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New Hungarian occupational prestige scale

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We aim to create in this paper a comprehensive prestige scale based on the 2016 microcensus supplementary survey on occupational prestige of the Hungarian Central Statistical Office, where respondents have been requested to rate the prestige of 15 occupations (randomly selected from 173 occupations). Based on their answers, each occupation is assigned a relative prestige score. Furthermore, we created five additional scales that rank occupations according to earnings, social usefulness, education level, power and trendiness. First, we briefly summarise the characteristics of the occupational prestige scales in relation to other gradual measures of social status and then describe how the new prestige scales were created. Finally, we present the basic features of the new scales.

Keywords: occupational prestige, microcensus, social stratification

Occupational prestige scales are important for the study of social inequalities *(Christoph et al., 2020)*. Their popularity is due in large part to Donald Treiman and his Standard International Occupational Prestige Scale (SIOPS), the most widely used occupational prestige scale *(Treiman, 1977)*. Treiman developed the SIOPS based on occupational prestige surveys conducted in more than 50 countries. These surveys were designed to assess how much prestige a society associates with an occupation. SIOPS emerged as the first international measure of occupational prestige by summarising and standardising the results of these surveys.[1]

[1] This work was supported by the National Research Development and Innovation Office (Grant No. FK 131997).

However, the success of SIOPS is due not only to its rich empirical base but also to Treiman's theoretical work. Treiman argued that occupational prestige rankings have a high degree of stability over time and similarity among different societies because the relative prestige of occupations is not only judged in a similar way in different historical periods but the evaluations of individuals belonging to different social groups are very similar also.

The widespread use of the SIOPS has thus been justified not only by the abundant empirical evidence from many countries but also by the theoretical claim that this scale can be used independently of time and space due to the stability of the subjective assessment of prestige. Accordingly, the SIOPS quickly became an important tool in international comparative studies (including the second generation of social mobility research *[Ganzeboom* et al*., 1991]*) and has been used in a wide variety of countries, including Hungary *(Róbert, 1999)*.

Occupational prestige surveys have a tradition in Hungary dating back to the 1980s. The Hungarian Central Statistical Office (HCSO) conducted for the first time a comprehensive occupational prestige survey in 1983, repeated in 1988 *(Kulcsár, 1985, 1990; Harcsa–Kulcsár, 1986)*. No other survey was conducted in Hungary for decades afterwards, which is why it is very important that the 2016 microcensus included a module on occupational prestige *(Giczi–Csányi, 2016).* These data make it possible to create a comprehensive prestige scale where each occupation (with a 3-digit ISCO08 or FEOR08 code) is assigned a score, providing information on the relative prestige of each of them. Since, until now, no such comprehensive prestige scales have been produced in Hungary, we consider our work a crucial contribution for social stratification research in the future.

In the following part, first we briefly summarise the different characteristics of the occupational prestige scales compared to other gradual measures of social status and then describe how we created the new prestige scale. Finally, we present the basic features of this new scale and some illustrations regarding its use.

1. Gradual indicators of social status

The aim of our work is to use occupational scales as a set of measures that help us in examining gradual inequalities in society. A specific feature of gradual measures of social inequality is that members of society are arranged along a hierarchy in which the distances among the positions are properly defined. For example, the members of a society can be clearly ranked according to their income

or wealth; therefore, the distribution of these measures can be examined in order to see how far those with the lowest income or wealth are from those at the top. In this respect, gradualist approaches fundamentally differ from the various class models, which draw categorical dividing lines within society, denoting qualitative rather than quantitative differences, and where categories are not necessarily clearly hierarchised.

Occupational scales are a special type of gradual measure of social inequality *(Léderer, 1977).* Occupation is a special "construction" as each occupation brings together, under a single category, jobs related to the qualifications of their holders, denote specific power and income relations, and provide different forms and degrees of social esteem. Therefore, in addition to gradual measures, occupations can also form the basis for categorical approaches that draw qualitative dividing lines, such as different class models *(Róbert, 1997, 2009; Huszár, 2013a, 2013b)* and milieu models *(Tardos, 2008)*.

There are also several types of occupation-based scales. Following the work of *Bukodi et al. (2011),* these may be grouped along two dimensions: (1) whether they rely on objective or subjective data in constructing the occupational scale and (2) whether they rely on one or more data sources. Bukodi and her colleagues refer to scales that rely on multiple data sources as synthetic or composite scales and those that use a single data source as analytic. One type of model is constructed from scales that rely on multiple subjective data sources. The most important example of this approach is the scale created by *Goldthorpe and Hope (1972)*, which used survey data to rank occupations according to their desirability and attractiveness to members of a society. The second type is also synthetic based, however, on objective data. The most famous example of this type is the International Socioeconomic Index (ISEI), which ranks occupations according to educational attainment and income *(Ganzeboom et al., 1992)*.

