Annexure 9.1: Occupations in the Retail Sector

NCO 2015 code	*Job description NCO 2015*	*Mapped RASCI Occupations*	*RASCI QP Code & Model Curriculum developed (Y/N)*
522	Shop Salespersons (76% jobs in this NCO group)		
5221	Shopkeepers	Direct Seller	Yes
5222	Shop Supervisors	Retail Team Leader	Yes
5222.0100	Sales Supervisor,		
5222.0101	Area Parts Manager (APM)		
5222.0201	Sales Supervisor, Retail Trade/CRM Manager	Retail Store Manager/Assistant Store Manager	Yes
5223	Shop Sales Assistants	Retail Store Ops Assistant	Yes
5223.0100	Shop Assistant	Retail Sales Associate	Yes
5223.0101	Order Processor	Digital Cataloguer	Yes
5223.0102	Jewellery Retail Sales Associate (Basic)	Retail Merchandising Executive	Yes
5223.0103	Jewellery Retail Sales Associate (Advanced)		
5223.0104	Plumbing Products Sales Assistant		
5223.0105	Trainee Associate	Retail Trainee Associate	Yes
521	Street and Market Salespersons (8% jobs)		
5211	Stall and Market Salespersons		
5211.0100	Advertising Sales Agent/Advertising Executive		
5211.0200	Shop Attendant/Sales Assistant		
5211.0300	Telemarketing Sales Person/Telemarketing Sales Operator		
5211.0301	Sales Executive- Dealership		
5211.0302	Tele caller	Merchant Relationship Executive	Yes
5211.9900	Stall and Market Salespersons, Other		
5212	Street Food Salespersons		
5212.0100	Milkman		
5212.9900	Street Food Vendors, Other/Khomchawala, Dhabawala, Chat Thelawala		
112	Managing Directors and Chief Executives (6% jobs)		
1120.2200	Director, Retail Trade	Business Leader/Multi-outlet Retailer/Director retail trade	Yes
1120.2700	Working Proprietor, Storage and Warehousing		
1120.2800	Director, Storage and Warehousing		
1120.3000	Director, Lodging and Catering Services/Director Food and Beverage Service		
952	Street Vendors (Excluding Food)		
9520	Street Vendors (Excluding Food)		
9520.0100	Hawker		
9520.9900	Street Vendors, Non-Food Products, Other		
524	Other Sales Workers		
5242	Sales Demonstrators		
5242.0101	Technical Demonstrator (Sale)/Area Technical Lead		
5242.0102	Sales Associate		

NCO 2015 code	*Job description NCO 2015*	*Mapped RASCI Occupations*	*RASCI QP Code & Model Curriculum developed (Y/N)*
5242.0201	Customer Care Executive (Relationship Centre)	Customer Service Representative	Yes
5242.0401	In-Store Promoter		
5242.9900	Sales Demonstrators, Other		
5243	Door-to-Door Salespersons		
5243.0300	Home Deliveryman		
5243.0401	Distributor Sales Representative	Distributor Salesman	Yes
5243.0501	Field Sales Executive (FSE)		
5244	Contact Centre Salespersons		
5244.0101	CRM Domestic Voice		
5244.0102	Associate CRM		
5244.0103	Customer Relation Executive	Customer Service Associate	Yes
5244.0201	CRM Domestic Non-Voice		
5244.0202	Associate Customer Care (Non-Voice)		
5244.0301	Customer Care Executive		
5244.0302	Remote Helpdesk Technician		
5245	Service Station Attendants		
5245.0101	Petrol Pump Salesman/Fuel Serviceman/Fuel Dispensing Attendant		
5246	Food Service Counter Attendants		
5249	Sales Workers Not Elsewhere Classified		
5249.0101	Key Account Service Manager	Retail Cashier/Store Accountant	Yes
5249.0301	Salesman, Retail Trade		
5249.0400	Wholesale Dealer		
5249.0500	Retail Dealer	Retail Departmental Manager	Yes
5249.0600	Selling Agent		
5249.0700	Stockist		
121	Business Services and Administration Managers		
1211	Finance Managers		
1212	Human Resource Managers		
1213.0101	Quality Assurance Standards In-Charge		
1213.0102	Manager Customer Quality		
1213.0201	Area Service Manager		
1213.0202	Territory Service Manager		
1213.9900	Managers, Other Services		
122	Sales, Marketing and Development Managers	Digital Marketing Manager/Marketing Specialist	Yes
1221	Sales and Marketing Managers		
1221.0200	Sales Manager (Retail Trade)		
1221.0301	Home Delivery Manager		
1222	Advertising and Public Relation Managers		
1222.0100	Manager, Advertising and Promotion		
1222.0102	Advertising Operations Coordinator (Digital)		

