective statements and official WTO submissions.

## V. CONCLUSION

30. This note has highlighted the rising need for low skilled workers based on projected demographic and economic trends for a few developed countries. Complementarily, data has been provided to show that LDCs are projected to have very high numbers of unemployed persons who are equipped to supply services for low skilled occupations. Thus, in light of the current round of GATS market access negotiations and pressure to engage, LDCs can realistically gain the most from market access of its low skilled workers. LDCs do not currently have the supply capacity or competitiveness to compete on the global market with service sectors of a high skilled nature. Therefore, this note has hoped to provide food for thought on ways to approach trading partners with requests for mode 4 commitments for low skilled workers.
31. It should be pointed out again that if LDC Members request mode 4 commitments for low skilled workers, then (revised) offers received from trading partners must be carefully and thoroughly assessed to see whether they provide meaningful market access and benefits to LDCs. This underscores the logical steps in the request and offer process, which is for Members to submit a request first, then carefully assess offers made by the demandeurs of the negotiations, and third to formulate offers that are commensurate with the market access and benefits received from trading partners.
32. Finally, part of the abovementioned assessment will involve understanding the implications of disciplines in other areas of the agreement, such as domestic regulation and the rules areas. This points also to the important need for LDCs to ensure that negotiations in these other areas also consider their needs and interests.

ANNEX 1

The table below is a partial listing of the occupation categories found in the International Standard Classification of Occupations (ISCO-88) that are appropriate for low skilled workers.

INTERNATIONAL STANDARD CLASSIFICATION OF  
OCCUPATIONS (ISCO-88)