The third group of scales is based on single subjective data. The most important example of this kind is the work of *Treiman (1977)*, which assigns scores to occupations according to their prestige as decided by society. Finally, the fourth group includes analytical scales based on objective data. Examples of this include the work of *Chan and Goldthorpe (2004, 2007)*, who used multidimensional scaling to examine the probability of developing close friendships between members of different occupations. This analysis led to the creation of an occupational scale interpreted as a tool for examining the status ([Stand]) differences in society.[2]

In the present work, we construct an occupational prestige scale, which, in terms of its methodological characteristics, belongs to the third group of scales.

[2] The position generator based approach of Tardos (2022) follows a similar principle.

Thus, we rely on a survey that ranks occupations according to the perception of the respondents on the prestige of each occupation.

2. Prestige survey of the 2016 microcensus

In line with the tradition of prestige surveys, the main objective of the 2016 microcensus supplementary survey on occupational prestige *(Giczi–Csányi, 2016, 2018)* was to determine which occupations are rated higher or lower by the respondents, i.e., which occupations are more or less prestigious. Specifically, the survey covered 173 occupations, and each respondent was asked to rank 15 randomly selected occupations based on their perceived prestige. On the basis of these evaluations, a specific score could be assigned to each occupation, which would indicate its place in the scale of occupational prestige.

In addition to the overall prestige rating, similarly to the previous prestige surveys in Hungary, in the 1980s, the survey included five more narrowly defined dimensions to evaluate occupations. Each respondent was asked to rank the same occupation based on the following questions:

– How much money can be earned in this occupation?
– How useful is the occupation to society at large?
– How much power or influence does it bring?
– How much do you have to learn to enter into this occupation?
– How trendy is this occupation?[3]

The survey therefore provides information on the overall prestige of the 173 occupations as well as on the relative ranking of these occupations in terms of income, usefulness, power, education and trendiness. We rely in present study on this information to assign an overall prestige score to each occupation and additional scores for each different dimension.

[3] The questionnaire of the data collection is available in the microcensus thematic volume *(Németh, 2016)*.

3. Developing the occupational prestige scales

The overall prestige scale – and those based on additional dimensions – were developed in four identical steps, as illustrated by the example of the general prestige scale.

3.1 Calculation of the prestige score of the occupations

The first step was the calculation of the prestige score of the 173 occupations included in the survey. We did this in a similar way to the method used by the HCSO *(Giczi–Csányi, 2018)* by calculating the average position of each occupation in the rankings produced by the respondents. We then transformed the ranking scores so that higher prestige scores indicate higher prestige.[4]

3.2 Assignment of observed occupations to occupation codes

In the next step, occupation codes were assigned to the occupations according to the Hungarian (FEOR08) and international (ISCO08) occupational nomenclatures.[5] In each case, the most detailed four-digit occupation codes were used.

3.3 Aggregation and imputation of prestige scores into three- and two-digit occupation codes

The microcensus survey on occupational prestige did not include observations for all occupations of the ISCO/FEOR occupational nomenclatures. Consequently, only approximately one-third of the four-digit occupation codes listed in FEOR08 and ISCO08 could be assigned prestige scores based on the survey. For this reason,

[4] The relational nature of the data collection and the relative nature of the resulting scale should be stressed at this point. The survey did not ask respondents to rate the prestige of each occupation, but rather to rank the occupations according to their prestige. The scores on the resulting scale thus provide an indication of what individuals think about the relative prestige of the occupations.

[5] The coding was done by first assigning codes to the occupations in the microcensus by two authors of this paper. Then, in cases where there was a discrepancy between the two independent coding results, the authors discussed the cases individually and decided on the occupation codes by consensus.

the authors decided to construct prestige scales for three-digit rather than four-digit occupational codes.

The prestige scores for the three-digit occupational subgroups were created using the average of the original four-digit occupational codes in that group.[6] However, this procedure was not enough to cover all three-digit elements of the occupational nomenclatures. If a three-digit occupational subgroup did not have at least one elementary four-digit occupational prestige score, the score of the subgroup was replaced by the average of the prestige scores of the other occupations in the same two-digit occupational group[7]. For occupational groups with no available observations, the missing prestige score was imputed as the average of the three-digit occupational groups in the same major group.

The resulting prestige scores are published for two-digit and three-digit FEOR08 and ISCO08 occupation codes (see Tables A1 to A4 in the Appendix[8]).

