

Annex

Same job, different tasks?

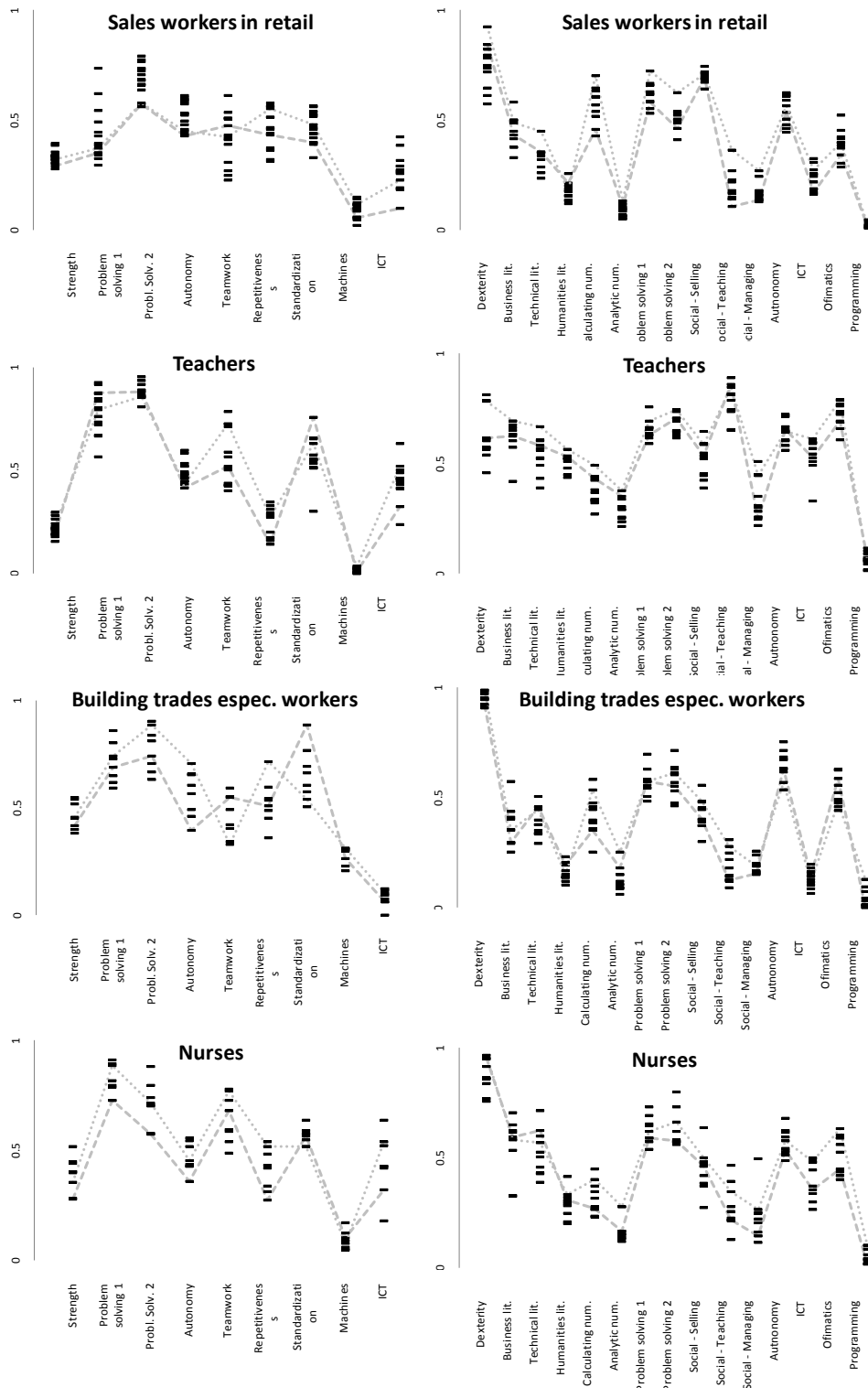
Figure A.1: A decomposition of variance at the job and country level, EWCS 2010 and PIAAC surveys

	EWCS				PIAAC			
	ISCO	ISCOx NACE	ISCOx NACE Country	Country	ISCO	ISCOx NACE	ISCOx NACE Country	Country
In terms of the object of work								
1. Physical								
a. Strength	29.8%	33.8%	36.9%	4.0%				
b. Dexterity					8.2%	11.2%	18.0%	6.9%
2. Intellectual								
a. Information processing					35.8%	38.5%	40.9%	3.9%
i. Literacy					38.9%	41.2%	43.3%	4.2%
-Business					39.6%	40.7%	41.8%	2.6%
-Technical					23.7%	28.0%	32.6%	6.3%
-Humanities					31.8%	35.2%	36.1%	2.0%
ii. Numeracy					27.1%	31.1%	33.2%	2.7%
-Accounting					24.9%	29.2%	31.2%	2.4%
-Analytic					24.4%	28.3%	29.7%	2.0%
b. Problem solving								
i. Information gathering & evaluation	20.2%	24.6%	26.4%	3.4%	8.2%	13.3%	15.1%	2.4%
ii. Creativity	12.4%	15.4%	17.0%	2.2%				
3. Social								
-Serving/attending								
-Selling/persuading					22.3%	26.8%	28.4%	3.0%
-Teaching					28.6%	29.9%	33.5%	5.8%
-Managing					19.4%	36.2%	37.2%	2.5%
In terms of the methods and tools used								
1. Work organization								
a. Autonomy	16.2%	20.9%	24.1%	3.5%	17.8%	17.8%	17.8%	0.8%
b. Teamwork	5.3%	11.5%	13.1%	2.5%				
c. Routine								
i. Repetitiveness	12.0%	14.6%	18.6%	4.4%				
ii. Standardization	7.9%	11.6%	13.5%	2.2%				
2. Technology								
a. Machines	26.4%	30.2%	30.4%	0.4%				
b. ICT	45.8%	49.8%	52.0%	2.4%	51.3%	53.1%	53.6%	1.8%
-Ofimatics					36.6%	39.9%	40.0%	0.3%
-Programming					17.0%	21.9%	22.4%	0.4%

ISCO refers to the ISCO 2008 classification at the two digit level, NACE to the NACE 2.0 classification at the two digit level. For EWCS, the sample includes all EU15 countries. For PIAAC, the available EU15 countries and the US.

Figure A.2: Cross country variation in task indices

For illustrative purposes, two countries as dissimilar as possible (Germany and the UK for the EWCS, Germany and the US for PIAAC), are selected from each source; as well as four big jobs with a very different task profile (sales workers in retail, teachers, nurses, building trades specialist workers). Results from the analysis show a significant degree of consistency across countries, especially in terms of content and tools. Indeed, most of the discrepancy tends to concentrate in the indicators of task methods, which as we already mentioned are less well defined by the occupational boundaries.



Source: EWCS (left) and PIAAC (right). UK and US indicated with dotted lines, Germany indicated with dashed line.