

OCCUPATION=Accountant

Frequency Percent Col Pct	1. Prepare, examine, or analyze accounting records, financial statements, or other financial reports to assess accuracy, completeness, and conformance to reporting and procedural standards.							
	L27	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	POLAND	
Daily	1 5.88 100.00	0 0.00 .	2 11.76 100.00	2 11.76 66.67	0 0.00 0.00	2 11.76 100.00	3 17.65 50.00	10 58.82
Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	2 11.76 33.33	3 17.65
Weekly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	1 5.88 16.67	2 11.76
Yearly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.88 33.33	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	2 11.76
Total	1 5.88	0 0.00	2 11.76	3 17.65	3 17.65	2 11.76	6 35.29	17 100.00

Frequency Percent Col Pct	2. Compute taxes owed and prepare tax returns, ensuring compliance with payment, reporting or other tax requirements.							
	L28	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	POLAND	
Daily	1 5.56 50.00	0 0.00 .	1 5.56 50.00	3 16.67 100.00	0 0.00 0.00	0 0.00 0.00	1 5.56 16.67	6 33.33
Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 100.00	5 27.78 83.33	7 38.89
Weekly	0 0.00 0.00	0 0.00 .	1 5.56 50.00	0 0.00 0.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	2 11.11
Yearly	1 5.56 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	0 0.00 0.00	0 0.00 0.00	3 16.67
Total	2 11.11	0 0.00	2 11.11	3 16.67	3 16.67	2 11.11	6 33.33	18 100.00

Frequency
Percent
Col Pct

4. Analyze business operations, trends, costs, revenues, financial commitments, and obligations, to project future revenues and expenses or to provide advice.

L29	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 5.56 50.00	0 0.00 .	1 5.56 50.00	1 5.56 33.33	1 5.56 33.33	0 0.00 0.00	1 5.56 16.67	5 27.78
Monthly	1 5.56 50.00	0 0.00 .	0 0.00 0.00	1 5.56 33.33	2 11.11 66.67	2 11.11 100.00	2 11.11 33.33	8 44.44
Weekly	0 0.00 0.00	0 0.00 .	1 5.56 50.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	1 5.56 16.67	3 16.67
Yearly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 33.33	2 11.11
Total	2 11.11	0 0.00	2 11.11	3 16.67	3 16.67	2 11.11	6 33.33	18 100.00

Frequency
Percent
Col Pct

4. Report to management regarding the finances of establishment.

L30	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 5.56 50.00	0 0.00 .	1 5.56 50.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 16.67
Monthly	0 0.00 0.00	0 0.00 .	1 5.56 50.00	0 0.00 0.00	3 16.67 100.00	1 5.56 50.00	5 27.78 83.33	10 55.56
Weekly	1 5.56 50.00	0 0.00 .	0 0.00 0.00	2 11.11 66.67	0 0.00 0.00	1 5.56 50.00	0 0.00 0.00	4 22.22
Yearly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 16.67	1 5.56
Total	2 11.11	0 0.00	2 11.11	3 16.67	3 16.67	2 11.11	6 33.33	18 100.00

Frequency
Percent
Col Pct

5. Establish tables of accounts and assign entries to proper accounts.

L31	COUNTRY	Total
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	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	POLAND	
Daily	2 11.76 100.00	0 0.00 .	2 11.76 100.00	2 11.76 66.67	1 5.88 33.33	0 0.00 0.00	3 17.65 60.00	10 58.82
Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	1 5.88 50.00	0 0.00 0.00	2 11.76
Weekly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.88 33.33	1 5.88 33.33	1 5.88 50.00	2 11.76 40.00	5 29.41
Total	2 11.76	0 0.00	2 11.76	3 17.65	3 17.65	2 11.76	5 29.41	17 100.00

Frequency
Percent
Col Pct

5. Develop, maintain, and analyze budgets, preparing periodic reports that compare budgeted costs to actual costs.

L32	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	POLAND	
Daily	1 5.88 50.00	0 0.00 .	1 5.88 50.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	3 17.65
Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.88 33.33	2 11.76 66.67	1 5.88 100.00	3 17.65 50.00	7 41.18
Weekly	1 5.88 50.00	0 0.00 .	1 5.88 50.00	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 23.53
Yearly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 17.65 50.00	3 17.65
Total	2 11.76	0 0.00	2 11.76	3 17.65	3 17.65	1 5.88	6 35.29	17 100.00

Frequency
Percent
Col Pct

6. Develop, implement, modify, and document recordkeeping and accounting systems, making use of current computer technology.

L33	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	POLAND	
Daily	1 6.25 50.00	0 0.00 .	1 6.25 50.00	1 6.25 33.33	1 6.25 33.33	0 0.00 0.00	3 18.75 75.00	7 43.75

Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 6.25 33.33	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	3 18.75
Never	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	0 0.00 0.00	2 12.50
Weekly	0 0.00 0.00	0 0.00 .	1 6.25 50.00	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	1 6.25 25.00	3 18.75
Yearly	1 6.25 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
Total	2 12.50	0 0.00	2 12.50	3 18.75	3 18.75	2 12.50	4 25.00	16 100.00

Frequency Percent Col Pct	7. Prepare forms and manuals for accounting and bookkeeping personnel, and direct their work activities.							
	L34	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	POLAND	
Daily	2 11.76 100.00	0 0.00 .	0 0.00 0.00	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	3 17.65 50.00	7 41.18
Monthly	0 0.00 0.00	0 0.00 .	2 11.76 100.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	3 17.65
Never	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.76 100.00	0 0.00 0.00	2 11.76
Weekly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.76 33.33	2 11.76
Yearly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 11.76 66.67	0 0.00 0.00	1 5.88 16.67	3 17.65
Total	2 11.76	0 0.00	2 11.76	2 11.76	3 17.65	2 11.76	6 35.29	17 100.00

Frequency Percent Col Pct	8. Survey operations to ascertain financial needs and to recommend, develop, or maintain solutions to business and financial problems.		
	L35	COUNTRY	Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 6.67 50.00	0 0.00 .	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	1 6.67 25.00	3 20.00
Monthly	1 6.67 50.00	0 0.00 .	2 13.33 100.00	0 0.00 0.00	1 6.67 33.33	1 6.67 50.00	0 0.00 0.00	5 33.33
Never	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	1 6.67
Weekly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 6.67 50.00	1 6.67 33.33	0 0.00 0.00	1 6.67 25.00	3 20.00
Yearly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	2 13.33 50.00	3 20.00
Total	2 13.33	0 0.00	2 13.33	2 13.33	3 20.00	2 13.33	4 26.67	15 100.00

Frequency Percent Col Pct	9. Advise management about issues such as resource utilization, tax strategies, and the assumptions underlying budget forecasts.								
	L36	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	1 5.56 50.00	0 0.00 .	0 0.00 0.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	1 5.56 16.67	3 16.67
	Monthly	1 5.56 50.00	0 0.00 .	2 11.11 100.00	2 11.11 66.67	1 5.56 33.33	1 5.56 50.00	2 11.11 33.33	9 50.00
	Weekly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 50.00	0 0.00 0.00	1 5.56
	Yearly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	0 0.00 0.00	3 16.67 50.00	5 27.78
	Total	2 11.11	0 0.00	2 11.11	3 16.67	3 16.67	2 11.11	6 33.33	18 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
 all data are missing since all
 the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Prepare, examine, or analyze accounting records, financial statements, or other financial reports to assess accuracy, completeness, and conformance to reporting and procedural standards.							
	L40	COUNTRY						
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 15.00 100.00	0 0.00 .	2 10.00 100.00	2 10.00 66.67	2 10.00 66.67	2 10.00 66.67	6 30.00 100.00	17 85.00
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.00 33.33	1 5.00 33.33	1 5.00 33.33	0 0.00 0.00	3 15.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

Frequency Percent Col Pct	2. Compute taxes owed and prepare tax returns, ensuring compliance with payment, reporting or other tax requirements.							
	L41	COUNTRY						
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 15.00 100.00	0 0.00 .	2 10.00 100.00	1 5.00 33.33	2 10.00 66.67	1 5.00 33.33	6 30.00 100.00	15 75.00
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 10.00 66.67	1 5.00 33.33	2 10.00 66.67	0 0.00 0.00	5 25.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

Frequency Percent Col Pct	3. Analyze business operations, trends, costs, revenues, financial commitments, and obligations, to project future revenues and expenses or to provide advice.							
	L42	COUNTRY						
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 15.00 100.00	0 0.00 .	1 5.00 50.00	0 0.00 0.00	2 10.00 66.67	1 5.00 33.33	5 25.00 83.33	12 60.00
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	1 5.00

Some	0 0.00 0.00	0 0.00 .	1 5.00 50.00	3 15.00 100.00	1 5.00 33.33	1 5.00 33.33	1 5.00 16.67	7 35.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

Frequency Percent Col Pct	4. Report to management regarding the finances of establishment.								
	L43	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	3 15.00 100.00	0 0.00 .	1 5.00 50.00	1 5.00 33.33	3 15.00 100.00	2 10.00 66.67	5 25.00 83.33	15 75.00
	Some	0 0.00 0.00	0 0.00 .	1 5.00 50.00	2 10.00 66.67	0 0.00 0.00	1 5.00 33.33	1 5.00 16.67	5 25.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00	

Frequency Percent Col Pct	5. Establish tables of accounts and assign entries to proper accounts.								
	L44	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 5.00 33.33	0 0.00 .	1 5.00 50.00	1 5.00 33.33	2 10.00 66.67	1 5.00 33.33	5 25.00 83.33	11 55.00
	Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	1 5.00
Some	2 10.00 66.67	0 0.00 .	1 5.00 50.00	2 10.00 66.67	1 5.00 33.33	1 5.00 33.33	1 5.00 16.67	8 40.00	
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00	

Frequency Percent Col Pct	6. Develop, maintain, and analyze budgets, preparing periodic reports that compare budgeted costs to actual costs.							
	L45	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 10.00 66.67	0 0.00 .	1 5.00 50.00	2 10.00 66.67	3 15.00 100.00	1 5.00 33.33	5 25.00 83.33	14 70.00
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	1 5.00
Some	1 5.00 33.33	0 0.00 .	1 5.00 50.00	1 5.00 33.33	0 0.00 0.00	1 5.00 33.33	1 5.00 16.67	5 25.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

Frequency Percent Col Pct	7. Develop, implement, modify, and document recordkeeping and accounting systems, making use of current computer technology.								
	L46	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 5.88 33.33	0 0.00 .	0 0.00 0.00	1 5.88 33.33	2 11.76 66.67	1 5.88 100.00	3 17.65 60.00	8 47.06
	Some	2 11.76 66.67	0 0.00 .	2 11.76 100.00	2 11.76 66.67	1 5.88 33.33	0 0.00 0.00	2 11.76 40.00	9 52.94
	Total	3 17.65	0 0.00	2 11.76	3 17.65	3 17.65	1 5.88	5 29.41	17 100.00

Frequency Percent Col Pct	8. Prepare forms and manuals for accounting and bookkeeping personnel, and direct their work activities.								
	L47	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 11.11 66.67	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.56 33.33	1 5.56 100.00	4 22.22 66.67	8 44.44
	Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 16.67	1 5.56
	Some	1 5.56 33.33	0 0.00 .	2 11.11 100.00	3 16.67 100.00	2 11.11 66.67	0 0.00 0.00	1 5.56 16.67	9 50.00
	Total	3 16.67	0 0.00	2 11.11	3 16.67	3 16.67	1 5.56	6 33.33	18 100.00

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Frequency
Percent
Col Pct

9. Survey operations to ascertain financial needs and to recommend, develop, or maintain solutions to business and financial problems.								
L48	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 10.53 66.67	0 0.00 .	1 5.26 50.00	1 5.26 33.33	2 10.53 66.67	2 10.53 100.00	6 31.58 100.00	14 73.68
Some	1 5.26 33.33	0 0.00 .	1 5.26 50.00	2 10.53 66.67	1 5.26 33.33	0 0.00 0.00	0 0.00 0.00	5 26.32
Total	3 15.79	0 0.00	2 10.53	3 15.79	3 15.79	2 10.53	6 31.58	19 100.00

Frequency
Percent
Col Pct

10. Advise management about issues such as resource utilization, tax strategies, and the assumptions underlying budget forecasts.								
L49	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 15.00 100.00	0 0.00 .	2 10.00 100.00	3 15.00 100.00	1 5.00 33.33	2 10.00 66.67	5 25.00 83.33	16 80.00
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	1 5.00
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 10.00 66.67	0 0.00 0.00	1 5.00 16.67	3 15.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency

Additional formal requirements?
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Percent Col Pct	L121_1	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	diploma	0 0.00 .	0 0.00 .	0 0.00 .	1 14.29 100.00	1 14.29 100.00	2 28.57 100.00	3 42.86 100.00	7 100.00
	Total	0 0.00	0 0.00	0 0.00	1 14.29	1 14.29	2 28.57	3 42.86	7 100.00

Frequency Percent Col Pct	L121_2	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Certification	1 16.67 100.00 0	0 0.00 .	0 0.00 .	0 0.00 .	1 16.67 100.00	0 0.00 .	4 66.67 100.00	6 100.00 0
	Total	1 16.67	0 0.00	0 0.00	0 0.00	1 16.67	0 0.00	4 66.67	6 100.00 0

Frequency Percent Col Pct	L121_3	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Professional code/protocol	0 0.0 0 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 25.00 100.00	3 75.00 100.00	4 100.00 0
	Total	0 0.0 0	0 0.00	0 0.00	0 0.00	0 0.00	1 25.00	3 75.00	4 100.00 0

Frequency Percent Col Pct	L86	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 5.00 33.33	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 10.00 66.67	3 15.00 75.00	2 10.00 33.33	8 40.00

Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	1 5.00 16.67	2 10.00
Some	2 10.00 66.67	0 0.00 .	1 5.00 100.00	3 15.00 100.00	1 5.00 33.33	0 0.00 0.00	3 15.00 50.00	10 50.00
Total	3 15.00	0 0.00	1 5.00	3 15.00	3 15.00	4 20.00	6 30.00	20 100.00

Frequency
Percent
Col Pct

Instructing co-workers								
L87	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 4.76 33.33	0 0.00 .	0 0.00 0.00	1 4.76 33.33	3 14.29 100.00	2 9.52 50.00	5 23.81 83.33	12 57.14
Not at all	0 0.00 0.00	0 0.00 .	1 4.76 50.00	0 0.00 0.00	0 0.00 0.00	1 4.76 25.00	0 0.00 0.00	2 9.52
Some	2 9.52 66.67	0 0.00 .	1 4.76 50.00	2 9.52 66.67	0 0.00 0.00	1 4.76 25.00	1 4.76 16.67	7 33.33
Total	3 14.29	0 0.00	2 9.52	3 14.29	3 14.29	4 19.05	6 28.57	21 100.00

Frequency
Percent
Col Pct

Supervising								
L88	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 10.53 66.67	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 15.79 100.00	2 10.53 66.67	4 21.05 66.67	11 57.89
Not at all	0 0.00 0.00	0 0.00 .	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	1 5.26 33.33	0 0.00 0.00	2 10.53
Some	1 5.26 33.33	0 0.00 .	1 5.26 50.00	2 10.53 100.00	0 0.00 0.00	0 0.00 0.00	2 10.53 33.33	6 31.58
Total	3 15.79	0 0.00	2 10.53	2 10.53	3 15.79	3 15.79	6 31.58	19 100.00

Frequency
Percent
Col Pct

Co-operating with colleagues								
L89	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 9.52 66.67	0 0.00 .	0 0.00 0.00	1 4.76 33.33	3 14.29 100.00	3 14.29 75.00	5 23.81 83.33	14 66.67
Not at all	0 0.00 0.00	0 0.00 .	1 4.76 50.00	0 0.00 0.00	0 0.00 0.00	1 4.76 25.00	0 0.00 0.00	2 9.52
Some	1 4.76 33.33	0 0.00 .	1 4.76 50.00	2 9.52 66.67	0 0.00 0.00	0 0.00 0.00	1 4.76 16.67	5 23.81
Total	3 14.29	0 0.00	2 9.52	3 14.29	3 14.29	4 19.05	6 28.57	21 100.00

Frequency
Percent
Col Pct

Communicating								
L90	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 9.52 66.67	0 0.00 .	0 0.00 0.00	1 4.76 33.33	2 9.52 66.67	3 14.29 75.00	4 19.05 66.67	12 57.14
Not at all	0 0.00 0.00	0 0.00 .	1 4.76 50.00	1 4.76 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 9.52
Some	1 4.76 33.33	0 0.00 .	1 4.76 50.00	1 4.76 33.33	1 4.76 33.33	1 4.76 25.00	2 9.52 33.33	7 33.33
Total	3 14.29	0 0.00	2 9.52	3 14.29	3 14.29	4 19.05	6 28.57	21 100.00

Frequency
Percent
Col Pct

Relating and networking								
L91	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.00 33.33	2 10.00 66.67	1 5.00 25.00	4 20.00 80.00	8 40.00
Not at all	0 0.00 0.00	0 0.00 .	2 10.00 100.00	0 0.00 0.00	0 0.00 0.00	2 10.00 50.00	0 0.00 0.00	4 20.00

Some	3 15.00 100.00	0 0.00 .	0 0.00 0.00	2 10.00 66.67	1 5.00 33.33	1 5.00 25.00	1 5.00 20.00	8 40.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	4 20.00	5 25.00	20 100.00

Frequency Percent Col Pct	Negotiating							
	L92	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 4.76 33.33	0 0.00 .	0 0.00 0.00	1 4.76 33.33	1 4.76 33.33	1 4.76 25.00	0 0.00 0.00	4 19.05
Not at all	0 0.00 0.00	0 0.00 .	2 9.52 100.00	1 4.76 33.33	1 4.76 33.33	2 9.52 50.00	2 9.52 33.33	8 38.10
Some	2 9.52 66.67	0 0.00 .	0 0.00 0.00	1 4.76 33.33	1 4.76 33.33	1 4.76 25.00	4 19.05 66.67	9 42.86
Total	3 14.29	0 0.00	2 9.52	3 14.29	3 14.29	4 19.05	6 28.57	21 100.00

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 14.29 100.00	0 0.00 .	0 0.00 0.00	1 4.76 33.33	3 14.29 100.00	2 9.52 50.00	5 23.81 83.33	14 66.67
Not at all	0 0.00 0.00	0 0.00 .	1 4.76 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.76
Some	0 0.00 0.00	0 0.00 .	1 4.76 50.00	2 9.52 66.67	0 0.00 0.00	2 9.52 50.00	1 4.76 16.67	6 28.57
Total	3 14.29	0 0.00	2 9.52	3 14.29	3 14.29	4 19.05	6 28.57	21 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise							
	L94	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 15.00 100.00	0 0.00 .	1 5.00 50.00	2 10.00 66.67	3 15.00 100.00	3 15.00 100.00	5 25.00 83.33	17 85.00
Some	0 0.00 0.00	0 0.00 .	1 5.00 50.00	1 5.00 33.33	0 0.00 0.00	0 0.00 0.00	1 5.00 16.67	3 15.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

Frequency
Percent
Col Pct

Problem solving								
L95	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 14.29 100.00	0 0.00 .	1 4.76 50.00	1 4.76 33.33	2 9.52 66.67	2 9.52 50.00	6 28.57 100.00	15 71.43
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 4.76 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.76
Some	0 0.00 0.00	0 0.00 .	1 4.76 50.00	1 4.76 33.33	1 4.76 33.33	2 9.52 50.00	0 0.00 0.00	5 23.81
Total	3 14.29	0 0.00	2 9.52	3 14.29	3 14.29	4 19.05	6 28.57	21 100.00

Frequency
Percent
Col Pct

Developing new procedures and working methods								
L96	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 5.00 33.33	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	3 15.00 50.00	5 25.00
Not at all	0 0.00 0.00	0 0.00 .	2 10.00 100.00	1 5.00 33.33	1 5.00 33.33	1 5.00 33.33	0 0.00 0.00	5 25.00
Some	2 10.00 66.67	0 0.00 .	0 0.00 0.00	2 10.00 66.67	2 10.00 66.67	1 5.00 33.33	3 15.00 50.00	10 50.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

Frequency Percent Col Pct	Forming strategies							
	L97	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.26 33.33	0 0.00 .	0 0.00 0.00	1 5.26 33.33	0 0.00 0.00	2 10.53 66.67	0 0.00 0.00	4 21.05
Not at all	0 0.00 0.00	0 0.00 .	2 10.53 100.00	1 5.26 33.33	0 0.00 0.00	1 5.26 33.33	1 5.26 20.00	5 26.32
Some	2 10.53 66.67	0 0.00 .	0 0.00 0.00	1 5.26 33.33	3 15.79 100.00	0 0.00 0.00	4 21.05 80.00	10 52.63
Total	3 15.79	0 0.00	2 10.53	3 15.79	3 15.79	3 15.79	5 26.32	19 100.00

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.00 33.33	0 0.00 .	0 0.00 0.00	1 5.00 33.33	3 15.00 100.00	1 5.00 33.33	6 30.00 100.00	12 60.00
Not at all	0 0.00 0.00	0 0.00 .	2 10.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00
Some	2 10.00 66.67	0 0.00 .	0 0.00 0.00	2 10.00 66.67	0 0.00 0.00	2 10.00 66.67	0 0.00 0.00	6 30.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	3 15.00 100.00	0 0.00 .	1 5.00 50.00	1 5.00 33.33	3 15.00 100.00	3 15.00 100.00	4 20.00 66.67	15 75.00
Some	0 0.00 0.00	0 0.00 .	1 5.00 50.00	2 10.00 66.67	0 0.00 0.00	0 0.00 0.00	2 10.00 33.33	5 25.00

Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00
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Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.00 33.33	2 10.00 66.67	2 10.00 66.67	5 25.00 83.33	10 50.00
Not at all	0 0.00 0.00	0 0.00 .	1 5.00 50.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	0 0.00 0.00	2 10.00
Some	3 15.00 100.00	0 0.00 .	1 5.00 50.00	2 10.00 66.67	0 0.00 0.00	1 5.00 33.33	1 5.00 16.67	8 40.00
Total	3 15.00	0 0.00	2 10.00	3 15.00	3 15.00	3 15.00	6 30.00	20 100.00

Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 4.76 33.33	0 0.00 .	0 0.00 0.00	1 4.76 33.33	3 14.29 100.00	4 19.05 100.00	5 23.81 83.33	14 66.67
Not at all	0 0.00 0.00	0 0.00 .	2 9.52 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 9.52
Some	2 9.52 66.67	0 0.00 .	0 0.00 0.00	2 9.52 66.67	0 0.00 0.00	0 0.00 0.00	1 4.76 16.67	5 23.81
Total	3 14.29	0 0.00	2 9.52	3 14.29	3 14.29	4 19.05	6 28.57	21 100.00

Frequency Percent Col Pct	Commercial thinking							
	L102	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2	0	1	0	2	2	4	11

	9.52 66.67	0.00 .	4.76 50.00	0.00 0.00	9.52 66.67	9.52 50.00	19.05 66.67	52.38
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 9.52 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 9.52
Some	1 4.76 33.33	0 0.00 .	1 4.76 50.00	1 4.76 33.33	1 4.76 33.33	2 9.52 50.00	2 9.52 33.33	8 38.10
Total	3 14.29	0 0.00	2 9.52	3 14.29	3 14.29	4 19.05	6 28.57	21 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation) to decline, increase or remain stable in the next 5 years?							
	L111	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Decline	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.56 33.33	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	2 11.11
Increase	1 5.56 50.00	0 0.00 .	1 5.56 50.00	0 0.00 0.00	1 5.56 33.33	1 5.56 50.00	4 22.22 66.67	8 44.44
Stable	1 5.56 50.00	0 0.00 .	1 5.56 50.00	2 11.11 66.67	1 5.56 33.33	1 5.56 50.00	2 11.11 33.33	8 44.44
Total	2 11.11	0 0.00	2 11.11	3 16.67	3 16.67	2 11.11	6 33.33	18 100.00

The SAS System

The FREQ Procedure
OCCUPATION=Bank clerk

Frequency Percent Col Pct	1. Answer customers' questions, and explain available services such as depositALY accounts, bonds, and securITALYies.							
	L27	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
Daily	1 5.56 100.00	3 16.67 100.00	3 16.67 100.00	5 27.78 100.00	0 0.00 .	4 22.22 100.00	2 11.11 100.00	18 100.00
Total	1 5.56	3 16.67	3 16.67	5 27.78	0 0.00	4 22.22	2 11.11	18 100.00

Frequency
Percent
Col Pct

2. Compile information about new accounts, enter account information into computers, and file related forms or other documents.

L28	COUNTRY							Total
	UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
Daily	0 0.00 0.00	3 17.65 100.00	3 17.65 100.00	3 17.65 60.00	0 0.00 .	3 17.65 75.00	1 5.88 100.00	13 76.47
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 20.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.88
Weekly	1 5.88 100.00	0 0.00 0.00	0 0.00 0.00	1 5.88 20.00	0 0.00 .	1 5.88 25.00	0 0.00 0.00	3 17.65
Total	1 5.88	3 17.65	3 17.65	5 29.41	0 0.00	4 23.53	1 5.88	17 100.00

Frequency
Percent
Col Pct

3. Refer customers to appropriate bank personnel to meet their financial needs.

L29	COUNTRY							Total
	UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
Daily	0 0.00 .	3 17.65 100.00	3 17.65 100.00	1 5.88 20.00	0 0.00 .	4 23.53 100.00	2 11.76 100.00	13 76.47
Never	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.88 20.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.88
Weekly	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 17.65 60.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 17.65
Total	0 0.00	3 17.65	3 17.65	5 29.41	0 0.00	4 23.53	2 11.76	17 100.00

Frequency
Percent
Col Pct

4. Interview customers to obtain information needed for opening accounts or renting safe-deposITALY boxes.

L30	COUNTRY							Total
	UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
Daily	0 0.00 0.00	3 16.67 100.00	3 16.67 100.00	1 5.56 20.00	0 0.00 .	3 16.67 75.00	2 11.11 100.00	12 66.67

	.	33.33	0.00	0.00	.	0.00	0.00	
Total	0 0.00	3 17.65	3 17.65	5 29.41	0 0.00	4 23.53	2 11.76	17 100.00

Frequency
Percent
Col Pct

7. Collect and record customer deposits and fees, and issue receipts using computers.								
L33	COUNTRY							Total
	UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
Daily	1 5.56 100.00	3 16.67 100.00	3 16.67 100.00	3 16.67 60.00	0 0.00 .	1 5.56 25.00	2 11.11 100.00	13 72.22
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 40.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 11.11
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 11.11 50.00	0 0.00 0.00	2 11.11
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 5.56 25.00	0 0.00 0.00	1 5.56
Total	1 5.56	3 16.67	3 16.67	5 27.78	0 0.00	4 22.22	2 11.11	18 100.00

Frequency
Percent
Col Pct

8. Investigate and correct errors upon customers' request, according to customer and bank records.								
L34	COUNTRY							Total
	UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
Daily	0 0.00 0.00	2 12.50 66.67	1 6.25 50.00	0 0.00 0.00	0 0.00 .	1 6.25 25.00	2 12.50 100.00	6 37.50
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 12.50
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 25.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.25
Weekly	1 6.25 100.00	1 6.25 33.33	1 6.25 50.00	1 6.25 25.00	0 0.00 .	3 18.75 75.00	0 0.00 0.00	7 43.75
Total	1 6.25	3 18.75	2 12.50	4 25.00	0 0.00	4 25.00	2 12.50	16 100.00

Frequency Percent Col Pct	9. Perform teller duties as required.							
	L35	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Daily	1 5.88 100.00	3 17.65 100.00	3 17.65 100.00	1 5.88 25.00	0 0.00 .	2 11.76 50.00	1 5.88 50.00	11 64.71
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 25.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.88
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 25.00	0 0.00 .	2 11.76 50.00	1 5.88 50.00	4 23.53
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 25.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 5.88
Total	1 5.88	3 17.65	3 17.65	4 23.53	0 0.00	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	10. Execute wire transfers of funds.							
	L36	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Daily	1 6.67 100.00	3 20.00 100.00	2 13.33 100.00	4 26.67 80.00	0 0.00 .	2 13.33 50.00	0 0.00 .	12 80.00
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 20.00	0 0.00 .	0 0.00 0.00	0 0.00 .	1 6.67
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	0 0.00 .	1 6.67
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	0 0.00 .	1 6.67
Total	1 6.67	3 20.00	2 13.33	5 33.33	0 0.00	4 26.67	0 0.00	15 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Answer customers' questions, and explain available services such as deposits, bonds, and securities.							
	L40	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	1 5.56 100.00	3 16.67 100.00	1 5.56 33.33	5 27.78 100.00	0 0.00 .	4 22.22 100.00	2 11.11 100.00	16 88.89
Some	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 11.11
Total	1 5.56	3 16.67	3 16.67	5 27.78	0 0.00	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	2. Compile information about new accounts, enter account information into computers, and file related forms or other documents.							
	L41	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	1 5.88 100.00	3 17.65 100.00	0 0.00 0.00	4 23.53 80.00	0 0.00 .	4 23.53 100.00	0 0.00 0.00	12 70.59
Some	0 0.00 0.00	0 0.00 0.00	3 17.65 100.00	1 5.88 20.00	0 0.00 .	0 0.00 0.00	1 5.88 100.00	5 29.41
Total	1 5.88	3 17.65	3 17.65	5 29.41	0 0.00	4 23.53	1 5.88	17 100.00

Frequency Percent Col Pct	3. Refer customers to appropriate bank personnel to meet their financial needs.							
	L42	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	0 0.00 .	0 0.00 0.00	1 6.25 33.33	2 12.50 50.00	0 0.00 .	3 18.75 75.00	1 6.25 50.00	7 43.75
Not at all	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.25 25.00	0 0.00 0.00	1 6.25
Some	0 0.00 .	3 18.75 100.00	2 12.50 66.67	2 12.50 50.00	0 0.00 .	0 0.00 0.00	1 6.25 50.00	8 50.00

Total	0 0.00	3 18.75	3 18.75	4 25.00	0 0.00	4 25.00	2 12.50	16 100.00
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Frequency Percent Col Pct	4. Interview customers to obtain information needed for opening accounts or renting safe-depositITALY boxes.								
	L43	COUNTRY							Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
	Major	0 0.00 .	1 5.88 33.33	0 0.00 0.00	3 17.65 60.00	0 0.00 .	4 23.53 100.00	2 11.76 100.00	10 58.82
	Some	0 0.00 .	2 11.76 66.67	3 17.65 100.00	2 11.76 40.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	7 41.18
Total	0 0.00	3 17.65	3 17.65	5 29.41	0 0.00	4 23.53	2 11.76	17 100.00	

Frequency Percent Col Pct	5. Inform customers of procedures for applying for services such as ATM cards, direct depositITALY of checks, and certificates of depositITALY.								
	L44	COUNTRY							Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
	Major	1 5.88 100.00	2 11.76 66.67	1 5.88 33.33	4 23.53 80.00	0 0.00 .	3 17.65 75.00	1 5.88 100.00	12 70.59
	Some	0 0.00 0.00	1 5.88 33.33	2 11.76 66.67	1 5.88 20.00	0 0.00 .	1 5.88 25.00	0 0.00 0.00	5 29.41
Total	1 5.88	3 17.65	3 17.65	5 29.41	0 0.00	4 23.53	1 5.88	17 100.00	

Frequency Percent Col Pct	6. Obtain creditITALY records from reporting agencies.								
	L45	COUNTRY							Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
	Major	1 6.25 100.00	0 0.00 0.00	0 0.00 0.00	2 12.50 50.00	0 0.00 .	3 18.75 75.00	1 6.25 100.00	7 43.75
	Not at all	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	1 6.25 25.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 12.50

Some	0 0.00 0.00	2 12.50 66.67	3 18.75 100.00	1 6.25 25.00	0 0.00 .	1 6.25 25.00	0 0.00 0.00	7 43.75
Total	1 6.25	3 18.75	3 18.75	4 25.00	0 0.00	4 25.00	1 6.25	16 100.00

Frequency Percent Col Pct	7. Collect and record customer deposits and fees, and issue receipts using computers.								
	L46	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
	Major	1 6.25 100.00	3 18.75 100.00	0 0.00 0.00	5 31.25 100.00	0 0.00 .	1 6.25 50.00	2 12.50 100.00	12 75.00
	Some	0 0.00 0.00	0 0.00 0.00	3 18.75 100.00	0 0.00 0.00	0 0.00 .	1 6.25 50.00	0 0.00 0.00	4 25.00
Total	1 6.25	3 18.75	3 18.75	5 31.25	0 0.00	2 12.50	2 12.50	16 100.00	

Frequency Percent Col Pct	8. Investigate and correct errors upon customers' request, according to customer and bank records.								
	L47	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
	Major	1 5.88 100.00	3 17.65 100.00	1 5.88 33.33	2 11.76 50.00	0 0.00 .	2 11.76 50.00	2 11.76 100.00	11 64.71
	Some	0 0.00 0.00	0 0.00 0.00	2 11.76 66.67	2 11.76 50.00	0 0.00 .	2 11.76 50.00	0 0.00 0.00	6 35.29
Total	1 5.88	3 17.65	3 17.65	4 23.53	0 0.00	4 23.53	2 11.76	17 100.00	

Frequency Percent Col Pct	9. Perform teller duties as required.								
	L48	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
	Major	1 7.14 100.00	2 14.29 66.67	1 7.14 33.33	1 7.14 25.00	0 0.00 .	2 14.29 100.00	1 7.14 100.00	8 57.14
	Some	0 0.00	1 7.14	2 14.29	3 21.43	0 0.00	0 0.00	0 0.00	6 42.86

	0.00	33.33	66.67	75.00	.	0.00	0.00	
Total	1 7.14	3 21.43	3 21.43	4 28.57	0 0.00	2 14.29	1 7.14	14 100.00

Frequency Percent Col Pct	10. Execute wire transfers of funds.								
	L49	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Major	1 6.67 100.00	3 20.00 100.00	1 6.67 33.33	4 26.67 80.00	0 0.00 .	2 13.33 66.67	0 0.00 .	11 73.33
	Some	0 0.00 0.00	0 0.00 0.00	2 13.33 66.67	1 6.67 20.00	0 0.00 .	1 6.67 33.33	0 0.00 .	4 26.67
	Total	1 6.67	3 20.00	3 20.00	5 33.33	0 0.00	3 20.00	0 0.00	15 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

For L121_1 * COUNTRY
all data are missing since all
the levels of variable L121_1 are missing.