3.4 Transformation

Finally, the calculated prestige scores were transformed from the original 1–15 scale to a 0–100 scale. The theoretical maximum of the scale, i.e., 100 points, is reached when all respondents placed an occupation at the top of their rankings, and the theoretical minimum means that all respondents placed an occupation at the bottom of their rankings.

Our aim was to use the data from the 173 occupations in the microcensus prestige survey to create a prestige scale (and five additional scales of prestige dimensions) that would provide information about the relative prestige of all occupations. It is important to note, however, that in the course of this work, we made two assumptions that we have not been able to test.

On the one hand, while the scales were constructed on the assumption that the 173 occupations observed in the occupational prestige survey are representative of all occupations, we are aware that the occupations surveyed are not uniformly distributed in the FEOR or ISCO nomenclature. There are some major groups where a relatively large number of observations could be relied upon, while in others,[9] far fewer observations were available. In the latter case, a much higher proportion of the prestige scores were imputed. Due to these imbalances, we

[6] Similarly, to the technique applied by *Treiman (1977)*.
[7] Calculated as the average of the four-digit occupations in that occupational group.
[8] The prestige scores are available in electronic format at https://osf.io/yxcuv.
[9] Particularly in major groups 3 (Technicians and associate professionals) and 4 (Clerical support workers).

decided not to construct the prestige scale at the most detailed four-digit level of the FEOR or ISCO but on more aggregated levels only.

On the other hand, the imputation method used was based on the untested assumption that occupations classified in the same occupational subgroups or groups in the FEOR and ISCO nomenclatures are close to each other in terms of their prestige, too. However, we are aware that occupations with very different prestige may be clustered even at the level of occupational subgroups.

4. Characteristics of occupational prestige scales

Our prestige scales assign to the two- and three-digit aggregated versions of the FEOR08 and ISCO08 occupational nomenclatures a score representing overall prestige and five additional prestige components, namely, income, usefulness, education, power and trendiness. We present below the main characteristics of, and correlations between these scales based on the 2015 Household Budget and Living Conditions Data Survey. This database was particularly useful for us because it contains both FEOR08 and ISCO08 codes, allowing the examination of the correlations between the different scales on the basis of two different occupational nomenclatures.[10] The calculations below refer to those who were employed at the time of the survey. The weight variable from the database was used in the calculations.

Table 1 presents the main characteristics of the overall prestige scale at different FEOR/ISCO levels and the prestige scales constructed along each dimension.

Compared to the additional dimensions, the average of overall prestige is higher and its standard deviation is average in the case of all three versions of scales.

The level of inequality is the lowest in the case of social usefulness scores – the standard deviation is small, and the range between the minimum and maximum values is one of the narrowest. The main reason behind it is that while the maximum values do not differ substantially from the other, the minimum values are generally higher.[11] Moreover, the average is the highest for usefulness, significantly above the values of all other scales.

[10] Four-digit codes are available for FEOR08, while, only two-digit codes are included for ISCO08.

[11] For the three-digit version of FEOR08, the minimum values for usefulness are also much lower. This is the main difference between the scales constructed on different levels of aggregation.

Table 1

Summary statistics of occupational prestige scales

Dimensions	N	Minimum	Maximum	Average	Standard deviation
Two-digit FEOR08 codes					
Overall prestige	7,008	17.1	78.6	43.7	15.8
Income	7,008	10.3	83.3	40.4	16.3
Usefulness	7,008	28.0	79.8	51.4	11.1
Power	7,008	15.1	85.4	41.4	16.6
Education	7,008	12.6	81.5	43.6	19.0
Trendiness	7,008	17.7	70.8	44.3	14.1
Three-digit FEOR08 codes					
Overall prestige	7,008	15.0	82.9	43.8	16.5
Income	7,008	9.5	89.3	39.6	18.0
Usefulness	7,008	12.4	81.5	52.2	12.6
Power	7,008	11.6	91.9	41.4	17.8
Education	7,008	10.1	89.2	43.6	19.6
Trendiness	7,008	12.2	75.4	43.6	15.5
Two-digit ISCO08 codes					
Overall prestige	7,008	15.2	79.0	44.4	16.0
Income	7,008	10.3	77.0	41.3	17.0
Usefulness	7,008	22.6	80.4	51.8	11.3
Power	7,008	13.5	84.0	42.1	17.5
Education	7,008	10.2	86.3	44.0	19.4
Trendiness	7,008	16.1	75.4	44.4	14.9

The greatest inequality in the scores, on the other hand, is in the amount of education respondents think is required for different occupations. Consistently, all versions of the scales show the largest standard deviation in the case of education, exceeding even the deviation observed for income and power. Moreover, the range between the minimum and maximum values is also among the largest.

