International Labour Organisation (ILO) brought out first International Standard Classification of Occupations (ISCO) in 1958 with a view to bring out a complete occupational classification system, which could help in promoting International comparability of statistical data relating to occupations. The ILO introduced a number of changes in the ISCO 58, and called it ISCO 66. In India, DGE&T (Director General of Employment and Training) accordingly took up the work of preparing a National Classification of Occupations on the lines of International Standard Classification of Occupations (ISCO) and brought out “National Classifications of Occupations – 1958”. While the NCO 1968 adopted the ISCO 66 code structure, deviations were made, where necessary, to suit the Indian conditions. However, the ISCO 66 and NCO 1968 did not take into account the skill involved in the performance of various occupations. The ILO revised the ISCO 1968 and took account of the skills as well as the type of work performed. Accordingly, the revision of NCO 1968 was undertaken by DGE&T and the new version, NCO 2004, was released. On the basis of NCO 2004 ten occupational divisions are put forward as given below. A detailed explanation of those who came under each group is also presented in detail.

### National Classification of Occupation (NCO) 2004

<table>
<thead>
<tr>
<th>Occupational Divisions</th>
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</thead>
<tbody>
<tr>
<td>1 Legislative, Senior officials and managers</td>
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<tr>
<td>2 Professionals</td>
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<tr>
<td>3 Technicians and Associate professionals</td>
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<tr>
<td>4 Clerks</td>
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<tr>
<td>5 Service workers and Shop &amp; market sales workers</td>
</tr>
<tr>
<td>6 Skilled Agricultural and Fishery workers</td>
</tr>
<tr>
<td>7 Craft and related workers</td>
</tr>
<tr>
<td>8 Plant and machine operators and Assemblers</td>
</tr>
<tr>
<td>9 Elementary occupations</td>
</tr>
<tr>
<td>10 Workers not classified by occupations</td>
</tr>
</tbody>
</table>
1) **Legislators, Senior Officials and Managers** - Elected officials of the union government, state government, those elected to local bodies, elected officials like UPSC, railway board, collector, superintendent of customs, excise, income, vice chancellor, city police commissioner, deputy collector traditional village chiefs, MD, Directors etc, Managers of textile mills, shoe factory, steel plant, press etc, Branch manager, Area manager, Hotel, Bar, coffee-house, rest house managers etc, managers of all types.

2) **Professionals** – Physical, Mathematical, Engineering science professionals, physicists, chemists, Astronomists, Meteorologists, Researchers, Engineers, Architects, computer engineers, Automobile designer, work inspectors, Agricultural operators, Botany, zoology and other Professionals, Medical Professional like Urologists, Eye specialists, Radiologists etc, Gynecologists, Surgeons, Ayurvedic Physician, Dentists, Nursing midwifery, College, University and higher education Teaching Professionals, Arts college professors, Reader, Dean Of Faculty, Law college teachers, secondary education professionals, women welfare and child welfare officers, family planning officers, authors, journalists and other writers.

3) **Technicians and Associate professionals** - Who fly air crafts, navigate ships etc, lab assistants, soil chemists, Radiationist, Peterologists, Civil engineer Telephone inspector, wireless inspector, blue printer, forensic technicians, document writers, finger print examiner, computer assistants camera man, photographer, film editor, radio operator, radiologists, X-ray technician, dialysis technicians, sanitary inspector, dietician, optician, dental assistants, veterinary assistants, pharmacists, nursing assistants, teachers at the middle or primary level, primary and pre primary teachers for blind, deaf etc, insurance agent, sales and medical representatives, SI, designers, musicians, singers, announcers in radio, televisions etc.

4) **clerks**-Typists, stenographer, telephone operators, computer operators, data processors, personal secretary, bank clerk, book keeping clerk, Library assistants, post men, mail guard, proof reader, cashier, money lender, hotel receptionists.
5) **Service works and shop and market sales workers** – Flight attenders, airhostess, bus conductors, Travel guides, servants involved in housekeeping, restaurant service worker, Matron, cooks, Aya, peon, home nurse, beautician, all personal care workers, astrologists, fireman, constable, jail guard, fashion designer, Sales girls, call centre operators, pump employees, store keeper.