NCO 2015 code	*Job description NCO 2015*	*Mapped RASCI Occupations*	*RASCI QP Code & Model Curriculum developed (Y/N)*
1223	Research and Development Managers		
1223.0101	Manager Testing Facility		
1223.0102	Manager Material Testing		
1223.0201	Research Associate		
142	Retail and Wholesale Trade Managers		
1420.0200	Manager, Retail Trade		
1420.0500	General Manager, Retail Trade, Senior Manager, Retail Trade		
523	Cashiers and Ticket Clerks		
5230	Cashiers and Ticket Clerks		
751	Food Processing and Related Trade Workers		
7515	Food and Beverage Tasters and Graders		
753	Garment and Related Trades Workers		
7531	Tailors, Dressmakers, Furriers and Hatters		
7532	Garment and Related Pattern Makers and Cutters		
2513	Web and Multimedia Developers	Web Developer/Online or Web Analytics Manager/ Business Analyst/Virtual Assistant	No
432	Material Recording and Transport Clerks		
4321.0102	Inventory Clerk	Inventory Management Executive	Yes
4321.0103	Inventory Manager	Inventory Control Specialist	Yes
1324	Supply, Distribution and Related Managers	Distribution Manager /Warehouse Manager	Yes
332	Sales and Purchasing Agents and Brokers		
3323.0601	Associate Supply Chain Management		
3323.0602	Supply Chain Field Assistant		
2431.0601	Product Executive	Product Manager	
Job Roles mentioned by RASCI which were not assigned QP code and could not be mapped with NCO 2015			
	Content Writer		No
	Logistics Executive		No
	Merchant On-boarding Executive		No
	Pay-Per-Click (PPC) Manager		No
	Visual Merchandising Executive		No
	Cluster Hub Manager		No
	Logistics Advisor		No
	Online Merchandiser		No

Sources: NCAER analysis from

1. Ministry of Statistics and Programme Implementation, Government of India. 2023. Periodic Labour Force Survey (PLFS), July 2022-June 2023. Document No.: DDI-IND-CSO-PLFS-2022–23. https://microdata.gov.in/nada43/index.php/catalog/179.
2. National Career Service. Directorate General of Employment, Ministry of Labour and Employment, Government of India. National Classification of Occupations-2015 (Code Structure).
3. Retailers Association Skill Council of India. https://www.rasci.in/.

Annexure 10.1: Mapping of the Occupations of the IT Sector

S.No.	NCO (3-Digit)	Group	NCO 2015 (8-digit)	Job Roles	Nasscom	Nasscom name	Comment
1	122	Sales, Marketing and Development Managers	1223.0101	Manager- testing facility			
2			3223.0102	Manager-material testing			
3			1223.0201	Research Associate			
4	133	Information and Communications technology services manager	1330.9900	Information and communications technology services manager			
5	214	Engineering Professionals (Excluding Electrotechnology)	2149.01	Engineers and Related Technologists, Other	Yes	Associate Machine Learning Engineer	No 8-digit NCO Code
6						Machine Learning Engineer	No 8-digit NCO Code
7						Principal Machine Learning Engineer	No 8-digit NCO Code
8						DevOps Engineer	No 8-digit NCO Code
9						Senior DevOpsEngineer	No 8-digit NCO Code
10						Lead DevOps Engineer	No 8-digit NCO Code
11						Associate Data Engineer	No 8-digit NCO Code
12						Data Engineer	No 8-digit NCO Code
13						Senior Blockchain Test Engineer	No 8-digit NCO Code
14						Senior Blockchain Security Engineer	No 8-digit NCO Code
15						Blockchain Security Engineer	No 8-digit NCO Code
16						Blockchain Test Engineer	No 8-digit NCO Code
17						Associate Blockchain Security Engineer	No 8-digit NCO Code
18						Lead AR/VR Infrastructure Engineer	No 8-digit NCO Code
19						Lead AR/VR Test Engineer	No 8-digit NCO Code
20						Senior AR/VR Infrastructure Engineer	No 8-digit NCO Code
21						Senior AR/VR Test Engineer	No 8-digit NCO Code
22						AR/VR Test Engineer	No 8-digit NCO Code
23						AR/VR Infrastructure Engineer	No 8-digit NCO Code
24						Associate AR/VR Infrastructure Engineer	No 8-digit NCO Code
25						RPA*Test Engineer	No 8-digit NCO Code
26						Senior RPA*Test Engineer	No 8-digit NCO Code

