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**Frequency tables: education  
distributions at aggregated levels  
per country**

**D01e**

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Authors of this report: Kea Tijdens (Erasmus University, University of Amsterdam)

# 1 Introduction

Since early 2007, the ISCO2008 draft 3 version of the EurOccupations database has been used for the response to the survey question “What is your occupation” in the WageIndicator web-survey. Before that period, ISCO1988 has been used. This web-survey is posted on frequently visited websites in an increasing number of countries in Europe and outside Europe. For more information see [www.wageindicator.org](http://www.wageindicator.org).

The WageIndicator has been used to produce summary measures of educational levels by occupation for six of the eight EurOccupations countries. For this purposes, the ISCO2008 draft 3 have been recoded to the ISCO2008 final codes, and subsequently the 3-digit codes have been used in the analyses. Similarly, ISCO1988 has been recoded to the ISCO2008 final codes. As for the educational levels, the national education systems in the six countries have been recoded to the ISCED levels, ranging from 0 = no education to 6 = second stage of tertiary education. The distribution over the ISCED categories is shown in the table hereafter. The Table shows that due to incomplete cross over tables, ISCED has no category 3 for Italy and no category 4 for Spain. In total 127,605 observations have been used in this analysis (in the remaining, the 162 observations from France have been excluded).

The occupation’s skill level can be coded in four categories, ranging from unskilled (ISCO-major group 9), semi-skilled (ISCO-major group 0 and 4 to 8), skilled (ISCO-major group 1 and 3), to highly skilled (ISCO-major group 2). The last row of the table shows the correlations between ISCED level and ISCO level, thus between attained education and the skill level of the occupation. The table shows that the correlations vary across countries, with Poland with the lowest and Germany the highest correlations.

ISCED	Belgium	Germany	Italy	Poland	Spain	UK
0 No education	0%	0%		0%	0%	0%
1 Basic education	2%	9%	2%	0%	12%	1%
2 Lower secondary or 2nd stage of basic education	7%	27%	11%	2%	9%	9%
3 Upper secondary education	15%	15%		16%	25%	29%
4 Post secondary non-tertiary education	12%	13%	42%	19%		5%
5 First stage of tertiary education	62%	32%	40%	59%	50%	55%
6 Second stage of tertiary education	2%	4%	5%	3%	4%	1%
Total	100%	100%	100%	100%	100%	100%
N	19,361	53,491	526	10,481	19,719	23,865
Corr ISCED by ISCO level	0.37***	0.60***	0.36***	0.32***	0.46***	0.37***

Source: WageIndicator data, 2004/04 – 2008/04

The Table at the next page reveals the mean ISCED levels per occupational minor group (3-digit) per country.