6) **Skilled agricultural and fishery workers** – Vegetables growers, all types of jobs related to agriculture, tapper, planter, weeder, nursery worker, gardener, diary and livestock workers, poultry producers, sericulture, forest guard, fishery workers, fishermen, hunters, subsistence agriculture workers.

7) **Craft and related trade workers** - Extraction and building trades workers, miners and quarry workers, stone splitters and cutters, carvers, building frame workers, brick layers, hut makers, Thatcher, carpenter, white washer, roofers, well diggers, concrete workers, tile workers, plumbers, photo framers, electrician, work supervisor, painters, metal moulders, welder, blacksmith, lineman, electrical equipments repair workers, handicraft workers, musical instrument makers, jewellery makers, potters, photographers, bakers, dough mixer, chocolate and yeast makers, dairy products makers, pickle and beedi makers, weavers, tailors.

8) **Plant and machine operators and assemblers**- mining and mineral processing operators, pencil maker, bead makers, rubber sheet makers, dry cleaners, lift operators.

9) **Elementary occupations** – Doctor to doctor services workers, caretakers, street food vendors, milk men, domestic and related workers, domestic servant, laundry workers, office cleaners, sweepers, kitchen helpers, doormen, watchman, dobi, ironer, vehicle cleaners, packing workers, porters, doorkeepers, watchman, garbage collections, agricultures workers who perform simple hand held tools, coffee and tea pluckers, loading and unloading workers.

10) **Workers not classified by occupation** – Matriculates and above, who doesn’t receive any significant work experience, graduates and post graduates seeking occupations, new workers seeking employment, casual work during schools holidays, helping in family enterprise.
INTerview Schedule

Allocation of Time of Working Women in Kerala; A Comparative Study Across Occupations
(Confidential; to be used for research purpose only)

Date of Interview:

I. General Particulars

Corporation/Panchayat :
Division/Ward :
House Number :

Religion :
- Hindu
- Muslim
- Christian
- Others

Caste :
- SC
- ST
- OBC
- GEN
(specify the caste)

II. Household Characteristics

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Name</th>
<th>Relationship</th>
<th>Age</th>
<th>Sex</th>
<th>Education</th>
<th>Marital status</th>
<th>Employment</th>
<th>Monthly Income (Rs)</th>
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</tbody>
</table>

III. Occupational Details

a. Specify your occupation
b. Sector of employment
   - Govt
   - private
   - cooperative
   - household
   - others

c. Nature of work:
   - temporary
   - permanent

d. Income/wage/salary pattern
   - Daily
   - weekly
   - monthly
   - Quarterly
   - Annually

e. After completing your education, how many years it took to receive the first job?
f. How many years of service do you have in the present job?
g. Details regarding your jobs before the present one/Career profile
Annexure—ii

Allocation of Time of Working Women in Kerala: A Comparative Study Across Occupations

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Nature of work</th>
<th>Duration of work</th>
<th>Sector of employment</th>
<th>Reasons for job shift</th>
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</thead>
<tbody>
<tr>
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</tbody>
</table>

h. How many hours you spend at your current working place per day?—

i. Do you get enough leisure time at your work place? Yes ☐ No ☐

j. If yes, how many hours per day? -------

k. Is your occupational time schedule tightly packed? Yes ☐ No ☐

l. Do you have any of the following facilities associated with your job?
   - Provident fund ☐
   - Bonus ☐
   - ESI facilities ☐
   - Insurance coverage ☐
   - Others ☐

m. Do you have any family support to participate in income earning activities outside? Yes ☐ No ☐

n. Have you experienced any caste/social/traditional barrier to participate in income earning activities outside? Yes ☐ No ☐

IV. Time Allocation: its details

a. How many hours are devoted to total household work per day? ---

b. Have you any servant to assist you in your household work? -------

c. How many hours does the servant spend within your house per day?-

d. How much money do you pay her per day? ---------

e. Does she help you in cooking? Yes ☐ No ☐

f. Apart from cooking, does she perform any other domestic work? ----

g. Which of the following time-saving household appliances you have in your house?
   - Fridge ☐
   - Mixie ☐
   - Microwave oven ☐
   - Washing machine ☐
   - Others (specify) ☐

h. Details regarding time spent on household work:

<table>
<thead>
<tr>
<th>Household work</th>
<th>Time allotted per day to each in hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) cooking</td>
<td></td>
</tr>
<tr>
<td>(ii) cleaning (utensils, house space)</td>
<td></td>
</tr>
<tr>
<td>(iii) washing clothes</td>
<td></td>
</tr>
<tr>
<td>(iv) household management (including paying bills, shopping)</td>
<td></td>
</tr>
<tr>
<td>(v) care time (child care, personal care, care for the sick, care for elderly)</td>
<td></td>
</tr>
<tr>
<td>(vi) water collection</td>
<td></td>
</tr>
<tr>
<td>(vii) fuel gathering</td>
<td></td>
</tr>
<tr>
<td>(viii) household beautification, gardening, looking pet animals</td>
<td></td>
</tr>
<tr>
<td>(xi) Time devoted to domestic outsourcing (including household work generate market value such as pickle making, brooms making, poultry, basket weaving etc)</td>
<td></td>
</tr>
</tbody>
</table>

Allocation of Time of Working Women in Kerala: A Comparative Study Across Occupations
V. Traveling

a. Is your work place far away from your residence?  
   Yes☐ No☐

b. How much time in hours (to and fro) you take for traveling in a single day? -------

c. Mode of regular traveling:  
   By bus☐ rail☐ auto☐ two wheeler☐ others ☐

d. Does traveling make you too tired to perform your domestic duties?  
   Yes☐ No☐

VI. Care time: its details

(i). Child care

<table>
<thead>
<tr>
<th>Different primary child care activities</th>
<th>Time spent per day in hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Breast feeding</td>
<td></td>
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<tr>
<td>(b) General feeding</td>
<td></td>
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<tr>
<td>(c) Rocking a child to sleep</td>
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<tr>
<td>(d) Medical care</td>
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<tr>
<td>(e) Grooming</td>
<td></td>
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<tr>
<td>(f) Changing diaper</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Different educational child care activities</th>
<th>Time spent in hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Reading for children</td>
<td></td>
</tr>
<tr>
<td>(b) Helping in homework</td>
<td></td>
</tr>
<tr>
<td>(c) Attending meetings in schools</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Different recreational child care activities</th>
<th>Time spent in hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Playing games with children</td>
<td></td>
</tr>
<tr>
<td>(b) Attending a child’s sporting / cultural events</td>
<td></td>
</tr>
<tr>
<td>(c) Going outdoor</td>
<td></td>
</tr>
</tbody>
</table>

(ii). Personal care including health care

a. How much time in a day you spend for personal care? ------

b. Do you visit beauty parlour as part of your personal care?  
   Yes☐ No☐

c. Details regarding money spent on your personal care? -------

d. Do you have any permanent health problem?  
   Yes☐ No☐

e. Do you suffer from any lung related diseases due to dirt and smoke arising in the household by the
   way of traditional method of cooking and cleaning adopted in the household?  
   Yes☐ No☐
f. Do you face any stress and strain due to tight work schedule (paid work) and routine domestic work?  
   Yes □ No □

g. Do you practice regular physical exercise?  
   Yes □ No □

h. If yes, how much time in a day you spent for this?  
   ---------

i. Do you take nutritious diet regularly?  
   Yes □ No □

j. Do you and family mainly depend upon household food?  
   Yes □ No □

k. If yes, who cook the food?  
   You alone  along with your husband  along with your relative’s  servant

l. Are you depending upon cooked food stuffs purchased from the market?  
   Yes □ No □

m. How much of your monthly income on an average is spent on purchased cooked food stuffs?  
   ---------

(iii) Care for the elderly

<table>
<thead>
<tr>
<th>No.</th>
<th>Relationship (FIL/MIL etc)</th>
<th>Age</th>
<th>Sex</th>
<th>Health Status (Perfectly healthy, occasional illness, chronic illness, bedridden etc)</th>
<th>Type of Disease</th>
<th>Time taken for their care</th>
<th>Home nurse help (full day/few hours etc and type of work they do)</th>
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</table>

FIL: Father in Law, MIL: Mother in Law

VII. Leisure and Sleeping time

a. How much time (in hours) you get for resting in a single day?  
   ---------

b. How much time (in hours) you get for leisure activities in a single day?  