S.No.	NCO (3-Digit)	Group	NCO 2015 (8-digit)	Job Roles	Nasscom	Nasscom name	Comment
27	251	Software and Application Developers, and Analysts	2512.01	Computer Programmer/Software Engineer			
28			2512.0201	Software Engineer			
29			2512.0203	Design Engineer(Product Engineer)			
30			2512.0204	Software Developer – Application Development	YES	Software Developer	
31			2512.0205	Junior Software Developer	YES	Software Developer	
32			2512.0301	Software Developer – Product Development and Delivery			
33			2512.0401	FPGA Design Engineer			
34			2512.08	Programmer, Engineering and Scientific/System Programmer			
35			2513.0101	Web Developer	YES		
36			2513.0201	User Interface Developer			
37			2513.0302	Media Developer – Application Development	YES	Media developer	
38			2514.99	Computer Programmers, Other			
39			2519.01	System Programmer			
40	252	Database and Network Professionals	2521.01	Database Design Analyst			
41			2521.0202	Junior Data Associate			
42			2522.01	Database Administrator	YES	Database Administrator	No 8-digit NCO Code
43			2522.01	Database Administrator	YES	Senior Database Administrator	No 8-digit NCO Code
44			2522.01	Database Administrator	YES	Lead Database Administrator	No 8-digit NCO Code
45			2522.0201	Security Analyst	YES	Security Analyst	No 8-digit NCO Code
46						Senior Security Analyst	No 8-digit NCO Code
47						Principal Security Analyst	No 8-digit NCO Code
48			2523.01	Data Communication Analyst/Network Administrator			
49			2523.0401	Design Engineer			
50			2523.99	Computer Network Professionals, Other			
51			2529	Database and Network Professionals Not Elsewhere Classified	Yes	Associate data engineer	No 8-digit NCO Code
52						data engineer	No 8-digit NCO Code
53						data architect	No 8-digit NCO Code

S.No.	NCO (3-Digit)	Group	NCO 2015 (8-digit)	Job Roles	Nasscom	Nasscom name	Comment
54						senior database administrator	No 8-digit NCO Code
55						lead database administrator	No 8-digit NCO Code
56						data quality analyst	No 8-digit NCO Code
57						senior data quality analyst	No 8-digit NCO Code
58						associate data scientist	No 8-digit NCO Code
59						data scientist	No 8-digit NCO Code
60						Data Sciences Consultant	No 8-digit NCO Code
61						Chief Data Officer	No 8-digit NCO Code
62	313	Process Control Technicians	3139.99	Industrial Robot Operators, Other	YES	RPA*Support Analyst	No 8-digit NCO Code
63						RPA*Developer	No 8-digit NCO Code
64						RPA*Implementation Specialist	No 8-digit NCO Code
65						Associate RPA*Consultant	No 8-digit NCO Code
66						Senior RPA*Support Analyst	No 8-digit NCO Code
67						RPA*Technical Lead	No 8-digit NCO Code
68						RPA*Implementati on Manager	No 8-digit NCO Code
69						RPA*Solution Architect	No 8-digit NCO Code
70						RPA*Consultant	No 8-digit NCO Code
71						RPA*Support Manager	No 8-digit NCO Code
72						RPA*QA Manager	No 8-digit NCO Code
73						Senior RPA*Technical Lead	No 8-digit NCO Code
74						Senior RPA*Implementati on Manager	No 8-digit NCO Code
75						Senior RPA*Solution Architect	No 8-digit NCO Code
76						Senior RPA* Consultant	No 8-digit NCO Code
77						Head, RPA*	No 8-digit NCO Code
78	351	Information and Communication Technology Operations and User Support Technicians	3514.03	Programming Assistant/Junior Software Engineer			

Sources:

1. Ministry of Statistics and Programme Implementation, Government of India. 2023. Periodic Labour Force Survey (PLFS), July 2022-June 2023. Document No.: DDI-IND-CSO-PLFS-2022–23. https://microdata.gov.in/nada43/index.php/catalog/179.
2. National Career Service. Directorate General of Employment, Ministry of Labour and Employment, Government of India. National Classification of Occupations-2015 (Code Structure).
3. IT-ITeS Sector Skill Council. https://www.sscnasscom.com/.