ISCO	ISCO-2008 label	BEL	BEL	BEL	GER	GER	GER	ITA	ITA	ITA	POL	POL	POL	ESP	ESP	ESP	GBR	GBR	GBR
3-dgt		Mean	N	sd	Mean	N	sd	Mean	N	sd	Mean	N	sd	Mean	N	sd	Mean	N	sd
111	Legislators and senior officials	4.86	88	0.55	-	-	-	5.00	2	0.00	4.85	106	0.53	4.90	177	0.93	4.29	252	1.14
112	Managing directors and chief executives	4.89	35	0.76	-	-	-	4.73	11	0.47	4.56	186	0.86	4.53	144	1.23	4.45	314	1.05
121	Business services and administration mngrs	4.80	261	0.72	4.00	1	.	4.44	9	1.01	4.58	632	0.75	4.75	468	1.03	4.18	1131	1.11
122	Sales, marketing and development mngrs	4.81	423	0.74	-	-	-	4.27	11	1.19	4.53	246	0.77	4.54	215	1.26	4.22	641	1.09
131	Production mngrs in agriculture, forestry and fisheries	5.00	1	.	-	-	-	-	-	-	4.75	4	0.50	3.33	3	1.53	4.81	16	0.75
132	Manufacturing, mining, construction, and distribution mngrs	4.35	170	1.13	-	-	-	4.43	7	0.53	4.39	138	0.79	4.27	198	1.44	4.18	331	1.16
133	Information and communications technology service mngrs	4.92	117	0.51	4.10	535	1.26	4.60	5	0.55	4.58	55	0.88	4.64	42	0.91	4.42	243	0.98
134	Professional services mngrs	4.92	101	0.58	-	-	-	4.00	4	1.41	4.44	213	0.90	4.45	134	1.10	4.37	669	1.00
141	Hotel and restaurant mngrs	4.23	31	1.20	-	-	-	4.00	2	0.00	4.33	3	1.15	3.83	41	1.41	3.78	233	1.12
142	Retail and wholesale trade mngrs	4.29	41	1.03	-	-	-	4.00	1	.	3.91	35	1.12	3.15	41	1.67	4.29	41	1.08
143	Other services mngrs	5.00	2	0.00	-	-	-	4.11	9	0.93	4.37	114	0.94	3.95	252	1.50	4.31	223	1.01
211	Physical and earth science professionals	4.98	658	0.57	5.66	402	0.57	5.00	6	0.00	5.23	107	0.86	5.08	119	0.92	5.05	313	0.76
212	Mathematicians, actuaries and statisticians	5.05	20	0.83	-	-	-	5.00	1	.	5.00	15	0.65	5.09	11	0.83	5.05	19	0.62
213	Life science professionals	5.38	8	0.52	5.57	113	0.64	6.00	1	.	4.95	19	1.13	5.05	39	0.60	5.30	50	0.76
214	Engineering professionals (excluding electrotechnology)	4.91	572	0.49	4.90	4100	0.61	4.68	22	0.84	4.82	316	0.49	4.97	424	0.66	4.62	497	0.96
215	Electrotechnology engineers	4.86	322	0.56	4.90	2700	0.61	4.65	17	0.86	4.75	162	0.57	5.01	399	0.52	4.72	427	0.82
216	Architects, planners, surveyors and designers	4.62	42	0.88	4.09	11	1.14	4.81	16	0.54	4.25	114	0.87	4.32	248	1.12	4.75	214	0.79
221	Medical doctors	5.44	43	0.50	5.63	666	0.52	6.00	1	.	5.28	133	0.53	5.35	114	0.64	5.23	102	0.70
222	Nursing and midwifery professionals	4.90	30	0.40	2.78	72	1.15	2.00	1	.	3.53	32	0.80	4.92	71	0.50	4.67	133	0.88
223	Traditional and complementary medicine professionals	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