Frequency Percent Col Pct	Additional formal or legal requirements								
	L121_2	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Certification	0 0.00 .	0 0.00 .	0 0.00 .	1 20.00 100.00	0 0.00 .	4 80.00 100.00	0 0.00 .	5 100.00
	Total	0 0.00	0 0.00	0 0.00	1 20.00	0 0.00	4 80.00	0 0.00	5 100.00

Frequency Percent	Additional formal or legal requirements
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Col Pct	L121_3	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Professional code Or protocol	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	0 0.00 .	1 100.00
	Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	1 100.00

For L121_4 * COUNTRY
all data are missing since all
the levels of variable L121_4 are missing.

Frequency Percent Col Pct	Initiating action								
	L86	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Major	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	3 20.00 100.00	0 0.00 .	2 13.33 50.00	2 13.33 100.00	9 60.00
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	0 0.00 0.00	1 6.67
	Some	1 6.67 100.00	1 6.67 33.33	2 13.33 100.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	0 0.00 0.00	5 33.33
	Total	1 6.67	3 20.00	2 13.33	3 20.00	0 0.00	4 26.67	2 13.33	15 100.00

Frequency Percent Col Pct	Instructing co-workers								
	L87	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 25.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.67
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	3 20.00 75.00	0 0.00 0.00	3 20.00
	Some	1 6.67 100.00	3 20.00 100.00	2 13.33 100.00	3 20.00 75.00	0 0.00 .	1 6.67 25.00	1 6.67 100.00	11 73.33
	Total	1 6.67	3 20.00	2 13.33	4 26.67	0 0.00	4 26.67	1 6.67	15 100.00

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Frequency Percent Col Pct	Supervising								
	L88	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 25.00	0 0.00 .	0 0.00 0.00	2 11.76 100.00	3 17.65
	Not at all	1 5.88 100.00	0 0.00 0.00	1 5.88 33.33	1 5.88 25.00	0 0.00 .	4 23.53 100.00	0 0.00 0.00	7 41.18
	Some	0 0.00 0.00	3 17.65 100.00	2 11.76 66.67	2 11.76 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	7 41.18
	Total	1 5.88	3 17.65	3 17.65	4 23.53	0 0.00	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Co-operating with other colleagues								
	L89	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 23.53 100.00	0 0.00 .	2 11.76 50.00	2 11.76 100.00	8 47.06
	Not at all	0 0.00 0.00	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 5.88 25.00	0 0.00 0.00	3 17.65
	Some	1 5.88 100.00	1 5.88 33.33	3 17.65 100.00	0 0.00 0.00	0 0.00 .	1 5.88 25.00	0 0.00 0.00	6 35.29
	Total	1 5.88	3 17.65	3 17.65	4 23.53	0 0.00	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Communicating								
	L90	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Major	1 5.88 100.00	0 0.00 0.00	1 5.88 33.33	4 23.53 100.00	0 0.00 .	3 17.65 75.00	2 11.76 100.00	11 64.71
	Some	0	3	2	0	0	1	0	6

	0.00 0.00	17.65 100.00	11.76 66.67	0.00 0.00	0.00 .	5.88 25.00	0.00 0.00	35.29
Total	1 5.88	3 17.65	3 17.65	4 23.53	0 0.00	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Relating and networking							
	L91	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	1 5.88 100.00	0 0.00 0.00	0 0.00 0.00	2 11.76 50.00	0 0.00 .	2 11.76 50.00	2 11.76 100.00	7 41.18
Not at all	0 0.00 0.00	3 17.65 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 11.76 50.00	0 0.00 0.00	5 29.41
Some	0 0.00 0.00	0 0.00 0.00	3 17.65 100.00	2 11.76 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 29.41
Total	1 5.88	3 17.65	3 17.65	4 23.53	0 0.00	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Negotiating							
	L92	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	1 5.88 100.00	0 0.00 0.00	1 5.88 33.33	4 23.53 100.00	0 0.00 .	1 5.88 25.00	2 11.76 100.00	9 52.94
Some	0 0.00 0.00	3 17.65 100.00	2 11.76 66.67	0 0.00 0.00	0 0.00 .	3 17.65 75.00	0 0.00 0.00	8 47.06
Total	1 5.88	3 17.65	3 17.65	4 23.53	0 0.00	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50 50.00	0 0.00 .	1 6.25 25.00	2 12.50 100.00	5 31.25

Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.25 25.00	0 0.00 0.00	1 6.25
Some	1 6.25 100.00	3 18.75 100.00	2 12.50 100.00	2 12.50 50.00	0 0.00 .	2 12.50 50.00	0 0.00 0.00	10 62.50
Total	1 6.25	3 18.75	2 12.50	4 25.00	0 0.00	4 25.00	2 12.50	16 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise								
	L94	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Major	1 6.25 100.00	2 12.50 66.67	0 0.00 0.00	3 18.75 75.00	0 0.00 .	2 12.50 66.67	2 12.50 100.00	10 62.50
	Some	0 0.00 0.00	1 6.25 33.33	3 18.75 100.00	1 6.25 25.00	0 0.00 .	1 6.25 33.33	0 0.00 0.00	6 37.50
Total	1 6.25	3 18.75	3 18.75	4 25.00	0 0.00	3 18.75	2 12.50	16 100.00	

Frequency Percent Col Pct	Problem solving								
	L95	COUNTRY						Total	
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL		POLAND
	Major	1 6.25 100.00	2 12.50 66.67	0 0.00 0.00	2 12.50 50.00	0 0.00 .	2 12.50 50.00	2 12.50 100.00	9 56.25
	Some	0 0.00 0.00	1 6.25 33.33	2 12.50 100.00	2 12.50 50.00	0 0.00 .	2 12.50 50.00	0 0.00 0.00	7 43.75
Total	1 6.25	3 18.75	2 12.50	4 25.00	0 0.00	4 25.00	2 12.50	16 100.00	

Frequency Percent Col Pct	Developing new procedures and working methods							
	L96	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 6.67	1 6.67

	0.00	0.00	0.00	0.00	.	0.00	50.00	
Not at all	1 6.67 100.00	3 20.00 100.00	0 0.00 0.00	1 6.67 25.00	0 0.00 .	3 20.00 75.00	0 0.00 0.00	8 53.33
Some	0 0.00 0.00	0 0.00 0.00	1 6.67 100.00	3 20.00 75.00	0 0.00 .	1 6.67 25.00	1 6.67 50.00	6 40.00
Total	1 6.67	3 20.00	1 6.67	4 26.67	0 0.00	4 26.67	2 13.33	15 100.00

**Frequency
Percent
Col Pct**

Forming strategies								
L97	COUNTRY							Total
	UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43 75.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	4 28.57
Not at all	1 7.14 100.00	3 21.43 100.00	0 0.00 0.00	1 7.14 25.00	0 0.00 .	2 14.29 66.67	0 0.00 0.00	7 50.00
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	3 21.43
Total	1 7.14	3 21.43	1 7.14	4 28.57	0 0.00	3 21.43	2 14.29	14 100.00

**Frequency
Percent
Col Pct**

Planning and organising								
L98	COUNTRY							Total
	UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 18.75 75.00	0 0.00 .	0 0.00 0.00	1 6.25 50.00	4 25.00
Not at all	1 6.25 100.00	3 18.75 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.25 33.33	0 0.00 0.00	5 31.25
Some	0 0.00 0.00	0 0.00 0.00	3 18.75 100.00	1 6.25 25.00	0 0.00 .	2 12.50 66.67	1 6.25 50.00	7 43.75
Total	1 6.25	3 18.75	3 18.75	4 25.00	0 0.00	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	Following procedures and instructions							
	L99	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	1 5.88 100.00	2 11.76 66.67	2 11.76 66.67	1 5.88 25.00	0 0.00 .	4 23.53 100.00	2 11.76 100.00	12 70.59
Some	0 0.00 0.00	1 5.88 33.33	1 5.88 33.33	3 17.65 75.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 29.41
Total	1 5.88	3 17.65	3 17.65	4 23.53	0 0.00	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	3 18.75 75.00	0 0.00 .	2 12.50 66.67	2 12.50 100.00	8 50.00
Not at all	1 6.25 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.25
Some	0 0.00 0.00	2 12.50 66.67	3 18.75 100.00	1 6.25 25.00	0 0.00 .	1 6.25 33.33	0 0.00 0.00	7 43.75
Total	1 6.25	3 18.75	3 18.75	4 25.00	0 0.00	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 23.53 100.00	0 0.00 .	2 11.76 50.00	2 11.76 100.00	8 47.06
Not at all	0 0.00 0.00	3 17.65 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 5.88 25.00	0 0.00 0.00	4 23.53
Some	1 5.88 100.00	0 0.00 0.00	3 17.65 100.00	0 0.00 0.00	0 0.00 .	1 5.88 25.00	0 0.00 0.00	5 29.41
Total	1	3	3	4	0	4	2	17

	5.88	17.65	17.65	23.53	0.00	23.53	11.76	100.00
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Frequency Percent Col Pct	Commercial thinking							
	L102	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	1 6.25 33.33	4 25.00 100.00	0 0.00 .	3 18.75 75.00	1 6.25 100.00	9 56.25
Not at all	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.25
Some	1 6.25 100.00	2 12.50 66.67	2 12.50 66.67	0 0.00 0.00	0 0.00 .	1 6.25 25.00	0 0.00 0.00	6 37.50
Total	1 6.25	3 18.75	3 18.75	4 25.00	0 0.00	4 25.00	1 6.25	16 100.00

Frequency Percent Col Pct	Future evolution of occupation size (next five years)							
	L111	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	ITALY	NETHERL	
Decline	1 6.25 100.00	0 0.00 0.00	1 6.25 33.33	1 6.25 25.00	0 0.00 .	2 12.50 66.67	0 0.00 0.00	5 31.25
Increase	0 0.00 0.00	0 0.00 0.00	1 6.25 33.33	2 12.50 50.00	0 0.00 .	1 6.25 33.33	2 12.50 100.00	6 37.50
Stable	0 0.00 0.00	3 18.75 100.00	1 6.25 33.33	1 6.25 25.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 31.25
Total	1 6.25	3 18.75	3 18.75	4 25.00	0 0.00	3 18.75	2 12.50	16 100.00

The SAS System

The FREQ Procedure
OCCUPATION=Database designer

Frequency Percent Col Pct	1. Draw up a database structure (logical datamodel) to meet the needs and expectations of future users.						
	L27	COUNTRY					Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	2 13.33 66.67	2 13.33 100.00	1 6.67 100.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 33.33
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	3 20.00 75.00	1 6.67 50.00	4 26.67
Weekly	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.67
Yearly	2 13.33 100.00 0	1 6.67 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	1 6.67 50.00	5 33.33
Total	2 13.33	1 6.67	3 20.00	2 13.33	1 6.67	0 0.00	4 26.67	2 13.33	15 100.00

Frequency Percent Col Pct	2. Perform an ICT-projectstudy to assess the feasibility and/or cost of a database.								
	L28	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Daily	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	1 7.14 50.00	1 7.14 100.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	4 28.57
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 14.29 50.00	1 7.14 50.00	3 21.43
Weekly	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14 50.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 14.29
Yearly	1 7.14 100.00 0	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 14.29 50.00	1 7.14 50.00	5 35.71
Total	1 7.14	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	3. Program databases in computer languages such as Structured Query Language (SQL).								
	L29	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	

Daily	1 6.67 50.0 0	1 6.67 100.00	3 20.00 100.0 0	2 13.33 100.00	1 6.67 100.00	0 0.00 .	2 13.33 50.00	1 6.67 50.00	11 73.33
Monthl y	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	1 6.67 50.00	2 13.33
Weekly	1 6.67 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.67
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	0 0.00 0.00	1 6.67
Total	2 13.3 3	1 6.67	3 20.00	2 13.33	1 6.67	0 0.00	4 26.67	2 13.33	15 100.0 0

Frequenc y Percent Col Pct	4. Provide data for the database.									
	L30	COUNTRY								Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D	
	Daily	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 21.43
	Monthl y	1 7.14 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	3 21.43
	Never	1 7.14 50.0 0	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	5 35.71
	Weekly	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 14.29
	Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	0 0.00 0.00	1 7.14
	Total	2 14.2 9	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.0 0

Frequen cy Percent Col Pct	5. Testrun databases.									
	L31	COUNTRY								Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0 0.00 0.00	1 6.67 100.00	2 13.33 66.67	2 13.33 100.00	1 6.67 100.00	0 0.00 .	1 6.67 25.00	0 0.00 0.00	7 46.67
Monthly	2 13.33 100.00 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	2 13.33 100.00	5 33.33
Weekly	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 13.33 50.00	0 0.00 0.00	3 20.00
Total	2 13.33	1 6.67	3 20.00	2 13.33	1 6.67	0 0.00	4 26.67	2 13.33	15 100.00

Frequency Percent Col Pct	6. Develop ways to disclose the data for users, for example by programming internet applications.								
	L32	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00 0	2 14.29 100.00	1 7.14 100.00	0 0.00 .	1 7.14 25.00	0 0.00 0.00	7 50.00
Monthly	1 7.14 100.00 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 14.29 50.00	0 0.00 0.00	3 21.43
Never	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 7.14 25.00	1 7.14 50.00	3 21.43
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	1 7.14
Total	1 7.14	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	7. Maintain and adapt existing databases following changing needs of users, or changing possibilities in programming.								
	L33	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0	1	3	2	1	0	1	0	8

	0.00 0.00	6.67 100.00	20.00 100.00	13.33 100.00	6.67 100.00	0.00 .	6.67 25.00	0.00 0.00	53.33
Monthly	2 13.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 13.33 50.00	1 6.67 50.00	5 33.33
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 6.67 25.00	1 6.67 50.00	2 13.33
Total	2 13.33	1 6.67	3 20.00	2 13.33	1 6.67	0 0.00	4 26.67	2 13.33	15 100.00

Frequency Percent Col Pct	8. Make reports based on the data in the database.								
	L34	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	2 13.33 100.00	1 6.67 100.00	0 0.00 .	0 0.00 0.00	1 6.67 50.00	5 33.33
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 13.33 50.00	1 6.67 50.00	3 20.00
Never	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.67
Weekly	1 6.67 50.00	1 6.67 100.00	2 13.33 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 13.33 50.00	0 0.00 0.00	6 40.00
Total	2 13.33 3	1 6.67	3 20.00	2 13.33	1 6.67	0 0.00	4 26.67	2 13.33	15 100.00

For L35 * COUNTRY
all data are missing since all
the levels of variable L35 are missing.

For L36 * COUNTRY
all data are missing since all
the levels of variable L36 are missing.

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Draw up a database structure (logical datamodel) to meet the needs and expectations of future users.								
	L40	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	2 14.29 100.00	1 7.14 100.00	3 21.43 100.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	2 14.29 66.67	1 7.14 50.00	10 71.43
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	4 28.57
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	2. Perform an ICT-projectstudy to assess the feasibility and/or cost of a database.								
	L41	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 7.14 50.00	1 7.14 100.00	3 21.43 100.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	1 7.14 33.33	2 14.29 100.00	9 64.29
Not at all	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 .	2 14.29 66.67	0 0.00 0.00	4 28.57
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	3. Program databases in computer languages such as Structured Query Language (SQL).								
	L42	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	2 15.38 100.00	1 7.69 100.00	3 23.08 100.00	0 0.00 0.00	1 7.69 100.00	0 0.00 .	1 7.69 50.00	2 15.38 100.00	10 76.92
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 .	1 7.69 50.00	0 0.00 0.00	3 23.08
Total	2 15.38	1 7.69	3 23.08	2 15.38	1 7.69	0 0.00	2 15.38	2 15.38	13 100.00

Frequency Percent Col Pct	4. Provide data for the database.								
	L43	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 11.11 100.00	0 0.00 .	1 11.11 33.33	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 22.22
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 22.22 100.00	0 0.00 0.00	2 22.22
Some	0 0.00 0.00	0 0.00 .	2 22.22 66.67	2 22.22 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 11.11 100.00	5 55.56
Total	1 11.11	0 0.00	3 33.33	2 22.22	0 0.00	0 0.00	2 22.22	1 11.11	9 100.00

Frequency Percent Col Pct	5. Testrun databases.								
	L44	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	2 14.29 100.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14 100.00	0 0.00 .	3 21.43 100.00	2 14.29 100.00	9 64.29
Some	0 0.00	1 7.14	2 14.29	2 14.29	0 0.00	0 0.00	0 0.00	0 0.00	5 35.71

	0.00	100.00	66.67	100.00	0.00	.	0.00	0.00	
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequenc y Percent Col Pct	6. Develop ways to disclose the data for users, for example by programming internet applications.									
	L45	COUNTRY								Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D	
	Majo r	0 0.00 0.00	0 0.00 .	1 10.00 33.33	0 0.00 0.00	1 10.00 100.00	0 0.00 .	2 20.00 100.00	1 10.00 100.00	5 50.00
	Not at all	1 10.00 100.00 0	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 10.00
	Some	0 0.00 0.00	0 0.00 .	2 20.00 66.67	2 20.00 100.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	4 40.00
Total	1 10.00	0 0.00	3 30.00	2 20.00	1 10.00	0 0.00	2 20.00	1 10.00	10 100.00	

Frequenc y Percent Col Pct	7. Maintain and adapt existing databases following changing needs of users, or changing possibilities in programming.									
	L46	COUNTRY								Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D	
	Majo r	1 7.14 50.00 0	1 7.14 100.00	3 21.43 100.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	2 14.29 66.67	2 14.29 100.00	10 71.43
	Some	1 7.14 50.00 0	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	0 0.00 0.00	4 28.57
	Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequenc y	8. Make reports based on the data in the database.									
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Percent Col Pct	L47	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	0 0.00 .	1 7.69 33.33	1 7.69 50.00	3 23.08
	Some	1 7.69 100.00 0	1 7.69 100.00	3 23.08 100.00 0	2 15.38 100.00	0 0.00 0.00	0 0.00 .	2 15.38 66.67	1 7.69 50.00	10 76.92
	Total	1 7.69	1 7.69	3 23.08	2 15.38	1 7.69	0 0.00	3 23.08	2 15.38	13 100.00 0

For L48 * COUNTRY
all data are missing since all
the levels of variable L48 are missing.

For L49 * COUNTRY
all data are missing since all
the levels of variable L49 are missing.

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

For L121_1 * COUNTRY
all data are missing since all
the levels of variable L121_1 are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: certification									
	L121_2	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Yes	0 0.0 0 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	2 100.00 100.00	2 100.00 0
	Total	0 0.0 0	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 100.00	2 100.00 0

For L121_3 * COUNTRY
 all data are missing since all
 the levels of variable L121_3 are missing.

Additional formal or legal requirements: other										
Frequency Percent Col Pct	L121_4	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Yes	0 0.0 0	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00 100.00	1 50.00 100.00	2 100.00
	Total	0 0.0 0	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00	1 50.00	2 100.00

Initiating action										
Frequency Percent Col Pct	L86	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14 100.00	0 0.00 .	2 14.29 66.67	0 0.00 0.00	4 28.57
	Not at all	1 7.14 50.00 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	2 14.29
	Some	1 7.14 50.00 0	1 7.14 100.00	2 14.29 66.67	2 14.29 100.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	8 57.14
	Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Instructing co-workers										
Frequency Percent Col Pct	L87	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Not at all	1 7.14	0 0.00	0 0.00	1 7.14	0 0.00	0 0.00	1 7.14	1 7.14	4 28.57

	50.00	0.00	0.00	50.00	0.00	.	33.33	50.00	
Some	1 7.14 50.00	1 7.14 100.00	3 21.43 100.00	1 7.14 50.00	1 7.14 100.00	0 0.00 .	2 14.29 66.67	1 7.14 50.00	10 71.43
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	Supervising									
	L88	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 16.67 100.00	2 16.67
Not at all	1 8.33 100.00	0 0.00 .	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 .	2 16.67 66.67	0 0.00 0.00	4 33.33	
Some	0 0.00 0.00	0 0.00 .	3 25.00 100.00	1 8.33 50.00	1 8.33 100.00	0 0.00 .	1 8.33 33.33	0 0.00 0.00	6 50.00	
Total	1 8.33	0 0.00	3 25.00	2 16.67	1 8.33	0 0.00	3 25.00	2 16.67	12 100.00	

Frequency Percent Col Pct	Co-operating with colleagues								
	L89	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	3 21.43
Not at all	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	0 0.00 0.00	2 14.29
Some	1 7.14 50.00	1 7.14 100.00	3 21.43 100.00	2 14.29 100.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	9 64.29

Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00
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Frequency
Percent
Col Pct

Communicating									
L90	COUNTRY								Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	2 14.29 66.67	1 7.14 50.00	4 28.57
Not at all	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	1 7.14 50.00	1 7.14 100.00	3 21.43 100.00	2 14.29 100.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	9 64.29
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency
Percent
Col Pct

Relating and networking									
L91	COUNTRY								Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	2 14.29
Not at all	1 7.14 50.00	0 0.00 0.00	3 21.43 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	0 0.00 0.00	5 35.71
Some	1 7.14 50.00	1 7.14 100.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 .	2 14.29 66.67	1 7.14 50.00	7 50.00
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	Negotiating								
	L92	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 7.14 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 14.29
Not at all	1 7.14 50.0 0	0 0.00 0.00	3 21.43 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 .	2 14.29 66.67	1 7.14 50.00	8 57.14
Some	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	4 28.57
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	Reporting								
	L93	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 7.14 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	3 21.43
Not at all	1 7.14 50.0 0	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 14.29
Some	0 0.00 0.00	1 7.14 100.00	3 21.43 100.00	1 7.14 50.00	1 7.14 100.00	0 0.00 .	2 14.29 66.67	1 7.14 50.00	9 64.29
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise								
	L94	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1	0	1	0	1	0	2	1	6

r	7.69 50.0 0	0.00 0.00	7.69 33.33	0.00 0.00	7.69 100.00	0.00 .	15.38 100.00	7.69 50.00	46.15
Not at all	1 7.69 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.69
Some	0 0.00 0.00	1 7.69 100.00	2 15.38 66.67	2 15.38 100.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.69 50.00	6 46.15
Total	2 15.38	1 7.69	3 23.08	2 15.38	1 7.69	0 0.00	2 15.38	2 15.38	13 100.00

Frequency Percent Col Pct	Problem solving								
	L95	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 7.14 50.0 0	1 7.14 100.00	1 7.14 33.33	0 0.00 0.00	1 7.14 100.00	0 0.00 .	3 21.43 100.00	1 7.14 50.00	8 57.14
Not at all	1 7.14 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29 100.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	5 35.71
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	Developing new procedures and working methods								
	L96	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	1 7.69 100.00	0 0.00 .	1 7.69 33.33	1 7.69 50.00	4 30.77
Not at all	1 7.69 100.00 0	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 7.69 33.33	0 0.00 0.00	3 23.08

Some	0 0.00 0.00	1 7.69 100.00	1 7.69 33.33	2 15.38 100.00	0 0.00 0.00	0 0.00 .	1 7.69 33.33	1 7.69 50.00	6 46.15
Total	1 7.69	1 7.69	3 23.08	2 15.38	1 7.69	0 0.00	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Forming strategies								
	L97	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 15.38
Not at all	2 15.38 100.00	0 0.00 0.00	2 15.38 66.67	1 7.69 50.00	0 0.00 0.00	0 0.00 .	1 7.69 50.00	1 7.69 50.00	7 53.85
Some	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	1 7.69 50.00	0 0.00 0.00	0 0.00 .	1 7.69 50.00	1 7.69 50.00	4 30.77
Total	2 15.38	1 7.69	3 23.08	2 15.38	1 7.69	0 0.00	2 15.38	2 15.38	13 100.00

Frequency Percent Col Pct	Planning and organising								
	L98	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 7.69 50.00	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	0 0.00 .	0 0.00 0.00	1 7.69 50.00	4 30.77
Not at all	1 7.69 50.00	0 0.00 0.00	2 15.38 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.69 50.00	4 30.77
Some	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	2 15.38 100.00	0 0.00 0.00	0 0.00 .	2 15.38 100.00	0 0.00 0.00	5 38.46
Total	2 15.38	1 7.69	3 23.08	2 15.38	1 7.69	0 0.00	2 15.38	2 15.38	13 100.00

Frequency Percent Col Pct	Following instructions and procedures								
	L99	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 7.69 50.0 0	1 7.69 100.00	1 7.69 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 15.38 100.00	1 7.69 50.00	6 46.15
Not at all	1 7.69 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.69
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	2 15.38 100.00	1 7.69 100.00	0 0.00 .	0 0.00 0.00	1 7.69 50.00	6 46.15
Total	2 15.38	1 7.69	3 23.08	2 15.38	1 7.69	0 0.00	2 15.38	2 15.38	13 100.00

Frequency Percent Col Pct	Dealing with contingencies								
	L100	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 7.69 50.00	1 7.69 50.00	2 15.38
Not at all	1 7.69 50.0 0	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 15.38
Some	1 7.69 50.0 0	1 7.69 100.00	3 23.08 100.00	1 7.69 50.00	1 7.69 100.00	0 0.00 .	1 7.69 50.00	1 7.69 50.00	9 69.23
Total	2 15.38	1 7.69	3 23.08	2 15.38	1 7.69	0 0.00	2 15.38	2 15.38	13 100.00

Frequency Percent Col Pct	Coping with stressful situations								
	L101	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	

Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	1 7.14 33.33	1 7.14 50.00	3 21.43
Not at all	1 7.14 50.00 0	0 0.00 0.00	3 21.43 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 .	2 14.29 66.67	0 0.00 0.00	7 50.00
Some	1 7.14 50.00 0	1 7.14 100.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	4 28.57
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	Commercial thinking								
	L102	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Not at all	1 7.14 50.00 0	1 7.14 100.00	3 21.43 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 .	1 7.14 33.33	0 0.00 0.00	7 50.00
Some	1 7.14 50.00 0	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 100.00	0 0.00 .	2 14.29 66.67	2 14.29 100.00	7 50.00
Total	2 14.29	1 7.14	3 21.43	2 14.29	1 7.14	0 0.00	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)								
	L111	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Increase	1 8.33 100.00 0	0 0.00 .	3 25.00 100.00 0	0 0.00 0.00	1 8.33 100.00	0 0.00 .	2 16.67 66.67	2 16.67 100.00	9 75.00
Stable	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 16.67 100.00	0 0.00 0.00	0 0.00 .	1 8.33 33.33	0 0.00 0.00	3 25.00
Total	1 8.33	0 0.00	3 25.00	2 16.67	1 8.33	0 0.00	3 25.00	2 16.67	12 100.00

The SAS System

The FREQ Procedure
 OCCUPATION=Estate agent

Frequency Percent Col Pct	1. Prepare and present purchase offers to sellers for consideration, using e.g. detailed descriptions of the properties.							
	L27	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	1 4.76 50.00	1 4.76 100.00	5 23.81 100.00	2 9.52 100.00	3 14.29 100.00	3 14.29 60.00	2 9.52 66.67	17 80.95
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.76 33.33	1 4.76
Weekly	1 4.76 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 9.52 40.00	0 0.00 0.00	3 14.29
Total	2 9.52	1 4.76	5 23.81	2 9.52	3 14.29	5 23.81	3 14.29	21 100.00

Frequency Percent Col Pct	2. Ensure that terms and conditions of purchase agreements are met before closing dates.							
	L28	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	1 5.26 100.00	6 31.58 100.00	1 5.26 50.00	3 15.79 100.00	3 15.79 75.00	1 5.26 50.00	15 78.95
Weekly	1 5.26 100.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	1 5.26 25.00	1 5.26 50.00	4 21.05
Total	1 5.26	1 5.26	6 31.58	2 10.53	3 15.79	4 21.05	2 10.53	19 100.00

Frequency Percent Col Pct	3. Interview clients to determine what kinds of properties they are seeking.							
	L29	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	2 9.52 100.00	1 4.76 100.00	6 28.57 100.00	1 4.76 50.00	3 14.29 100.00	4 19.05 80.00	2 9.52 100.00	19 90.48

Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.76 50.00	0 0.00 0.00	1 4.76 20.00	0 0.00 0.00	2 9.52
Total	2 9.52	1 4.76	6 28.57	2 9.52	3 14.29	5 23.81	2 9.52	21 100.00

Frequency Percent Col Pct	4. Prepare documents such as representation contracts, purchase agreements, closing statements, deeds and leases.							
	L30	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	1 4.76 100.00	6 28.57 100.00	1 4.76 50.00	2 9.52 66.67	4 19.05 80.00	1 4.76 50.00	15 71.43
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.76 33.33	0 0.00 0.00	1 4.76 50.00	2 9.52
Weekly	2 9.52 100.00	0 0.00 0.00	0 0.00 0.00	1 4.76 50.00	0 0.00 0.00	1 4.76 20.00	0 0.00 0.00	4 19.05
Total	2 9.52	1 4.76	6 28.57	2 9.52	3 14.29	5 23.81	2 9.52	21 100.00