MAJOR GROUP 5 - SERVICE WORKERS AND SHOP AND MARKET  
SALES WORKERS

51 PERSONAL AND PROTECTIVE SERVICES WORKERS

511 TRAVEL ATTENDANTS AND RELATED WORKERS

5111 Travel attendants and travel stewards

5112 Transport conductors

5113 Travel guides

512 HOUSEKEEPING AND RESTAURANT SERVICES WORKERS

5121 Housekeepers and related workers

5122 Cooks

5123 Waiters, waitresses and bartenders

513 PERSONAL CARE AND RELATED WORKERS

5131 Child-care workers

5132 Institution-based personal care workers

5133 Home-based personal care workers

5139 Personal care and related workers not elsewhere classified

514 OTHER PERSONAL SERVICES WORKERS

5141 Hairdressers, barbers, beauticians and related workers

5142 Companions and valets

5143 Undertakers and embalmers

5149 Other personal services workers not elsewhere classified

515 ASTROLOGERS, FORTUNE-TELLERS AND RELATED  
WORKERS

5151 Astrologers and related workers

5152 Fortune-tellers, palmists and related workers

516 PROTECTIVE SERVICES WORKERS

5161 Fire-fighters

5162 Police officers

5163 Prison guards

5169 Protective services workers not elsewhere classified

52 MODELS, SALESPERSONS AND DEMONSTRATORS

521 FASHION AND OTHER MODELS

5210 Fashion and other models

522 SHOP SALESPERSONS AND DEMONSTRATORS

5220 Shop salespersons and demonstrators

523 STALL AND MARKET SALESPERSONS

5230 Stall and market salespersons

MAJOR GROUP 7 - CRAFT AND RELATED TRADES WORKERS

71 EXTRACTION AND BUILDING TRADES WORKERS

711 MINERS, SHOTFIRERS, STONE CUTTERS AND CARVERS

7111 Miners and quarry workers

7112 Shotfirers and blasters

7113 Stone splitters, cutters and carvers

712 BUILDING FRAME AND RELATED TRADES WORKERS

7121 Builders, traditional materials

7122 Bricklayers and stonemasons

7123 Concrete placers, concrete finishers and related workers

7124 Carpenters and joiners

7129 Building frame and related trades workers not elsewhere classified

713 BUILDING FINISHERS AND RELATED TRADES WORKERS

7131 Roofers

7132 Floor layers and tile setters

7133 Plasterers

7134 Insulation workers

7135 Glaziers

7136 Plumbers and pipe fitters

7137 Building and related electricians

714 PAINTERS, BUILDING STRUCTURE CLEANERS AND RELATED TRADES

WORKERS

7141 Painters and related workers

7142 Varnishers and related painters

7143 Building structure cleaners

72 METAL, MACHINERY AND RELATED TRADES WORKERS

721 METAL MOULDERS, WELDERS, SHEET-METAL WORKERS, STRUCTURALMETAL

PREPARERS, AND RELATED TRADES WORKERS

7211 Metal moulders and coremakers

7212 Welders and flamecutters

7213 Sheet metal workers

7214 Structural-metal preparers and erectors

7215 Riggers and cable splicers

7216 Underwater workers

**722 BLACKSMITHS, TOOL-MAKERS AND RELATED TRADES WORKERS**

7221 Blacksmiths, hammer-smiths and forging-press workers

7222 Tool-makers and related workers

7223 Machine-tool setters and setter-operators

7224 Metal wheel-grinders, polishers and tool sharpeners

**723 MACHINERY MECHANICS AND FITTERS**

7231 Motor vehicle mechanics and fitters

7232 Aircraft engine mechanics and fitters

7233 Agricultural- or industrial-machinery mechanics and fitters

**724 ELECTRICAL AND ELECTRONIC EQUIPMENT MECHANICS AND FITTERS**

7241 Electrical mechanics and fitters

7242 Electronics fitters

7243 Electronics mechanics and servicers

7244 Telegraph and telephone installers and servicers

7245 Electrical line installers, repairers and cable jointers

**73 PRECISION, HANDICRAFT, PRINTING AND RELATED TRADES WORKERS**

**731 PRECISION WORKERS IN METAL AND RELATED MATERIALS**

7311 Precision-instrument makers and repairers

7312 Musical instrument makers and tuners

7313 Jewellery and precious-metal workers

**732 POTTERS, GLASS-MAKERS AND RELATED TRADES WORKERS**

7321 Abrasive wheel formers, potters and related workers

7322 Glass makers, cutters, grinders and finishers

7323 Glass engravers and etchers

7324 Glass, ceramics and related decorative painters

**733 HANDICRAFT WORKERS IN WOOD, TEXTILE, LEATHER AND RELATED MATERIALS**

7331 Handicraft workers in wood and related materials

7332 Handicraft workers in textile, leather and related materials

**734 PRINTING AND RELATED TRADES WORKERS**

7341 Compositors, typesetters and related workers

7342 Stereotypers and electrotypers  
7343 Printing engravers and etchers  
7344 Photographic and related workers  
7345 Bookbinders and related workers  
7346 Silk-screen, block and textile printers

**74 OTHER CRAFT AND RELATED TRADES WORKERS**

**741 FOOD PROCESSING AND RELATED TRADES WORKERS**

7411 Butchers, fishmongers and related food preparers  
7412 Bakers, pastry-cooks and confectionery makers  
7413 Dairy-products makers  
7414 Fruit, vegetable and related preservers  
7415 Food and beverage tasters and graders  
7416 Tobacco preparers and tobacco products makers

**742 WOOD TREATERS, CABINET-MAKERS AND RELATED TRADES WORKERS**

7421 Wood treaters  
7422 Cabinet makers and related workers  
7423 Woodworking machine setters and setter-operators  
7424 Basketry weavers, brush makers and related workers

**743 TEXTILE, GARMENT AND RELATED TRADES WORKERS**

7431 Fibre preparers  
7432 Weavers, knitters and related workers  
7433 Tailors, dressmakers and hatters  
7434 Furriers and related workers  
7435 Textile, leather and related pattern-makers and cutters  
7436 Sewers, embroiderers and related workers  
7437 Upholsterers and related workers