Table 2 shows the correlations between the prestige scores measured using different occupational nomenclatures and different levels of aggregation. It shows that – with the exception of usefulness – in four of the five scales, the correlation coefficients for overall prestige and the additional dimensions are very high (above 0.9) between FEOR08 and ISCO08 and between the two- and three-digit FEOR08 scales.

Table 2

Pearson correlations of different scales by dimension

Scales	Overall prestige	Income	Use-fulness	Power	Education	Trendiness
Between the double-digit FEOR08 and ISCO08 scales	0.933**	0.915**	0.800**	0.933**	0.935**	0.927**
Between the double- and three-digit FEOR08 scales	0.940**	0.905**	0.861**	0.932**	0.946**	0.908**

**p<0.001.

Regarding the correlation between overall prestige and additional dimensions (Table 3), we find the same correlations as those that emerged from the survey of 173 occupations observed by the HCSO *(Giczi–Csányi, 2018, p. 17)*. The overall prestige of occupations is thus most strongly related to the education required to perform the occupation, followed by the dimension of power. The results also confirm that the association between usefulness and all other dimensions of prestige is the weakest. This is particularly true for the dimensions of income and trendiness, where the strength of the correlation is less than 0.4.

Table 3

Correlations between overall and additional prestige dimensions (FEOR08, three digits)

Dimensions	Overall prestige	Income	Use-fulness	Power	Education	Trendiness
Overall prestige	1	0.883**	0.643**	0.958**	0.979**	0.892**
Income		1	0.337**	0.907**	0.833**	0.936**
Usefulness			1	0.465**	0.651**	0.352**
Power				1	0.908**	0.913**
Education					1	0.857**

**p<0.001.

5.Examples: inequalities by gender, class and type of settlement

Finally, by using three examples, we illustrate how the occupational prestige scales (using three-digit FEOR08 codes) are associated with inequalities by gender, occupational class and type of settlement.

The central questions for the analysis of gender inequalities are (1) the extent of occupational segregation, i.e., the extent of inequalities between women and men in obtaining jobs offering greater autonomy, better earning opportunities and better working conditions, (2) the extent of income inequalities between women and men doing the same work. The results of previous studies show that although occupational segregation decreased and the gender pay gap narrowed in recent decades[12], there is still significant occupational segregation and income inequality between women and men *(Gregor, 2022; Adamecz-Völgyi, 2018)*. The question is how these inequalities are reflected in the occupational prestige scales.

Figure 1

Mean of occupational prestige scales by gender

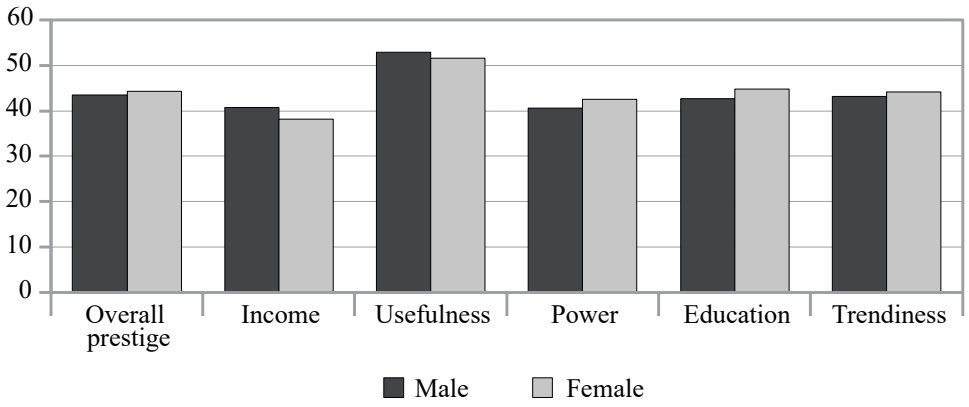


Figure 1 shows the averages of different occupational scales by gender after controlling for the FEOR08 major groups.[13] This allows us to obtain a picture of the net gender differences in the scales by filtering out the segregation effect, i.e., women and men being unequally distributed by occupational groups. The result suggests that the degree of gender inequality is relatively small across most dimensions. For overall prestige, power and trendiness there is a small difference in favour of men, and the largest difference between the two genders exists in the case of income, where men have a 4-point advantage. If the averages of scales are calculated without the occupational control, the results slightly differ. Gender differences are small in this case, too, but for the dimensions of power and knowledge, the scores are higher for women. This is due to the overrepresentation

[12] Moreover, there are no significant gender differences in terms of risk of automation *(Illéssy–Huszár, 2022)*, in the case of social mobility women have been in a more favourable position in the past two decades *(Róbert–Bukodi, 2004; Bukodi–Paskov, 2020; Huszár et al., 2022)*.