224	Paramedical practitioners	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
225	Veterinarians	5.29	7	0.49	-	-	-	-	-	-	5.50	2	0.71	4.93	27	0.83	5.13	16	0.34
226	Other health professionals	4.61	380	0.92	3.74	302	1.33	3.75	4	1.26	4.51	126	0.86	4.31	269	1.47	4.36	357	1.06
231	University and higher education teachers	5.38	24	0.49	-	-	-	4.83	12	1.19	5.56	109	0.58	5.10	105	1.13	5.28	116	0.74
232	Vocational education teachers	5.00	1	.	-	-	-	-	-	-	3.67	3	1.15	4.22	23	1.24	4.34	44	1.08
233	Secondary education teachers	5.04	23	0.21	-	-	-	4.00	1	.	4.95	78	0.32	4.98	84	0.44	4.96	112	0.50
234	Primary school and early childhood teachers	4.74	309	0.78	4.91	655	0.43	4.00	3	0.00	4.84	305	0.45	4.90	378	0.61	4.79	289	0.68
235	Other teaching professionals	4.89	55	0.50	4.97	39	0.71	5.00	7	0.58	4.78	69	0.57	4.67	189	0.99	4.37	271	1.08
241	Finance professionals	4.84	716	0.65	4.81	451	0.60	5.00	6	0.63	4.66	391	0.67	4.75	174	0.86	4.49	842	0.99
242	Administration professionals	4.48	266	1.02	-	-	-	3.50	2	2.12	4.78	140	0.64	4.86	113	0.91	4.87	94	0.66
243	Sales, marketing and public relations professionals	4.82	22	0.80	-	-	-	4.43	7	0.53	4.69	140	0.65	4.63	126	1.04	4.78	198	0.64
251	Software and applications developers and analysts	4.79	1110	0.67	4.03	4782	1.22	4.54	52	0.58	4.62	525	0.69	4.48	1235	1.03	4.60	1162	0.90
252	Database and network professionals	4.83	46	0.57	3.16	79	1.26	4.18	11	0.98	4.49	178	0.77	4.11	219	1.17	4.36	232	1.00
261	Legal professionals	5.04	231	0.48	5.06	1514	0.51	5.00	4	0.00	4.99	228	0.37	5.11	228	0.73	4.71	404	0.84
262	Librarians, archivists and curators	5.00	4	0.00	-	-	-	5.00	1	.	4.67	58	0.87	4.93	40	0.73	4.78	23	0.95
263	Social and religious professionals	4.79	339	0.74	4.23	5058	1.19	5.08	26	0.84	4.75	182	0.81	4.63	340	1.19	4.57	306	0.94
264	Authors, journalists and linguists	5.00	12	0.00	4.33	235	0.95	4.00	2	0.00	4.67	147	0.72	4.89	107	0.80	4.83	171	0.72
265	Creative and performing artists	4.67	6	0.82	4.00	1	.	3.75	4	1.26	4.71	31	0.74	4.17	48	1.33	4.77	52	0.76
311	Physical and engineering science technicians	4.22	632	1.01	2.79	4885	1.06	3.50	8	0.93	4.19	239	0.89	4.18	934	1.21	4.17	524	1.15
312	Mining, manufacturing and construction supervisors	4.71	14	0.83	-	-	-	5.00	1	.	5.00	3	0.00	4.41	17	0.94	4.19	16	1.05
313	Process control technicians	3.70	669	1.27	2.55	1186	1.13	3.60	5	1.52	3.63	80	1.10	2.84	130	1.49	3.60	179	1.18
314	Life science technicians and related associate professionals	4.80	10	0.63	-	-	-	2.00	2	0.00	3.77	22	1.23	4.45	84	1.10	4.50	12	0.80