**744 PELT, LEATHER AND SHOEMAKING TRADES WORKERS**

7441 Pelt dressers, tanners and fellmongers  
7442 Shoe-makers and related workers

**MAJOR GROUP 9 - ELEMENTARY OCCUPATIONS**

**91 SALES AND SERVICES ELEMENTARY OCCUPATIONS**

**911 STREET VENDORS AND RELATED WORKERS**

9111 Street food vendors  
9112 Street vendors, non-food products  
9113 Door-to-door and telephone salespersons

**912 SHOE CLEANING AND OTHER STREET SERVICES  
ELEMENTARY  
OCCUPATIONS**

9120 Shoe cleaning and other street services elementary  
occupations

913 DOMESTIC AND RELATED HELPERS, CLEANERS AND LAUNDERERS

9131 Domestic helpers and cleaners

9132 Helpers and cleaners in offices, hotels and other establishments

9133 Hand-laundressers and pressers

914 BUILDING CARETAKERS, WINDOW AND RELATED CLEANERS

9141 Building caretakers

9142 Vehicle, window and related cleaners

915 MESSENGERS, PORTERS, DOORKEEPERS AND RELATED WORKERS

9151 Messengers, package and luggage porters and deliverers

9152 Doorkeepers, watchpersons and related workers

9153 Vending-machine money collectors, meter readers and related workers

916 GARBAGE COLLECTORS AND RELATED LABOURERS

9161 Garbage collectors

9162 Sweepers and related labourers

92 AGRICULTURAL, FISHERY AND RELATED LABOURERS

921 AGRICULTURAL, FISHERY AND RELATED LABOURERS

9211 Farm-hands and labourers

9212 Forestry labourers

9213 Fishery, hunting and trapping labourers

93 LABOURERS IN MINING, CONSTRUCTION, MANUFACTURING AND

TRANSPORT

931 MINING AND CONSTRUCTION LABOURERS

9311 Mining and quarrying labourers

9312 Construction and maintenance labourers: roads, dams and similar constructions

9313 Building construction labourers

932 MANUFACTURING LABOURERS

9321 Assembling labourers

9322 Hand packers and other manufacturing labourers

933 TRANSPORT LABOURERS AND FREIGHT HANDLERS

9331 Hand or pedal vehicle drivers

9332 Drivers of animal-drawn vehicles and machinery

9333 Freight handlers



ANNEX 2

**International Standard Classification of Education (ISCED-76)**

**X: No schooling**

Less than one year of schooling.

**Level 0: Education preceding the first level**

Education delivered in kindergartens, nursery schools as well as in infant classes attached to primary schools.

**Level 1: First level**

Programmes are designed to give the students a sound basic education in reading, writing and arithmetic along with an elementary understanding of other subjects such as national history, geography, natural science, social science, art, music and religious instruction. Children enter these programmes when they are 5 to 7 years old. Literacy programmes for adults are also to be classified under Level 1.

**Level 2: Second level, first stage**

The basic programmes constituting the first level are continued, but usually on a more subject-oriented pattern. Some small beginnings of specialization may be seen at this level with some students having the opportunity to direct their attention more particularly to certain types of subjects, e.g. commercial or technical subjects. Vocational programmes designed to train for a specific occupation and often associated with relatively unskilled jobs, as well as apprenticeship programmes for skilled trades and crafts that provide further education as part of the programme, are also included.

**Level 3: Second level, second stage**

General education continues to be an important constituent of the programmes, but separate subject presentation and more specialization are found at this level. Also to be classified under Level 3 are programmes consisting of subject matter mainly with a specific vocational emphasis or apprenticeship programmes, with an entrance requirement of eight full years of education, or a combination of basic education and vocational experience that demonstrates the ability to handle the subject matter of that level.

**Level 5: Third level, first stage, leading to an award not equivalent to a first university degree**

Programmes of this type are usually "practical" in orientation in that they are designed to prepare students for particular vocational fields in which they can qualify as high level technicians, teachers, nurses, production supervisors, etc.

**Level 6: Third level, first stage, leading to a first university degree or equivalent qualification**

Programmes of this type comprise those leading to typical first university degrees such as a "Bachelor's degree", a "Licence", etc., as well as those which lead to first

professional degrees such as "Doctorates" awarded after completion of studies in medicine, engineering, law, etc.

**Level 7: Third level, second stage**

Programmes leading to a post-graduate university degree or equivalent qualification. Programmes of this type generally require a first university degree or equivalent qualification for admission. They are intended to reflect specialization within a given subject area.

**Level 9: Education not definable by level**

Programmes for which there are no entrance requirements.

**?: Level not stated**

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Chemin du Champ d'Anier 17  
Case postale 228, 1211 Geneva 19  
Switzerland

Telephone : (41 22) 791 8050  
Fax : (41 22) 798 8531  
Email : [south@southcentre.org](mailto:south@southcentre.org)

Website:  
<http://www.southcentre.org>