

CBPS HFT'20-21 Rounds 1-3 Labor Recoding Process

The labor recoding process was completed post data collection to provide standard job codes and classifications for detailed job descriptions provided by respondents. The survey collected a verbatim description of the respondent's work, which was then post-coded by the WB team into a) job codes; b) industry codes (ISIC Level 1) and c) occupation codes (ISCO Level 1) . The labor recoding process standardizes the responses of such job-related information to organize them in a manner that helps facilitate data analysis. An overview of the labor recoding process is provided in this document.

1 Labor Recoding

The survey collects detailed job descriptions of respondents as well as supporting variables such as the industry (agri/non-agri) they work in, the number of workers in their workplace, their frequency of pay, etc. These supporting variables are used in the post-coding process to ensure accurate job categorization. The purpose of labor recoding is to match each job description of a respondent to the following job codes:

1.1 Job Codes

The job codes list used for the CBPS Surveys built upon the job codes list used by the Bangladesh Integrated Household Surveys for rural populations. The codes list has been contextualized to the Cox's Bazar labor market through extensive piloting during the baseline survey. The full list of job codes used is provided in Annex 1.

1.2 Industry Codes (ISIC)

Industry classification has been done using the **International Standard Industrial Classification of All Economic Activities (ISIC)** at the first level. The list of ISIC codes used is provided in Annex 2.

1.3 Occupation Codes (ISCO)

Occupational classification has been done using the **International Standard Classification of Occupations (ISCO)** codes at the first level. The list of ISCO codes used is provided in Annex 3.

Job code classification has been done by post-coders manually. However, a significant portion of ISIC and ISCO classifications were auto mapped for specific job types; the mapping developed by the team is available in Annex 4. For both un-mapped jobs and jobs where the mapping was not accurate by description, ISIC and ISCO were manually coded based on the description and support variables such as frequency of work, number of employees and earnings ranges.

Annex 1

Job Codes

Code	Job Code Label
1	Agricultural day laborer
2	Farmer (on own land)
3	Farmer (on rented land)
4	Farmer (within the homestead)
5	Tea plantation worker
6	Hens/duck rearing
7	Cattle/goat/sheep rearing
8	Livestock and Poultry breeding/farming
9	Fisherman/fishing laborer
10	Fish trader/fishmonger/fish seller
11	Forestry Workers
12	Fisheries - Business
13	Farm Manager and Supervisors
14	Milk collector/seller/distributor
15	Other self-run agricultural activities
16	Earth work/drainwork
17	Construction laborer/ of roads, buildings and boats
18	Factory worker
19	Misc. non-agricultural day laborer
20	Mason
21	Blacksmith/ironsmith/metal worker
22	Carpenter
23	Repairman
24	Mechanic
25	Electrician
26	Plumber/
27	Contractor/undertaker
28	Leasing master/real estate property dealer/ vehicle rent outs
29	Rickshaw/van driver/ boat drivers (Non-motorized vehicle drivers)
30	Motor vehicle driver/conductor/helper
31	Other transport worker/conductor/helper
32	Porter
33	Sweeper/Janitor/Cleaner
34	Garbage/waste collector
35	Domestic help/worker/maid
36	Guard/security/building support staff
37	Launderers, Dry-Cleaners and Pressers (dhopa)
38	Tailor/Seamstress/weaver/dyer on clothes
39	Handicrafts
40	Handlooms
41	Potter/Glass Foreman