   Leisure time utilization

<table>
<thead>
<tr>
<th>Different leisure time activities</th>
<th>Time spent per day in hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) By watching television</td>
<td></td>
</tr>
<tr>
<td>(b) Listening to radio</td>
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<tr>
<td>(c) Reading books</td>
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<tr>
<td>(d) Listening to music</td>
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<tr>
<td>(e) Engaging in gardening</td>
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<tr>
<td>(f) Hobbies (specify)</td>
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</tbody>
</table>
c. Do you go outside for a picnic with your family? (Yes/No)
d. When do you get up in the morning? -----
e. When do you go to bed at night? -----
f. How much time you get for sleeping? -----
g. Do you earn from your hobbies? Yes ☐  No ☐

VIII. Housing characteristics

a. Size of your house in square feet including number of rooms? -----
b. Do you find your house too big to clean daily? Yes ☐  No ☐
c. Do you find your house too small and crumbled which enhances your cleaning time so that it adversely affects your outside work? Yes ☐  No ☐
d. List of consumer durables you possess

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Items</th>
<th>Number</th>
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 e. How do you generally wash your clothes? Manually ☐ using washing machine ☐
f. Do you iron your family’s clothes daily? Yes ☐  No ☐

IX. Details regarding your partner and other relatives within the household

a. In which firm is your husband employed? -------
b. Nature of his employment: Permanent ☐ part time ☐ seasonal ☐
c. Is your husband a regular helper in domestic duties? Yes ☐  No ☐
d. Among the domestic work mentioned in section III, which of them are performed by your husband? …

e. Regarding child care, does your husband help you to look after the children? Yes ☐  No ☐
f. Does he helps them in studying their lessons and help them in doing home work? Yes ☐  No ☐
g. Whether the elderly or other members residing with you help in domestic work including child care? Yes ☐  No ☐
h. If yes, how many hours per day they help you in domestic activities? –
  i. If no, why? -------
  j. Are they physically weak? Yes ☐  No ☐
  k. Are they bed ridden? Yes ☐  No ☐
  l. When you go to your job site who will look after them? -------
m. If the elderly members are physically weak, do you arrange a home nurse to look after them?

   Yes ☐  No ☐

n. If yes, how much you pay them per month?  -----------

   o. Is your salary sufficient for meeting such expenses?
   Yes ☐  No ☐

X. Decision making power

   a. Do you have complete freedom related to what to cook in your household?       Yes ☐  No ☐
   b. Do you have equal participation in decisions relating to child bearing, family planning and spacing of children?
   Yes ☐  No ☐
   c. Can you exercise your own decision related to the health care of your family?( your own, husband’s and children’s)
   Yes ☐  No ☐
   d. Can you exercise your own decisions along with your husband in making household purchases?
   Yes ☐  No ☐
   e. Do you have any freedom to participate in social and political/NGO activities?
   Yes ☐  No ☐
   f. Regarding total household income, do you have sufficient financial freedom to make household purchases including household management?
   Yes ☐  No ☐

XI. Asset ownership

   a. Do you have any land of your own?
   Yes ☐  No ☐
   b. Details regarding land ownership
      Total land area in cents/acres you own------
      Give an approximate value of land area you own ------
   c. Do you have any vehicle of your own?
   Yes ☐  No ☐
   d. If yes, is it two wheeler, three wheeler or four wheeler? -------
   e. Do you have any financial assets?
   Yes ☐  No ☐
   f. If yes, which of the following financial assets you own?
      Shares ☐  Mutual ☐
      Funds ☐  Equities ☐  Insurance ☐  Bank deposits ☐  others ☐

XII. List out the problems you face related to your time allocation