ISCO	ISCO-2008 label	BEL	BEL	BEL	GER	GER	GER	ITA	ITA	ITA	POL	POL	POL	ESP	ESP	ESP	GBR	GBR	GBR
315	Ship and aircraft controllers and technicians	4.29	7	0.95	4.12	17	0.78	-	-	-	4.25	8	0.71	3.67	12	1.30	3.54	41	1.34
321	Medical and pharmaceutical technicians	4.37	43	0.87	2.41	22	1.01	2.00	1	.	4.19	16	0.91	3.58	40	1.30	3.81	69	1.06
322	Nursing and midwifery associate professionals	4.78	384	0.62	2.61	1779	1.07	3.00	2	1.41	3.81	62	0.74	3.49	193	1.71	4.55	201	0.98
323	Traditional and complementary medicine associate professionals	-	-	-	-	-	-	-	-	-	-	-	-	5.00	1	.	-	-	-
324	Veterinary technicians and assistants	-	-	-	2.75	8	1.75	-	-	-	-	-	-	3.00	2	2.83	4.00	7	1.29
325	Other health associate professionals	4.19	37	1.08	2.79	398	1.17	3.00	2	1.41	4.10	72	0.89	3.33	215	1.61	3.98	202	1.18
331	Financial and mathematical associate professionals	4.58	517	0.88	2.89	843	1.15	4.29	14	1.27	4.49	483	0.77	3.99	435	1.40	4.15	908	1.08
332	Sales and purchasing agents and brokers	4.33	909	1.03	3.05	205	1.22	4.57	7	0.53	4.29	246	0.86	3.73	306	1.51	3.95	595	1.11
333	Business services agents	4.60	637	0.88	3.34	32	1.33	4.33	9	0.50	4.59	182	0.67	4.44	208	1.23	4.30	548	1.03
334	Administrative and specialized secretaries	4.83	53	0.58	-	-	-	5.00	3	0.00	4.15	39	0.87	3.38	186	1.38	4.29	165	0.99
335	Regulatory government associate professionals	4.69	83	0.78	3.16	32	1.25	4.50	2	0.71	4.61	148	0.71	4.28	83	1.38	4.30	101	1.13
341	Legal, social and religious associate professionals	4.48	27	1.16	-	-	-	4.33	3	0.58	4.95	265	0.37	4.63	35	0.84	4.39	124	0.99
342	Sports and fitness workers	4.36	25	1.04	-	-	-	4.00	1	.	4.09	23	0.85	3.81	42	1.74	3.91	90	1.15
343	Artistic, cultural and culinary associate professionals	4.40	214	0.96	-	-	-	3.00	6	1.10	4.06	53	0.86	3.52	203	1.50	4.38	170	1.01
351	Information and communications technology operations and user support technicians	4.32	372	1.09	2.79	590	1.16	4.00	14	1.24	4.16	231	0.83	3.89	733	1.25	4.23	472	1.05
352	Telecommunications and broadcasting technicians	4.35	26	0.94	4.50	2	0.71	4.25	4	0.50	3.76	34	1.02	4.14	110	1.23	4.50	64	0.84
411	General office clerks	4.19	1773	1.09	2.79	8230	1.20	4.48	31	0.72	4.61	265	0.68	3.55	1124	1.50	3.70	2036	1.06
412	Secretaries (general)	4.28	1300	1.01	2.95	3579	1.21	4.33	3	0.58	4.27	183	0.81	3.46	761	1.47	3.62	714	1.03
413	Keyboard operators	3.99	159	1.11	3.06	140	1.37	-	-	-	4.21	141	0.83	3.23	257	1.44	3.46	349	1.03
421	Tellers, money collectors and related clerks	4.71	7	0.76	2.56	106	1.16	3.80	5	1.79	4.23	53	0.93	3.73	63	1.47	4.31	75	0.91
422	Client information workers	4.12	68	1.11	4.00	2	1.41	3.43	7	0.98	4.17	101	0.81	3.45	750	1.47	4.04	485	1.08
431	Numerical clerks	4.84	76	0.57	-	-	-	4.18	11	0.87	4.47	361	0.81	3.58	747	1.33	4.13	293	1.09
432	Material-recording and transport clerks	4.24	776	1.02	2.80	366	1.09	4.21	19	0.42	4.33	225	0.85	3.35	511	1.43	3.95	111	1.20
441	Other clerical support workers	4.17	147	1.32	-	-	-	5.00	1	.	4.32	269	0.92	3.75	676	1.47	4.03	244	1.08
511	Travel attendants, conductors and guides	4.70	10	0.67	3.14	141	1.17	4.00	1	.	3.95	20	0.89	3.55	40	1.50	4.00	41	1.12
512	Cooks	3.67	9	1.32	-	-	-	4.00	1	.	3.40	5	1.67	2.44	70	1.31	3.51	51	1.21
513	Waiters and bartenders	3.66	206	1.35	2.54	257	1.19	3.50	4	1.00	3.93	58	0.79	2.66	227	1.47	3.44	264	1.03
514	Hairdressers, beauticians and related workers	3.83	6	1.60	1.91	11	0.83	-	-	-	4.00	3	1.00	2.45	51	1.29	3.22	32	1.07
515	Building and housekeeping supervisors	5.00	1	.	-	-	-	2.00	1	.	2.50	4	0.58	2.58	128	1.32	3.64	25	1.22
516	Other personal services workers	4.43	14	1.22	-	-	-	3.00	2	1.41	4.28	36	0.91	3.53	159	1.49	4.14	143	1.07
521	Street and market salespersons	3.73	37	1.39	-	-	-	-	-	-	4.25	12	0.75	2.67	42	1.34	3.70	23	1.06
522	Shop salespersons	4.00	4	1.15	-	-	-	3.60	5	2.07	3.91	105	1.01	2.78	121	1.51	3.98	100	1.05
523	Cashiers and ticket clerks	3.93	123	1.12	2.16	624	1.20	4.00	1	.	3.98	57	0.94	3.30	99	1.55	3.68	63	1.01
524	Other sales workers	3.75	44	1.22	2.74	23	1.36	4.00	1	.	3.77	43	1.13	2.65	100	1.45	3.47	120	1.10
531	Child care workers and teachers' aides	3.83	86	1.29	-	-	-	-	-	-	3.91	32	0.93	3.68	84	1.43	3.36	423	1.40
532	Personal care workers in health services	3.88	80	1.17	-	-	-	-	-	-	3.20	5	0.45	2.79	71	1.49	3.24	80	0.89
541	Protective services workers	3.71	253	1.22	3.18	129	1.27	3.33	3	1.15	3.78	125	1.15	2.52	229	1.49	3.40	393	1.15
611	Market gardeners and crop growers	3.43	21	1.50	1.88	8	0.99	3.00	2	1.41	3.80	15	1.21	3.08	36	1.65	3.60	60	1.20
612	Animal producers	2.89	9	1.36	-	-	-	2.00	1	.	3.00	10	1.83	3.75	12	1.60	3.94	32	1.24
613	Mixed crop and animal producers	-	-	-	-	-	-	-	-	-	5.00	2	0.00	5.00	1	.	5.00	2	0.00
621	Forestry and related workers	-	-	-	-	-	-	-	-	-	4.78	9	0.67	2.67	3	0.58	4.56	9	1.24