Frequency Percent Col Pct	5. Coordinate property closings, overseeing signing of documents and disbursement of funds.							
	L31	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	1 4.76 100.00	5 23.81 83.33	1 4.76 50.00	2 9.52 66.67	3 14.29 60.00	0 0.00 0.00	12 57.14
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.76 33.33	0 0.00 0.00	1 4.76 50.00	2 9.52
Weekly	2 9.52 100.00	0 0.00 0.00	1 4.76 16.67	1 4.76 50.00	0 0.00 0.00	2 9.52 40.00	1 4.76 50.00	7 33.33
Total	2 9.52	1 4.76	6 28.57	2 9.52	3 14.29	5 23.81	2 9.52	21 100.00

Frequency Percent Col Pct	6. Negotiate between buyers and sellers, generally representing one or the other.							
	L32	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 9.52 100.00	1 4.76 100.00	6 28.57 100.00	1 4.76 50.00	3 14.29 100.00	3 14.29 60.00	1 4.76 50.00	17 80.95
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.76 50.00	0 0.00 0.00	2 9.52 40.00	1 4.76 50.00	4 19.05
Total	2 9.52	1 4.76	6 28.57	2 9.52	3 14.29	5 23.81	2 9.52	21 100.00

Frequency Percent Col Pct	7. Promote sales of properties through advertisements, open houses, participation in multiple listing services, or other methods.							
	L33	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	1 4.17 50.00	1 4.17 100.00	5 20.83 83.33	1 4.17 50.00	3 12.50 100.00	3 12.50 60.00	4 16.67 80.00	18 75.00
Weekly	1 4.17 50.00	0 0.00 0.00	1 4.17 16.67	1 4.17 50.00	0 0.00 0.00	2 8.33 40.00	0 0.00 0.00	5 20.83
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.17 20.00	1 4.17
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	5 20.83	5 20.83	24 100.00

Frequency Percent Col Pct	8. Compare a property with similar properties that have recently sold to determine its competitive market price.							
	L34	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	1 4.17 50.00	1 4.17 100.00	3 12.50 50.00	1 4.17 50.00	3 12.50 100.00	4 16.67 80.00	5 20.83 100.00	18 75.00
Weekly	1 4.17 50.00	0 0.00 0.00	3 12.50 50.00	1 4.17 50.00	0 0.00 0.00	1 4.17 20.00	0 0.00 0.00	6 25.00
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	5 20.83	5 20.83	24 100.00

Frequency Percent Col Pct	9. Coordinate appointments to show homes to prospective buyers.							
	L35	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	2 9.09 100.00	1 4.55 100.00	5 22.73 83.33	2 9.09 100.00	3 13.64 100.00	3 13.64 60.00	1 4.55 33.33	17 77.27
Weekly	0 0.00 0.00	0 0.00 0.00	1 4.55 16.67	0 0.00 0.00	0 0.00 0.00	2 9.09 40.00	2 9.09 66.67	5 22.73
Total	2 9.09	1 4.55	6 27.27	2 9.09	3 13.64	5 22.73	3 13.64	22 100.00

Frequency Percent Col Pct	10. Generate lists of properties that are compatible with buyers' needs and financial resources.							
	L36	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	0 0.00 0.00	2 9.09 33.33	1 4.55 50.00	1 4.55 33.33	2 9.09 40.00	2 9.09 50.00	8 36.36
Monthly	0 0.00 0.00	1 4.55 100.00	2 9.09 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 9.09 50.00	5 22.73
Weekly	1 4.55 100.00 0	0 0.00 0.00	2 9.09 33.33	1 4.55 50.00	2 9.09 66.67	3 13.64 60.00	0 0.00 0.00	9 40.91
Total	1 4.55	1 4.55	6 27.27	2 9.09	3 13.64	5 22.73	4 18.18	22 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Prepare and present purchase offers to sellers for consideration, using e.g. detailed descriptions of the properties.							
	L40	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	

Major	2 9.09 100.00	1 4.55 100.00	6 27.27 100.00	2 9.09 100.00	3 13.64 100.00	4 18.18 80.00	3 13.64 100.00	21 95.45
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.55 20.00	0 0.00 0.00	1 4.55
Total	2 9.09	1 4.55	6 27.27	2 9.09	3 13.64	5 22.73	3 13.64	22 100.00

Frequency Percent Col Pct	2. Ensure that terms and conditions of purchase agreements are met before closing dates.								
	L41	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 9.09 100.00	1 4.55 100.00	4 18.18 66.67	2 9.09 100.00	3 13.64 100.00	4 18.18 100.00	4 18.18 100.00	20 90.91
	Some	0 0.00 0.00	0 0.00 0.00	2 9.09 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 9.09
Total	2 9.09	1 4.55	6 27.27	2 9.09	3 13.64	4 18.18	4 18.18	22 100.00	

Frequency Percent Col Pct	3. Interview clients to determine what kinds of properties they are seeking.								
	L42	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 8.70 100.00	0 0.00 0.00	6 26.09 100.00	0 0.00 0.00	3 13.04 100.00	5 21.74 100.00	4 17.39 100.00	20 86.96
	Some	0 0.00 0.00	1 4.35 100.00	0 0.00 0.00	2 8.70 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 13.04
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00	

Frequency Percent Col Pct	5. Prepare documents such as representation contracts, purchase agreements, closing statements, deeds and leases.							
	L43	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
Major	2	1	3	2	2	5	0	15

	11.11 100.00	5.56 100.00	16.67 50.00	11.11 100.00	11.11 100.00	27.78 100.00	0.00 .	83.33
Some	0 0.00 0.00	0 0.00 0.00	3 16.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	3 16.67
Total	2 11.11	1 5.56	6 33.33	2 11.11	2 11.11	5 27.78	0 0.00	18 100.00

Frequency Percent Col Pct	5. Coordinate property closings, overseeing signing of documents and disbursement of funds.								
	L44	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 9.09 100.00	0 0.00 0.00	2 9.09 33.33	2 9.09 100.00	2 9.09 100.00	4 18.18 80.00	4 18.18 100.00	16 72.73
	Some	0 0.00 0.00	1 4.55 100.00	4 18.18 66.67	0 0.00 0.00	0 0.00 0.00	1 4.55 20.00	0 0.00 0.00	6 27.27
Total	2 9.09	1 4.55	6 27.27	2 9.09	2 9.09	5 22.73	4 18.18	22 100.00	

Frequency Percent Col Pct	6. Negotiate between buyers and sellers, generally representing one or the other.								
	L45	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 9.09 100.00	1 4.55 100.00	5 22.73 100.00	2 9.09 100.00	3 13.64 100.00	4 18.18 80.00	1 4.55 25.00	18 81.82
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.55 20.00	3 13.64 75.00	4 18.18
Total	2 9.09	1 4.55	5 22.73	2 9.09	3 13.64	5 22.73	4 18.18	22 100.00	

Frequency Percent Col Pct	6. Promote sales of properties through advertisements, open houses, participation in multiple listing services, or other methods.								
	L46	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 8.70	1 4.35	6 26.09	0 0.00	2 8.70	4 17.39	4 17.39	19 82.61
	Total	2 8.70	1 4.35	6 26.09	0 0.00	2 8.70	4 17.39	4 17.39	19 82.61

	100.00	100.00	100.00	0.00	66.67	80.00	100.00	
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.70 100.00	1 4.35 33.33	1 4.35 20.00	0 0.00 0.00	4 17.39
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00

Frequency
Percent
Col Pct

7. Compare a property with similar properties that have recently sold to determine its competitive market price.								
L47	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 8.70 100.00	1 4.35 100.00	2 8.70 33.33	2 8.70 100.00	3 13.04 100.00	4 17.39 80.00	4 17.39 100.00	18 78.26
Some	0 0.00 0.00	0 0.00 0.00	4 17.39 66.67	0 0.00 0.00	0 0.00 0.00	1 4.35 20.00	0 0.00 0.00	5 21.74
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00

Frequency
Percent
Col Pct

9. Coordinate appointments to show homes to prospective buyers.								
L48	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 8.70 100.00	0 0.00 0.00	3 13.04 50.00	0 0.00 0.00	3 13.04 100.00	3 13.04 60.00	4 17.39 100.00	15 65.22
Some	0 0.00 0.00	1 4.35 100.00	3 13.04 50.00	2 8.70 100.00	0 0.00 0.00	2 8.70 40.00	0 0.00 0.00	8 34.78
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00

Frequency
Percent
Col Pct

10. Generate lists of properties that are compatible with buyers' needs and financial resources.								
L49	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 4.35 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.70 66.67	4 17.39 80.00	4 17.39 100.00	11 47.83

Some	1 4.35 50.00	1 4.35 100.00	6 26.09 100.00	2 8.70 100.00	1 4.35 33.33	1 4.35 20.00	0 0.00 0.00	12 52.17
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma							
	L121_1	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
yes	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	2 40.00 100.00	3 60.00 100.00	5 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 40.00	3 60.00	5 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification							
	L121_2	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
yes	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	3 50.00 100.00	3 50.00 100.00	6 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	3 50.00	3 50.00	6 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: professional code or protocol							
	L121_3	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
1	0 0.00 .	0 0.00 .	0 0.00 .	2 28.57 100.00	0 0.00 .	2 28.57 100.00	3 42.86 100.00	7 100.00

Total	0 0.00	0 0.00	0 0.00	2 28.57	0 0.00	2 28.57	3 42.86	7 100.00

Frequency Percent Col Pct	Initiating action								
	L86	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 8.33 100.00	1 4.17 100.00	2 8.33 33.33	0 0.00 0.00	3 12.50 100.00	6 25.00 100.00	4 16.67 100.00	18 75.00
	Some	0 0.00 0.00	0 0.00 0.00	4 16.67 66.67	2 8.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	6 25.00
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00	

Frequency Percent Col Pct	Instructing co-workers								
	L87	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.17 16.67	2 8.33 50.00	3 12.50
	Not at all	0 0.00 0.00	1 4.17 100.00	1 4.17 16.67	0 0.00 0.00	0 0.00 0.00	1 4.17 16.67	0 0.00 0.00	3 12.50
Some	2 8.33 100.00	0 0.00 0.00	5 20.83 83.33	2 8.33 100.00	3 12.50 100.00	4 16.67 66.67	2 8.33 50.00	18 75.00	
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00	

Frequency Percent Col Pct	Supervising							
	L88	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.17 16.67	3 12.50 75.00	4 16.67

Not at all	0 0.00 0.00	1 4.17 100.00	2 8.33 33.33	0 0.00 0.00	1 4.17 33.33	2 8.33 33.33	0 0.00 0.00	6 25.00
Some	2 8.33 100.00	0 0.00 0.00	4 16.67 66.67	2 8.33 100.00	2 8.33 66.67	3 12.50 50.00	1 4.17 25.00	14 58.33
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00

Frequency Percent Col Pct	Co-operating with colleagues							
	L89	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 4.17 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 12.50 100.00	3 12.50 50.00	4 16.67 100.00	11 45.83
Not at all	0 0.00 0.00	1 4.17 100.00	3 12.50 50.00	0 0.00 0.00	0 0.00 0.00	1 4.17 16.67	0 0.00 0.00	5 20.83
Some	1 4.17 50.00	0 0.00 0.00	3 12.50 50.00	2 8.33 100.00	0 0.00 0.00	2 8.33 33.33	0 0.00 0.00	8 33.33
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00

Frequency Percent Col Pct	Communicating							
	L90	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 8.33 100.00	1 4.17 100.00	0 0.00 0.00	2 8.33 100.00	3 12.50 100.00	6 25.00 100.00	4 16.67 100.00	18 75.00
Some	0 0.00 0.00	0 0.00 0.00	6 25.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	6 25.00
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00

Frequency Percent Col Pct	Relating and networking							
	L91	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 8.70 100.00	1 4.35 100.00	0 0.00 0.00	0 0.00 0.00	2 8.70 66.67	6 26.09 100.00	3 13.04 75.00	14 60.87
Not at all	0 0.00 0.00	0 0.00 0.00	5 21.74 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 21.74
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.70 100.00	1 4.35 33.33	0 0.00 0.00	1 4.35 25.00	4 17.39
Total	2 8.70	1 4.35	5 21.74	2 8.70	3 13.04	6 26.09	4 17.39	23 100.00

**Frequency
Percent
Col Pct**

Negotiating								
L92	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 8.33 100.00	1 4.17 100.00	2 8.33 33.33	0 0.00 0.00	3 12.50 100.00	5 20.83 83.33	2 8.33 50.00	15 62.50
Some	0 0.00 0.00	0 0.00 0.00	4 16.67 66.67	2 8.33 100.00	0 0.00 0.00	1 4.17 16.67	2 8.33 50.00	9 37.50
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00

**Frequency
Percent
Col Pct**

Reporting								
L93	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.33 33.33	3 12.50 75.00	5 20.83
Not at all	0 0.00 0.00	0 0.00 0.00	4 16.67 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.17 25.00	5 20.83
Some	2 8.33 100.00	1 4.17 100.00	2 8.33 33.33	2 8.33 100.00	3 12.50 100.00	4 16.67 66.67	0 0.00 0.00	14 58.33
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise							
	L94	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 8.70 100.00	1 4.35 100.00	1 4.35 16.67	0 0.00 0.00	3 13.04 100.00	2 8.70 40.00	3 13.04 75.00	12 52.17
Some	0 0.00 0.00	0 0.00 0.00	5 21.74 83.33	2 8.70 100.00	0 0.00 0.00	3 13.04 60.00	1 4.35 25.00	11 47.83
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00

Frequency Percent Col Pct	Problem solving							
	L95	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 4.17 50.00	1 4.17 100.00	1 4.17 16.67	0 0.00 0.00	2 8.33 66.67	4 16.67 66.67	4 16.67 100.00	13 54.17
Not at all	0 0.00 0.00	0 0.00 0.00	1 4.17 16.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.17
Some	1 4.17 50.00	0 0.00 0.00	4 16.67 66.67	2 8.33 100.00	1 4.17 33.33	2 8.33 33.33	0 0.00 0.00	10 41.67
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00

Frequency Percent Col Pct	Developing new procedures and working methods							
	L96	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.17 16.67	3 12.50 75.00	4 16.67
Not at all	0 0.00 0.00	1 4.17 100.00	3 12.50 50.00	0 0.00 0.00	1 4.17 33.33	2 8.33 33.33	0 0.00 0.00	7 29.17
Some	2 8.33 100.00	0 0.00 0.00	3 12.50 50.00	2 8.33 100.00	2 8.33 66.67	3 12.50 50.00	1 4.17 25.00	13 54.17
Total	2	1	6	2	3	6	4	24

	8.33	4.17	25.00	8.33	12.50	25.00	16.67	100.00
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Frequency Percent Col Pct	Forming strategies							
	L97	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.70 66.67	2 8.70 40.00	4 17.39 100.00	8 34.78
Not at all	0 0.00 0.00	0 0.00 0.00	4 17.39 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 17.39
Some	2 8.70 100.00	1 4.35 100.00	2 8.70 33.33	2 8.70 100.00	1 4.35 33.33	3 13.04 60.00	0 0.00 0.00	11 47.83
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	1 4.35 100.00	0 0.00 0.00	0 0.00 0.00	3 13.04 100.00	4 17.39 80.00	3 13.04 75.00	11 47.83
Not at all	0 0.00 0.00	0 0.00 0.00	5 21.74 83.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 21.74
Some	2 8.70 100.00	0 0.00 0.00	1 4.35 16.67	2 8.70 100.00	0 0.00 0.00	1 4.35 20.00	1 4.35 25.00	7 30.43
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 4.35 50.00	0 0.00 0.00	1 4.35 16.67	2 8.70 100.00	0 0.00 0.00	2 8.70 33.33	3 13.04 100.00	9 39.13

Not at all	0 0.00 0.00	1 4.35 100.00	0 0.00 0.00	0 0.00 0.00	1 4.35 33.33	0 0.00 0.00	0 0.00 0.00	2 8.70
Some	1 4.35 50.00	0 0.00 0.00	5 21.74 83.33	0 0.00 0.00	2 8.70 66.67	4 17.39 66.67	0 0.00 0.00	12 52.17
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	6 26.09	3 13.04	23 100.00

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.70 66.67	5 21.74 100.00	4 17.39 100.00	11 47.83
Not at all	0 0.00 0.00	0 0.00 0.00	2 8.70 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.70
Some	2 8.70 100.00	1 4.35 100.00	4 17.39 66.67	2 8.70 100.00	1 4.35 33.33	0 0.00 0.00	0 0.00 0.00	10 43.48
Total	2 8.70	1 4.35	6 26.09	2 8.70	3 13.04	5 21.74	4 17.39	23 100.00

Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 8.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 12.50 100.00	5 20.83 83.33	4 16.67 100.00	14 58.33
Not at all	0 0.00 0.00	0 0.00 0.00	6 25.00 100.00	0 0.00 0.00	0 0.00 0.00	1 4.17 16.67	0 0.00 0.00	7 29.17
Some	0 0.00 0.00	1 4.17 100.00	0 0.00 0.00	2 8.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 12.50
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00

Commercial thinking								
L102	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 8.33 100.00	1 4.17 100.00	3 12.50 50.00	2 8.33 100.00	3 12.50 100.00	6 25.00 100.00	4 16.67 100.00	21 87.50
Not at all	0 0.00 0.00	0 0.00 0.00	1 4.17 16.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.17
Some	0 0.00 0.00	0 0.00 0.00	2 8.33 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.33
Total	2 8.33	1 4.17	6 25.00	2 8.33	3 12.50	6 25.00	4 16.67	24 100.00

Do you expect the size of this occupation (how many people are working in the occupation)								
L111	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Decline	1 5.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00 50.00	1 5.00 33.33	4 20.00
Increase	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00 66.67	1 5.00 25.00	2 10.00 66.67	5 25.00
Stable	0 0.00 0.00	1 5.00 100.00	6 30.00 100.00	2 10.00 100.00	1 5.00 33.33	1 5.00 25.00	0 0.00 0.00	11 55.00
Total	1 5.00	1 5.00	6 30.00	2 10.00	3 15.00	4 20.00	3 15.00	20 100.00

The SAS System

The FREQ Procedure
OCCUPATION=Financial clerk

1. Check figures, postings, and documents for correct entry, mathematical accuracy, and proper codes.								
L27	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.14 50.00	0 0.00 .	2 14.29 100.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	2 14.29 66.67	11 78.57

Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	2 14.29
Weekly	1 7.14 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency
Percent
Col Pct

2. Operate computers programmed with accounting software to record, store, and analyze information.								
L28	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 14.29 100.00	0 0.00 .	2 14.29 100.00	2 14.29 100.00	3 21.43 100.00	2 14.29 100.00	1 7.14 33.33	12 85.71
Weekly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency
Percent
Col Pct

3. Debit, credit, and total accounts on computer spreadsheets and databases, using specialized accounting software.								
L29	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.14 50.00	0 0.00 .	2 14.29 100.00	2 14.29 100.00	3 21.43 100.00	2 14.29 100.00	0 0.00 0.00	10 71.43
Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29
Weekly	1 7.14 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency
Percent
Col Pct

4. Classify, record, and summarize numerical and financial data to compile and keep financial records, using journals and ledgers or computers.								
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L30	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 .	2 14.29 100.00	2 14.29 100.00	2 14.29 66.67	0 0.00 0.00	1 7.14 33.33	7 50.00
Monthly	1 7.14 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	1 7.14 33.33	4 28.57
Weekly	1 7.14 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14 33.33	3 21.43
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency
Percent
Col Pct

5. Calculate, prepare, and issue bills, invoices, account statements, and other financial statements according to established procedures.

L31	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.14 50.00	0 0.00 .	2 14.29 100.00	2 14.29 100.00	1 7.14 33.33	2 14.29 100.00	2 14.29 66.67	10 71.43
Monthly	1 7.14 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Never	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	0 0.00 0.00	1 7.14
Weekly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14 33.33	2 14.29
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency
Percent
Col Pct

6. Compile statistical, financial, accounting or auditing reports and tables pertaining to such matters as cash receipts, expenditures, accounts payable and receivable, and profits and losses.

L32	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 .	2 14.29 100.00	1 7.14 50.00	2 14.29 66.67	0 0.00 0.00	1 7.14 33.33	6 42.86
Monthly	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 14.29	2 14.29	4 28.57

	0.00	.	0.00	0.00	0.00	100.00	66.67	
Never	1 7.14 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Weekly	1 7.14 50.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	0 0.00 0.00	0 0.00 0.00	3 21.43
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency
Percent
Col Pct

7. Code documents according to relevant procedures.								
L33	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.69 50.00	0 0.00 .	1 7.69 50.00	2 15.38 100.00	3 23.08 100.00	2 15.38 100.00	2 15.38 100.00	11 84.62
Monthly	1 7.69 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Weekly	0 0.00 0.00	0 0.00 .	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Total	2 15.38	0 0.00	2 15.38	2 15.38	3 23.08	2 15.38	2 15.38	13 100.00

Frequency
Percent
Col Pct

7. Access computerized financial information to answer general questions as well as those related to specific accounts.								
L34	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.69 50.00	0 0.00 .	2 15.38 100.00	0 0.00 0.00	2 15.38 100.00	1 7.69 50.00	2 15.38 66.67	8 61.54
Monthly	1 7.69 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	2 15.38
Weekly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	3 23.08
Total	2 15.38	0 0.00	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	13 100.00

For L35 * COUNTRY
all data are missing since all
the levels of variable L35 are missing.

For L36 * COUNTRY
all data are missing since all
the levels of variable L36 are missing.

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Check figures, postings, and documents for correct entry, mathematical accuracy, and proper codes.							
	L40	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	0 0.00 .	2 14.29 100.00	2 14.29 100.00	3 21.43 100.00	2 14.29 100.00	1 7.14 33.33	12 85.71
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	2. Operate computers programmed with accounting software to record, store, and analyze information.							
	L41	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	0 0.00 .	1 7.14 50.00	2 14.29 100.00	3 21.43 100.00	2 14.29 100.00	3 21.43 100.00	13 92.86
Some	0 0.00 0.00	0 0.00 .	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	3. Debit, credit, and total accounts on computer spreadsheets and databases, using specialized accounting software.							
	L42	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	0 0.00 .	2 14.29 100.00	2 14.29 100.00	3 21.43 100.00	2 14.29 100.00	2 14.29 66.67	13 92.86
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	4. Classify, record, and summarize numerical and financial data to compile and keep financial records, using journals and ledgers or computers.							
	L43	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	0 0.00 .	2 14.29 100.00	1 7.14 50.00	3 21.43 100.00	2 14.29 100.00	2 14.29 66.67	12 85.71
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	5. Calculate, prepare, and issue bills, invoices, account statements, and other financial statements according to established procedures.							
	L44	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 15.38 100.00	0 0.00 .	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	1 7.69 33.33	11 84.62
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	1 7.69
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	1 7.69
Total	2 15.38	0 0.00	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	13 100.00

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Frequency
Percent
Col Pct

6. Compile statistical, financial, accounting or auditing reports and tables pertaining to such matters as cash receipts, expenditures, accounts payable and receivable, and profits and losses.								
L45	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.69 100.00	0 0.00 .	2 15.38 100.00	1 7.69 50.00	3 23.08 100.00	1 7.69 50.00	2 15.38 66.67	10 76.92
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	1 7.69
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	2 15.38
Total	1 7.69	0 0.00	2 15.38	2 15.38	3 23.08	2 15.38	3 23.08	13 100.00

Frequency
Percent
Col Pct

7. Code documents according to relevant procedures.								
L46	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	0 0.00 .	1 7.69 50.00	1 7.69 100.00	2 15.38 66.67	2 15.38 100.00	1 7.69 33.33	9 69.23
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	2 15.38
Some	0 0.00 0.00	0 0.00 .	1 7.69 50.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	0 0.00 0.00	2 15.38
Total	2 15.38	0 0.00	2 15.38	1 7.69	3 23.08	2 15.38	3 23.08	13 100.00

Frequency
Percent
Col Pct

7. Access computerized financial information to answer general questions as well as those related to specific accounts.								
L47	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 14.29 100.00	0 0.00 .	2 14.29 100.00	1 7.14 50.00	3 21.43 100.00	1 7.14 50.00	2 14.29 66.67	11 78.57

Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	2 14.29
Total	2 14.29	0 0.00	2 14.29	2 14.29	3 21.43	2 14.29	3 21.43	14 100.00

For L48 * COUNTRY
all data are missing since all
the levels of variable L48 are missing.

For L49 * COUNTRY
all data are missing since all
the levels of variable L49 are missing.

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements							
	L121_1	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	1 50.00 100.00	1 50.00 100.00	0 0.00 .	0 0.00 .	2 100.00
Total	0 0.00	0 0.00	0 0.00	1 50.00	1 50.00	0 0.00	0 0.00	2 100.00

Frequency Percent Col Pct	Additional formal or legal requirements							
	L121_2	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	1 100.00

Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00
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For L121_3 * COUNTRY
all data are missing since all
the levels of variable L121_3 are missing.

Frequency Percent Col Pct	Table of L121_4 by COUNTRY							
	L121_4	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	1 100.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00
Total	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00

Frequency Percent Col Pct	Initiating action							
	L86	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 .	1 7.69 50.00	0 0.00 0.00	1 7.69 50.00	1 7.69 33.33	1 7.69 33.33	4 30.77
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69 33.33	1 7.69 33.33	3 23.08
Some	2 15.38 100.00	0 0.00 .	1 7.69 50.00	1 7.69 100.00	0 0.00 0.00	1 7.69 33.33	1 7.69 33.33	6 46.15
Total	2 15.38	0 0.00	2 15.38	1 7.69	2 15.38	3 23.08	3 23.08	13 100.00

Frequency Percent Col Pct	Instructing co-workers							
	L87	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69 33.33	0 0.00 0.00	2 15.38
Not at all	0 0.00	0 0.00	1 7.69	1 7.69	1 7.69	2 15.38	0 0.00	5 38.46

	0.00	.	50.00	100.00	50.00	66.67	0.00	
Some	2 15.38 100.00	0 0.00 .	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 23.08 100.00	6 46.15
Total	2 15.38	0 0.00	2 15.38	1 7.69	2 15.38	3 23.08	3 23.08	13 100.00

Frequency Percent Col Pct	Supervising							
	L88	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	1 7.14 33.33	3 21.43
Not at all	1 7.14 50.00	0 0.00 .	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	2 14.29 66.67	0 0.00 0.00	5 35.71
Some	1 7.14 50.00	0 0.00 .	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	6 42.86
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Co-operating with colleagues							
	L89	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	2 14.29 66.67	2 14.29 66.67	6 42.86
Not at all	0 0.00 0.00	0 0.00 .	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14 33.33	3 21.43
Some	1 7.14 50.00	0 0.00 .	1 7.14 50.00	2 14.29 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	5 35.71
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Communicating								
L90	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 14.29 100.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	2 14.29 66.67	6 42.86
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	2 14.29
Some	0 0.00 0.00	0 0.00 .	2 14.29 100.00	1 7.14 50.00	1 7.14 50.00	1 7.14 33.33	1 7.14 33.33	6 42.86
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Relating and networking								
L91	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.14 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	1 7.14 33.33	3 21.43
Not at all	1 7.14 50.00	0 0.00 .	2 14.29 100.00	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	0 0.00 0.00	6 42.86
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	1 7.14 50.00	1 7.14 33.33	2 14.29 66.67	5 35.71
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Negotiating								
L92	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	2 15.38
Not at all	0 0.00 0.00	0 0.00 .	2 15.38 100.00	1 7.69 100.00	1 7.69 50.00	2 15.38 66.67	1 7.69 33.33	7 53.85
Some	2	0	0	0	1	1	0	4

	15.38 100.00	0.00 .	0.00 0.00	0.00 0.00	7.69 50.00	7.69 33.33	0.00 0.00	30.77
Total	2 15.38	0 0.00	2 15.38	1 7.69	2 15.38	3 23.08	3 23.08	13 100.00

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 50.00	0 0.00 .	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	1 7.14 33.33	1 7.14 33.33	7 50.00
Not at all	0 0.00 0.00	0 0.00 .	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	1 7.14 50.00	0 0.00 .	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29 66.67	6 42.86
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise							
	L94	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 15.38 100.00	0 0.00 .	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	2 15.38 66.67	11 84.62
Some	0 0.00 0.00	0 0.00 .	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	2 15.38
Total	2 15.38	0 0.00	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	13 100.00

Frequency Percent Col Pct	Problem solving							
	L95	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	0 0.00 .	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	1 7.14 33.33	2 14.29 66.67	7 50.00

Some	0 0.00 0.00	0 0.00 .	1 7.14 50.00	1 7.14 50.00	2 14.29 100.00	2 14.29 66.67	1 7.14 33.33	7 50.00
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Developing new procedures and working methods								
	L96	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14
Not at all	0 0.00 0.00	0 0.00 .	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	2 14.29 66.67	0 0.00 0.00	0 0.00	5 35.71
Some	2 14.29 100.00	0 0.00 .	0 0.00 0.00	2 14.29 100.00	1 7.14 50.00	1 7.14 33.33	2 14.29 66.67	8 57.14	
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00	

Frequency Percent Col Pct	Forming strategies								
	L97	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 33.33	1 8.33
Not at all	1 8.33 50.00	0 0.00 .	2 16.67 100.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	2 16.67 66.67	6 50.00	
Some	1 8.33 50.00	0 0.00 .	0 0.00 0.00	1 8.33 100.00	2 16.67 100.00	1 8.33 50.00	0 0.00 0.00	5 41.67	
Total	2 16.67	0 0.00	2 16.67	1 8.33	2 16.67	2 16.67	3 25.00	12 100.00	

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	0 0.00 .	0 0.00 0.00	1 7.69 50.00	1 7.69 50.00	2 15.38 100.00	2 15.38 66.67	8 61.54
Not at all	0 0.00 0.00	0 0.00 .	2 15.38 100.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	3 23.08
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	2 15.38
Total	2 15.38	0 0.00	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	13 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	0 0.00 .	1 7.14 50.00	2 14.29 100.00	1 7.14 50.00	3 21.43 100.00	3 21.43 100.00	12 85.71
Some	0 0.00 0.00	0 0.00 .	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	2 14.29
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 50.00	0 0.00 .	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	2 14.29 66.67	6 42.86
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14
Some	1 7.14 50.00	0 0.00 .	1 7.14 50.00	2 14.29 100.00	1 7.14 50.00	1 7.14 33.33	1 7.14 33.33	7 50.00
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Frequency
Percent
Col Pct

Coping with stressful situations								
L101	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	3 21.43
Not at all	0 0.00 0.00	0 0.00 .	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	3 21.43
Some	2 14.29 100.00	0 0.00 .	0 0.00 0.00	2 14.29 100.00	1 7.14 50.00	2 14.29 66.67	1 7.14 33.33	8 57.14
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Frequency
Percent
Col Pct

Commercial thinking								
L102	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	1 7.14 33.33	3 21.43
Not at all	1 7.14 50.00	0 0.00 .	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	1 7.14 33.33	5 35.71
Some	1 7.14 50.00	0 0.00 .	2 14.29 100.00	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	1 7.14 33.33	6 42.86
Total	2 14.29	0 0.00	2 14.29	2 14.29	2 14.29	3 21.43	3 21.43	14 100.00

Frequency
Percent
Col Pct

Do you expect the size of this occupation (how many people are working in the occupation)								
L111	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Decline	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33
Increase	1 8.33 50.00	0 0.00 .	2 16.67 100.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	2 16.67 66.67	6 50.00
Stable	1	0	0	0	2	1	1	5