Code	Job Code Label
42	Jewelry and Precious Metal Workers (Goldsmith/silversmith)
43	Beautician/salon/parlour worker
44	Cobbler
45	Barber
46	Butcher
47	Cook/chef
48	Hotel/restaurant workers/helpers
49	Hotel/ Motel/any lodging service owners
50	Travelers/tour guides and Related Workers
51	Engineers, architects and related professionals
52	Lawyer and jurisdiction related
53	Teachers and teaching staff (unspecified)
54	All religious/spiritual teachers or instructor
55	Private/home tutor
56	Doctor
57	Midwife
58	Herbal doctor
59	Vet
60	Nurses, vaccinators, technicians and other associate health professionals
61	Health support staff (helpers, ward boys, pharmacists)
62	Social services/human rights/activists
63	IT operators, cashiers, internet operators, dish operators, and other similar technical jobs
64	Accountants/Bookkeeper
65	Data collector/enumerator/field supervisor/call center workers
66	Job holder - Executive officer/director/chairmember
67	Job holder - clerks/peons/administrative support staff/field staff/supervisors/assistants
68	Job holder - Officers/managers/associates
69	Govt representative/community org. member or leader
70	Salesman/deliveryman/sales rep
71	Shopkeeper/Shop worker/helper
72	Raw material/ input supplier/distributor
73	Shop/business owner - groceries and daily essentials
74	Shop/business owner - clothes/jewelry/cosmetics/footwear
75	Shop/business owner - electronics/household goods/machineries/
76	Shop/business owner- services such as salon, parlour, garage,
77	Police/Army official/civil security/corporal forces
78	Business owner - factory, processing plant, mill
79	Street hawker/vendor/Street cart owners
80	Small canteen/tea shop owners
81	Restaurants, bakery, lounge, bar owners
82	Misc laborers (Farming and non-farming both)
83	Shop/Business owners (Large, complex) -- professional services like IT, business analytics, logistics, hospital owners etc.
84	Painter
85	Actors, singers, entertainers, VJ, RJ's

Code	Job Code Label
86	Journalists, media professionals, anchors etc.
87	Agricultural produce trader (Livestock, poultry, crops)
88	Owners of food and beverage processing
89	Coaches/vocational trainers/Instructors
6666	Student
7777	Unemployed
8888	(Unclassified) Refused/invalid answer
9999	Others

Annex 2

ISIC Codes

ISIC Code- Level 1	ISIC Label
1	Agriculture, forestry and fishing
2	Mining and quarrying
3	Manufacturing
4	Electricity, gas, steam and air conditioning supply
5	Water supply; sewerage, waste management and remediation activities
6	Construction
7	Wholesale and retail trade; repair of motor vehicles and motorcycles
8	Transportation and storage
9	Accommodation and food service activities
10	Information and communication
11	Financial and insurance activities
12	Real estate activities
13	Professional, scientific and technical activities
14	Administrative and support service activities
15	Public administration and defence; compulsory social security
16	Education
17	Human health and social work activities
18	Arts, entertainment and recreation
19	Other service activities
20	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
21	Activities of extraterritorial organizations and bodies

Annex 3

ISCO Codes

ISCO Code- Level 1	ISCO Label
1	Managers
2	Professional
3	Technicians and associate professionals
4	Clerical support workers
5	Service 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
10	Armed forces occupations

Annex 4

Job code to ISIC/ISCO Mapping

Job Code	Job Code Label	ISIC Code-Level 1	ISIC Label	ISCO Code-Level 1	ISCO Label
1	Agricultural day laborer	1	Agriculture, forestry and fishing	9	Elementary occupations
2	Farmer (on own land)	1	Agriculture, forestry and fishing	6	Skilled agricultural, forestry and fishery workers
3	Farmer (on rented land)	1	Agriculture, forestry and fishing	6	Skilled agricultural, forestry and fishery workers
4	Farmer (within the homestead)	1	Agriculture, forestry and fishing	6	Skilled agricultural, forestry and fishery workers
5	Tea plantation worker	1	Agriculture, forestry and fishing	6	Skilled agricultural, forestry and fishery workers
6	Hens/duck rearing	1	Agriculture, forestry and fishing	6	Skilled agricultural, forestry and fishery workers
7	Cattle/goat/sheep rearing	1	Agriculture, forestry and fishing	6	Skilled agricultural, forestry and fishery workers
8	Livestock and Poultry breeding/farming	1	Agriculture, forestry and fishing	1	Managers
9	Fisherman/fishing laborer	1	Agriculture, forestry and fishing	6	Skilled agricultural, forestry and fishery workers
10	Fish trader/fishmonger/fish seller	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	Service and sales workers
11	Forestry Workers	1	Agriculture, forestry and fishing	6	Skilled agricultural, forestry and fishery workers
12	Fisheries - Business	1	Agriculture, forestry and fishing	0	Needs to be handcoded
13	Farm/Estate Manager and Supervisors	1	Agriculture, forestry and fishing	1	Managers