ISCO	ISCO-2008 label	BEL	BEL	BEL	GER	GER	GER	ITA	ITA	ITA	POL	POL	POL	ESP	ESP	ESP	GBR	GBR	GBR
622	Fishery workers, hunters and trappers	3.50	2	0.71	3.34	32	1.49	-	-	-	-	-	-	2.25	8	1.49	2.20	5	1.79
631	Subsistence crop farmers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
632	Subsistence livestock farmers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
633	Subsistence mixed crop and livestock farmers	3.00	1	-	-	-	-	-	-	-	-	-	-	3.71	7	1.60	2.00	6	1.10
634	Subsistence fishers, hunters, trappers and gatherers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
711	Building frame and related trades workers	3.05	82	1.24	1.59	258	0.99	3.33	6	1.03	3.79	53	1.39	2.35	142	1.50	3.30	134	1.05
712	Building finishers and related trades workers	3.23	80	1.42	1.82	282	1.02	3.00	2	1.41	3.03	34	0.90	2.00	57	0.91	3.14	136	1.02
713	Painters, building structure cleaners and related trades workers	3.25	12	1.29	1.93	124	1.21	1.00	1	-	2.60	20	0.82	1.90	21	1.51	3.37	41	1.43
721	Sheet and structural metal workers, moulders and welders, and related workers	3.06	371	1.20	1.77	1018	0.87	3.50	2	2.12	3.26	35	1.12	1.85	139	1.10	3.18	90	1.03
722	Blacksmiths, toolmakers and related trades workers	3.61	62	1.03	1.83	265	0.90	3.33	3	1.15	2.90	29	0.77	2.15	80	1.14	3.20	110	1.09
723	Machinery mechanics and repairers	3.43	138	1.09	1.95	173	0.90	4.22	9	0.97	3.55	55	1.14	2.66	148	1.34	3.50	234	1.18
731	Handicraft workers	3.23	109	1.32	1.79	42	0.92	5.00	1	-	3.83	6	1.17	2.74	43	1.48	3.73	11	1.10
732	Printing trades workers	3.54	39	1.12	2.96	301	1.15	3.00	3	1.73	3.60	20	0.99	2.34	53	1.33	3.70	77	1.11
741	Electrical equipment installers and repairers	3.61	263	1.12	2.34	2716	1.16	4.00	2	0.00	3.78	40	1.00	2.63	119	1.16	3.43	100	1.07
742	Electronics and telecommunications installers and repairers	4.34	245	0.87	2.32	239	1.03	2.50	2	2.12	3.83	35	0.89	2.95	73	1.10	3.51	147	1.14
751	Food processing and related trades workers	3.98	44	1.27	-	-	-	3.00	7	1.29	3.45	42	1.19	2.59	88	1.50	3.65	69	1.22
752	Wood treaters, cabinet-makers and related trades workers	3.26	84	1.31	1.93	534	1.01	4.00	1	-	2.69	13	1.03	1.62	37	1.01	3.00	24	0.78
753	Garment and related trades workers	4.17	6	1.17	2.00	1	-	4.00	2	0.00	2.67	6	0.82	2.44	16	1.46	4.50	4	1.00
754	Other craft and related workers	3.33	3	1.53	-	-	-	4.33	3	0.58	4.36	42	0.88	4.02	43	1.47	4.18	38	1.06
811	Mining and mineral processing plant operators	3.67	21	1.49	1.82	57	1.57	5.00	1	-	3.04	23	1.15	2.40	15	1.18	3.90	50	1.15
812	Metal processing and finishing plant operators	3.38	39	1.53	1.81	386	0.95	-	-	-	3.00	17	0.94	2.19	42	1.38	3.20	25	1.12
813	Chemical and photographic products plant and machine operators	4.45	42	0.97	2.06	63	1.09	-	-	-	3.60	5	0.55	2.69	45	1.65	3.50	10	1.51
814	Rubber, plastic and paper products machine operators	3.72	69	1.33	-	-	-	5.00	1	-	3.68	25	0.95	2.23	93	1.33	3.25	85	1.02