	8.33 50.00	0.00 .	0.00 0.00	0.00 0.00	16.67 100.00	8.33 100.00	8.33 33.33	41.67
Total	2 16.67	0 0.00	2 16.67	2 16.67	2 16.67	1 8.33	3 25.00	12 100.00

The SAS System

The FREQ Procedure
 OCCUPATION=Financial institution branch manager

Frequency Percent Col Pct	1. Plan, direct and coordinate the activities of staff in the branch or department.							Total
	L27	COUNTRY					POLAND	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		
Daily	1 7.14 50.00	3 21.43 100.00	1 7.14 50.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	11 78.57	
Monthly	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14	
Never	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14	
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14	
Total	2 14.29	3 21.43	2 14.29	2 14.29	3 21.43	2 14.29	14 100.00	

Frequency Percent Col Pct	2. Establish and maintain relationships with individual and business customers.							Total
	L28	COUNTRY					POLAND	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		
Daily	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	2 14.29 100.00	1 7.14 33.33	1 7.14 50.00	9 64.29	
Never	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14	
Weekly	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	1 7.14 50.00	4 28.57	
Total	2 14.29	3 21.43	2 14.29	2 14.29	3 21.43	2 14.29	14 100.00	

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Frequency Percent Col Pct	2. Provide assistance with customers' problems, such as heritage matters, changes in law that affect customers, etc.						
	L29	COUNTRY					
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	3 25.00 100.00	1 8.33 50.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	5 41.67
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 16.67 66.67	1 8.33 100.00	3 25.00
Never	1 8.33 100.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	2 16.67
Weekly	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	1 8.33 33.33	0 0.00 0.00	2 16.67
Total	1 8.33	3 25.00	2 16.67	2 16.67	3 25.00	1 8.33	12 100.00

Frequency Percent Col Pct	4. Examine, evaluate and process loan applications.						
	L30	COUNTRY					
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	3 21.43 100.00	1 7.14 50.00	2 14.29 100.00	1 7.14 33.33	1 7.14 50.00	8 57.14
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14
Weekly	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	0 0.00 0.00	4 28.57
Yearly	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Total	2 14.29	3 21.43	2 14.29	2 14.29	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	5. Monitor credit extension decisions.
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L31	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	3 23.08 100.00	2 15.38 100.00	2 15.38 100.00	3 23.08 100.00	0 0.00 0.00	10 76.92
Weekly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	2 15.38
Yearly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Total	2 15.38	3 23.08	2 15.38	2 15.38	3 23.08	1 7.69	13 100.00

Frequency
Percent
Col Pct

6. Conduct financial investigations.							
L32	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	1 8.33 33.33	1 8.33 50.00	1 8.33 50.00	0 0.00 0.00	1 8.33 100.00	4 33.33
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 16.67 66.67	0 0.00 0.00	2 16.67
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33
Weekly	0 0.00 0.00	1 8.33 33.33	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 16.67
Yearly	1 8.33 100.00	1 8.33 33.33	0 0.00 0.00	0 0.00 0.00	1 8.33 33.33	0 0.00 0.00	3 25.00
Total	1 8.33	3 25.00	2 16.67	2 16.67	3 25.00	1 8.33	12 100.00

Frequency
Percent
Col Pct

8. Oversee the flow of cash and financial instruments, and prepare financial and regulatory reports.							
L33	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	7 50.00

Total	2 15.38	3 23.08	2 15.38	2 15.38	3 23.08	1 7.69	13 100.00
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Frequency Percent Col Pct	10. Coordinate the cooperation with the other branches of the company.						
	L36	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	1 7.69 33.33	1 7.69 50.00	1 7.69 50.00	0 0.00 0.00	2 15.38 100.00	5 38.46
Monthly	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	2 15.38
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Weekly	0 0.00 0.00	2 15.38 66.67	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	3 23.08
Yearly	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	2 15.38
Total	1 7.69	3 23.08	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Plan, direct and coordinate the activities of staff in the branch or department.						
	L40	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.69 100.00	3 23.08 100.00	0 0.00 0.00	2 15.38 100.00	2 15.38 66.67	2 15.38 100.00	10 76.92
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	3 23.08

Total	1 7.69	3 23.08	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00
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Frequency Percent Col Pct	2. Establish and maintain relationships with individual and business customers.							
	L41	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 7.69 100.00	3 23.08 100.00	0 0.00 0.00	2 15.38 100.00	3 23.08 100.00	2 15.38 100.00	11 84.62
	Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
Total	1 7.69	3 23.08	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00	

Frequency Percent Col Pct	3. Provide assistance with customers' problems, such as heritage matters, changes in law that affect customers, etc.							
	L42	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	0 0.00 .	2 20.00 66.67	0 0.00 0.00	1 10.00 100.00	1 10.00 33.33	0 0.00 0.00	4 40.00
	Some	0 0.00 .	1 10.00 33.33	2 20.00 100.00	0 0.00 0.00	2 20.00 66.67	1 10.00 100.00	6 60.00
Total	0 0.00	3 30.00	2 20.00	1 10.00	3 30.00	1 10.00	10 100.00	

Frequency Percent Col Pct	4. Examine, evaluate and process loan applications.							
	L43	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 14.29 100.00	3 21.43 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	8 57.14
	Some	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	2 14.29 66.67	0 0.00 0.00	6 42.86
Total	2	3	2	2	3	2	14	

	14.29	21.43	14.29	14.29	21.43	14.29	100.00

Frequency Percent Col Pct	5. Monitor credit extension decisions.						
	L44	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	3 23.08 100.00	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	1 7.69 100.00	8 61.54
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	2 15.38 100.00	1 7.69 33.33	0 0.00 0.00	5 38.46
Total	2 15.38	3 23.08	2 15.38	2 15.38	3 23.08	1 7.69	13 100.00

Frequency Percent Col Pct	6. Conduct financial investigations.						
	L45	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 9.09 100.00	2 18.18 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 100.00	4 36.36
Not at all	0 0.00 0.00	1 9.09 33.33	0 0.00 0.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Some	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	3 27.27 100.00	0 0.00 0.00	5 45.45
Total	1 9.09	3 27.27	2 18.18	1 9.09	3 27.27	1 9.09	11 100.00

Frequency Percent Col Pct	8. Oversee the flow of cash and financial instruments, and prepare financial and regulatory reports.						
	L46	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	2 15.38 66.67	0 0.00 0.00	1 7.69 100.00	2 15.38 66.67	2 15.38 100.00	9 69.23
Some	0 0.00	1 7.69	2 15.38	0 0.00	1 7.69	0 0.00	4 30.77

	0.00	33.33	100.00	0.00	33.33	0.00	
Total	2 15.38	3 23.08	2 15.38	1 7.69	3 23.08	2 15.38	13 100.00

Frequency
Percent
Col Pct

9. Recruit staff members, evaluate their performance, and coordinate training programmes.							
L47	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 14.29 100.00	2 14.29 66.67	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	2 14.29 100.00	7 50.00
Some	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	1 7.14 50.00	3 21.43 100.00	0 0.00 0.00	7 50.00
Total	2 14.29	3 21.43	2 14.29	2 14.29	3 21.43	2 14.29	14 100.00

Frequency
Percent
Col Pct

10. Approve or reject, or coordinate the approval or rejection of, lines of credit and commercial, real estate and personal loans.							
L48	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	3 23.08 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	1 7.69 100.00	7 53.85
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	2 15.38 100.00	2 15.38 66.67	0 0.00 0.00	6 46.15
Total	2 15.38	3 23.08	2 15.38	2 15.38	3 23.08	1 7.69	13 100.00

Frequency
Percent
Col Pct

10. Coordinate the cooperation with the other branches of the company.							
L49	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 8.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33
Some	0 0.00	3 25.00	2 16.67	1 8.33	3 25.00	2 16.67	11 91.67

	0.00	100.00	100.00	100.00	100.00	100.00	
Total	1 8.33	3 25.00	2 16.67	1 8.33	3 25.00	2 16.67	12 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma						
	L121_1	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
yes	1 25.00 100.00	0 0.00 .	1 25.00 100.00	0 0.00 .	2 50.00 100.00	0 0.00 .	4 100.00
Total	1 25.00	0 0.00	1 25.00	0 0.00	2 50.00	0 0.00	4 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification						
	L121_2	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
yes	0 0.00 .	0 0.00 .	0 0.00 .	1 33.33 100.00	2 66.67 100.00	0 0.00 .	3 100.00
Total	0 0.00	0 0.00	0 0.00	1 33.33	2 66.67	0 0.00	3 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: professional code or protocol						
	L121_3	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	1 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00

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Frequency Percent Col Pct	Table of L121_4 by COUNTRY							
	L121_4	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	1	0 0.00 .	0 0.00 .	1 33.33 100.00	0 0.00 .	1 33.33 100.00	1 33.33 100.00	3 100.00
	Total	0 0.00	0 0.00	1 33.33	0 0.00	1 33.33	1 33.33	3 100.00

Frequency Percent Col Pct	Initiating action							
	L86	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 7.14 100.00	2 14.29 66.67	0 0.00 0.00	1 7.14 50.00	3 21.43 75.00	2 14.29 100.00	9 64.29
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
	Some	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	1 7.14 25.00	0 0.00 0.00	4 28.57
	Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Instructing co-workers							
	L87	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	3 21.43 75.00	1 7.14 50.00	6 42.86
	Not at all	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
	Some	0 0.00 0.00	2 14.29 66.67	2 14.29 100.00	1 7.14 50.00	1 7.14 25.00	1 7.14 50.00	7 50.00
	Total	1	3	2	2	4	2	14

	7.14	21.43	14.29	14.29	28.57	14.29	100.00
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Frequency Percent Col Pct	Supervising						
	L88	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	4 28.57 100.00	2 14.29 100.00	8 57.14
Not at all	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	2 14.29 66.67	2 14.29 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	5 35.71
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Co-operating with colleagues						
	L89	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	2 14.29 50.00	1 7.14 50.00	5 35.71
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 25.00	0 0.00 0.00	2 14.29
Some	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	0 0.00 0.00	1 7.14 25.00	1 7.14 50.00	7 50.00
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Communicating						
	L90	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	3 21.43 75.00	2 14.29 100.00	7 50.00

Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	0 0.00 0.00	1 7.14 25.00	0 0.00 0.00	6 42.86
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Relating and networking						
	L91	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	4 28.57 100.00	1 7.14 50.00	7 50.00
Not at all	0 0.00 0.00	2 14.29 66.67	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Some	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	4 28.57
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Negotiating						
	L92	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	3 21.43 75.00	1 7.14 50.00	6 42.86
Some	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	1 7.14 50.00	1 7.14 25.00	1 7.14 50.00	8 57.14
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Reporting						
	L93	COUNTRY					Total

	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	3 21.43 75.00	1 7.14 50.00	5 35.71
Some	1 7.14 100.00	3 21.43 100.00	1 7.14 50.00	2 14.29 100.00	1 7.14 25.00	1 7.14 50.00	9 64.29
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise						
	L94	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.69 100.00	2 15.38 66.67	1 7.69 50.00	1 7.69 50.00	1 7.69 33.33	2 15.38 100.00	8 61.54
Some	0 0.00 0.00	1 7.69 33.33	1 7.69 50.00	1 7.69 50.00	2 15.38 66.67	0 0.00 0.00	5 38.46
Total	1 7.69	3 23.08	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Problem solving						
	L95	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	2 14.29 66.67	1 7.14 50.00	1 7.14 50.00	3 21.43 75.00	2 14.29 100.00	10 71.43
Some	0 0.00 0.00	1 7.14 33.33	1 7.14 50.00	1 7.14 50.00	1 7.14 25.00	0 0.00 0.00	4 28.57
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Developing new procedures and working methods						
	L96	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	

Major	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	1 7.69 25.00	0 0.00 0.00	4 30.77
Not at all	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	2 15.38 50.00	0 0.00 0.00	4 30.77
Some	1 7.69 100.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	1 7.69 25.00	2 15.38 100.00	5 38.46
Total	1 7.69	2 15.38	2 15.38	2 15.38	4 30.77	2 15.38	13 100.00

Forming strategies							
L97	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	1 8.33 50.00	1 8.33 50.00	2 16.67 100.00	1 8.33 33.33	1 8.33 50.00	6 50.00
Not at all	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33 33.33	0 0.00 0.00	2 16.67
Some	1 8.33 100.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	1 8.33 33.33	1 8.33 50.00	4 33.33
Total	1 8.33	2 16.67	2 16.67	2 16.67	3 25.00	2 16.67	12 100.00

Planning and organising							
L98	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.69 100.00	1 7.69 33.33	0 0.00 0.00	2 15.38 100.00	1 7.69 33.33	2 15.38 100.00	7 53.85
Some	0 0.00 0.00	2 15.38 66.67	2 15.38 100.00	0 0.00 0.00	2 15.38 66.67	0 0.00 0.00	6 46.15
Total	1 7.69	3 23.08	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Following instructions and procedures						
	L99	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	2 14.29 66.67	0 0.00 0.00	0 0.00 0.00	1 7.14 25.00	2 14.29 100.00	6 42.86
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	1 7.14 50.00	3 21.43 75.00	0 0.00 0.00	7 50.00
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Dealing with contingencies						
	L100	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	2 14.29 66.67	0 0.00 0.00	1 7.14 50.00	3 21.43 75.00	2 14.29 100.00	9 64.29
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	1 7.14 25.00	0 0.00 0.00	4 28.57
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Coping with stressful situations						
	L101	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	0 0.00 0.00	1 7.14 50.00	1 7.14 50.00	2 14.29 50.00	2 14.29 100.00	7 50.00
Not at all	0 0.00 0.00	2 14.29 66.67	0 0.00 0.00	1 7.14 50.00	1 7.14 25.00	0 0.00 0.00	4 28.57
Some	0	1	1	0	1	0	3

	0.00 0.00	7.14 33.33	7.14 50.00	0.00 0.00	7.14 25.00	0.00 0.00	21.43
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Commercial thinking						
	L102	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	2 14.29 66.67	0 0.00 0.00	1 7.14 50.00	4 28.57 100.00	2 14.29 100.00	10 71.43
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Total	1 7.14	3 21.43	2 14.29	2 14.29	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)						
	L111	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Decline	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	3 23.08 100.00	1 7.69 50.00	6 46.15
Increase	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69
Stable	1 7.69 100.00	3 23.08 100.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	6 46.15
Total	1 7.69	3 23.08	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	1. Develop application software specifically for individual users.							
	L27	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	1 6.25 25.00	1 6.25 100.00	3 18.75 100.00	2 12.50 100.00	1 6.25 25.00	1 6.25 100.00	1 6.25 100.00	10 62.50
Monthly	1 6.25 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 18.75 75.00	0 0.00 0.00	0 0.00 0.00	4 25.00
Never	1 6.25 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
Weekly	1 6.25 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
Total	4 25.00	1 6.25	3 18.75	2 12.50	4 25.00	1 6.25	1 6.25	16 100.00

Frequency Percent Col Pct	2. Consult with users about software system design and maintenance.							
	L28	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	0 0.00 0.00	3 16.67 100.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	4 22.22
Monthly	3 16.67 100.00	1 5.56 100.00	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	1 5.56 50.00	0 0.00 0.00	6 33.33
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	2 11.11
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 100.00	2 11.11 50.00	1 5.56 50.00	1 5.56 33.33	6 33.33
Total	3 16.67	1 5.56	3 16.67	2 11.11	4 22.22	2 11.11	3 16.67	18 100.00

Frequency Percent Col Pct	4. Confer with systems analysts, engineers, programmers and others to design system and to obtain information on project limitations and capabilities, performance requirements and interfaces.							
	L29	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 5.26 25.00	0 0.00 0.00	3 15.79 100.00	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 26.32
Monthly	0 0.00 0.00	1 5.26 100.00	0 0.00 0.00	0 0.00 0.00	3 15.79 75.00	1 5.26 50.00	0 0.00 0.00	5 26.32
Weekly	2 10.53 50.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	1 5.26 25.00	1 5.26 50.00	3 15.79 100.00	8 42.11
Yearly	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

Frequency Percent Col Pct	4. Analyze user needs and software requirements to determine feasibility of design within time and cost constraints.								
	L30	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	1 5.56 25.00	0 0.00 0.00	3 16.67 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 22.22	
	Monthly	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 50.00	0 0.00 0.00	2 11.11 66.67	5 27.78
	Weekly	1 5.56 25.00	1 5.56 100.00	0 0.00 0.00	2 11.11 100.00	1 5.56 25.00	0 0.00 0.00	1 5.56 33.33	6 33.33
	Yearly	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	1 5.56 100.00	0 0.00 0.00	3 16.67
	Total	4 22.22	1 5.56	3 16.67	2 11.11	4 22.22	1 5.56	3 16.67	18 100.00

Frequency Percent Col Pct	5. Modify, adapt, extend, integrate existing software solutions including standard software.								
	L31	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	1 5.56 33.33	1 5.56 100.00	3 16.67 100.00	2 11.11 100.00	2 11.11 50.00	1 5.56 50.00	2 11.11 66.67	12 66.67
	Monthly	1	0	0	0	1	1	1	4

	5.56 33.33	0.00 0.00	0.00 0.00	0.00 0.00	5.56 25.00	5.56 50.00	5.56 33.33	22.22
Weekly	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	2 11.11
Total	3 16.67	1 5.56	3 16.67	2 11.11	4 22.22	2 11.11	3 16.67	18 100.00

Frequency Percent Col Pct	6. Test and implement developed programs.							
	L32	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 5.56 25.00	1 5.56 100.00	3 16.67 100.00	2 11.11 100.00	1 5.56 25.00	0 0.00 0.00	1 5.56 33.33	9 50.00
Monthly	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	1 5.56 100.00	0 0.00 0.00	3 16.67
Weekly	2 11.11 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 50.00	0 0.00 0.00	2 11.11 66.67	6 33.33
Total	4 22.22	1 5.56	3 16.67	2 11.11	4 22.22	1 5.56	3 16.67	18 100.00

Frequency Percent Col Pct	7. Improve application software with regard to functionality, security and economic viability.							
	L33	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 11.11 50.00	1 5.56 100.00	3 16.67 100.00	2 11.11 100.00	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	9 50.00
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	1 5.56
Weekly	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 50.00	0 0.00 0.00	2 11.11 66.67	5 27.78
Yearly	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 100.00	1 5.56 33.33	3 16.67
Total	4 22.22	1 5.56	3 16.67	2 11.11	4 22.22	1 5.56	3 16.67	18 100.00

Frequency Percent Col Pct	8. Draw up program documentations, such as step-by-step-guides.							
	L34	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	0 0.00 0.00	1 5.26 33.33	0 0.00 0.00	1 5.26 25.00	1 5.26 50.00	0 0.00 0.00	3 15.79
Monthly	1 5.26 25.00	1 5.26 100.00	1 5.26 33.33	0 0.00 0.00	3 15.79 75.00	1 5.26 50.00	2 10.53 66.67	9 47.37
Never	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Weekly	2 10.53 50.00	0 0.00 0.00	1 5.26 33.33	2 10.53 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 26.32
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 33.33	1 5.26
Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

Frequency Percent Col Pct	9. Guide, train and qualify users.							
	L35	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Monthly	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	2 10.53 100.00	3 15.79 75.00	1 5.26 50.00	0 0.00 0.00	7 36.84
Never	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	2 10.53 66.67	4 21.05
Weekly	2 10.53 50.00	0 0.00 0.00	2 10.53 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 21.05
Yearly	0 0.00 0.00	1 5.26 100.00	1 5.26 33.33	0 0.00 0.00	1 5.26 25.00	0 0.00 0.00	1 5.26 33.33	4 21.05
Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

For L36 * COUNTRY
all data are missing since all
the levels of variable L36 are missing.

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Develop application software specifically for individual users.							
	L40	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 11.11 66.67	1 5.56 100.00	3 16.67 100.00	2 11.11 100.00	4 22.22 100.00	2 11.11 100.00	1 5.56 33.33	15 83.33
Not at all	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	2 11.11
Total	3 16.67	1 5.56	3 16.67	2 11.11	4 22.22	2 11.11	3 16.67	18 100.00

Frequency Percent Col Pct	2. Consult with users about software system design and maintenance.							
	L41	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 11.11 50.00	1 5.56 100.00	3 16.67 100.00	1 5.56 50.00	2 11.11 50.00	2 11.11 66.67	0 0.00 0.00	11 61.11
Some	2 11.11 50.00	0 0.00 0.00	0 0.00 0.00	1 5.56 50.00	2 11.11 50.00	1 5.56 33.33	1 5.56 100.00	7 38.89
Total	4 22.22	1 5.56	3 16.67	2 11.11	4 22.22	3 16.67	1 5.56	18 100.00

Frequency Percent Col Pct	2. Confer with systems analysts, engineers, programmers and others to design system and to obtain information on project limitations and capabilities, performance requirements and interfaces.							
	L42	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	

Major	3 15.00 75.00	1 5.00 100.00	3 15.00 100.00	1 5.00 50.00	1 5.00 25.00	2 10.00 66.67	1 5.00 33.33	12 60.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00 66.67	2 10.00
Some	1 5.00 25.00	0 0.00 0.00	0 0.00 0.00	1 5.00 50.00	3 15.00 75.00	1 5.00 33.33	0 0.00 0.00	6 30.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

Frequency
Percent
Col Pct

4. Analyze user needs and software requirements to determine feasibility of design within time and cost constraints.								
L43	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 15.79 75.00	1 5.26 100.00	3 15.79 100.00	2 10.53 100.00	2 10.53 50.00	0 0.00 0.00	3 15.79 100.00	14 73.68
Some	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.53 50.00	2 10.53 100.00	0 0.00 0.00	5 26.32
Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

Frequency
Percent
Col Pct

5. Modify, adapt, extend, integrate existing software solutions including standard software.								
L44	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 15.00 75.00	1 5.00 100.00	3 15.00 100.00	2 10.00 100.00	4 20.00 100.00	2 10.00 66.67	0 0.00 0.00	15 75.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	1 5.00
Some	1 5.00 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 15.00 100.00	4 20.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

6. Test and implement developed programs.									
Frequency Percent Col Pct	L45	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	4 21.05 100.00	1 5.26 100.00	3 15.79 100.00	2 10.53 100.00	4 21.05 100.00	1 5.26 50.00	3 15.79 100.00	18 94.74
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	1 5.26
	Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

7. Improve application software with regard to functionality, security and economic viability.									
Frequency Percent Col Pct	L46	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	3 15.79 75.00	1 5.26 100.00	2 10.53 66.67	2 10.53 100.00	3 15.79 75.00	0 0.00 0.00	2 10.53 66.67	13 68.42
	Some	1 5.26 25.00	0 0.00 0.00	1 5.26 33.33	0 0.00 0.00	1 5.26 25.00	2 10.53 100.00	1 5.26 33.33	6 31.58
	Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

8. Draw up program documentations, such as step-by-step-guides.									
Frequency Percent Col Pct	L47	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 5.26 33.33	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	1 5.26 25.00	2 10.53 66.67	0 0.00 0.00	5 26.32
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 15.79 100.00	3 15.79
	Some	2 10.53 66.67	1 5.26 100.00	3 15.79 100.00	1 5.26 50.00	3 15.79 75.00	1 5.26 33.33	0 0.00 0.00	11 57.89
	Total	3 15.79	1 5.26	3 15.79	2 10.53	4 21.05	3 15.79	3 15.79	19 100.00

Frequency Percent Col Pct	9. Guide, train and qualify users.							
	L48	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 18.75 75.00	2 12.50 100.00	0 0.00 0.00	6 37.50
Some	2 12.50 66.67	1 6.25 100.00	3 18.75 100.00	2 12.50 100.00	1 6.25 25.00	0 0.00 0.00	1 6.25 100.00	10 62.50
Total	3 18.75	1 6.25	3 18.75	2 12.50	4 25.00	2 12.50	1 6.25	16 100.00

For L49 * COUNTRY
all data are missing since all
the levels of variable L49 are missing.

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma							
	L121_1	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
yes	0 0.00 .	1 100.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00
Total	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification							
	L121_2	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
yes	0 0.00 .	1 16.67 100.00	0 0.00 .	0 0.00 .	1 16.67 100.00	1 16.67 100.00	3 50.00 100.00	6 100.00

Total	0 0.00	1 16.67	0 0.00	0 0.00	1 16.67	1 16.67	3 50.00	6 100.00
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Frequency Percent Col Pct	Additional formal or legal requirements: code or protocol							
	L121_3	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	yes	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00

Frequency Percent Col Pct	other							
	L121_4	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	yes	1 100.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .
Total	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00

Frequency Percent Col Pct	Initiating action							
	L86	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	Major	1 5.00 25.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	1 5.00 33.33
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00
Some	3 15.00 75.00	1 5.00 100.00	2 10.00 66.67	1 5.00 50.00	3 15.00 75.00	3 15.00 100.00	2 10.00 66.67	15 75.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

Instructing co-workers								
L87	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 15.00 75.00	0 0.00 0.00	0 0.00 0.00	3 15.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00 66.67	0 0.00 0.00	2 10.00
Some	4 20.00 100.00	1 5.00 100.00	3 15.00 100.00	2 10.00 100.00	1 5.00 25.00	1 5.00 33.33	3 15.00 100.00	15 75.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

Supervising								
L88	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 10.53 50.00	0 0.00 0.00	1 5.26 33.33	3 15.79
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.26 50.00	1 5.26 25.00	3 15.79 100.00	2 10.53 66.67	7 36.84
Some	4 21.05 100.00	0 0.00 .	3 15.79 100.00	1 5.26 50.00	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	9 47.37
Total	4 21.05	0 0.00	3 15.79	2 10.53	4 21.05	3 15.79	3 15.79	19 100.00

Co-operating with colleagues								
L89	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	4 20.00 100.00	0 0.00 0.00	0 0.00 0.00	1 5.00 50.00	4 20.00 100.00	0 0.00 0.00	3 15.00 100.00	12 60.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	1 5.00
Some	0	1	3	1	0	2	0	7

Not at all	1 5.00 25.00	0 0.00 0.00	3 15.00 100.00	2 10.00 100.00	0 0.00 0.00	3 15.00 100.00	3 15.00 100.00	12 60.00
Some	1 5.00 25.00	1 5.00 100.00	0 0.00 0.00	0 0.00 0.00	4 20.00 100.00	0 0.00 0.00	0 0.00 0.00	6 30.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 10.00 50.00	0 0.00 0.00	0 0.00 0.00	1 5.00 50.00	1 5.00 25.00	0 0.00 0.00	0 0.00 0.00	4 20.00
Not at all	0 0.00 0.00	0 0.00 0.00	2 10.00 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00
Some	2 10.00 50.00	1 5.00 100.00	1 5.00 33.33	1 5.00 50.00	3 15.00 75.00	3 15.00 100.00	3 15.00 100.00	14 70.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise							
	L94	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	3 15.79 75.00	1 5.26 100.00	1 5.26 33.33	2 10.53 100.00	4 21.05 100.00	2 10.53 100.00	3 15.79 100.00	16 84.21
Some	1 5.26 25.00	0 0.00 0.00	2 10.53 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 15.79
Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

Frequency Percent Col Pct	Problem solving							
	L95	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 15.00 75.00	0 0.00 0.00	1 5.00 33.33	1 5.00 50.00	4 20.00 100.00	2 10.00 66.67	3 15.00 100.00	14 70.00
Some	1 5.00 25.00	1 5.00 100.00	2 10.00 66.67	1 5.00 50.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	6 30.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

Frequency Percent Col Pct	Developing new procedures and working methods							
	L96	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 10.00 50.00	0 0.00 0.00	1 5.00 33.33	1 5.00 50.00	3 15.00 75.00	0 0.00 0.00	2 10.00 66.67	9 45.00
Not at all	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	0 0.00 0.00	2 10.00 66.67	0 0.00 0.00	3 15.00
Some	2 10.00 50.00	1 5.00 100.00	1 5.00 33.33	1 5.00 50.00	1 5.00 25.00	1 5.00 33.33	1 5.00 33.33	8 40.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

Frequency Percent Col Pct	Forming strategies							
	L97	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 15.79 75.00	0 0.00 0.00	0 0.00 0.00	4 21.05
Not at all	0 0.00 0.00	0 0.00 0.00	2 10.53 66.67	1 5.26 50.00	0 0.00 0.00	2 10.53 100.00	2 10.53 66.67	7 36.84
Some	3 15.79 75.00	1 5.26 100.00	1 5.26 33.33	1 5.26 50.00	1 5.26 25.00	0 0.00 0.00	1 5.26 33.33	8 42.11
Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	3 15.79 75.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	2 10.53 50.00	0 0.00 0.00	0 0.00 0.00	6 31.58
Not at all	0 0.00 0.00	0 0.00 0.00	2 10.53 66.67	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	3 15.79
Some	1 5.26 25.00	1 5.26 100.00	1 5.26 33.33	1 5.26 50.00	2 10.53 50.00	1 5.26 50.00	3 15.79 100.00	10 52.63
Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	3 15.79 75.00	0 0.00 0.00	1 5.26 33.33	2 10.53 100.00	0 0.00 0.00	2 10.53 100.00	1 5.26 33.33	9 47.37
Some	1 5.26 25.00	1 5.26 100.00	2 10.53 66.67	0 0.00 0.00	4 21.05 100.00	0 0.00 0.00	2 10.53 66.67	10 52.63
Total	4 21.05	1 5.26	3 15.79	2 10.53	4 21.05	2 10.53	3 15.79	19 100.00

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.00 25.00	0 0.00 0.00	1 5.00 33.33	1 5.00 50.00	3 15.00 75.00	0 0.00 0.00	2 10.00 66.67	8 40.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 33.33	0 0.00 0.00	1 5.00
Some	3 15.00 75.00	1 5.00 100.00	2 10.00 66.67	1 5.00 50.00	1 5.00 25.00	2 10.00 66.67	1 5.00 33.33	11 55.00
Total	4	1	3	2	4	3	3	20

	20.00	5.00	15.00	10.00	20.00	15.00	15.00	100.00
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Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 15.00 75.00	1 5.00 33.33	0 0.00 0.00	4 20.00
Not at all	0 0.00 0.00	0 0.00 0.00	3 15.00 100.00	0 0.00 0.00	0 0.00 0.00	2 10.00 66.67	1 5.00 33.33	6 30.00
Some	4 20.00 100.00	1 5.00 100.00	0 0.00 0.00	2 10.00 100.00	1 5.00 25.00	0 0.00 0.00	2 10.00 66.67	10 50.00
Total	4 20.00	1 5.00	3 15.00	2 10.00	4 20.00	3 15.00	3 15.00	20 100.00

Frequency Percent Col Pct	Commercial thinking							
	L102	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.26 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Not at all	0 0.00 0.00	1 5.26 100.00	3 15.79 100.00	2 10.53 100.00	0 0.00 0.00	3 15.79 100.00	2 10.53 66.67	11 57.89
Some	2 10.53 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 21.05 100.00	0 0.00 0.00	1 5.26 33.33	7 36.84
Total	3 15.79	1 5.26	3 15.79	2 10.53	4 21.05	3 15.79	3 15.79	19 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)							
	L111	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Decline	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 5.56 50.00	1 5.56 25.00	0 0.00 0.00	0 0.00 0.00	2 11.11

Increase	2 11.11 66.67	0 0.00 .	3 16.67 100.00	0 0.00 0.00	3 16.67 75.00	2 11.11 66.67	3 16.67 100.00	13 72.22
Stable	1 5.56 33.33	0 0.00 .	0 0.00 0.00	1 5.56 50.00	0 0.00 0.00	1 5.56 33.33	0 0.00 0.00	3 16.67
Total	3 16.67	0 0.00	3 16.67	2 11.11	4 22.22	3 16.67	3 16.67	18 100.00