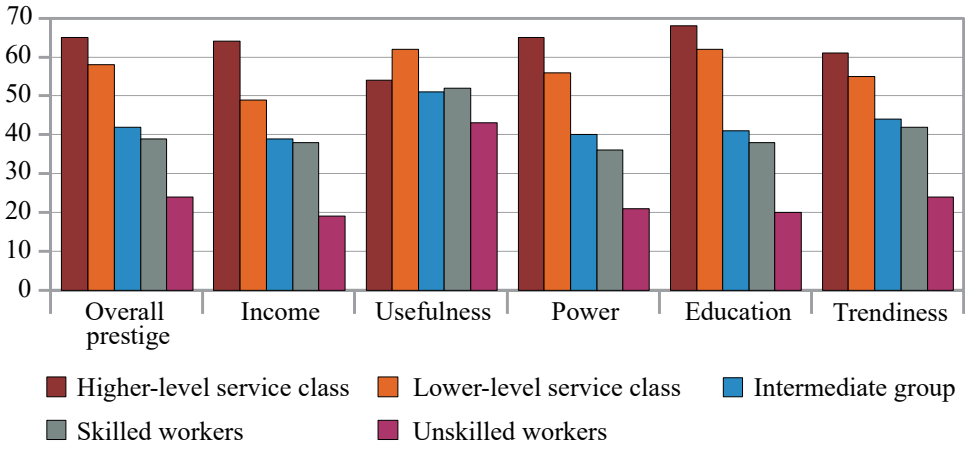
[13] The significance of the differences is p=0.000 for all prestige dimensions except social usefulness (p=0.115) and knowledge (p=0.058).

of women in the second and third FEOR08 major groups of professionals and associate professionals.

The different occupational class models classify occupations into different groups on the basis of work conditions, earning potential, power and knowledge required to perform the occupation *(Róbert, 1997, 2009; Huszár, 2013a, 2013b)*; therefore, occupational scales are expected to be strongly related to class. Figure 2 presents the average of each occupational prestige scale by class.[14]

Figure 2

Mean of occupational scales by occupational class



Overall, the results confirm these hypotheses: the more favourable a person's position in the class structure, the higher the overall prestige of his or her occupation, and the case is the same in almost all additional dimensions.[15] However, we would like to highlight three points that nuance this finding. First, the usefulness dimension, similar to the findings of our previous analyses, shows a different association with class. In the case of usefulness, occupational prestige deviates from the expected hierarchy, and often, the differences among the classes are insignificant. Second, the results also show that gaps between occupational groups are not uniform. Each scale indicates, for example, that unskilled workers are disconnected from the other occupational groups in every respect, while differences between skilled workers and those belonging to the intermediate group are more moderate along each dimension. Third, the different prestige dimensions show different levels of inequality between classes. The gap between the bottom

[14] The class model is based on the European Socio-Economic Classification (ESeG) *(Rose–Harrison, 2010; Goldthorpe, 2007).*

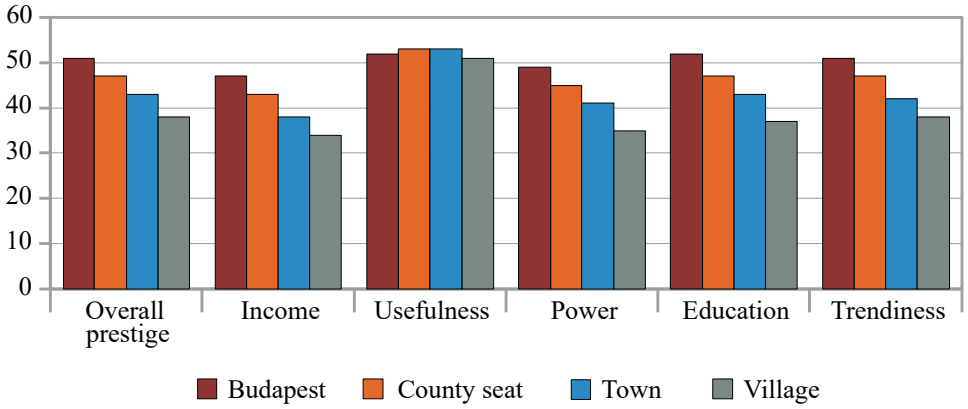
[15] For all prestige dimensions p=0.000.

and top groups is the largest for income, education and power, i.e., in the case of dimensions that are central to the construction of class models.