815	Textile, fur and leather products machine operators	3.29	28	1.41	-	-	-	4.00	2	0.00	3.75	8	0.89	2.40	20	1.39	3.11	19	1.29
816	Food and related products machine operators	3.13	78	1.34	-	-	-	2.00	1	-	3.14	14	1.10	2.35	23	1.37	3.61	36	1.27
817	Wood processing and papermaking plant operators	2.98	48	1.25	1.62	13	0.65	-	-	-	3.08	12	1.08	2.26	62	1.43	3.26	42	1.15
818	Other stationary plant and machine operators	3.72	57	1.44	3.56	481	1.89	3.33	3	1.15	3.33	9	0.71	2.26	53	1.33	2.56	16	0.63
821	Assemblers	4.05	148	1.07	-	-	-	4.00	1	-	3.60	30	0.97	2.64	140	1.25	3.43	70	1.14
831	Locomotive engine drivers and related workers	3.88	24	1.26	1.95	97	0.62	-	-	-	2.80	10	0.79	2.90	20	1.45	3.56	43	1.14
832	Car, van and motorcycle drivers	3.40	5	1.52	1.94	16	1.24	2.67	3	1.15	2.73	22	0.94	1.97	59	1.03	3.69	75	1.16
833	Heavy truck and bus drivers	2.81	196	1.20	1.65	713	0.92	3.00	4	1.15	2.83	36	1.06	1.72	156	1.07	3.03	315	1.06
834	Mobile plant operators	3.51	45	1.36	1.52	243	0.66	3.00	3	1.73	3.10	29	1.14	2.07	92	1.31	3.07	97	1.13
835	Ships' deck crews and related workers	-	-	-	-	-	-	-	-	-	-	-	-	1.50	2	0.71	4.00	3	1.00
911	Domestic, hotel and office cleaners and helpers	2.85	293	1.27	1.69	99	0.99	2.60	5	1.82	3.15	39	1.01	2.03	159	1.32	2.99	153	1.19
912	Vehicle, window, laundry and other hand cleaning workers	2.81	68	1.43	-	-	-	-	-	-	3.36	14	1.28	2.05	84	1.32	3.28	69	1.25
921	Agricultural, forestry and fishery labourers	3.37	30	1.69	-	-	-	-	-	-	4.00	2	1.41	2.00	29	1.34	2.93	28	1.51
931	Mining and construction labourers	4.06	128	1.23	-	-	-	-	-	-	3.89	9	1.54	2.54	61	1.78	3.38	58	1.04
932	Manufacturing labourers	3.54	70	1.20	-	-	-	2.00	1	-	3.15	20	1.14	1.93	97	1.21	3.49	39	1.19
933	Transport and storage labourers	3.92	12	1.16	3.67	3	1.53	4.00	2	0.00	3.79	14	0.80	2.22	86	1.23	3.71	66	1.25
941	Food preparation assistants	3.70	10	1.77	2.00	4	0.82	2.00	1	-	4.00	2	1.41	2.52	29	1.18	3.83	12	1.27

ISCO	ISCO-2008 label	BEL	BEL	BEL	GER	GER	GER	ITA	ITA	ITA	POL	POL	POL	ESP	ESP	ESP	GBR	GBR	GBR
951	Street and related service workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
952	Street vendors (excluding food)	-	-	-	-	-	-	5.00	1	.	3.00	2	1.41	2.75	36	1.79	3.04	26	0.96
961	Refuse workers	3.30	10	1.16	-	-	-	-	-	-	4.25	4	0.96	2.03	30	1.54	3.38	21	1.36
962	Other elementary workers	4.00	10	1.15	-	-	-	-	-	-	3.67	3	1.15	3.36	11	1.69	3.50	32	1.08
11	Commissioned armed forces officers	4.00	2	1.41	-	-	-	-	-	-	5.00	6	0.00	5.33	3	0.58	4.73	11	0.65
21	Non-commissioned armed forces officers	5.00	3	0.00	-	-	-	4.00	1	.	3.00	5	0.00	3.78	9	1.20	3.82	22	1.22
31	Armed forces occupations, other ranks	-	-	-	-	-	-	4.00	1	.	3.50	4	1.91	2.15	13	0.80	3.55	22	1.26
	Total		1936			5349						1048			1971			2386	
			1			1						1			9			5	