The SAS System

The FREQ Procedure

OCCUPATION=IT systems administrator

Frequency Percent Col Pct	1. Diagnose hardware and software problems, and replace defective components.								
	L27	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Daily	0 0.00 0.00	0 0.00 0.00	2 8.00 66.67	2 8.00 100.00	4 16.00 36.36	0 0.00 .	1 4.00 33.33	1 4.00 33.33	10 40.00
Monthly	1 4.00 50.00 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.00 33.33	1 4.00 33.33	3 12.00
Weekly	1 4.00 50.00 0	0 0.00 0.00	1 4.00 33.33	0 0.00 0.00	7 28.00 63.64	0 0.00 .	1 4.00 33.33	1 4.00 33.33	11 44.00
Yearly	0 0.00 0.00	1 4.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.00
Total	2 8.00	1 4.00	3 12.00	2 8.00	11 44.00	0 0.00	3 12.00	3 12.00	25 100.00

Frequency Percent Col Pct	2. Perform data backups and disaster recovery operations.								
	L28	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Daily	0 0.00 0.00	0 0.00 0.00	3 12.50 100.00 0	2 8.33 100.00	2 8.33 18.18	0 0.00 .	2 8.33 66.67	1 4.17 33.33	10 41.67
Monthly	0	0	0	0	6	0	1	1	8

y	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	25.00 54.55	0.00 .	4.17 33.33	4.17 33.33	33.33
Weekly	1 4.17 100.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.33 18.18	0 0.00 .	0 0.00 0.00	1 4.17 33.33	4 16.67
Yearly	0 0.00 0.00	1 4.17 100.00	0 0.00 0.00	0 0.00 0.00	1 4.17 9.09	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 8.33
Total	1 4.17	1 4.17	3 12.50	2 8.33	11 45.83	0 0.00	3 12.50	3 12.50	24 100.0 0

Frequency Percent Col Pct	3. Maintain and administer computer networks and related computing environments including computer hardware, systems software, applications software, and all configurations.								
	L29	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	2 8.00 100.0 0	0 0.00 0.00	3 12.00 100.0 0	2 8.00 100.00	9 36.00 81.82	0 0.00 .	3 12.00 100.00	3 12.00 100.00	22 88.00
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.00 18.18	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 8.00
Yearly	0 0.00 0.00	1 4.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.00
Total	2 8.00	1 4.00	3 12.00	2 8.00	11 44.00	0 0.00	3 12.00	3 12.00	25 100.0 0

Frequency Percent Col Pct	4. Plan, coordinate, and implement network security measures to protect data, software, and hardware.								
	L30	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	2 8.00 66.67	1 4.00 50.00	2 8.00 18.18	0 0.00 .	1 4.00 33.33	1 4.00 33.33	7 28.00
Monthly	1 4.00 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.00 9.09	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 8.00
Weekly	0	0	1	1	6	0	2	2	12

	0.00 0.00	0.00 0.00	4.00 33.33	4.00 50.00	24.00 54.55	0.00 .	8.00 66.67	8.00 66.67	48.00
Yearly	1 4.00 50.0 0	1 4.00 100.00	0 0.00 0.00	0 0.00 0.00	2 8.00 18.18	0 0.00 .	0 0.00 0.00	0 0.00 0.00	4 16.00
Total	2 8.00	1 4.00	3 12.00	2 8.00	11 44.00	0 0.00	3 12.00	3 12.00	25 100.0 0

Frequen cy Percent Col Pct	4. Operate master consoles to monitor the performance of computer systems and networks, and to coordinate computer network access and use.								
	L31	COUNTRY							Total
	UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D	
Daily	2 8.00 100.0 0	0 0.00 0.00	3 12.00 100.0 0	2 8.00 100.00	5 20.00 45.45	0 0.00 .	2 8.00 66.67	2 8.00 66.67	16 64.00
Monthl y	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 16.00 36.36	0 0.00 .	1 4.00 33.33	0 0.00 0.00	5 20.00
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 8.00 18.18	0 0.00 .	0 0.00 0.00	1 4.00 33.33	3 12.00
Yearly	0 0.00 0.00	1 4.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.00
Total	2 8.00	1 4.00	3 12.00	2 8.00	11 44.00	0 0.00	3 12.00	3 12.00	25 100.0 0

Frequen cy Percent Col Pct	6. Perform routine network startup and shutdown procedures, and maintain control records.								
	L32	COUNTRY							Total
	UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D	
Daily	0 0.00 0.00	0 0.00 0.00	3 12.50 100.0 0	2 8.33 100.00	3 12.50 30.00	0 0.00 .	2 8.33 66.67	2 8.33 66.67	12 50.00
Monthl y	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 16.67 40.00	0 0.00 .	0 0.00 0.00	1 4.17 33.33	5 20.83
Weekly	2	0	0	0	2	0	1	0	5

	8.33 100.0 0	0.00 0.00	0.00 0.00	0.00 0.00	8.33 20.00	0.00 .	4.17 33.33	0.00 0.00	20.83
Yearly	0 0.00 0.00	1 4.17 100.00	0 0.00 0.00	0 0.00 0.00	1 4.17 10.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 8.33
Total	2 8.33	1 4.17	3 12.50	2 8.33	10 41.67	0 0.00	3 12.50	3 12.50	24 100.0 0

Frequency Percent Col Pct	7. Design, configure, and test computer hardware, networking software and operating system software.								
	L33	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	2 8.70 66.67	1 4.35 50.00	1 4.35 10.00	0 0.00 .	1 4.35 33.33	1 4.35 33.33	6 26.09
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.35 50.00	4 17.39 40.00	0 0.00 .	2 8.70 66.67	1 4.35 33.33	8 34.78
Weekly	1 4.35 100.0 0	0 0.00 0.00	1 4.35 33.33	0 0.00 0.00	1 4.35 10.00	0 0.00 .	0 0.00 0.00	1 4.35 33.33	4 17.39
Yearly	0 0.00 0.00	1 4.35 100.00	0 0.00 0.00	0 0.00 0.00	4 17.39 40.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 21.74
Total	1 4.35	1 4.35	3 13.04	2 8.70	10 43.48	0 0.00	3 13.04	3 13.04	23 100.0 0

Frequency Percent Col Pct	8. Recommend changes to improve systems and network configurations, and determine hardware or software requirements related to such changes.								
	L34	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	1 4.00 33.33	2 8.00 100.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 12.00
Monthly	2 8.00 100.0 0	0 0.00 0.00	1 4.00 33.33	0 0.00 0.00	4 16.00 36.36	0 0.00 .	1 4.00 33.33	1 4.00 33.33	9 36.00
Weekly	0	0	1	0	0	0	1	1	3

	0.00 0.00	0.00 0.00	4.00 33.33	0.00 0.00	0.00 0.00	0.00 .	4.00 33.33	4.00 33.33	12.00
Yearly	0 0.00 0.00	1 4.00 100.00	0 0.00 0.00	0 0.00 0.00	7 28.00 63.64	0 0.00 .	1 4.00 33.33	1 4.00 33.33	10 40.00
Total	2 8.00	1 4.00	3 12.00	2 8.00	11 44.00	0 0.00	3 12.00	3 12.00	25 100.00

Frequency Percent Col Pct	9. Confer with network users about how to solve existing system problems.									
	L35	COUNTRY								Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	1 4.00 50.00	0 0.00 0.00	1 4.00 33.33	2 8.00 100.00	3 12.00 27.27	0 0.00 .	1 4.00 33.33	0 0.00 0.00	8 32.00	
Monthly	0 0.00 0.00	0 0.00 0.00	1 4.00 33.33	0 0.00 0.00	6 24.00 54.55	0 0.00 .	1 4.00 33.33	2 8.00 66.67	10 40.00	
Weekly	1 4.00 50.00	0 0.00 0.00	1 4.00 33.33	0 0.00 0.00	2 8.00 18.18	0 0.00 .	1 4.00 33.33	1 4.00 33.33	6 24.00	
Yearly	0 0.00 0.00	1 4.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.00	
Total	2 8.00	1 4.00	3 12.00	2 8.00	11 44.00	0 0.00	3 12.00	3 12.00	25 100.00	

Frequency Percent Col Pct	10. Programming in scripting languages (such as Javascript, PERL, CGI, Vbscript, ...)									
	L36	COUNTRY								Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	3 13.04 100.00	2 8.70 100.00	2 8.70 18.18	0 0.00 .	0 0.00 0.00	0 0.00 0.00	7 30.43	
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 8.70 100.00	1 4.35 50.00	3 13.04	

Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 4.35 9.09	0 0.00 .	0 0.00 0.00	1 4.35 50.00	2 8.70
Weekly	2 8.70 100.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 13.04 27.27	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 21.74
Yearly	0 0.00 0.00	1 4.35 100.00	0 0.00 0.00	0 0.00 0.00	5 21.74 45.45	0 0.00 .	0 0.00 0.00	0 0.00 0.00	6 26.09
Total	2 8.70	1 4.35	3 13.04	2 8.70	11 47.83	0 0.00	2 8.70	2 8.70	23 100.0 0

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequenc y Percent Col Pct	1. Diagnose hardware and software problems, and replace defective components.								
	L40	COUNTRY							Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D
Majo r	2 9.09 100.0 0	0 0.00 .	3 13.64 100.0 0	0 0.00 0.00	9 40.91 90.00	0 0.00 .	2 9.09 100.00	3 13.64 100.00	19 86.36
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 9.09 100.00	1 4.55 10.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 13.64
Total	2 9.09	0 0.00	3 13.64	2 9.09	10 45.45	0 0.00	2 9.09	3 13.64	22 100.0 0

Frequenc y Percent Col Pct	2. Perform data backups and disaster recovery operations.								
	L41	COUNTRY							Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D
Majo r	1 4.55 50.0 0	0 0.00 .	1 4.55 33.33	0 0.00 0.00	5 22.73 50.00	0 0.00 .	2 9.09 100.00	2 9.09 66.67	11 50.00

Some	1 4.55 50.0 0	0 0.00 .	2 9.09 66.67	2 9.09 100.00	5 22.73 50.00	0 0.00 .	0 0.00 0.00	1 4.55 33.33	11 50.00
Total	2 9.09	0 0.00	3 13.64	2 9.09	10 45.45	0 0.00	2 9.09	3 13.64	22 100.0 0

Frequenc y Percent Col Pct	2. Maintain and administer computer networks and related computing environments including computer hardware, systems software, applications software, and all configurations.									
	L42	COUNTRY								Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D	
	Majo r	2 9.09 100.0 0	0 0.00 .	3 13.64 100.0 0	0 0.00 0.00	5 22.73 50.00	0 0.00 .	2 9.09 100.00	3 13.64 100.00	15 68.18
	Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 9.09 100.00	5 22.73 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	7 31.82
Total	2 9.09	0 0.00	3 13.64	2 9.09	10 45.45	0 0.00	2 9.09	3 13.64	22 100.0 0	

Frequenc y Percent Col Pct	4. Plan, coordinate, and implement network security measures to protect data, software, and hardware.									
	L43	COUNTRY								Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	POLAN D	
	Majo r	1 4.55 50.0 0	0 0.00 .	3 13.64 100.00	0 0.00 0.00	8 36.36 80.00	0 0.00 .	2 9.09 100.00	3 13.64 100.00	17 77.27
	Some	1 4.55 50.0 0	0 0.00 .	0 0.00 0.00	2 9.09 100.00	2 9.09 20.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 22.73
Total	2 9.09	0 0.00	3 13.64	2 9.09	10 45.45	0 0.00	2 9.09	3 13.64	22 100.0 0	

Frequenc y Percent Col Pct	5. Operate master consoles to monitor the performance of computer systems and networks, and to coordinate computer network access and use.									
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L44	COUNTRY								Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Major	1 4.55 50.0 0	0 0.00 .	3 13.64 100.00	0 0.00 0.00	7 31.82 70.00	0 0.00 .	2 9.09 100.00	2 9.09 66.67	15 68.18
Some	1 4.55 50.0 0	0 0.00 .	0 0.00 0.00	2 9.09 100.00	3 13.64 30.00	0 0.00 .	0 0.00 0.00	1 4.55 33.33	7 31.82
Total	2 9.09	0 0.00	3 13.64	2 9.09	10 45.45	0 0.00	2 9.09	3 13.64	22 100.00

Frequency Percent Col Pct	6. Perform routine network startup and shutdown procedures, and maintain control records.									
	L45	COUNTRY								Total
UK		BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND		
	Major	1 4.55 50.0 0	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 9.09 20.00	0 0.00 .	2 9.09 100.00	2 9.09 66.67	7 31.82
	Some	1 4.55 50.0 0	0 0.00 .	3 13.64 100.00	2 9.09 100.00	8 36.36 80.00	0 0.00 .	0 0.00 0.00	1 4.55 33.33	15 68.18
	Total	2 9.09	0 0.00	3 13.64	2 9.09	10 45.45	0 0.00	2 9.09	3 13.64	22 100.00

Frequency Percent Col Pct	7. Design, configure, and test computer hardware, networking software and operating system software.									
	L46	COUNTRY								Total
UK		BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND		
	Major	1 4.76 50.0 0	0 0.00 .	3 14.29 100.00	0 0.00 0.00	4 19.05 44.44	0 0.00 .	2 9.52 100.00	2 9.52 66.67	12 57.14
	Some	1 4.76 50.0 0	0 0.00 .	0 0.00 0.00	2 9.52 100.00	5 23.81 55.56	0 0.00 .	0 0.00 0.00	1 4.76 33.33	9 42.86
	Total	2	0	3	2	9	0	2	3	21

	9.52	0.00	14.29	9.52	42.86	0.00	9.52	14.29	100.00

Frequency Percent Col Pct	9. Recommend changes to improve systems and network configurations, and determine hardware or software requirements related to such changes.									
	L47	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
	Major	1 4.76 50.00	0 0.00 .	3 14.29 100.00	0 0.00 0.00	2 9.52 22.22	0 0.00 .	1 4.76 50.00	2 9.52 66.67	9 42.86
	Not at all	1 4.76 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.76
	Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 9.52 100.00	7 33.33 77.78	0 0.00 .	1 4.76 50.00	1 4.76 33.33	11 52.38
	Total	2 9.52	0 0.00	3 14.29	2 9.52	9 42.86	0 0.00	2 9.52	3 14.29	21 100.00

Frequency Percent Col Pct	9. Confer with network users about how to solve existing system problems.									
	L48	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
	Major	2 9.09 100.00	0 0.00 .	2 9.09 66.67	0 0.00 0.00	2 9.09 20.00	0 0.00 .	2 9.09 100.00	1 4.55 33.33	9 40.91
	Some	0 0.00 0.00	0 0.00 .	1 4.55 33.33	2 9.09 100.00	8 36.36 80.00	0 0.00 .	0 0.00 0.00	2 9.09 66.67	13 59.09
Total	2 9.09	0 0.00	3 13.64	2 9.09	10 45.45	0 0.00	2 9.09	3 13.64	22 100.00	

Frequency Percent Col Pct	10. Programming in scripting languages (such as Javascript, PERL, CGI, Vbscript, ...)								
	L49	COUNTRY							Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Major	2 10.00 100.00 0	0 0.00 .	3 15.00 100.00 0	0 0.00 0.00	2 10.00 22.22	0 0.00 .	0 0.00 0.00	1 5.00 50.00	8 40.00
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 5.00 50.00	0 0.00 0.00	1 5.00
Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 10.00 100.00	7 35.00 77.78	0 0.00 .	1 5.00 50.00	1 5.00 50.00	11 55.00
Total	2 10.00	0 0.00	3 15.00	2 10.00	9 45.00	0 0.00	2 10.00	2 10.00	20 100.00 0

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

For L121_1 * COUNTRY
all data are missing since all
the levels of variable L121_1 are missing.

Frequency Percent Col Pct	Additional formal or legal requirements								
	L121_2	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
1	0 0.0 0 .	0 0.00 .	0 0.00 .	0 0.00 .	6 60.00 100.00	0 0.00 .	2 20.00 100.00	2 20.00 100.00	10 100.00 0
Total	0 0.0 0	0 0.00	0 0.00	0 0.00	6 60.00	0 0.00	2 20.00	2 20.00	10 100.00 0

Frequency Percent Col Pct	Additional formal or legal requirements								
	L121_	COUNTRY							Total

3	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
1	0 0.0 0 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	1 100.00 0
Total	0 0.0 0	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00 0
8									

For L121_4 * COUNTRY
all data are missing since all
the levels of variable L121_4 are missing.

Frequency Percent Col Pct	Initiating action								
	L86	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	0 0.00 .	1 4.76 33.33	0 0.00 0.00	7 33.33 87.50	0 0.00 .	1 4.76 33.33	0 0.00 0.00	9 42.86
Some	2 9.52 100.00 0	0 0.00 .	2 9.52 66.67	2 9.52 100.00	1 4.76 12.50	0 0.00 .	2 9.52 66.67	3 14.29 100.00	12 57.14
Total	2 9.52	0 0.00	3 14.29	2 9.52	8 38.10	0 0.00	3 14.29	3 14.29	21 100.00 0

Frequency Percent Col Pct	Instructing co-workers								
	L87	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 4.55 50.00 0	0 0.00 .	0 0.00 0.00	0 0.00 0.00	7 31.82 77.78	0 0.00 .	1 4.55 33.33	0 0.00 0.00	9 40.91
Not at all	1 4.55 50.00 0	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	2 9.09
Some	0 0.00 0.00	0 0.00 .	3 13.64 100.00	2 9.09 100.00	2 9.09 22.22	0 0.00 .	1 4.55 33.33	3 13.64 100.00	11 50.00
Total	2	0	3	2	9	0	3	3	22

	9.09	0.00	13.64	9.09	40.91	0.00	13.64	13.64	100.00
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Frequency Percent Col Pct	Supervising								
	L88	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	6 28.57 66.67	0 0.00 .	0 0.00 0.00	1 4.76 33.33	7 33.33
Not at all	1 4.76 100.00 0	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.76 33.33	0 0.00 0.00	2 9.52
Some	0 0.00 0.00	0 0.00 .	3 14.29 100.00 0	2 9.52 100.00	3 14.29 33.33	0 0.00 .	2 9.52 66.67	2 9.52 66.67	12 57.14
Total	1 4.76	0 0.00	3 14.29	2 9.52	9 42.86	0 0.00	3 14.29	3 14.29	21 100.00 0

Frequency Percent Col Pct	Co-operating with colleagues								
	L89	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	2 9.09 100.00 0	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 22.73 55.56	0 0.00 .	2 9.09 66.67	1 4.55 33.33	10 45.45
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	1 4.55
Some	0 0.00 0.00	0 0.00 .	3 13.64 100.00 0	2 9.09 100.00	4 18.18 44.44	0 0.00 .	0 0.00 0.00	2 9.09 66.67	11 50.00
Total	2 9.09	0 0.00	3 13.64	2 9.09	9 40.91	0 0.00	3 13.64	3 13.64	22 100.00 0

Frequency	Communicating								
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y Percent Col Pct	L90	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	1 4.55 50.0 0	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 22.73 55.56	0 0.00 .	3 13.64 100.00	1 4.55 33.33	10 45.45
	Some	1 4.55 50.0 0	0 0.00 .	3 13.64 100.00	2 9.09 100.00	4 18.18 44.44	0 0.00 .	0 0.00 0.00	2 9.09 66.67	12 54.55
	Total	2 9.09	0 0.00	3 13.64	2 9.09	9 40.91	0 0.00	3 13.64	3 13.64	22 100.0 0

Frequency Percent Col Pct	L91	Relating and networking							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 22.73 55.56	0 0.00 .	0 0.00 0.00	2 9.09 66.67	7 31.82
	Not at all	1 4.55 50.0 0	0 0.00 .	2 9.09 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	4 18.18
	Some	1 4.55 50.0 0	0 0.00 .	1 4.55 33.33	2 9.09 100.00	4 18.18 44.44	0 0.00 .	2 9.09 66.67	1 4.55 33.33	11 50.00
	Total	2 9.09	0 0.00	3 13.64	2 9.09	9 40.91	0 0.00	3 13.64	3 13.64	22 100.0 0

Frequency Percent Col Pct	L92	Negotiating							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.55 11.11	0 0.00 .	0 0.00 0.00	1 4.55 33.33	2 9.09

Not at all	1 4.55 50.0 0	0 0.00 .	3 13.64 100.00	0 0.00 0.00	3 13.64 33.33	0 0.00 .	2 9.09 66.67	1 4.55 33.33	10 45.45
Some	1 4.55 50.0 0	0 0.00 .	0 0.00 0.00	2 9.09 100.00	5 22.73 55.56	0 0.00 .	1 4.55 33.33	1 4.55 33.33	10 45.45
Total	2 9.09	0 0.00	3 13.64	2 9.09	9 40.91	0 0.00	3 13.64	3 13.64	22 100.0 0

Frequency Percent Col Pct	Reporting								
	L93	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.76 12.50	0 0.00 .	1 4.76 33.33	1 4.76 33.33	3 14.29
Not at all	0 0.00 0.00	0 0.00 .	1 4.76 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.76 33.33	0 0.00 0.00	2 9.52
Some	2 9.52 100.0 0	0 0.00 .	2 9.52 66.67	2 9.52 100.00	7 33.33 87.50	0 0.00 .	1 4.76 33.33	2 9.52 66.67	16 76.19
Total	2 9.52	0 0.00	3 14.29	2 9.52	8 38.10	0 0.00	3 14.29	3 14.29	21 100.0 0

Frequency Percent Col Pct	Applying know-how, professional expertise								
	L94	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	2 9.52 100.0 0	0 0.00 .	1 4.76 33.33	0 0.00 0.00	8 38.10 88.89	0 0.00 .	2 9.52 100.00	3 14.29 100.00	16 76.19
Some	0 0.00 0.00	0 0.00 .	2 9.52 66.67	2 9.52 100.00	1 4.76 11.11	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 23.81
Total	2 9.52	0 0.00	3 14.29	2 9.52	9 42.86	0 0.00	2 9.52	3 14.29	21 100.0 0

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Frequency Percent Col Pct	Problem solving								
	L95	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	2 9.09 100.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	8 36.36 88.89	0 0.00 .	2 9.09 66.67	3 13.64 100.00	16 72.73
Some	0 0.00 0.00	0 0.00 .	2 9.09 66.67	2 9.09 100.00	1 4.55 11.11	0 0.00 .	1 4.55 33.33	0 0.00 0.00	6 27.27
Total	2 9.09	0 0.00	3 13.64	2 9.09	9 40.91	0 0.00	3 13.64	3 13.64	22 100.00

Frequency Percent Col Pct	Developing new procedures and working methods								
	L96	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 4.55 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 22.73 55.56	0 0.00 .	0 0.00 0.00	1 4.55 33.33	7 31.82
Not at all	0 0.00 0.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	2 9.09
Some	1 4.55 50.00	0 0.00 .	2 9.09 66.67	2 9.09 100.00	4 18.18 44.44	0 0.00 .	2 9.09 66.67	2 9.09 66.67	13 59.09
Total	2 9.09	0 0.00	3 13.64	2 9.09	9 40.91	0 0.00	3 13.64	3 13.64	22 100.00

Frequency Percent Col Pct	Forming strategies								
	L97	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00	0 0.00	0 0.00	0 0.00	5 23.81	0 0.00	0 0.00	0 0.00	5 23.81

	0.00	.	0.00	0.00	55.56	.	0.00	0.00	
Not at all	1 4.76 50.0 0	0 0.00 .	2 9.52 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.76 50.00	0 0.00 0.00	4 19.05
Some	1 4.76 50.0 0	0 0.00 .	1 4.76 33.33	2 9.52 100.00	4 19.05 44.44	0 0.00 .	1 4.76 50.00	3 14.29 100.00	12 57.14
Total	2 9.52	0 0.00	3 14.29	2 9.52	9 42.86	0 0.00	2 9.52	3 14.29	21 100.0 0

Frequency Percent Col Pct	Planning and organising								
	L98	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 4.76 50.0 0	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 14.29 33.33	0 0.00 .	2 9.52 100.00	2 9.52 66.67	8 38.10
Not at all	1 4.76 50.0 0	0 0.00 .	2 9.52 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 4.76 33.33	4 19.05
Some	0 0.00 0.00	0 0.00 .	1 4.76 33.33	2 9.52 100.00	6 28.57 66.67	0 0.00 .	0 0.00 0.00	0 0.00 0.00	9 42.86
Total	2 9.52	0 0.00	3 14.29	2 9.52	9 42.86	0 0.00	2 9.52	3 14.29	21 100.0 0

Frequency Percent Col Pct	Following instructions and procedures								
	L99	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	2 9.52 100.0 0	0 0.00 .	1 4.76 33.33	0 0.00 0.00	1 4.76 11.11	0 0.00 .	1 4.76 50.00	1 4.76 33.33	6 28.57
Some	0 0.00 0.00	0 0.00 .	2 9.52 66.67	2 9.52 100.00	8 38.10 88.89	0 0.00 .	1 4.76 50.00	2 9.52 66.67	15 71.43
Total	2 9.52	0 0.00	3 14.29	2 9.52	9 42.86	0 0.00	2 9.52	3 14.29	21 100.0 0

	9.52	0.00	14.29	9.52	42.86	0.00	9.52	14.29	100.00
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Frequency Percent Col Pct	Dealing with contingencies								
	L100	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 4.55 50.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	9 40.91 100.00	0 0.00 .	2 9.09 66.67	3 13.64 100.00	16 72.73
Not at all	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	1 4.55
Some	1 4.55 50.00	0 0.00 .	2 9.09 66.67	2 9.09 100.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 22.73
Total	2 9.09	0 0.00	3 13.64	2 9.09	9 40.91	0 0.00	3 13.64	3 13.64	22 100.00

Frequency Percent Col Pct	Coping with stressful situations								
	L101	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 4.55 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 22.73 55.56	0 0.00 .	2 9.09 66.67	3 13.64 100.00	11 50.00
Not at all	1 4.55 50.00	0 0.00 .	1 4.55 33.33	0 0.00 0.00	2 9.09 22.22	0 0.00 .	1 4.55 33.33	0 0.00 0.00	5 22.73
Some	0 0.00 0.00	0 0.00 .	2 9.09 66.67	2 9.09 100.00	2 9.09 22.22	0 0.00 .	0 0.00 0.00	0 0.00 0.00	6 27.27
Total	2 9.09	0 0.00	3 13.64	2 9.09	9 40.91	0 0.00	3 13.64	3 13.64	22 100.00

Frequency	Commercial thinking
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y Percent Col Pct	L102	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		
	Major	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.76 12.50	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 4.76
	Not at all	2 9.52 100.0 0	0 0.00 .	3 14.29 100.0 0	0 0.00 0.00	3 14.29 37.50	0 0.00 .	1 4.76 33.33	1 4.76 33.33	10 47.62
	Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 9.52 100.00	4 19.05 50.00	0 0.00 .	2 9.52 66.67	2 9.52 66.67	10 47.62
	Total	2 9.52	0 0.00	3 14.29	2 9.52	8 38.10	0 0.00	3 14.29	3 14.29	21 100.0 0

Frequency Percent Col Pct	L111	Do you expect the size of this occupation (how many people are working in the occupation)							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		
	Increase	2 9.52 100.0 0	0 0.00 .	3 14.29 100.0 0	1 4.76 50.00	7 33.33 77.78	0 0.00 .	1 4.76 50.00	3 14.29 100.00	17 80.95
	Stable	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 4.76 50.00	2 9.52 22.22	0 0.00 .	1 4.76 50.00	0 0.00 0.00	4 19.05
	Total	2 9.52	0 0.00	3 14.29	2 9.52	9 42.86	0 0.00	2 9.52	3 14.29	21 100.0 0

The SAS System

The FREQ Procedure
OCCUPATION=Journalist

Frequency Percent Col Pct	L27	1. Select, write and report (on) current stories for publication, broadcast and/or narrowcast, describe and illustrate detail as well as background.					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERLAND		
	Daily	3 20.00 100.00	2 13.33 100.00	2 13.33 100.00	4 26.67 100.00	2 13.33 100.00	1 6.67 50.00	14 93.33

Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	1 6.67
Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency
Percent
Col Pct

2. Review copy and correct errors in content, grammar and punctuation, adhere to editorial style, formats, possibilities and limitations of different media.							
L28	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	3 20.00 100.00	2 13.33 100.00	2 13.33 100.00	3 20.00 75.00	2 13.33 100.00	0 0.00 0.00	12 80.00
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	1 6.67
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 25.00	0 0.00 0.00	1 6.67 50.00	2 13.33
Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency
Percent
Col Pct

3. Gather information online and offline, through (desk) research, interviews, field experience and attendance at social events and public functions.							
L29	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 13.33 66.67	2 13.33 100.00	2 13.33 100.00	4 26.67 100.00	2 13.33 100.00	2 13.33 100.00	14 93.33
Weekly	1 6.67 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67
Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency
Percent
Col Pct

4. Make the significant interesting and relevant to a target audience, keep the news comprehensive and proportional under pressure of a deadline.							
L30	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	

Daily	3 20.00 100.00	2 13.33 100.00	2 13.33 100.00	4 26.67 100.00	2 13.33 100.00	1 6.67 50.00	14 93.33
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	1 6.67
Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency
Percent
Col Pct

5. Analyze audiences and their interests, present different sides to a (conflicting) story, use multiple original sources, verify before going public.							
L31	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	3 20.00 100.00	0 0.00 0.00	2 13.33 100.00	3 20.00 75.00	1 6.67 50.00	0 0.00 0.00	9 60.00
Monthly	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	1 6.67 25.00	0 0.00 0.00	0 0.00 0.00	2 13.33
Weekly	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	2 13.33 100.00	4 26.67
Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency
Percent
Col Pct

6. Stay abreast of trends and issues, know who's who and how to reach them, recognize newsworthy issues zooming in from a helicopter view of society.							
L32	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 6.67 33.33	1 6.67 50.00	2 13.33 100.00	4 26.67 100.00	2 13.33 100.00	2 13.33 100.00	12 80.00
Monthly	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67
Weekly	2 13.33 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 13.33
Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency Percent Col Pct	7. Consult the persons who decide on the selection of stories (such as editors or program directors) and technical personnel (e.g. audiovisual operators) for support, if needed.							
	L33	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	1 7.14 33.33	0 0.00 0.00	2 14.29 100.00	3 21.43 75.00	0 0.00 0.00	2 14.29 100.00	8 57.14
	Weekly	2 14.29 66.67	1 7.14 100.00	0 0.00 0.00	1 7.14 25.00	2 14.29 100.00	0 0.00 0.00	6 42.86
	Total	3 21.43	1 7.14	2 14.29	4 28.57	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	8. Act in correspondence with journalist ethics: e.g. maintain independence, withstand pressure, bribes or presents from interested parties, abstain from topics involving own personal interests, credit and protect sources, avoid plagiarism.							
	L34	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 13.33 66.67	0 0.00 0.00	1 6.67 50.00	3 20.00 75.00	2 13.33 100.00	1 6.67 50.00	9 60.00
	Monthly	0 0.00 0.00	1 6.67 50.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 13.33
	Weekly	1 6.67 33.33	1 6.67 50.00	0 0.00 0.00	1 6.67 25.00	0 0.00 0.00	1 6.67 50.00	4 26.67
	Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency Percent Col Pct	9. Provide a forum for public opinion and stimulate it through editorials, columns and reviews.							
	L35	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 13.33 66.67	0 0.00 0.00	2 13.33 100.00	3 20.00 75.00	1 6.67 50.00	2 13.33 100.00	10 66.67
	Monthly	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	2 13.33