Finally, we show how occupational prestige scales are associated with settlement types. We expected a high correlation between settlement size and occupational prestige scales since settlement type is strongly correlated with class as managerial and professional occupations (requiring more education and offering better earning opportunities) are significantly overrepresented in larger cities, especially in Budapest *(Bukodi–Záhonyi, 2004; Huszár, 2015; Huszár–Záhonyi, 2018)*.

Figure 3

Mean of occupational scales by settlement type



The preliminary assumption – again, with the exception of the usefulness dimension – was confirmed.[16] More prestigious, more lucrative, more trendy occupations are tend to be concentrated in larger cities. Nevertheless, inequalities measured by different dimensions are not uniform: while the difference between the prestige scores of Budapest and the villages is the greatest for power and education, in the case of usefulness, there is no significant difference among most settlement types.

[16] For all prestige dimensions p=0.000.

6. Conclusions

The 2016 microcensus survey on occupational prestige, similar to the prestige surveys conducted almost thirty years earlier, sought to assess how respondents rate different occupations in terms of prestige and five other dimensions. In our work, we attempted to create an overall prestige scale and five additional prestige scales. We assume that the development of these scales can contribute to social science research in at least two ways.

On one hand, occupational prestige is one of the most important graduate measures of social status and it is used in a wide range of fields, from social mobility to stratification research. The scales we created offer a new basis for these research efforts.

On the other hand, while the results show that overall prestige is an important gradual measure of social status, when looking at the additional dimensions of prestige, it is clear that there are significant inconsistencies within this aggregate version of it, i.e., there are occupations that are highly rated by respondents on some dimensions but score low on others. If these inconsistencies are included in the analysis (in addition to but certainly not instead) of the overall prestige, it is possible to obtain a more meaningful picture of the population's perception of the labour market and even of social stratification.

Appendix

The following tables are available in electronic format at https://osf.io/yxcuv.

Table A1

FEOR08 2-digit scales

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
01	64	57	57	72	66	54
02	55	47	56	56	51	48
03	46	36	55	41	37	43
11	69	74	48	83	59	58
12	79	83	54	85	77	67
13	69	72	57	73	61	63
14	69	71	54	71	72	71
21	69	65	63	61	76	65
22	72	60	80	63	79	62
23	65	60	58	62	71	60
24	66	48	73	58	73	54
25	59	70	41	68	60	65
26	73	70	58	73	82	64
27	49	49	35	49	53	51
29	65	60	58	62	71	60
31	48	46	52	47	49	51
32	48	46	52	47	49	51
33	52	42	64	45	58	52
34	48	46	52	47	49	51
35	46	24	69	43	49	41
36	56	58	48	64	56	63
37	38	58	28	38	32	51
39	48	46	52	47	49	51
41	43	35	48	43	43	45
42	41	38	37	43	40	50
51	35	36	44	34	31	45
52	39	38	44	41	37	48

(Table continues on the next page.)

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FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
61	43	43	58	38	41	43
62	22	17	43	17	16	18
71	34	23	66	26	32	31
72	35	30	54	25	36	31
73	43	42	59	36	45	43
74	47	51	39	40	51	48
75	40	44	57	34	40	39
79	23	21	48	18	19	19
81	30	21	49	24	32	29
82	24	18	50	18	19	22
83	26	21	42	20	21	19
84	35	33	52	32	32	37
91	18	10	40	15	13	18
92	17	15	30	18	13	21
93	18	13	35	17	13	19

Table A2

FEOR08 3-digit scales

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
011	64	57	57	72	66	54
021	55	47	56	56	51	48
031	46	36	55	41	37	43
111	73	89	44	92	66	67
112	76	79	55	87	57	66
113	60	60	43	75	57	44
121	79	83	54	85	77	67
131	71	72	62	75	65	62
132	79	71	75	80	76	60
133	64	73	48	69	53	65
141	69	71	54	71	72	71
211	77	72	73	69	84	68
212	66	62	59	58	74	62
213	52	50	38	44	59	54
214	64	67	60	61	69	75

(Table continues on the next page.)

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FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
215	66	62	59	58	74	62
216	71	57	65	61	85	52
221	78	71	82	71	86	69
222	59	31	78	47	61	45
223	71	58	79	61	78	61
224	77	71	76	66	86	68
231	65	59	60	61	72	59
241	83	68	75	77	89	61
242	69	49	75	63	77	52
243	57	33	74	48	62	46
244	68	52	72	61	75	56
249	64	60	65	55	73	66
251	59	70	41	68	60	65
252	59	70	41	68	60	65
253	59	70	41	68	60	65
261	79	79	64	84	85	69
262	68	62	53	64	79	61
271	51	43	43	51	57	51
272	48	52	32	47	51	54
273	50	44	40	64	63	28
291	65	59	60	61	72	59
311	50	48	51	50	49	53
312	50	48	51	50	49	53
313	50	48	51	50	49	53
314	50	48	51	50	49	53
315	50	48	51	50	49	53
316	50	48	51	50	49	53
317	50	48	51	50	49	53
319	50	48	51	50	49	53
321	50	48	51	50	49	53
322	50	48	51	50	49	53
331	51	24	78	42	55	35
332	57	41	68	52	67	51
333	50	52	56	43	54	60
334	53	39	67	46	59	49
341	50	48	51	50	49	53