Job Code	Job Code Label	ISIC Code-Level 1	ISIC Label	ISCO Code-Level 1	ISCO Label
14	Milk collector/seller/distributor	1	Agriculture, forestry and fishing	5	Service and sales workers
15	Other self-run agricultural activities	1	Agriculture, forestry and fishing	0	Needs to be handcoded
16	Earth work	0	Needs to be handcoded	9	Elementary occupations
17	Construction laborer	6	Construction	9	Elementary occupations
18	Factory worker	3	Manufacturing	0	Needs to be handcoded
19	Misc non-agricultural day laborer	0	Needs to be handcoded	9	Elementary occupations
20	Mason	6	Construction	7	Craft and related trades workers
21	Blacksmith/ironsmith/metal worker	3	Manufacturing	7	Craft and related trades workers
22	Carpenter	3	Manufacturing	7	Craft and related trades workers
23	Repairman	19	Other service activities	3	Technicians and associate professionals
24	Mechanic	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	3	Technicians and associate professionals
25	Electrician	0	Needs to be handcoded	3	Technicians and associate professionals
26	Plumber	0	Needs to be handcoded	3	Technicians and associate professionals
27	Contractor/undertaker	6	Construction	1	Managers
28	Leasing master/real estate property dealer	12	Real estate activities	1	Managers
29	Rickshaw/van driver (Non-motorized vehicle drivers)	8	Transportation and storage	9	Elementary occupations
30	Motor vehicle driver/conductor/helper	8	Transportation and storage	8	Plant and machine operators, and assemblers
31	Other transport worker/conductor/helper	8	Transportation and storage	5	Service and sales workers

Job Code	Job Code Label	ISIC Code-Level 1	ISIC Label	ISCO Code-Level 1	ISCO Label
32	Porter	0	Needs to be handcoded	9	Elementary occupations
33	Sweeper/Janitor/Cleaner	5	Water supply; sewerage, waste management and remediation activities	9	Elementary occupations
34	Garbage/waste collector	5	Water supply; sewerage, waste management and remediation activities	9	Elementary occupations
35	Domestic help/worker/maid	20	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	9	Elementary occupations
36	Guard/security/building support staff	0	Needs to be handcoded	9	Elementary occupations
37	Launderers, Dry-Cleaners and Pressers (dhopa)	19	Other service activities	5	Service and sales workers
38	Tailor/Seamstress/weaver/dyer on clothes	3	Manufacturing	7	Craft and related trades workers
39	Handicrafts	3	Manufacturing	7	Craft and related trades workers
40	Handlooms	3	Manufacturing	7	Craft and related trades workers
41	Potter/Glass Foreman	3	Manufacturing	7	Craft and related trades workers
42	Jewellery and Precious Metal Workers (Goldsmith/silversmith)	3	Manufacturing	7	Craft and related trades workers
43	Beautician/salon/parlour worker	19	Other service activities	5	Service and sales workers
44	Cobbler	19	Other service activities	5	Service and sales workers
45	Barber	19	Other service activities	5	Service and sales workers
46	Butcher	3	Manufacturing	5	Service and sales workers
47	Cook/chef	9	Accommodation and food service activities	5	Service and sales workers
48	Hotel/restaurant workers/helpers	9	Accommodation and food service activities	5	Service and sales workers