Weekly	1 6.67 33.33	1 6.67 50.00	0 0.00 0.00	1 6.67 25.00	0 0.00 0.00	0 0.00 0.00	3 20.00
Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency Percent Col Pct	10. Respond to, interact with individuals and target audiences through the media at your disposal.							
	L36	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 13.33 66.67	1 6.67 50.00	2 13.33 100.00	3 20.00 75.00	0 0.00 0.00	1 6.67 50.00	9 60.00
	Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	1 6.67
	Weekly	1 6.67 33.33	1 6.67 50.00	0 0.00 0.00	1 6.67 25.00	1 6.67 50.00	1 6.67 50.00	5 33.33
	Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Select, write and report (on) current stories for publication, broadcast and/or narrowcast, describe and illustrate detail as well as background.							
	L40	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	3 18.75 100.00	2 12.50 100.00	0 0.00 0.00	5 31.25 100.00	2 12.50 100.00	2 12.50 100.00	14 87.50
	Some	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50
	Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency
Percent
Col Pct

2. Review copy and correct errors in content, grammar and punctuation, adhere to editorial style, formats, possibilities and limitations of different media.							
L41	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 18.75 100.00	2 12.50 100.00	0 0.00 0.00	4 25.00 80.00	2 12.50 100.00	1 6.25 50.00	12 75.00
Some	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	1 6.25 20.00	0 0.00 0.00	1 6.25 50.00	4 25.00
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency
Percent
Col Pct

3. Gather information online and offline, through (desk) research, interviews, field experience and attendance at social events and public functions.							
L42	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 18.75 100.00	2 12.50 100.00	0 0.00 0.00	5 31.25 100.00	2 12.50 100.00	1 6.25 50.00	13 81.25
Some	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	3 18.75
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency
Percent
Col Pct

4. Make the significant interesting and relevant to a target audience, keep the news comprehensive and proportional under pressure of a deadline.							
L43	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 18.75 100.00	2 12.50 100.00	0 0.00 0.00	5 31.25 100.00	2 12.50 100.00	0 0.00 0.00	12 75.00
Some	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	4 25.00
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency Percent Col Pct	5. Analyze audiences and their interests, present different sides to a (conflicting) story, use multiple original sources, verify before going public.							
	L44	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 18.75 100.00	0 0.00 0.00	0 0.00 0.00	5 31.25 100.00	2 12.50 100.00	0 0.00 0.00	10 62.50	
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	1 6.25	
Some	0 0.00 0.00	2 12.50 100.00	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	5 31.25	
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00	

Frequency Percent Col Pct	6. Stay abreast of trends and issues, know who's who and how to reach them, recognize newsworthy issues zooming in from a helicopter view of society.							
	L45	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 18.75 100.00	0 0.00 0.00	0 0.00 0.00	3 18.75 60.00	2 12.50 100.00	1 6.25 50.00	9 56.25	
Some	0 0.00 0.00	2 12.50 100.00	2 12.50 100.00	2 12.50 40.00	0 0.00 0.00	1 6.25 50.00	7 43.75	
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00	

Frequency Percent Col Pct	7. Consult the persons who decide on the selection of stories (such as editors or program directors) and technical personnel (e.g. audiovisual operators) for support, if needed.							
	L46	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	3 18.75 60.00	2 12.50 100.00	0 0.00 0.00	7 43.75	
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	1 6.25	

Some	1 6.25 33.33	2 12.50 100.00	2 12.50 100.00	2 12.50 40.00	0 0.00 0.00	1 6.25 50.00	8 50.00
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency Percent Col Pct	8. Act in correspondence with journalist ethics: e.g. maintain independence, withstand pressure, bribes or presents from interested parties, abstain from topics involving own personal interests, credit and protect sources, avoid plagiarism.							
	L47	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	3 18.75 100.00	2 12.50 100.00	0 0.00 0.00	4 25.00 80.00	2 12.50 100.00	1 6.25 50.00	12 75.00
	Some	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	1 6.25 20.00	0 0.00 0.00	1 6.25 50.00	4 25.00
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00	

Frequency Percent Col Pct	9. Provide a forum for public opinion and stimulate it through editorials, columns and reviews.							
	L48	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	3 18.75 60.00	1 6.25 50.00	1 6.25 50.00	7 43.75
	Some	1 6.25 33.33	2 12.50 100.00	2 12.50 100.00	2 12.50 40.00	1 6.25 50.00	1 6.25 50.00	9 56.25
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00	

Frequency Percent Col Pct	10. Respond to, interact with individuals and target audiences through the media at your disposal.						
	L49	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
Major	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	4 25.00 80.00	1 6.25 50.00	0 0.00 0.00	7 43.75

Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	1 6.25
Some	1 6.25 33.33	2 12.50 100.00	2 12.50 100.00	1 6.25 20.00	1 6.25 50.00	1 6.25 50.00	8 50.00
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma						
	L121_1	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	2 100.00 100.00	0 0.00 .	0 0.00 .	2 100.00
Total	0 0.00	0 0.00	0 0.00	2 100.00	0 0.00	0 0.00	2 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification						
	L121_2	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	0 0.00 .	0 0.00 .	1 100.00
Total	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	1 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: professional code or protocol						
	L121_3	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	

1	1 50.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 50.00 100.00	2 100.00
Total	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00	2 100.00

Frequency Percent Col Pct		Initiating action							
		L86	COUNTRY						Total
			UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 17.65 100.00	0 0.00 0.00	0 0.00 0.00	4 23.53 80.00	3 17.65 100.00	1 5.88 50.00	11 64.71		
Some	0 0.00 0.00	2 11.76 100.00	2 11.76 100.00	1 5.88 20.00	0 0.00 0.00	1 5.88 50.00	6 35.29		
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00		

Frequency Percent Col Pct		Instructing co-workers							
		L87	COUNTRY						Total
			UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 20.00	0 0.00 0.00	1 5.88 50.00	2 11.76		
Not at all	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.76 66.67	0 0.00 0.00	3 17.65		
Some	2 11.76 66.67	2 11.76 100.00	2 11.76 100.00	4 23.53 80.00	1 5.88 33.33	1 5.88 50.00	12 70.59		
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00		

Frequency Percent Col Pct		Supervising							
		L88	COUNTRY						Total
			UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	

Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 25.00	0 0.00 0.00	0 0.00 0.00	1 6.25
Not at all	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	3 18.75 75.00	2 12.50 66.67	0 0.00 0.00	6 37.50
Some	2 12.50 66.67	2 12.50 100.00	2 12.50 100.00	0 0.00 0.00	1 6.25 33.33	2 12.50 100.00	9 56.25
Total	3 18.75	2 12.50	2 12.50	4 25.00	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	Co-operating with colleagues							
	L89	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	4 23.53 80.00	1 5.88 33.33	2 11.76 100.00	9 52.94	
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.76 66.67	0 0.00 0.00	2 11.76	
Some	1 5.88 33.33	2 11.76 100.00	2 11.76 100.00	1 5.88 20.00	0 0.00 0.00	0 0.00 0.00	6 35.29	
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00	

Frequency Percent Col Pct	Communicating							
	L90	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 17.65 100.00	0 0.00 0.00	0 0.00 0.00	4 23.53 80.00	3 17.65 100.00	2 11.76 100.00	12 70.59	
Some	0 0.00 0.00	2 11.76 100.00	2 11.76 100.00	1 5.88 20.00	0 0.00 0.00	0 0.00 0.00	5 29.41	
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00	

Frequency Percent Col Pct	Relating and networking							
	L91	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 17.65 100.00	0 0.00 0.00	0 0.00 0.00	4 23.53 80.00	3 17.65 100.00	1 5.88 50.00	11 64.71	
Not at all	0 0.00 0.00	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.76	
Some	0 0.00 0.00	0 0.00 0.00	2 11.76 100.00	1 5.88 20.00	0 0.00 0.00	1 5.88 50.00	4 23.53	
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00	

Frequency Percent Col Pct	Negotiating							
	L92	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	3 17.65 60.00	0 0.00 0.00	0 0.00 0.00	5 29.41	
Not at all	0 0.00 0.00	2 11.76 100.00	0 0.00 0.00	1 5.88 20.00	1 5.88 33.33	0 0.00 0.00	4 23.53	
Some	1 5.88 33.33	0 0.00 0.00	2 11.76 100.00	1 5.88 20.00	2 11.76 66.67	2 11.76 100.00	8 47.06	
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00	

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 17.65 100.00	0 0.00 0.00	0 0.00 0.00	5 29.41 100.00	2 11.76 66.67	1 5.88 50.00	11 64.71	
Not at all	0 0.00 0.00	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	3 17.65	
Some	0	0	2	0	0	1	3	

	0.00 0.00	0.00 0.00	11.76 100.00	0.00 0.00	0.00 0.00	5.88 50.00	17.65
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise						
	L94	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	5 31.25 100.00	1 6.25 50.00	1 6.25 50.00	9 56.25
Some	1 6.25 33.33	2 12.50 100.00	2 12.50 100.00	0 0.00 0.00	1 6.25 50.00	1 6.25 50.00	7 43.75
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency Percent Col Pct	Problem solving						
	L95	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	2 11.76 40.00	2 11.76 66.67	1 5.88 50.00	6 35.29
Some	2 11.76 66.67	2 11.76 100.00	2 11.76 100.00	3 17.65 60.00	1 5.88 33.33	1 5.88 50.00	11 64.71
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00

Frequency Percent Col Pct	Developing new procedures and working methods						
	L96	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	1 5.88 20.00	0 0.00 0.00	1 5.88 50.00	3 17.65
Not at all	1 5.88 33.33	1 5.88 50.00	0 0.00 0.00	3 17.65 60.00	2 11.76 66.67	0 0.00 0.00	7 41.18

Some	1 5.88 33.33	1 5.88 50.00	2 11.76 100.00	1 5.88 20.00	1 5.88 33.33	1 5.88 50.00	7 41.18
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00

Frequency Percent Col Pct	Forming strategies						
	L97	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	1 6.25 20.00	0 0.00 0.00	1 6.25 50.00	3 18.75
Not at all	1 6.25 33.33	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	4 25.00
Some	1 6.25 33.33	0 0.00 0.00	2 12.50 100.00	4 25.00 80.00	1 6.25 50.00	1 6.25 50.00	9 56.25
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency Percent Col Pct	Planning and organising						
	L98	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	4 25.00 80.00	2 12.50 100.00	2 12.50 100.00	9 56.25
Not at all	0 0.00 0.00	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50
Some	2 12.50 66.67	0 0.00 0.00	2 12.50 100.00	1 6.25 20.00	0 0.00 0.00	0 0.00 0.00	5 31.25
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency Percent Col Pct	Following instructions and procedures						
	L99	COUNTRY					Total

	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 6.67 33.33	0 0.00 0.00	0 0.00 0.00	1 6.67 25.00	0 0.00 0.00	1 6.67 50.00	3 20.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	1 6.67
Some	2 13.33 66.67	2 13.33 100.00	2 13.33 100.00	3 20.00 75.00	1 6.67 50.00	1 6.67 50.00	11 73.33
Total	3 20.00	2 13.33	2 13.33	4 26.67	2 13.33	2 13.33	15 100.00

Frequency Percent Col Pct	Dealing with contingencies						
	L100	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	4 25.00 80.00	2 12.50 100.00	2 12.50 100.00	9 56.25
Some	2 12.50 66.67	2 12.50 100.00	2 12.50 100.00	1 6.25 20.00	0 0.00 0.00	0 0.00 0.00	7 43.75
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

Frequency Percent Col Pct	Coping with stressful situations						
	L101	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	3 17.65 60.00	2 11.76 66.67	2 11.76 100.00	9 52.94
Not at all	0 0.00 0.00	1 5.88 50.00	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	2 11.76
Some	1 5.88 33.33	1 5.88 50.00	2 11.76 100.00	2 11.76 40.00	0 0.00 0.00	0 0.00 0.00	6 35.29
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00

Frequency Percent Col Pct	Commercial thinking						
	L102	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	1 5.88 20.00	0 0.00 0.00	0 0.00 0.00	2 11.76
Not at all	0 0.00 0.00	2 11.76 100.00	0 0.00 0.00	1 5.88 20.00	2 11.76 66.67	0 0.00 0.00	5 29.41
Some	2 11.76 66.67	0 0.00 0.00	2 11.76 100.00	3 17.65 60.00	1 5.88 33.33	2 11.76 100.00	10 58.82
Total	3 17.65	2 11.76	2 11.76	5 29.41	3 17.65	2 11.76	17 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)						
	L111	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Decline	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50 40.00	0 0.00 0.00	0 0.00 0.00	2 12.50
Increase	1 6.25 33.33	1 6.25 50.00	0 0.00 0.00	2 12.50 40.00	0 0.00 0.00	1 6.25 50.00	5 31.25
Stable	2 12.50 66.67	1 6.25 50.00	2 12.50 100.00	1 6.25 20.00	2 12.50 100.00	1 6.25 50.00	9 56.25
Total	3 18.75	2 12.50	2 12.50	5 31.25	2 12.50	2 12.50	16 100.00

The SAS System

The FREQ Procedure
OCCUPATION=Judge

Frequency Percent Col Pct	1. Look for and analyse evidence in a case.						
	L27	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	2 16.67 100.00	2 16.67 100.00	1 8.33 50.00	1 8.33 50.00	2 16.67 100.00	8 66.67

Never	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33
Weekly	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	1 8.33 50.00	0 0.00 0.00	3 25.00
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency
Percent
Col Pct

3. Preside over hearings and listen to allegations made by plaintiffs to determine whether the evidence supports the charges.							
L28	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 16.67 100.00	2 16.67 100.00	1 8.33 50.00	2 16.67 100.00	0 0.00 0.00	2 16.67 100.00	9 75.00
Weekly	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	2 16.67 100.00	0 0.00 0.00	3 25.00
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency
Percent
Col Pct

4. Interpret and enforce rules of procedure or establish new rules in situations where there are no procedures already established by law.							
L29	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 8.33 50.00	2 16.67 100.00	1 8.33 50.00	2 16.67 100.00	2 16.67 100.00	2 16.67 100.00	10 83.33
Weekly	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33
Yearly	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency
Percent
Col Pct

4. Check if the evidences presented in the case were collected in accordance with the law.

L30	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 8.33 50.00	2 16.67 100.00	2 16.67 100.00	1 8.33 50.00	1 8.33 50.00	2 16.67 100.00	9 75.00
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33
Weekly	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	2 16.67
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency Percent Col Pct	5. Monitor proceedings to ensure that all applicable rules and procedures are followed.							
	L31	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	1 8.33 50.00	2 16.67 100.00	1 8.33 50.00	2 16.67 100.00	2 16.67 100.00	2 16.67 100.00	10 83.33
	Weekly	1 8.33 50.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 16.67
	Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency Percent Col Pct	5. Advise relevant others, e.g. attorneys, juries, litigants, and/or court personnel regarding conduct, issues, and proceedings.							
	L32	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 16.67 100.00	2 16.67 100.00	2 16.67 100.00	0 0.00 0.00	0 0.00 0.00	2 16.67 100.00	8 66.67
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33
	Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 16.67 100.00	0 0.00 0.00	2 16.67
	Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33

Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00
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Frequency Percent Col Pct	7. Determine a sentence based on all evidence using the law.							
	L33	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 16.67 100.00	2 16.67 100.00	2 16.67 100.00	1 8.33 50.00	1 8.33 50.00	2 16.67 100.00	10 83.33
	Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	1 8.33 50.00	0 0.00 0.00	2 16.67
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00	

Frequency Percent Col Pct	8. Prepare the sentences evaluations.							
	L34	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	1 9.09 100.00	1 9.09 50.00	2 18.18 100.00	1 9.09 50.00	0 0.00 0.00	2 18.18 100.00	7 63.64
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	1 9.09
	Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	1 9.09 50.00	0 0.00 0.00	2 18.18
	Yearly	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Total	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	2 18.18	11 100.00	

Frequency Percent Col Pct	9. Organize and follow-up on the execution of the sentence.							
	L35	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00	0 0.00	1 9.09	1 9.09	0 0.00	2 18.18	4 36.36	

	0.00	0.00	100.00	50.00	0.00	100.00	
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	2 18.18
Weekly	2 18.18 100.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 27.27
Yearly	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Total	2 18.18	2 18.18	1 9.09	2 18.18	2 18.18	2 18.18	11 100.00

Frequency Percent Col Pct	10. Research legal issues and write opinions on the issues.							
	L36	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	0 0.00 0.00	0 0.00 0.00	2 16.67 100.00	1 8.33 50.00	0 0.00 0.00	2 16.67 100.00	5 41.67
	Monthly	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	1 8.33 50.00	0 0.00 0.00	2 16.67
	Yearly	2 16.67 100.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	4 33.33
	Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Look for and analyse evidence in a case.						
	L40	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	

Major	1 8.33 100.00	2 16.67 100.00	1 8.33 50.00	1 8.33 50.00	3 25.00 100.00	2 16.67 100.00	10 83.33
Some	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	2 16.67
Total	1 8.33	2 16.67	2 16.67	2 16.67	3 25.00	2 16.67	12 100.00

Frequency
Percent
Col Pct

2. Preside over hearings and listen to allegations made by plaintiffs to determine whether the evidence supports the charges.							
L41	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	2 15.38 100.00	3 23.08 100.00	2 15.38 100.00	11 84.62
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency
Percent
Col Pct

4. Interpret and enforce rules of procedure or establish new rules in situations where there are no procedures already established by law.							
L42	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	1 7.69 50.00	3 23.08 100.00	2 15.38 100.00	10 76.92
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	3 23.08
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency
Percent
Col Pct

4. Check if the evidences presented in the case were collected in accordance with the law.							
L43	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	

Major	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	1 7.69 50.00	3 23.08 100.00	2 15.38 100.00	10 76.92
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency
Percent
Col Pct

5. Monitor proceedings to ensure that all applicable rules and procedures are followed.							
L44	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	1 7.69 50.00	3 23.08 100.00	2 15.38 100.00	10 76.92
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	3 23.08
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency
Percent
Col Pct

5. Advise relevant others, e.g. attorneys, juries, litigants, and/or court personnel regarding conduct, issues, and proceedings.							
L45	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 18.18 100.00	2 18.18 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	5 45.45
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	1 9.09
Some	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	1 9.09 100.00	2 18.18 100.00	0 0.00 0.00	5 45.45
Total	2 18.18	2 18.18	2 18.18	1 9.09	2 18.18	2 18.18	11 100.00

Frequency
Percent
Col Pct

7. Determine a sentence based on all evidence using the law.							
L46	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	2 15.38 100.00	3 23.08 100.00	2 15.38 100.00	12 92.31
Some	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency
Percent
Col Pct

8. Prepare the sentences evaluations.							
L47	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 18.18 100.00	1 9.09 50.00	0 0.00 0.00	2 18.18 100.00	1 9.09 100.00	2 18.18 100.00	8 72.73
Not at all	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Some	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Total	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	2 18.18	11 100.00

Frequency
Percent
Col Pct

9. Organize and follow-up on the execution of the sentence.							
L48	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 20.00 100.00	1 10.00 50.00	0 0.00 0.00	1 10.00 50.00	0 0.00 .	2 20.00 100.00	6 60.00
Not at all	0 0.00 0.00	1 10.00 50.00	0 0.00 0.00	1 10.00 50.00	0 0.00 .	0 0.00 0.00	2 20.00
Some	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 20.00
Total	2	2	2	2	0	2	10

	20.00	20.00	20.00	20.00	0.00	20.00	100.00
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Frequency Percent Col Pct	10. Research legal issues and write opinions on the issues.						
	L49	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 9.09 50.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	4 36.36
Not at all	1 9.09 50.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Some	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	1 9.09 100.00	2 18.18 100.00	0 0.00 0.00	5 45.45
Total	2 18.18	2 18.18	2 18.18	1 9.09	2 18.18	2 18.18	11 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma						
	L121_1	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	1 50.00 100.00	0 0.00 .	1 50.00 100.00	0 0.00 .	2 100.00
Total	0 0.00	0 0.00	1 50.00	0 0.00	1 50.00	0 0.00	2 100.00

For L121_2 * COUNTRY
all data are missing since all
the levels of variable L121_2 are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: certification					
	L121_3	COUNTRY				

	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	1 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00

		other						
Frequency Percent Col Pct	L121_4	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	1	2 22.22 100.00	1 11.11 100.00	0 0.00 .	1 11.11 100.00	3 33.33 100.00	2 22.22 100.00	9 100.00
	Total	2 22.22	1 11.11	0 0.00	1 11.11	3 33.33	2 22.22	9 100.00

		Initiating action						
Frequency Percent Col Pct	L86	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	1 7.69 50.00	2 15.38 66.67	2 15.38 100.00	8 61.54
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	1 7.69
	Some	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	4 30.77
	Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

		Instructing co-workers						
Frequency Percent Col Pct	L87	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	2 15.38 100.00	4 30.77

Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69 33.33	0 0.00 0.00	2 15.38
Some	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	1 7.69 33.33	0 0.00 0.00	7 53.85
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Supervising							
	L88	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	3 23.08
	Not at all	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	3 23.08
	Some	1 7.69 50.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	3 23.08 100.00	0 0.00 0.00	7 53.85
	Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Co-operating with colleagues							
	L89	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69 33.33	0 0.00 0.00	3 23.08
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	1 7.69
	Some	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	1 7.69 33.33	2 15.38 100.00	9 69.23
	Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Communicating							
L90	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	3 23.08 100.00	2 15.38 100.00	9 69.23
Some	0 0.00 0.00	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 30.77
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Relating and networking							
L91	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Not at all	1 8.33 50.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	2 16.67 66.67	1 8.33 100.00	5 41.67
Some	1 8.33 50.00	1 8.33 50.00	2 16.67 100.00	2 16.67 100.00	1 8.33 33.33	0 0.00 0.00	7 58.33
Total	2 16.67	2 16.67	2 16.67	2 16.67	3 25.00	1 8.33	12 100.00

Negotiating							
L92	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	2 15.38
Not at all	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	2 15.38 100.00	6 46.15
Some	2 15.38 100.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	5 38.46
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Reporting						
	L93	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	2 15.38 66.67	0 0.00 0.00	5 38.46
Not at all	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Some	1 7.69 50.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	1 7.69 33.33	2 15.38 100.00	7 53.85
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise						
	L94	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 16.67 100.00	1 8.33 50.00	0 0.00 0.00	2 16.67 100.00	2 16.67 100.00	2 16.67 100.00	9 75.00
Some	0 0.00 0.00	1 8.33 50.00	2 16.67 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 25.00
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency Percent Col Pct	Problem solving						
	L95	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	1 7.69 50.00	2 15.38 66.67	2 15.38 100.00	8 61.54
Some	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	1 7.69 50.00	1 7.69 33.33	0 0.00 0.00	5 38.46
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Developing new procedures and working methods						
	L96	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	2 15.38
Not at all	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	2 15.38 100.00	1 7.69 33.33	0 0.00 0.00	6 46.15
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	2 15.38 66.67	1 7.69 50.00	5 38.46
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Forming strategies						
	L97	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	1 8.33
Not at all	1 8.33 50.00	2 16.67 100.00	0 0.00 0.00	2 16.67 100.00	0 0.00 0.00	1 8.33 50.00	6 50.00
Some	1 8.33 50.00	0 0.00 0.00	2 16.67 100.00	0 0.00 0.00	2 16.67 100.00	0 0.00 0.00	5 41.67
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency Percent Col Pct	Planning and organising						
	L98	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 16.67 100.00	3 25.00
Not at all	0 0.00 0.00	2 16.67 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 16.67
Some	1	0	2	2	2	0	7

	8.33 50.00	0.00 0.00	16.67 100.00	16.67 100.00	16.67 100.00	0.00 0.00	58.33
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency Percent Col Pct	Following instructions and procedures						
	L99	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 16.67 100.00	1 8.33 50.00	0 0.00 0.00	1 8.33 50.00	1 8.33 50.00	2 16.67 100.00	7 58.33
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33
Some	0 0.00 0.00	1 8.33 50.00	2 16.67 100.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	4 33.33
Total	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	2 16.67	12 100.00

Frequency Percent Col Pct	Dealing with contingencies						
	L100	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.69 50.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	3 23.08 100.00	2 15.38 100.00	7 53.85
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Some	1 7.69 50.00	1 7.69 50.00	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	5 38.46
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Coping with stressful situations						
	L101	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	

Major	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	3 23.08 100.00	2 15.38 100.00	9 69.23
Not at all	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Some	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 23.08
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Commercial thinking						
	L102	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69
Not at all	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	2 15.38 100.00	3 23.08 100.00	0 0.00 0.00	10 76.92
Some	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	2 15.38
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)						
	L111	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Decline	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69
Increase	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	1 7.69 50.00	2 15.38 66.67	1 7.69 50.00	6 46.15
Stable	2 15.38 100.00	0 0.00 0.00	2 15.38 100.00	1 7.69 50.00	1 7.69 33.33	0 0.00 0.00	6 46.15
Total	2 15.38	2 15.38	2 15.38	2 15.38	3 23.08	2 15.38	13 100.00



The SAS System

The FREQ Procedure
 OCCUPATION=Lawyer

Frequency Percent Col Pct	1. Advise clients concerning legal issues, such as claim liability, advisability of prosecuting or defending lawsuits, or legal rights and obligations.								
	L27	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	12 92.31	
Weekly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69	
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00	

Frequency Percent Col Pct	2. Examine legal data to determine advisability of defending or prosecuting lawsuit.								
	L28	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.69 50.00	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	1 7.69 100.00	1 7.69 100.00	1 7.69 33.33	9 69.23	
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	1 7.69	
Weekly	1 7.69 50.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	3 23.08	
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00	

Frequency Percent Col Pct	3. Make up legal advices for individuals and businesses by interpreting laws, rulings and regulations.								
	L29	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	12 92.31	

Weekly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency Percent Col Pct	4. Draw up legal documents and certificates necessary for trial procedures.								
	L30	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	0 0.00 0.00	1 9.09 50.00	1 9.09 50.00	0 0.00 .	1 9.09 100.00	1 9.09 100.00	3 27.27 100.00	7 63.64
	Monthly	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
	Weekly	1 9.09 50.00	1 9.09 50.00	1 9.09 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 27.27
	Total	2 18.18	2 18.18	2 18.18	0 0.00	1 9.09	1 9.09	3 27.27	11 100.00

Frequency Percent Col Pct	5. Present and summarize cases to relevant persons, e.g. judges and/or juries.								
	L31	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	6 46.15
	Monthly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	2 15.38
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	1 7.69
	Weekly	1 7.69 50.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	1 7.69 33.33	4 30.77
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00	

Frequency
Percent
Col Pct

6. Evaluate findings and develop strategies and arguments in preparation for presentation of cases.

L32	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	10 76.92
Monthly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Weekly	1 7.69 50.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency
Percent
Col Pct

7. Meet with clients in order to confer about the proceedings of a case.

L33	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	12 92.31
Weekly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency
Percent
Col Pct

9. Gather evidence to formulate defense or to initiate legal actions, by such means as interviewing clients and witnesses to ascertain the facts of a case.