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FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
351	46	24	69	43	49	41
352	46	24	69	43	49	41
361	63	69	49	70	63	69
362	46	55	36	55	45	61
363	51	65	40	57	47	65
364	49	45	44	54	49	62
365	62	52	58	70	62	56
371	35	55	30	34	34	49
372	46	68	23	48	26	55
373	40	61	26	41	30	52
391	50	48	51	50	49	53
411	40	31	43	40	41	45
412	62	61	59	61	66	62
413	30	19	51	32	27	25
419	44	37	51	45	45	44
421	41	38	37	43	40	50
422	41	38	37	43	40	50
511	38	40	43	38	35	46
512	32	33	45	33	23	38
513	34	36	44	32	32	46
521	33	38	38	29	34	59
522	33	15	56	24	31	30
523	45	43	39	45	48	51
524	37	32	41	53	30	35
525	50	35	63	54	42	51
529	15	63	12	29	10	33
611	44	43	50	38	45	49
612	38	35	61	32	39	32
613	48	51	71	43	36	43
621	22	17	43	17	16	18
622	22	17	43	17	16	18
623	22	17	43	17	16	18
711	34	23	66	26	32	31
721	27	19	45	20	30	21
722	42	41	63	31	42	40
723	35	30	54	25	36	31

(Table continues on the next page.)

(Continued.)

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
731	46	44	60	38	47	45
732	41	40	57	33	43	40
733	49	52	67	44	45	54
734	47	42	57	38	52	42
741	47	50	39	40	51	48
742	47	51	39	40	51	48
751	37	40	59	32	34	33
752	44	46	61	39	46	45
753	37	43	53	29	36	36
791	23	21	48	18	19	19
811	30	21	49	24	32	29
812	30	21	49	24	32	29
813	30	21	49	24	32	29
814	30	21	49	24	32	29
815	30	21	49	24	32	29
819	30	21	49	24	32	29
821	24	18	50	18	19	22
831	34	30	53	24	27	19
832	19	12	32	15	15	18
841	37	36	52	35	34	40
842	27	22	52	22	25	23
843	32	29	52	28	29	32
911	18	10	40	15	13	18
921	15	10	39	12	10	12
922	19	12	38	14	13	17
923	17	17	26	21	13	23
931	17	12	36	15	12	18
932	17	12	36	15	12	18
933	17	12	36	15	12	18

Table A3

ISCO08 2-digit scales

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
01	64	57	57	72	66	54
02	55	47	56	56	51	48
03	46	36	55	41	37	43
11	71	77	48	84	66	59
12	72	74	56	76	73	69
13	79	71	75	80	76	60
14	64	73	48	69	53	65
21	68	63	59	60	75	62
22	77	71	80	70	86	69
23	66	48	73	58	73	54
24	59	70	41	68	60	65
25	64	67	60	61	69	75
26	59	57	45	59	65	55
31	50	49	51	49	50	53
32	54	39	69	46	59	49
33	56	58	48	64	56	63
34	39	51	36	39	35	49
35	50	49	51	49	50	53
41	40	31	43	40	41	45
42	41	38	37	43	40	50
43	62	61	59	61	66	62
44	30	19	51	32	27	25
51	35	40	38	37	34	47
52	36	42	41	39	30	44
53	33	15	56	24	31	30
54	50	35	63	54	42	51
61	43	43	58	38	41	43
62	22	17	43	17	16	18
63	33	30	51	27	29	31

(Table continues on the next page.)

(Continued.)

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
71	39	44	55	33	39	39
72	43	42	59	35	44	43
73	47	51	39	40	51	48
74	46	43	62	38	50	43
75	32	27	54	24	32	30
81	27	21	44	21	25	22
82	24	18	50	18	19	22
83	35	33	52	32	32	37
91	18	10	40	15	13	18
92	18	11	39	14	14	16
93	20	12	38	14	12	19
94	19	11	37	16	15	19
95	20	17	23	37	18	23
96	15	15	31	14	10	19

Table A4

ISCO08 3-digit scales

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
011	64	57	57	72	66	54
021	55	47	56	56	51	48
031	46	36	55	41	37	43
111	67	74	45	83	60	56
112	79	83	54	85	77	67
121	74	74	60	80	76	64
122	67	72	48	70	67	78
131	79	71	75	80	76	60
132	79	71	75	80	76	60
133	79	71	75	80	76	60
134	79	71	75	80	76	60
141	64	78	47	71	51	69
142	53	64	52	57	38	60
143	74	73	48	77	71	61

(Table continues on the next page.)