Job Code	Job Code Label	ISIC Code-Level 1	ISIC Label	ISCO Code-Level 1	ISCO Label
49	Hotel/ Motel/any lodging service owners	9	Accommodation and food service activities	1	Managers
50	Travelers/tour guides and Related Workers	19	Other service activities	5	Service and sales workers
51	Engineers, architects and related professionals	13	Professional, scientific and technical activities	2	Professional
52	Lawyer and jurisdiction related	13	Professional, scientific and technical activities	2	Professional
53	Teachers and teaching staff (unspecified)	16	Education	2	Professional
54	All religious/spiritual teachers or instructor	16	Education	2	Professional
55	Private/home tutor	16	Education	3	Technicians and associate professionals
56	Doctor	17	Human health and social work activities	2	Professional
57	Midwife	17	Human health and social work activities	3	Technicians and associate professionals
58	Herbal doctor	17	Human health and social work activities	3	Technicians and associate professionals
59	Vet	13	Professional, scientific and technical activities	2	Professional
60	Nurses, vaccinators, technicians and other associate health professionals	17	Human health and social work activities	3	Technicians and associate professionals
61	Health support staff (helpers, ward boys, pharmacists)	17	Human health and social work activities	4	Clerical support workers
62	Social services/human rights/activists	17	Human health and social work activities	5	Service and sales workers

Job Code	Job Code Label	ISIC Code-Level 1	ISIC Label	ISCO Code-Level 1	ISCO Label
63	IT operators, cashiers, internet operators, dish operators, and other similar technical jobs	0	Needs to be handcoded	3	Technicians and associate professionals
64	Accountants/Bookkeeper	13	Professional, scientific and technical activities	2	Professional
65	Data collector/enumerator/field supervisor/call center workers	14	Administrative and support service activities	4	Clerical support workers
66	Job holder - Executive officer/director/chairmember	0	Needs to be handcoded	1	Managers
67	Job holder - clerks/peons/administrative support staff/field staff/supervisors/assistants	14	Administrative and support service activities	4	Clerical support workers
68	Job holder - Officers/managers/associates	0	Needs to be handcoded	0	Needs to be handcoded
69	Govt representative/community org. member or leader	15	Public administration and defence; compulsory social security	0	Needs to be handcoded
70	Salesman/deliveryman/sales rep	0	Needs to be handcoded	5	Service and sales workers
71	Shopkeeper/Shop worker/helper	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	Service and sales workers
72	Raw material/ input supplier/distributor	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	Service and sales workers
73	Shop/business owner - groceries and daily essentials	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	1	Managers
74	Shop/business owner - clothes/jewelry/cosmetics/footwear	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	1	Managers
75	Shop/business owner - electronics/household goods/machineries	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	1	Managers

Job Code	Job Code Label	ISIC Code-Level 1	ISIC Label	ISCO Code-Level 1	ISCO Label
76	Shop/business owner- services such as salon, parlour, garage,	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	Service and sales workers
77	Police/Army official/civil security/corporal forces	15	Public administration and defence; compulsory social security	10	Armed forces occupations
78	Business owner - factory, processing plant, mill	3	Manufacturing	1	Managers
79	Street hawker/vendor/Street cart owners	7	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	Service and sales workers
80	Small canteen/tea shop owners	9	Accommodation and food service activities	5	Service and sales workers
81	Restaurants, bakery, lounge, bar owners	9	Accommodation and food service activities	1	Managers
82	Misc laborers (Farming and non-farming both)	0	Needs to be handcoded	9	Elementary occupations
83	Shop/Business owners (Large, complex) -- professional services like IT, business analytics, logistics, hospital owners etc.	0	Needs to be handcoded	1	Managers
84	Painter	0	Needs to be handcoded	7	Craft and related trades workers
85	Actors, singers, entertainers, VJ, RJ	18	Arts, entertainment and recreation	2	Professional
86	Journalists, media professionals, anchors etc.	10	Information and communication	0	Needs to be handcoded
87	Agricultural produce trader (Livestock, poultry, crops)	1	Agriculture, forestry and fishing	5	Service and sales workers
88	Owners of food and beverage processing	3	Manufacturing	0	Needs to be handcoded
89	Coaches/vocational trainers/Instructors	0	Needs to be handcoded	2	Professional
6666	Student/Housewives	0	Needs to be handcoded	0	Needs to be handcoded

Job Code	Job Code Label	ISIC Code-Level 1	ISIC Label	ISCO Code-Level 1	ISCO Label
7777	Unemployed	0	Needs to be handcoded	0	Needs to be handcoded
8888	Refused/invalid answer	0	Needs to be handcoded	0	Needs to be handcoded
9999	Others/unclassified	0	Needs to be handcoded	0	Needs to be handcoded