L34	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	1 7.69 100.00	1 7.69 100.00	2 15.38 66.67	10 76.92
Monthly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Weekly	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	2 15.38

Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00
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Frequency Percent Col Pct	9. Represent clients in court or before government agencies.								
	L35	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	0 0.00 0.00	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	1 7.69 100.00	1 7.69 100.00	1 7.69 33.33	8 61.54
	Weekly	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	5 38.46
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00	

Frequency Percent Col Pct	10. Assist clients after their case has been ruled.								
	L36	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	2 15.38 100.00	1 7.69 100.00	0 0.00 0.00	1 7.69 33.33	7 53.85
	Monthly	1 7.69 50.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
	Weekly	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	2 15.38 66.67	4 30.77
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00	

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent	1. Advise clients concerning legal issues, such as claim liability, advisability of prosecuting or defending lawsuits, or legal rights and obligations.
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Col Pct	L40	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	11 84.62
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
	Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency Percent Col Pct	2. Examine legal data to determine advisability of defending or prosecuting lawsuit.								
	L41	COUNTRY						Total	
UK		BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Major	2 16.67 100.00	2 16.67 100.00	2 16.67 100.00	1 8.33 50.00	1 8.33 100.00	1 8.33 100.00	2 16.67 100.00	11 91.67
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33
	Total	2 16.67	2 16.67	2 16.67	2 16.67	1 8.33	1 8.33	2 16.67	12 100.00

Frequency Percent Col Pct	3. Make up legal advices for individuals and businesses by interpreting laws, rulings and regulations.								
	L42	COUNTRY						Total	
UK		BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Major	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	11 84.62
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
	Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency Percent Col Pct	4. Draw up legal documents and certificates necessary for trial procedures.							
	L43	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 16.67 100.00	2 16.67 100.00	1 8.33 50.00	0 0.00 0.00	1 8.33 100.00	1 8.33 100.00	3 25.00 100.00	10 83.33
Some	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	1 8.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 16.67
Total	2 16.67	2 16.67	2 16.67	1 8.33	1 8.33	1 8.33	3 25.00	12 100.00

Frequency Percent Col Pct	5. Present and summarize cases to relevant persons, e.g. judges and/or juries.								
	L44	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 16.67 100.00	1 8.33 50.00	2 16.67 100.00	1 8.33 50.00	1 8.33 100.00	1 8.33 100.00	1 8.33 50.00	9 75.00	
Some	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	3 25.00	
Total	2 16.67	2 16.67	2 16.67	2 16.67	1 8.33	1 8.33	2 16.67	12 100.00	

Frequency Percent Col Pct	6. Evaluate findings and develop strategies and arguments in preparation for presentation of cases.								
	L45	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	11 84.62	
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38	
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00	

Frequency Percent Col Pct	7. Meet with clients in order to confer about the proceedings of a case.								
	L46	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	

Major	2 15.38 100.00	1 7.69 50.00	1 7.69 50.00	0 0.00 0.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	9 69.23
Some	0 0.00 0.00	1 7.69 50.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 30.77
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency Percent Col Pct	9. Gather evidence to formulate defense or to initiate legal actions, by such means as interviewing clients and witnesses to ascertain the facts of a case.								
	L47	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	1 7.69 100.00	1 7.69 100.00	2 15.38 66.67	11 84.62
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	2 15.38
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00	

Frequency Percent Col Pct	9. Represent clients in court or before government agencies.								
	L48	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	12 92.31
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00	

Frequency Percent Col Pct	10. Assist clients after their case has been ruled.								
	L49	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2	1	0	0	1	1	2	7	

	15.38 100.00	7.69 50.00	0.00 0.00	0.00 0.00	7.69 100.00	7.69 100.00	15.38 66.67	53.85
Some	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	6 46.15
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements:diploma							
	L121_1	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 50.00 100.00	1 50.00 100.00	2 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00	1 50.00	2 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification							
	L121_2	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
1	1 25.00 100.00	1 25.00 100.00	1 25.00 100.00	0 0.00 .	0 0.00 .	1 25.00 100.00	0 0.00 .	4 100.00
Total	1 25.00	1 25.00	1 25.00	0 0.00	0 0.00	1 25.00	0 0.00	4 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: professional code or protocol							
	L121_3	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
1	0	1	0	0	0	1	3	5

	0.00 .	20.00 100.00	0.00 .	0.00 .	0.00 .	20.00 100.00	60.00 100.00	100.00
Total	0 0.00	1 20.00	0 0.00	0 0.00	0 0.00	1 20.00	3 60.00	5 100.00

other								
L121_4	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
1	1 20.00 100.00	2 40.00 100.00	1 20.00 100.00	1 20.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	5 100.00
Total	1 20.00	2 40.00	1 20.00	1 20.00	0 0.00	0 0.00	0 0.00	5 100.00

Initiating action								
L86	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 14.29 100.00	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	1 7.14 100.00	1 7.14 50.00	2 14.29 66.67	8 57.14
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	1 7.14 50.00	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	5 35.71
Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Instructing co-workers								
L87	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29
Not at all	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	3 21.43

Some	2 14.29 100.00	1 7.14 50.00	1 7.14 50.00	1 7.14 50.00	1 7.14 100.00	1 7.14 50.00	2 14.29 66.67	9 64.29
Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	Supervising								
	L88	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	2 14.29
	Not at all	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	3 21.43
	Some	2 14.29 100.00	1 7.14 50.00	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	2 14.29 100.00	2 14.29 66.67	9 64.29
	Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	Co-operating with colleagues								
	L89	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 14.29 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	1 7.14 33.33	5 35.71
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14
	Some	0 0.00 0.00	1 7.14 50.00	2 14.29 100.00	2 14.29 100.00	0 0.00 0.00	2 14.29 100.00	1 7.14 33.33	8 57.14
	Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	Communicating								
	L90	COUNTRY							Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 14.29 100.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	2 14.29 100.00	3 21.43 100.00	10 71.43
Some	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 28.57
Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	Relating and networking							
	L91	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 50.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	2 14.29 100.00	2 14.29 66.67	8 57.14
Not at all	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29
Some	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	4 28.57
Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	Negotiating							
	L92	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	1 7.14 50.00	2 14.29 66.67	8 57.14
Not at all	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	5 35.71
Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	2 15.38 100.00	1 7.69 33.33	8 61.54
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	5 38.46
Total	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	2 15.38	3 23.08	13 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise							
	L94	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	1 7.69 50.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	11 84.62
Some	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency Percent Col Pct	Problem solving							
	L95	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	2 14.29 100.00	1 7.14 50.00	0 0.00 0.00	1 7.14 100.00	2 14.29 100.00	3 21.43 100.00	11 78.57
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent	Developing new procedures and working methods							
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Col Pct	L96	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	5 35.71
	Not at all	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29
	Some	2 14.29 100.00	1 7.14 50.00	0 0.00 0.00	2 14.29 100.00	1 7.14 100.00	1 7.14 50.00	0 0.00 0.00	7 50.00
	Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	L97	Forming strategies						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	8 61.54
	Not at all	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
	Some	1 7.69 50.00	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 30.77
	Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency Percent Col Pct	L98	Planning and organising						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	1 7.69 100.00	3 23.08 100.00	9 69.23
	Not at all	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38

Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00
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Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 15.38 100.00	2 15.38 100.00	1 7.69 50.00	1 7.69 50.00	0 0.00 0.00	1 7.69 100.00	3 23.08 100.00	10 76.92
Some	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69 50.00	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	3 23.08
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.69 50.00	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	1 7.69 100.00	1 7.69 100.00	2 15.38 66.67	8 61.54
Some	1 7.69 50.00	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	5 38.46
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	2 14.29 100.00	3 21.43 100.00	10 71.43
Some	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 28.57
Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

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Frequency Percent Col Pct	Commercial thinking							
	L102	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	1 7.14 33.33	5 35.71
Not at all	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	3 21.43
Some	0 0.00 0.00	1 7.14 50.00	1 7.14 50.00	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	6 42.86
Total	2 14.29	2 14.29	2 14.29	2 14.29	1 7.14	2 14.29	3 21.43	14 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)							
	L111	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Increase	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	1 7.69 100.00	2 15.38 66.67	8 61.54
Stable	0 0.00 0.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	1 7.69 100.00	0 0.00 0.00	1 7.69 33.33	5 38.46
Total	2 15.38	2 15.38	2 15.38	2 15.38	1 7.69	1 7.69	3 23.08	13 100.00

The SAS System

The FREQ Procedure
OCCUPATION=Marketing manager

Frequency Percent Col Pct	1. Identify, develop marketing strategies based on knowledge of establishment objectives, market characteristics, and cost and markup factors.						
	L27	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	2 11.11 66.67	1 5.56 50.00	1 5.56 50.00	0 0.00 0.00	1 5.56 33.33	5 27.78

Monthly	1 5.56 20.00	0 0.00 0.00	1 5.56 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11
Weekly	2 11.11 40.00	1 5.56 33.33	0 0.00 0.00	1 5.56 50.00	1 5.56 33.33	1 5.56 33.33	6 33.33
Yearly	2 11.11 40.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	1 5.56 33.33	5 27.78
Total	5 27.78	3 16.67	2 11.11	2 11.11	3 16.67	3 16.67	18 100.00

Frequency Percent Col Pct	2. Evaluate the financial aspects of product development, such as budget cost efficiency and effectiveness, expenditures, research and development appropriations, and return-on-investment and profit-loss projections.							
	L28	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	3 17.65 100.00	1 5.88 50.00	2 11.76 100.00	0 0.00 0.00	1 5.88 33.33	7 41.18	
Monthly	2 11.76 50.00	0 0.00 0.00	1 5.88 50.00	0 0.00 0.00	1 5.88 33.33	2 11.76 66.67	6 35.29	
Never	1 5.88 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88	
Weekly	1 5.88 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	2 11.76	
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	1 5.88	
Total	4 23.53	3 17.65	2 11.76	2 11.76	3 17.65	3 17.65	17 100.00	

Frequency Percent Col Pct	3. Prepare and give presentations to e.g. management, clients or press about marketing strategy							
	L29	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	1 5.56 33.33	1 5.56 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11	
Monthly	4 22.22	2 11.11	1 5.56	0 0.00	1 5.56	1 5.56	9 50.00	

	80.00	66.67	50.00	0.00	33.33	33.33	
Weekly	1 5.56 20.00	0 0.00 0.00	0 0.00 0.00	2 11.11 100.00	2 11.11 66.67	1 5.56 33.33	6 33.33
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 33.33	1 5.56
Total	5 27.78	3 16.67	2 11.11	2 11.11	3 16.67	3 16.67	18 100.00

Frequency
Percent
Col Pct

3. Translate the marketing strategy into action by developing operational marketing activities and policies to promote products and services.							
L30	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 11.76 50.00	3 17.65 100.00	1 5.88 50.00	2 11.76 100.00	0 0.00 0.00	2 11.76 66.67	10 58.82
Monthly	2 11.76 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.76 66.67	0 0.00 0.00	4 23.53
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	1 5.88
Weekly	0 0.00 0.00	0 0.00 0.00	1 5.88 50.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	2 11.76
Total	4 23.53	3 17.65	2 11.76	2 11.76	3 17.65	3 17.65	17 100.00

Frequency
Percent
Col Pct

5. Implement the operational marketing plans.							
L31	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	4 22.22 80.00	3 16.67 100.00	2 11.11 100.00	2 11.11 100.00	1 5.56 33.33	0 0.00 0.00	12 66.67
Monthly	1 5.56 20.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	1 5.56 33.33	4 22.22
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	2 11.11
Total	5	3	2	2	3	3	18

	27.78	16.67	11.11	11.11	16.67	16.67	100.00
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Frequency Percent Col Pct	6. Develop and implement communication, promotion and activation plans.							
	L32	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	3 16.67 60.00	0 0.00 0.00	2 11.11 100.00	2 11.11 100.00	1 5.56 33.33	0 0.00 0.00	8 44.44
	Monthly	1 5.56 20.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 33.33	2 11.11 66.67	4 22.22
	Weekly	1 5.56 20.00	3 16.67 100.00	0 0.00 0.00	0 0.00 0.00	1 5.56 33.33	1 5.56 33.33	6 33.33
	Total	5 27.78	3 16.67	2 11.11	2 11.11	3 16.67	3 16.67	18 100.00

Frequency Percent Col Pct	7. Coach coworkers, though actions such as teambuilding, work evaluation, motivation, etc.							
	L33	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 11.11 40.00	1 5.56 33.33	1 5.56 50.00	2 11.11 100.00	2 11.11 66.67	0 0.00 0.00	8 44.44
	Monthly	0 0.00 0.00	1 5.56 33.33	1 5.56 50.00	0 0.00 0.00	0 0.00 0.00	1 5.56 33.33	3 16.67
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 33.33	1 5.56
	Weekly	2 11.11 40.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	1 5.56 33.33	1 5.56 33.33	5 27.78
Yearly	1 5.56 20.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56	
Total	5 27.78	3 16.67	2 11.11	2 11.11	3 16.67	3 16.67	18 100.00	

Frequency	8. Manage (partner) agencies for the implementation of marketing activities.						
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	25.00	0.00	0.00	0.00	0.00	0.00	
Weekly	1 5.88 25.00	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	1 5.88 33.33	4 23.53
Total	4 23.53	3 17.65	2 11.76	2 11.76	3 17.65	3 17.65	17 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Identify, develop marketing strategies based on knowledge of establishment objectives, market characteristics, and cost and markup factors.						
	L40	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	5 27.78 100.00	3 16.67 100.00	0 0.00 0.00	2 11.11 100.00	3 16.67 100.00	2 11.11 66.67	15 83.33
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 33.33	1 5.56
Some	0 0.00 0.00	0 0.00 0.00	2 11.11 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11
Total	5 27.78	3 16.67	2 11.11	2 11.11	3 16.67	3 16.67	18 100.00

Frequency Percent Col Pct	2. Evaluate the financial aspects of product development, such as budget cost efficiency and effectiveness, expenditures, research and development appropriations, and return-on-investment and profit-loss projections.						
	L41	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 18.75 100.00	3 18.75 100.00	0 0.00 0.00	2 12.50 100.00	2 12.50 66.67	2 12.50 66.67	12 75.00
Some	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	0 0.00 0.00	1 6.25 33.33	1 6.25 33.33	4 25.00

Total	3 18.75	3 18.75	2 12.50	2 12.50	3 18.75	3 18.75	16 100.00
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Frequency Percent Col Pct	3. Prepare and give presentations to e.g. management, clients or press about marketing strategy							
	L42	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
Major	2 11.11 40.00	1 5.56 33.33	0 0.00 0.00	2 11.11 100.00	3 16.67 100.00	3 16.67 100.00	11 61.11	
Not at all	0 0.00 0.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56	
Some	3 16.67 60.00	1 5.56 33.33	2 11.11 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	6 33.33	
Total	5 27.78	3 16.67	2 11.11	2 11.11	3 16.67	3 16.67	18 100.00	

Frequency Percent Col Pct	4 Translate the marketing strategy into action by developing operational marketing activities and policies to promote products and services.							
	L43	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
Major	5 29.41 100.00	3 17.65 100.00	0 0.00 0.00	2 11.76 100.00	3 17.65 100.00	1 5.88 50.00	14 82.35	
Some	0 0.00 0.00	0 0.00 0.00	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	1 5.88 50.00	3 17.65	
Total	5 29.41	3 17.65	2 11.76	2 11.76	3 17.65	2 11.76	17 100.00	

Frequency Percent Col Pct	5. Implement the operational marketing plans.							
	L44	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
Major	4 22.22 80.00	3 16.67 100.00	0 0.00 0.00	2 11.11 100.00	3 16.67 100.00	1 5.56 33.33	13 72.22	
Some	1	0	2	0	0	2	5	

	5.56 20.00	0.00 0.00	11.11 100.00	0.00 0.00	0.00 0.00	11.11 66.67	27.78
Total	5 27.78	3 16.67	2 11.11	2 11.11	3 16.67	3 16.67	18 100.00

Frequency
Percent
Col Pct

6. Develop and implement communication, promotion and activation plans.							
L45	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 16.67 60.00	2 11.11 66.67	0 0.00 0.00	2 11.11 100.00	3 16.67 100.00	1 5.56 33.33	11 61.11
Some	2 11.11 40.00	1 5.56 33.33	2 11.11 100.00	0 0.00 0.00	0 0.00 0.00	2 11.11 66.67	7 38.89
Total	5 27.78	3 16.67	2 11.11	2 11.11	3 16.67	3 16.67	18 100.00

Frequency
Percent
Col Pct

7. Coach coworkers, though actions such as teambuilding, work evaluation, motivation, etc.							
L46	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 11.76 40.00	2 11.76 66.67	0 0.00 0.00	2 11.76 100.00	3 17.65 100.00	1 5.88 50.00	10 58.82
Some	3 17.65 60.00	1 5.88 33.33	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	1 5.88 50.00	7 41.18
Total	5 29.41	3 17.65	2 11.76	2 11.76	3 17.65	2 11.76	17 100.00

Frequency
Percent
Col Pct

8. Manage (partner) agencies for the implementation of marketing activities.							
L47	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	5 29.41 100.00	0 0.00 0.00	0 0.00 0.00	2 11.76 100.00	3 17.65 100.00	1 5.88 50.00	11 64.71
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 50.00	1 5.88

Some	0 0.00 0.00	3 17.65 100.00	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 29.41
Total	5 29.41	3 17.65	2 11.76	2 11.76	3 17.65	2 11.76	17 100.00

Frequency Percent Col Pct	9 Confer with other departmental heads (such as design, personnel, packaging, etc.) to coordinate activities.							
	L48	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 11.76 40.00	0 0.00 0.00	0 0.00 0.00	2 11.76 100.00	3 17.65 100.00	2 11.76 100.00	9 52.94
	Some	3 17.65 60.00	3 17.65 100.00	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	8 47.06
	Total	5 29.41	3 17.65	2 11.76	2 11.76	3 17.65	2 11.76	17 100.00

Frequency Percent Col Pct	10. Develop distribution strategies (e.g. explore new distribution channels, assess the best channels in function of strategy, etc.).							
	L49	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	4 23.53 100.00	2 11.76 66.67	0 0.00 0.00	2 11.76 100.00	3 17.65 100.00	1 5.88 33.33	12 70.59
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	1 5.88
	Some	0 0.00 0.00	1 5.88 33.33	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	4 23.53
Total	4 23.53	3 17.65	2 11.76	2 11.76	3 17.65	3 17.65	17 100.00	

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma						
	L121_1	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
1	0 0.00 .	0 0.00 .	0 0.00 .	1 25.00 100.00	2 50.00 100.00	1 25.00 100.00	4 100.00
Total	0 0.00	0 0.00	0 0.00	1 25.00	2 50.00	1 25.00	4 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification						
	L121_2	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
1	1 100.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00
Total	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00

For L121_3 * COUNTRY
all data are missing since all
the levels of variable L121_3 are missing.

Frequency Percent Col Pct	other						
	L121_4	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
1	2 66.67 100.00	0 0.00 .	1 33.33 100.00	0 0.00 .	0 0.00 .	0 0.00 .	3 100.00
Total	2 66.67	0 0.00	1 33.33	0 0.00	0 0.00	0 0.00	3 100.00

Frequency Percent Col Pct	Initiating action						
	L86	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	5	2	1	2	4	2	16

	27.78 100.00	11.11 66.67	5.56 50.00	11.11 100.00	22.22 100.00	11.11 100.00	88.89
Some	0 0.00 0.00	1 5.56 33.33	1 5.56 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Instructing co-workers						
	L87	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	4 22.22 80.00	0 0.00 0.00	0 0.00 0.00	1 5.56 50.00	3 16.67 75.00	1 5.56 50.00	9 50.00
Not at all	0 0.00 0.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56
Some	1 5.56 20.00	2 11.11 66.67	2 11.11 100.00	1 5.56 50.00	1 5.56 25.00	1 5.56 50.00	8 44.44
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Supervising						
	L88	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 16.67 60.00	0 0.00 0.00	0 0.00 0.00	1 5.56 50.00	4 22.22 100.00	2 11.11 100.00	10 55.56
Not at all	0 0.00 0.00	2 11.11 66.67	0 0.00 0.00	1 5.56 50.00	0 0.00 0.00	0 0.00 0.00	3 16.67
Some	2 11.11 40.00	1 5.56 33.33	2 11.11 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 27.78
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency	Co-operating with colleagues
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Percent Col Pct	L89	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	4 22.22 80.00	0 0.00 0.00	0 0.00 0.00	2 11.11 100.00	2 11.11 50.00	2 11.11 100.00	10 55.56
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	1 5.56
	Some	1 5.56 20.00	3 16.67 100.00	2 11.11 100.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	7 38.89
	Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	L90	Communicating					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	5 27.78 100.00	0 0.00 0.00	1 5.56 50.00	2 11.11 100.00	4 22.22 100.00	2 11.11 100.00	14 77.78
	Some	0 0.00 0.00	3 16.67 100.00	1 5.56 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 22.22
	Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	L91	Relating and networking					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 11.11 40.00	0 0.00 0.00	2 11.11 100.00	2 11.11 100.00	3 16.67 75.00	2 11.11 100.00	11 61.11
	Not at all	0 0.00 0.00	2 11.11 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11
	Some	3 16.67 60.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	5 27.78
	Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

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Frequency Percent Col Pct	Negotiating						
	L92	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 11.11 40.00	0 0.00 0.00	2 11.11 100.00	2 11.11 100.00	2 11.11 50.00	2 11.11 100.00	10 55.56
Some	3 16.67 60.00	3 16.67 100.00	0 0.00 0.00	0 0.00 0.00	2 11.11 50.00	0 0.00 0.00	8 44.44
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Reporting						
	L93	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 11.11 40.00	0 0.00 0.00	0 0.00 0.00	1 5.56 50.00	4 22.22 100.00	1 5.56 50.00	8 44.44
Not at all	0 0.00 0.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.56
Some	3 16.67 60.00	2 11.11 66.67	2 11.11 100.00	1 5.56 50.00	0 0.00 0.00	1 5.56 50.00	9 50.00
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise						
	L94	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	4 23.53 80.00	2 11.76 66.67	1 5.88 50.00	2 11.76 100.00	3 17.65 100.00	2 11.76 100.00	14 82.35
Some	1 5.88 20.00	1 5.88 33.33	1 5.88 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 17.65
Total	5	3	2	2	3	2	17

	29.41	17.65	11.76	11.76	17.65	11.76	100.00
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Frequency Percent Col Pct	Problem solving						
	L95	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	3 16.67 60.00	2 11.11 66.67	0 0.00 0.00	2 11.11 100.00	2 11.11 50.00	2 11.11 100.00	11 61.11
Some	2 11.11 40.00	1 5.56 33.33	2 11.11 100.00	0 0.00 0.00	2 11.11 50.00	0 0.00 0.00	7 38.89
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Developing new procedures and working methods						
	L96	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 11.11 40.00	0 0.00 0.00	1 5.56 50.00	2 11.11 100.00	2 11.11 50.00	1 5.56 50.00	8 44.44
Not at all	0 0.00 0.00	2 11.11 66.67	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	3 16.67
Some	3 16.67 60.00	1 5.56 33.33	1 5.56 50.00	0 0.00 0.00	1 5.56 25.00	1 5.56 50.00	7 38.89
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Forming strategies						
	L97	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	4 23.53 80.00	1 5.88 33.33	1 5.88 50.00	2 11.76 100.00	3 17.65 100.00	2 11.76 100.00	13 76.47
Some	1 5.88 20.00	2 11.76 66.67	1 5.88 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 23.53

Total	5 29.41	3 17.65	2 11.76	2 11.76	3 17.65	2 11.76	17 100.00
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Planning and organising							
L98	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	5 29.41 100.00	2 11.76 66.67	0 0.00 0.00	2 11.76 100.00	3 17.65 100.00	2 11.76 100.00	14 82.35
Some	0 0.00 0.00	1 5.88 33.33	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 17.65
Total	5 29.41	3 17.65	2 11.76	2 11.76	3 17.65	2 11.76	17 100.00

Following instructions and procedures							
L99	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 16.67 60.00	1 5.56 33.33	0 0.00 0.00	1 5.56 50.00	1 5.56 25.00	1 5.56 50.00	7 38.89
Not at all	0 0.00 0.00	0 0.00 0.00	1 5.56 50.00	1 5.56 50.00	0 0.00 0.00	1 5.56 50.00	3 16.67
Some	2 11.11 40.00	2 11.11 66.67	1 5.56 50.00	0 0.00 0.00	3 16.67 75.00	0 0.00 0.00	8 44.44
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Dealing with contingencies							
L100	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	4 22.22 80.00	1 5.56 33.33	1 5.56 50.00	2 11.11 100.00	3 16.67 75.00	2 11.11 100.00	13 72.22
Some	1 5.56	2 11.11	1 5.56	0 0.00	1 5.56	0 0.00	5 27.78

	20.00	66.67	50.00	0.00	25.00	0.00	
Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 11.11 40.00	0 0.00 0.00	1 5.56 50.00	2 11.11 100.00	2 11.11 50.00	2 11.11 100.00	9 50.00
	Not at all	0 0.00 0.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	2 11.11
	Some	3 16.67 60.00	2 11.11 66.67	1 5.56 50.00	0 0.00 0.00	1 5.56 25.00	0 0.00 0.00	7 38.89
	Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Commercial thinking							
	L102	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	4 22.22 80.00	2 11.11 66.67	2 11.11 100.00	2 11.11 100.00	4 22.22 100.00	2 11.11 100.00	16 88.89
	Some	1 5.56 20.00	1 5.56 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.11
	Total	5 27.78	3 16.67	2 11.11	2 11.11	4 22.22	2 11.11	18 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)							
	L111	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Decline	2 11.76 40.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	0 0.00 0.00	3 17.65

Increase	2 11.76 40.00	3 17.65 100.00	1 5.88 50.00	0 0.00 0.00	0 0.00 0.00	1 5.88 50.00	7 41.18
Stable	1 5.88 20.00	0 0.00 0.00	1 5.88 50.00	2 11.76 100.00	2 11.76 66.67	1 5.88 50.00	7 41.18
Total	5 29.41	3 17.65	2 11.76	2 11.76	3 17.65	2 11.76	17 100.00

The SAS System

The FREQ Procedure
OCCUPATION=Mortgage clerk

Frequency Percent Col Pct	1. Verify and examine information and accuracy of loan application and closing documents.						
	L27	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 .	2 15.38 100.00	3 23.08 100.00	2 15.38 100.00	3 23.08 100.00	1 7.69 33.33	11 84.62
Weekly	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	2 15.38
Total	0 0.00	2 15.38	3 23.08	2 15.38	3 23.08	3 23.08	13 100.00

Frequency Percent Col Pct	2. Interview loan applicants in order to obtain personal and financial data, and to assist in completing applications.						
	L28	COUNTRY					Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.14 100.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	1 7.14 33.33	1 7.14 33.33	9 64.29
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	0 0.00 0.00	2 14.29
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29 66.67	3 21.43
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	3. Assemble and compile documents for loan closings, such as title abstracts, insurance forms, loan forms, and tax receipts.							
	L29	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	0 0.00 .	2 15.38 100.00	3 23.08 100.00	2 15.38 100.00	2 15.38 66.67	1 7.69 33.33	10 76.92
	Weekly	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	2 15.38 66.67	3 23.08
Total	0 0.00	2 15.38	3 23.08	2 15.38	3 23.08	3 23.08	13 100.00	

Frequency Percent Col Pct	4. Answer questions and advise customers regarding loans and transactions.							
	L30	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	1 7.14 100.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	3 21.43 100.00	3 21.43 100.00	13 92.86
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00	

Frequency Percent Col Pct	5. Contact customers concerning acceptance or rejection of applications, e.g. by mail, telephone, or in person.							
	L31	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	0 0.00 0.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	3 21.43 100.00	1 7.14 33.33	10 71.43
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Weekly	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	3 21.43	
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00	

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Frequency
Percent
Col Pct

6. Record applications for loan and credit, loan information, disbursements of funds or other relevant information, e.g. using computers.							
L32	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.14 100.00	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	2 14.29 66.67	1 7.14 33.33	9 64.29
Weekly	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29 66.67	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency
Percent
Col Pct

7. Prepare and type loan applications, closing documents, legal documents, letters, forms, government notices, checks or other documents, in written or using computers.							
L33	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 7.14 100.00	1 7.14 50.00	3 21.43 100.00	1 7.14 50.00	1 7.14 33.33	1 7.14 33.33	8 57.14
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Weekly	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29 66.67	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency
Percent
Col Pct

8. Present loan and repayment schedules to customers.							
L34	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	1 7.14 33.33	1 7.14 33.33	8 57.14
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14

Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Weekly	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29 66.67	4 28.57
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	8. Calculate, review, and correct errors on interest, principal, payment, closing costs or any other necessary information, using e.g. computers or calculators.							
	L35	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	0 0.00 0.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	2 14.29 66.67	1 7.14 33.33	9 64.29
	Monthly	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	3 21.43
	Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	0 0.00 0.00	2 14.29
	Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	9. Check value of customer collateral, such as a house or property, to be held as loan security, e.g. by appointing an expert for estimation.							
	L36	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	2 14.29 100.00	1 7.14 33.33	0 0.00 0.00	7 50.00
	Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14
	Weekly	1 7.14 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00	

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For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Verify and examine information and accuracy of loan application and closing documents.							
	L40	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
Major	1 7.14 100.00	2 14.29 100.00	0 0.00 0.00	2 14.29 100.00	3 21.43 100.00	3 21.43 100.00	11 78.57	
Some	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43	
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00	

Frequency Percent Col Pct	2. Interview loan applicants in order to obtain personal and financial data, and to assist in completing applications.							
	L41	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
Major	1 8.33 100.00	2 16.67 100.00	0 0.00 0.00	1 8.33 100.00	2 16.67 100.00	3 25.00 100.00	9 75.00	
Some	0 0.00 0.00	0 0.00 0.00	3 25.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 25.00	
Total	1 8.33	2 16.67	3 25.00	1 8.33	2 16.67	3 25.00	12 100.00	

Frequency Percent Col Pct	3. Assemble and compile documents for loan closings, such as title abstracts, insurance forms, loan forms, and tax receipts.							
	L42	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
Major	1	1	0	2	2	3	9	

	7.69 100.00	7.69 100.00	0.00 0.00	15.38 100.00	15.38 66.67	23.08 100.00	69.23
Some	0 0.00 0.00	0 0.00 0.00	3 23.08 100.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	4 30.77
Total	1 7.69	1 7.69	3 23.08	2 15.38	3 23.08	3 23.08	13 100.00

Frequency Percent Col Pct	4. Answer questions and advise customers regarding loans and transactions.							
	L43	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 8.33 100.00	2 16.67 100.00	0 0.00 0.00	1 8.33 100.00	2 16.67 100.00	3 25.00 100.00	9 75.00
	Some	0 0.00 0.00	0 0.00 0.00	3 25.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 25.00
Total	1 8.33	2 16.67	3 25.00	1 8.33	2 16.67	3 25.00	12 100.00	

Frequency Percent Col Pct	4. Answer questions and advise customers regarding loans and transactions.							
	L44	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 7.69 100.00	1 7.69 50.00	0 0.00 0.00	1 7.69 100.00	2 15.38 66.67	3 23.08 100.00	8 61.54
	Some	0 0.00 0.00	1 7.69 50.00	3 23.08 100.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	5 38.46
Total	1 7.69	2 15.38	3 23.08	1 7.69	3 23.08	3 23.08	13 100.00	

Frequency Percent Col Pct	5. Contact customers concerning acceptance or rejection of applications, e.g. by mail, telephone, or in person.							
	L45	COUNTRY						Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.14	1 7.14	0 0.00	2 14.29	2 14.29	3 21.43	9 64.29	

	100.00	50.00	0.00	100.00	66.67	100.00	
Some	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency
Percent
Col Pct

6. Record applications for loan and credit, loan information, disbursements of funds or other relevant information, e.g. using computers.							
L46	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	1 7.69 33.33	3 23.08 100.00	6 46.15
Some	0 0.00 0.00	2 15.38 100.00	3 23.08 100.00	0 0.00 0.00	2 15.38 66.67	0 0.00 0.00	7 53.85
Total	1 7.69	2 15.38	3 23.08	1 7.69	3 23.08	3 23.08	13 100.00

Frequency
Percent
Col Pct

7. Prepare and type loan applications, closing documents, legal documents, letters, forms, government notices, checks or other documents, in written or using computers.							
L47	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.69 100.00	1 7.69 50.00	0 0.00 0.00	1 7.69 100.00	1 7.69 33.33	3 23.08 100.00	7 53.85
Some	0 0.00 0.00	1 7.69 50.00	3 23.08 100.00	0 0.00 0.00	2 15.38 66.67	0 0.00 0.00	6 46.15
Total	1 7.69	2 15.38	3 23.08	1 7.69	3 23.08	3 23.08	13 100.00

Frequency
Percent
Col Pct

8. Present loan and repayment schedules to customers.							
L48	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.14	2 14.29	0 0.00	2 14.29	3 21.43	3 21.43	11 78.57

	100.00	100.00	0.00	100.00	100.00	100.00	
Some	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	8. Calculate, review, and correct errors on interest, principal, payment, closing costs or any other necessary information, using e.g. computers or calculators.							
	L49	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 8.33 100.00	1 8.33 50.00	0 0.00 0.00	2 16.67 100.00	1 8.33 50.00	3 25.00 100.00	8 66.67
	Some	0 0.00 0.00	1 8.33 50.00	2 16.67 100.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	4 33.33
Total	1 8.33	2 16.67	2 16.67	2 16.67	2 16.67	3 25.00	12 100.00	

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma							
	L121_1	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	2 100.00 100.00	0 0.00 .	2 100.00
	Total	0 0.00	0 0.00	0 0.00	0 0.00	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification					
	L121_2	COUNTRY				Total

	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 50.00 100.00	1 50.00 100.00	2 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00	1 50.00	2 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: professional code or protocol						
	L121_3	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 50.00 100.00	1 50.00 100.00	2 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00	1 50.00	2 100.00

Frequency Percent Col Pct	other						
	L121_4	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
1	1 50.00 100.00	0 0.00 .	0 0.00 .	1 50.00 100.00	0 0.00 .	0 0.00 .	2 100.00
Total	1 50.00	0 0.00	0 0.00	1 50.00	0 0.00	0 0.00	2 100.00

Frequency Percent Col Pct	Initiating action						
	L86	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	3 21.43 100.00	6 42.86
Some	1 7.14 100.00	1 7.14 50.00	3 21.43 100.00	1 7.14 50.00	2 14.29 66.67	0 0.00 0.00	8 57.14
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Instructing co-workers						
	L87	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Some	1 7.14 100.00	2 14.29 100.00	3 21.43 100.00	2 14.29 100.00	3 21.43 100.00	3 21.43 100.00	14 100.00
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Supervising						
	L88	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14 33.33	2 14.29
Not at all	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	2 14.29 66.67	0 0.00 0.00	4 28.57
Some	0 0.00 0.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	8 57.14
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Co-operating with colleagues						
	L89	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	3 21.43 100.00	3 21.43 100.00	9 64.29
Some	0 0.00 0.00	2 14.29 100.00	3 21.43 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency	Communicating
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Percent Col Pct	L90	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	3 21.43 100.00	8 57.14
	Some	0 0.00 0.00	2 14.29 100.00	3 21.43 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	6 42.86
	Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Relating and networking							
	L91	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	1 7.14 33.33	4 28.57
	Not at all	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29
	Some	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	1 7.14 33.33	2 14.29 66.67	8 57.14
	Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Negotiating							
	L92	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Major	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	1 7.14 33.33	4 28.57
	Not at all	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	2 14.29
	Some	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	0 0.00 0.00	2 14.29 66.67	2 14.29 66.67	8 57.14
	Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

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Frequency Percent Col Pct	Reporting						
	L93	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	1 7.14 33.33	3 21.43
Not at all	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	1 7.14 100.00	1 7.14 50.00	3 21.43 100.00	2 14.29 100.00	1 7.14 33.33	2 14.29 66.67	10 71.43
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise						
	L94	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	1 7.14 50.00	0 0.00 0.00	2 14.29 100.00	2 14.29 66.67	3 21.43 100.00	9 64.29
Some	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Problem solving						
	L95	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	3 21.43 100.00	8 57.14
Some	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	6 42.86
Total	1	2	3	2	3	3	14