(Continued.)

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
211	70	62	62	61	79	59
212	70	56	60	62	84	49
213	73	59	69	60	85	55
214	77	71	73	68	83	66
215	70	62	62	61	79	59
216	59	62	46	55	64	66
221	81	73	83	75	89	68
222	77	71	80	69	86	69
223	77	71	80	69	86	69
224	77	71	80	69	86	69
225	77	71	76	66	86	68
226	75	69	80	66	84	70
231	83	68	75	77	89	61
232	68	52	72	61	75	56
233	69	49	75	63	77	52
234	57	33	74	48	62	46
235	64	60	65	55	73	66
241	59	70	41	68	60	65
242	59	70	41	68	60	65
243	59	70	41	68	60	65
251	64	67	60	61	69	75
252	64	67	60	61	69	75
261	79	79	64	84	85	69
262	47	27	48	38	57	40
263	65	59	50	64	76	54
264	54	48	38	56	54	52
265	48	53	31	46	52	53
311	51	48	54	51	51	53
312	51	48	54	51	51	53
313	51	48	54	51	51	53
314	51	48	54	51	51	53
315	51	48	54	51	51	53
321	61	54	68	54	69	59
322	51	24	78	42	55	35
323	54	37	71	46	59	47
324	54	37	71	46	59	47
325	51	33	66	41	53	47

(Table continues on the next page.)

(Continued.)

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
331	63	69	49	70	63	69
332	46	55	36	55	45	61
333	51	65	40	57	47	65
334	49	45	44	54	49	62
335	62	52	58	70	62	56
341	46	24	69	43	49	41
342	46	68	23	48	26	55
343	35	55	30	34	34	49
351	51	48	54	51	51	53
352	51	48	54	51	51	53
411	44	33	46	44	44	47
412	41	33	40	43	43	49
413	37	28	43	35	36	41
421	41	38	37	43	40	50
422	41	38	37	43	40	50
431	62	61	59	61	66	62
432	62	61	59	61	66	62
441	30	19	51	32	27	25
511	45	43	39	45	48	51
512	42	35	59	34	42	50
513	28	27	37	26	26	41
514	34	38	41	29	34	58
515	37	32	41	53	30	35
516	16	76	13	37	10	35
521	36	42	41	39	30	44
522	38	40	43	38	35	46
523	36	42	41	39	30	44
524	34	44	39	39	25	43
531	33	15	56	24	31	30
532	33	15	56	24	31	30
541	50	35	63	54	42	51
611	44	43	50	38	45	49
612	38	35	61	32	39	32
613	48	51	71	43	36	43
621	22	17	43	17	16	18
622	22	17	43	17	16	18

(Table continues on the next page.)

(Continued.)

FEOR08-code	Overall prestige	Income	Usefulness	Power	Education	Trendiness
631	35	32	54	29	31	32
632	35	32	54	29	31	32
633	35	32	54	29	31	32
634	35	32	54	29	31	32
711	36	45	51	30	34	33
712	41	44	57	35	42	42
713	39	40	58	31	38	40
721	40	41	56	33	41	39
722	42	39	58	33	45	41
723	49	52	67	44	45	54
731	47	51	39	40	51	48
732	47	50	39	40	51	48
741	46	43	62	38	50	43
742	46	43	62	38	50	43
751	36	29	60	28	35	40
752	42	41	63	31	42	40
753	27	19	45	20	30	21
754	23	21	48	18	19	19
811	34	30	53	24	27	19
812	27	21	44	21	25	22
813	27	21	44	21	25	22
814	27	21	44	21	25	22
815	30	21	49	24	32	29
816	27	21	44	21	25	22
817	27	21	44	21	25	22
818	19	12	32	15	15	18
821	24	18	50	18	19	22
831	43	39	57	36	46	38
832	31	40	37	35	24	43
833	37	32	57	35	33	40
834	27	22	52	22	25	23
835	34	33	51	32	32	36
911	18	10	40	15	13	18
912	18	10	40	15	13	18
921	18	11	39	14	14	16
931	20	12	38	14	12	19
932	20	12	38	14	12	19
933	20	12	38	14	12	19
941	19	11	37	16	15	19
951	20	17	23	37	18	23
952	20	17	23	37	18	23
961	15	10	39	12	10	12
962	15	21	22	15	10	25

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