	7.14	14.29	21.43	14.29	21.43	21.43	100.00

Frequency Percent Col Pct	Developing new procedures and working methods							
	L96	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14
Not at all	1 7.14 100.00	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	2 14.29 66.67	0 0.00 0.00	0 0.00 0.00	6 42.86
Some	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	1 7.14 50.00	1 7.14 33.33	2 14.29 66.67	0 0.00 0.00	7 50.00
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Forming strategies							
	L97	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	3 21.43 100.00	4 28.57
Not at all	1 7.14 100.00	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	1 7.14 0.00	0 0.00 0.00	5 35.71
Some	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	1 7.14 50.00	1 7.14 33.33	1 7.14 0.00	0 0.00 0.00	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	3 21.43 100.00	3 21.43 100.00	7 50.00

Not at all	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Some	1 7.14 100.00	0 0.00 0.00	3 21.43 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 28.57
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 7.14 100.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	3 21.43 100.00	9 64.29
	Some	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00	

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	3 21.43 100.00	6 42.86
	Some	1 7.14 100.00	1 7.14 50.00	3 21.43 100.00	2 14.29 100.00	1 7.14 33.33	0 0.00 0.00	8 57.14
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00	

Frequency Percent Col Pct	Coping with stressful situations						
	L101	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
Major	0 0.00	0 0.00	0 0.00	1 7.14	3 21.43	3 21.43	7 50.00

	0.00	0.00	0.00	50.00	100.00	100.00	
Not at all	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29
Some	1 7.14 100.00	0 0.00 0.00	3 21.43 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	5 35.71
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Commercial thinking						
	L102	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
Major	1 7.14 100.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	3 21.43 100.00	3 21.43 100.00	9 64.29
Not at all	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	4 28.57
Total	1 7.14	2 14.29	3 21.43	2 14.29	3 21.43	3 21.43	14 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)						
	L111	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
Decline	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18 66.67	0 0.00 0.00	2 18.18
Stable	1 9.09 100.00	2 18.18 100.00	3 27.27 100.00	1 9.09 100.00	1 9.09 33.33	1 9.09 100.00	9 81.82
Total	1 9.09	2 18.18	3 27.27	1 9.09	3 27.27	1 9.09	11 100.00

OCCUPATION=Musical instrument maker

Frequency Percent Col Pct	Table of L27 by COUNTRY			
	L27	COUNTRY		Total
		SPAIN	POLAND	
Daily	1 50.00 50.00	0 0.00 .	1 50.00	
Monthly	1 50.00 50.00	0 0.00 .	1 50.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L28 by COUNTRY			
	L28	COUNTRY		Total
		SPAIN	POLAND	
Daily	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L29 by COUNTRY			
	L29	COUNTRY		Total
		SPAIN	POLAND	
Daily	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L30 by COUNTRY			
	L30	COUNTRY		Total
		SPAIN	POLAND	
Daily	2 100.00 100.00	0 0.00 .	2 100.00	

Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Table of L31 by COUNTRY			
	L31	COUNTRY		Total
		SPAIN	POLAND	
	Daily	1 50.00 50.00	0 0.00 .	1 50.00
	Weekly	1 50.00 50.00	0 0.00 .	1 50.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Table of L32 by COUNTRY			
	L32	COUNTRY		Total
		SPAIN	POLAND	
	Daily	1 50.00 50.00	0 0.00 .	1 50.00
	Weekly	1 50.00 50.00	0 0.00 .	1 50.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Table of L33 by COUNTRY			
	L33	COUNTRY		Total
		SPAIN	POLAND	
	Daily	2 100.00 100.00	0 0.00 .	2 100.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Table of L34 by COUNTRY			
	L34	COUNTRY		Total
		SPAIN	POLAND	
Daily	1 50.00 50.00	0 0.00 .	1 50.00	
Weekly	1 50.00 50.00	0 0.00 .	1 50.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L35 by COUNTRY			
	L35	COUNTRY		Total
		SPAIN	POLAND	
Daily	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L36 by COUNTRY			
	L36	COUNTRY		Total
		SPAIN	POLAND	
Daily	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	Table of L40 by COUNTRY			
	L40	COUNTRY		Total
		SPAIN	POLAND	
Major	1 50.00 50.00	0 0.00 .	1 50.00	
Some	1 50.00 50.00	0 0.00 .	1 50.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L41 by COUNTRY			
	L41	COUNTRY		Total
		SPAIN	POLAND	
Major	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L42 by COUNTRY			
	L42	COUNTRY		Total
		SPAIN	POLAND	
Major	1 50.00 50.00	0 0.00 .	1 50.00	
Some	1 50.00 50.00	0 0.00 .	1 50.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L43 by COUNTRY			
	L43	COUNTRY		Total
		SPAIN	POLAND	

Major	1 50.00 50.00	0 0.00 .	1 50.00
Some	1 50.00 50.00	0 0.00 .	1 50.00
Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Table of L44 by COUNTRY			
	L44	COUNTRY		Total
		SPAIN	POLAND	
	Some	2 100.00 100.00	0 0.00 .	2 100.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Table of L45 by COUNTRY			
	L45	COUNTRY		Total
		SPAIN	POLAND	
	Major	2 100.00 100.00	0 0.00 .	2 100.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Table of L46 by COUNTRY			
	L46	COUNTRY		Total
		SPAIN	POLAND	
	Major	2 100.00 100.00	0 0.00 .	2 100.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Table of L47 by COUNTRY			
	L47	COUNTRY		Total
		SPAIN	POLAND	
Major	1 50.00 50.00	0 0.00 .	1 50.00	
Some	1 50.00 50.00	0 0.00 .	1 50.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L48 by COUNTRY			
	L48	COUNTRY		Total
		SPAIN	POLAND	
Major	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Table of L49 by COUNTRY			
	L49	COUNTRY		Total
		SPAIN	POLAND	
Major	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

For L121_1 * COUNTRY
 all data are missing since all
 the levels of variable L121_1 are missing.

For L121_2 * COUNTRY
 all data are missing since all
 the levels of variable L121_2 are missing.

For L121_3 * COUNTRY
 all data are missing since all
 the levels of variable L121_3 are missing.

For L121_4 * COUNTRY
 all data are missing since all
 the levels of variable L121_4 are missing.

Frequency Percent Col Pct	Initiating action			
	L86	COUNTRY		Total
		SPAIN	POLAND	
Major	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Instructing co-workers			
	L87	COUNTRY		Total
		SPAIN	POLAND	
Some	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Supervising			
	L88	COUNTRY		Total
		SPAIN	POLAND	
Some	2	0	2	

	100.00 100.00	0.00 .	100.00
Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Co-operating with colleagues			
	L89	COUNTRY		Total
		SPAIN	POLAND	
	Some	2 100.00 100.00	0 0.00 .	2 100.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Communicating			
	L90	COUNTRY		Total
		SPAIN	POLAND	
	Some	2 100.00 100.00	0 0.00 .	2 100.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Relating and networking			
	L91	COUNTRY		Total
		SPAIN	POLAND	
	Some	2 100.00 100.00	0 0.00 .	2 100.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Negotiating		
	L92	COUNTRY	Total

	SPAIN	POLAND	
Not at all	1 50.00 50.00	0 0.00 .	1 50.00
Some	1 50.00 50.00	0 0.00 .	1 50.00
Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Reporting			
	L93	COUNTRY		Total
		SPAIN	POLAND	
	Not at all	1 50.00 50.00	0 0.00 .	1 50.00
	Some	1 50.00 50.00	0 0.00 .	1 50.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise			
	L94	COUNTRY		Total
		SPAIN	POLAND	
	Major	1 50.00 50.00	0 0.00 .	1 50.00
	Some	1 50.00 50.00	0 0.00 .	1 50.00
	Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Problem solving			
	L95	COUNTRY		Total
		SPAIN	POLAND	

Major	2 100.00 100.00	0 0.00 .	2 100.00
Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Developing new procedures and working methods			
	L96	COUNTRY		Total
		SPAIN	POLAND	
	Some	2 100.00 100.00	0 0.00 .	2 100.00
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Forming strategies			
	L97	COUNTRY		Total
		SPAIN	POLAND	
	Not at all	2 100.00 100.00	0 0.00 .	2 100.00
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Planning and organising			
	L98	COUNTRY		Total
		SPAIN	POLAND	
	Not at all	2 100.00 100.00	0 0.00 .	2 100.00
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Following instructions and procedures		
	L99	COUNTRY	Total

	SPAIN	POLAND	
Major	2 100.00 100.00	0 0.00 .	2 100.00
Total	2 100.00	0 0.00	2 100.00

Frequency Percent Col Pct	Dealing with contingencies			
	L100	COUNTRY		Total
		SPAIN	POLAND	
Some	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Coping with stressful situations			
	L101	COUNTRY		Total
		SPAIN	POLAND	
Not at all	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency Percent Col Pct	Commercial thinking			
	L102	COUNTRY		Total
		SPAIN	POLAND	
Some	2 100.00 100.00	0 0.00 .	2 100.00	
Total	2 100.00	0 0.00	2 100.00	

Frequency	Do you expect the size of this occupation (how many people are working in the occupation)
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Percent Col Pct	L111	COUNTRY		Total
		SPAIN	POLAND	
	Increase	2 100.00 100.00	0 0.00 .	2 100.00
	Total	2 100.00	0 0.00	2 100.00

The SAS System

The FREQ Procedure
OCCUPATION=Policy adviser

Frequenc y Percent Col Pct	1. Review existing policies and legislation, e.g. to identify anomalies and out-of-date provisions.									
	L27	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Daily	1 7.14 25.0 0	0 0.00 0.00	1 7.14 50.00	1 7.14 100.00	0 0.00 .	0 0.00 .	1 7.14 33.33	0 0.00 0.00	4 28.57
	Monthly	3 21.4 3 75.0 0	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	4 28.57
	Never	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14
	Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 14.29 66.67	2 14.29 100.00	4 28.57
	Yearly	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14
	Total	4 28.5 7	2 14.29	2 14.29	1 7.14	0 0.00	0 0.00	3 21.43	2 14.29	14 100.0 0

Frequenc y Percent Col Pct	2. Identify issues to research and analyse.									
	L28	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Daily	1	0	1	1	0	0	0	1	4

	6.67 25.0 0	0.00 0.00	6.67 50.00	6.67 100.00	0.00 .	0.00 .	0.00 0.00	6.67 50.00	26.67
Monthly	3 20.0 0 75.0 0	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 13.33 50.00	0 0.00 0.00	6 40.00
Weekly	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.67
Yearly	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 13.33 50.00	1 6.67 50.00	4 26.67
Total	4 26.6 7	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.0 0

Frequency Percent Col Pct	4. Research relevant issues, e.g. social, economic and industrial trends, client expectations of programmes and services provided, etc.								
	L29	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	1 6.67 25.0 0	0 0.00 0.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	2 13.33 50.00	1 6.67 50.00	6 40.00
Monthly	2 13.3 3 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.67 25.00	0 0.00 0.00	3 20.00
Weekly	1 6.67 25.0 0	2 13.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 20.00
Yearly	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.67 25.00	1 6.67 50.00	3 20.00
Total	4 26.6 7	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.0 0

Frequency Percent Col Pct	4. Develop, analyse and evaluate policy options.								
	L30	COUNTRY							Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	1 6.67 25.0 0	1 6.67 50.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	4 26.67 100.00	1 6.67 50.00	9 60.00
Monthly	2 13.33 50.00 0	1 6.67 50.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	4 26.67
Weekly	1 6.67 25.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 6.67 50.00	2 13.33
Total	4 26.67 7	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00

Frequency Percent Col Pct	5. Make recommendations for new policy.								
	L31	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Daily	1 6.67 25.0 0	0 0.00 0.00	0 0.00 0.00	1 6.67 100.00	0 0.00 .	0 0.00 .	2 13.33 50.00	0 0.00 0.00	4 26.67
Monthly	3 20.00 75.00 0	2 13.33 100.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	6 40.00
Weekly	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 13.33 50.00	1 6.67 50.00	4 26.67
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 6.67 50.00	1 6.67
Total	4 26.67 7	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00

Frequency Percent Col Pct	6. Assess the financial implications and fairness of existing policies.								
	L32	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	

Daily	1 7.14 25.0 0	0 0.00 0.00	1 7.14 50.00	1 7.14 100.00	0 0.00 .	0 0.00 .	3 21.43 75.00	0 0.00 0.00	6 42.86
Monthl y	2 14.2 9 50.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 7.14 25.00	2 14.29 100.00	5 35.71
Weekly	1 7.14 25.0 0	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 14.29
Yearly	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.14
Total	4 28.5 7	1 7.14	2 14.29	1 7.14	0 0.00	0 0.00	4 28.57	2 14.29	14 100.0 0

Frequenc y Percent Col Pct	7. Liaise and consult with interested parties (e.g. programme administrators), e.g. to identify policy needs or to discuss policy options.								
	L33	COUNTRY							Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	
Daily	1 6.67 25.0 0	0 0.00 0.00	2 13.33 100.0 0	1 6.67 100.00	0 0.00 .	0 0.00 .	2 13.33 50.00	0 0.00 0.00	6 40.00
Monthl y	2 13.3 3 50.0 0	2 13.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 6.67 50.00	5 33.33
Weekly	1 6.67 25.0 0	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 13.33 50.00	1 6.67 50.00	4 26.67
Total	4 26.6 7	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.0 0

Frequenc y Percent Col Pct	8. Write reports, prepare briefing papers and recommendations for policy changes.								
	L34	COUNTRY							Total
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L	

Daily	1 6.67 25.0 0	0 0.00 0.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	1 6.67 25.00	0 0.00 0.00	4 26.67
Monthl y	3 20.0 0 75.0 0	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.67 25.00	2 13.33 100.00	7 46.67
Weekly	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 13.33 50.00	0 0.00 0.00	3 20.00
Yearly	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.67
Total	4 26.6 7	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.0 0

Frequency Percent Col Pct	9. Prepare speeches and presentations.								
	L35	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Daily	1 7.69 33.3 3	0 0.00 0.00	1 7.69 100.0 0	1 7.69 100.00	0 0.00 .	0 0.00 .	1 7.69 25.00	0 0.00 0.00	4 30.77
Monthl y	2 15.3 8 66.6 7	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 7.69 50.00	5 38.46
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 7.69 25.00	0 0.00 0.00	1 7.69
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 7.69 25.00	1 7.69 50.00	2 15.38
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 7.69 25.00	0 0.00 0.00	1 7.69
Total	3 23.0 8	2 15.38	1 7.69	1 7.69	0 0.00	0 0.00	4 30.77	2 15.38	13 100.0 0

Frequency	10. Prepare and maintain policy and procedure manuals.
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Percent Col Pct	L36	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Daily	1 7.14 33.33	0 0.00 0.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	0 0.00 .	2 14.29 50.00	1 7.14 50.00	5 35.71
	Monthly	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 7.14 25.00	0 0.00 0.00	2 14.29
	Weekly	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 7.14 25.00	0 0.00 0.00	3 21.43
	Yearly	2 14.29 66.67	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 7.14 50.00	4 28.57
	Total	3 21.43	2 14.29	2 14.29	1 7.14	0 0.00	0 0.00	4 28.57	2 14.29	14 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	L40	1. Review existing policies and legislation, e.g. to identify anomalies and out-of-date provisions.							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	4 28.57 100.00	1 7.14 50.00	1 7.14 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	4 28.57 100.00	2 14.29 100.00	12 85.71
	Some	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 14.29
	Total	4 28.57	2 14.29	1 7.14	1 7.14	0 0.00	0 0.00	4 28.57	2 14.29	14 100.00

Frequency Percent Col Pct	2. Identify issues to research and analyse.									
	L41	COUNTRY								Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Major	4 26.67 100.00	1 6.67 50.00	2 13.33 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 20.00 75.00	1 6.67 50.00	11 73.33	
Some	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	1 6.67 100.00	0 0.00 .	0 0.00 .	1 6.67 25.00	1 6.67 50.00	4 26.67	
Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00	

Frequency Percent Col Pct	4. Research relevant issues, e.g. social, economic and industrial trends, client expectations of programmes and services provided, etc.									
	L42	COUNTRY								Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Major	4 26.67 100.00	2 13.33 100.00	2 13.33 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 20.00 75.00	2 13.33 100.00	13 86.67	
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 100.00	0 0.00 .	0 0.00 .	1 6.67 25.00	0 0.00 0.00	2 13.33	
Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00	

Frequency Percent Col Pct	4. Develop, analyse and evaluate policy options.									
	L43	COUNTRY								Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Major	3 20.00 75.00	2 13.33 100.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 20.00 75.00	2 13.33 100.00	11 73.33	
Some	1 6.67 25.00	0 0.00 0.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	1 6.67 25.00	0 0.00 0.00	4 26.67	

Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00
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Frequenc y Percent Col Pct	5. Make recommendations for new policy.									
	L44	COUNTRY							Total	
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L		POLAN D
	Major	3 20.00 75.00	1 6.67 50.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	4 26.67 100.00	2 13.33 100.00	11 73.33
	Some	1 6.67 25.00	1 6.67 50.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	4 26.67
Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00	

Frequenc y Percent Col Pct	6. Assess the financial implications and fairness of existing policies.									
	L45	COUNTRY							Total	
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L		POLAN D
	Major	2 15.38 50.00	1 7.69 100.00	1 7.69 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 23.08 75.00	2 15.38 100.00	9 69.23
	Not at all	1 7.69 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 7.69
Some	1 7.69 25.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	0 0.00 .	0 0.00 .	1 7.69 25.00	0 0.00 0.00	3 23.08	
Total	4 30.77	1 7.69	1 7.69	1 7.69	0 0.00	0 0.00	4 30.77	2 15.38	13 100.00	

Frequenc y	7. Liaise and consult with interested parties (e.g. programme administrators), e.g. to identify policy needs or to discuss policy options.								
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Percent Col Pct	L46	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	3 20.0 0 75.0 0	1 6.67 50.00	2 13.33 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 13.33 50.00	0 0.00 0.00	8 53.33
	Some	1 6.67 25.0 0	1 6.67 50.00	0 0.00 0.00	1 6.67 100.00	0 0.00 .	0 0.00 .	2 13.33 50.00	2 13.33 100.00	7 46.67
	Total	4 26.6 7	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.0 0

Frequency Percent Col Pct	L47	8. Write reports, prepare briefing papers and recommendations for policy changes.							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	4 26.67 100.0 0	2 13.33 100.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 20.00 75.00	1 6.67 50.00	11 73.33
	Some	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	1 6.67 25.00	1 6.67 50.00	4 26.67
	Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.0 0

Frequency Percent Col Pct	L48	9. Prepare speeches and presentations.							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	Major	2 14.2 9 50.0 0	1 7.14 50.00	2 14.29 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 14.29 66.67	1 7.14 50.00	8 57.14
	Some	2 14.2 9 50.0 0	1 7.14 50.00	0 0.00 0.00	1 7.14 100.00	0 0.00 .	0 0.00 .	1 7.14 33.33	1 7.14 50.00	6 42.86

Total	4 28.57	2 14.29	2 14.29	1 7.14	0 0.00	0 0.00	3 21.43	2 14.29	14 100.00
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Frequency Percent Col Pct	10. Prepare and maintain policy and procedure manuals.								
	L49	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	4 28.57 100.00	2 14.29 100.00	9 64.29
Some	2 14.29 66.67	0 0.00 0.00	2 14.29 100.00	1 7.14 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	5 35.71
Total	3 21.43	2 14.29	2 14.29	1 7.14	0 0.00	0 0.00	4 28.57	2 14.29	14 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma								
	L121_1	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
1	0 0.00 0.	1 25.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 25.00 100.00	2 50.00 100.00	4 100.00
Total	0 0.00 0.	1 25.00	0 0.00	0 0.00	0 0.00	0 0.00	1 25.00	2 50.00	4 100.00

Frequency	Additional formal or legal requirements: certification								
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Percent Col Pct	L121_2	COUNTRY							Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND		POLAND
	1	0 0.0 0 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	0 0.00 .	1 100.00 0
	Total	0 0.0 0	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	1 100.00 0

For L121_3 * COUNTRY
all data are missing since all
the levels of variable L121_3 are missing.

Frequency Percent Col Pct	L121_4	other							Total	
		COUNTRY								
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
	1	1 100.0 0 100.0 0	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 0
	Total	1 100.0 0	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00 0

Frequency Percent Col Pct	L86	Initiating action							Total	
		COUNTRY								
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
	Major	3 18.75 75.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	4 25.00 80.00	2 12.50 100.00	10 62.50
	Not at all	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	2 12.50
	Some	1 6.25 25.00	1 6.25 50.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	4 25.00
	Total	4	2	2	1	0	0	5	2	16

	25.00	12.50	12.50	6.25	0.00	0.00	31.25	12.50	100.00
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Frequency Percent Col Pct	Instructing co-workers								
	L87	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	2 12.50 100.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 6.25 50.00	4 25.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	1 6.25
Some	4 25.00 100.00 0	0 0.00 0.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	4 25.00 80.00	1 6.25 50.00	11 68.75
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00 0

Frequency Percent Col Pct	Supervising								
	L88	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	0 0.00 0.00	2 12.50 100.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	1 6.25 50.00	5 31.25
Not at all	2 12.50 50.00 0	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	4 25.00
Some	2 12.50 50.00 0	0 0.00 0.00	0 0.00 0.00	1 6.25 100.00	0 0.00 .	0 0.00 .	3 18.75 60.00	1 6.25 50.00	7 43.75
Total	4 25.00 0	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00 0

Frequency Percent Col Pct	Co-operating with colleagues								
	L89	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	4 25.00 100.00 0	1 6.25 50.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 18.75 60.00	2 12.50 100.00	11 68.75
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	1 6.25
Some	0 0.00 0.00	1 6.25 50.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	4 25.00
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00 0

Frequency Percent Col Pct	Communicating								
	L90	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	4 25.00 100.00 0	2 12.50 100.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	4 25.00 80.00	2 12.50 100.00	13 81.25
Some	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	3 18.75
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00 0

Frequency Percent Col Pct	Relating and networking								
	L91	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	4 25.00 100.00 0	2 12.50 100.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	4 25.00 80.00	1 6.25 50.00	12 75.00
Not at all	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 6.25	0 0.00	1 6.25

	0.00	0.00	0.00	0.00	.	.	20.00	0.00	
Some	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 6.25 50.00	3 18.75
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00

Frequency Percent Col Pct	Negotiating								
	L92	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	3 18.75 75.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 12.50 40.00	0 0.00 0.00	6 37.50
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	1 6.25
Some	1 6.25 25.00	2 12.50 100.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	2 12.50 40.00	2 12.50 100.00	9 56.25
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00

Frequency Percent Col Pct	Reporting								
	L93	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	4 25.00 100.00	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	5 31.25 100.00	1 6.25 50.00	12 75.00
Not at all	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 6.25
Some	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 6.25 50.00	3 18.75

Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00
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Frequenc y Percent Col Pct	Applying know-how, professional expertise									
	L94	COUNTRY							Total	
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L		POLAN D
	Major	4 26.67 100.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 20.00 75.00	2 13.33 100.00	10 66.67
	Some	0 0.00 0.00	2 13.33 100.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	1 6.67 25.00	0 0.00 0.00	5 33.33
Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00	

Frequenc y Percent Col Pct	Problem solving									
	L95	COUNTRY							Total	
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L		POLAN D
	Major	4 25.00 100.00	1 6.25 50.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	5 31.25 100.00	2 12.50 100.00	13 81.25
	Some	0 0.00 0.00	1 6.25 50.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 18.75
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00	

Frequenc y Percent Col Pct	Developing new procedures and working methods									
	L96	COUNTRY							Total	
		UK	BELGIU M	SPAI N	FRANC E	GERMAN Y	ITAL Y	NETHER L		POLAN D
	Major	1 6.25 25.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 18.75 60.00	1 6.25 50.00	6 37.50

	0								
Not at all	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	2 12.50
Some	3 18.75 75.00	1 6.25 50.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	1 6.25 20.00	1 6.25 50.00	8 50.00
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00

Frequenc y Percent Col Pct	Forming strategies								
	L97	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
	Major	2 13.33 50.00	2 13.33 100.00	2 13.33 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	4 26.67 100.00	2 13.33 100.00
Some	2 13.33 50.00	0 0.00 0.00	0 0.00 0.00	1 6.67 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	3 20.00
Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00

Frequenc y Percent Col Pct	Planning and organising								
	L98	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
	Major	3 20.00 75.00	2 13.33 100.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 13.33 50.00	1 6.67 50.00
Some	1 6.67 25.00	0 0.00 0.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	2 13.33 50.00	1 6.67 50.00	6 40.00
Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00

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Frequency Percent Col Pct	Following instructions and procedures								
	L99	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 6.67 25.00	1 6.67 50.00	1 6.67 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.67 25.00	1 6.67 50.00	5 33.33
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.67 25.00	0 0.00 0.00	1 6.67
Some	3 20.00 75.00	1 6.67 50.00	1 6.67 50.00	1 6.67 100.00	0 0.00 .	0 0.00 .	2 13.33 50.00	1 6.67 50.00	9 60.00
Total	4 26.67	2 13.33	2 13.33	1 6.67	0 0.00	0 0.00	4 26.67	2 13.33	15 100.00

Frequency Percent Col Pct	Dealing with contingencies								
	L100	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 6.25 25.00	1 6.25 50.00	2 12.50 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 18.75 60.00	1 6.25 50.00	8 50.00
Some	3 18.75 75.00	1 6.25 50.00	0 0.00 0.00	1 6.25 100.00	0 0.00 .	0 0.00 .	2 12.50 40.00	1 6.25 50.00	8 50.00
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00

Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY						

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	POLAND	
Major	3 18.75 75.00	2 12.50 100.00	1 6.25 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	3 18.75 60.00	1 6.25 50.00	10 62.50
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	1 6.25
Some	1 6.25 25.00	0 0.00 0.00	1 6.25 50.00	1 6.25 100.00	0 0.00 .	0 0.00 .	1 6.25 20.00	1 6.25 50.00	5 31.25
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00

Frequency Percent Col Pct	Commercial thinking								
	L102	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Major	1 6.25 25.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 12.50 40.00	2 12.50 100.00	6 37.50
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 6.25 20.00	0 0.00 0.00	1 6.25
Some	3 18.75 75.00	1 6.25 50.00	2 12.50 100.00	1 6.25 100.00	0 0.00 .	0 0.00 .	2 12.50 40.00	0 0.00 0.00	9 56.25
Total	4 25.00	2 12.50	2 12.50	1 6.25	0 0.00	0 0.00	5 31.25	2 12.50	16 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)								
	L111	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	ITALY	NETHERLAND	
Decline	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	0 0.00 0.00	1 7.69 50.00	1 7.69

Increase	1 7.69 25.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 7.69 33.33	1 7.69 50.00	4 30.77
Stable	3 23.08 75.00	1 7.69 100.00	1 7.69 50.00	1 7.69 100.00	0 0.00 .	0 0.00 .	2 15.38 66.67	0 0.00 0.00	8 61.54
Total	4 30.77	1 7.69	2 15.38	1 7.69	0 0.00	0 0.00	3 23.08	2 15.38	13 100.00

The SAS System

The FREQ Procedure

OCCUPATION=Portrait, wedding or other events photographer

Frequency Percent Col Pct	1. Determine desired images and picture composition.							
	L27	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	1 7.14 50.00	1 7.14 100.00	3 21.43 100.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	13 92.86
Weekly	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	2. Discuss the approach (e.g. picture composition) with the customer.							
	L28	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	1 7.69 50.00	0 0.00 0.00	2 15.38 66.67	1 7.69 50.00	2 15.38 100.00	2 15.38 100.00	0 0.00 0.00	8 61.54
Monthly	0 0.00 0.00	1 7.69 100.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
Weekly	1 7.69 50.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	3 23.08
Total	2 15.38	1 7.69	3 23.08	2 15.38	2 15.38	2 15.38	1 7.69	13 100.00

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Frequency Percent Col Pct	3. Select and adjust subjects, equipment, and lighting to achieve desired effects.								
	L29	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 14.29 100.00	1 7.14 100.00	3 21.43 100.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	14 100.00
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00	

Frequency Percent Col Pct	4. Create artificial light, using flashes and reflectors.								
	L30	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 14.29 100.00	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	2 14.29 100.00	0 0.00 0.00	2 14.29 100.00	11 78.57
Weekly	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	3 21.43	
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00	

Frequency Percent Col Pct	5. Test equipment prior to use to ensure that it is in good working order.								
	L31	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Daily	2 14.29 100.00	0 0.00 0.00	3 21.43 100.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	13 92.86
Weekly	0 0.00 0.00	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14	
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00	

Frequency Percent	6. Make travel and hotel arrangements for shoots on location, e.g. book flights, find out driving directions, etc.								

Col Pct	L32	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	1 7.14 50.00	0 0.00 0.00	1 7.14 33.33	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	4 28.57
	Monthly	1 7.14 50.00	1 7.14 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	1 7.14 50.00	5 35.71
	Weekly	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	1 7.14 50.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	5 35.71
	Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	L33	7. Take pictures of individuals, families and groups, either in studio or on location.						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	2 15.38 100.00	0 0.00 0.00	3 23.08 100.00	2 15.38 100.00	1 7.69 100.00	2 15.38 100.00	1 7.69 50.00	11 84.62
	Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	1 7.69
	Weekly	0 0.00 0.00	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69
	Total	2 15.38	1 7.69	3 23.08	2 15.38	1 7.69	2 15.38	2 15.38	13 100.00

Frequency Percent Col Pct	L34	8. Develop and print photographs and/or scan them into computers for editing, storage and electronic transmission.						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	1 7.14 50.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	10 71.43
	Weekly	2 14.29 100.00	1 7.14 100.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 28.57

Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00
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Frequency Percent Col Pct	9. Review sets of photographs to select the best work, and/or make photo albums.								
	L35	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	1 7.14 50.00	9 64.29
	Weekly	2 14.29 100.00	1 7.14 100.00	1 7.14 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	5 35.71
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00	

Frequency Percent Col Pct	10. Maintain and/or repair photographic equipment								
	L36	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	4 30.77
	Monthly	1 7.69 50.00	1 7.69 100.00	1 7.69 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 100.00	4 30.77
Weekly	1 7.69 50.00	0 0.00 0.00	1 7.69 33.33	1 7.69 50.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	5 38.46	
Total	2 15.38	1 7.69	3 23.08	2 15.38	2 15.38	2 15.38	1 7.69	13 100.00	

Frequency Percent Col Pct	10. Manipulate and enhance scanned or digital images to create desired effects using computers and specialised software.							
	L36B	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	1 7.14 50.00	1 7.14 100.00	2 14.29 66.67	1 7.14 50.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	11 78.57
Weekly	1	0	1	1	0	0	0	3

	7.14 50.00	0.00 0.00	7.14 33.33	7.14 50.00	0.00 0.00	0.00 0.00	0.00 0.00	21.43
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	12. Follow up requests of (re)prints.								
	L36C	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	6 42.86
	Weekly	2 14.29 100.00	1 7.14 100.00	2 14.29 66.67	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	1 7.14 50.00	8 57.14
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00	

Frequency Percent Col Pct	1. Determine desired images and picture composition.								
	L40	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 14.29 100.00	1 7.14 100.00	3 21.43 100.00	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	12 85.71
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00	

Frequency Percent Col Pct	2. Discuss the approach (e.g. picture composition) with the customer.							
	L41	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	

Major	2 15.38 100.00	1 7.69 100.00	1 7.69 33.33	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	1 7.69 100.00	6 46.15
Some	0 0.00 0.00	0 0.00 0.00	2 15.38 66.67	2 15.38 100.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	7 53.85
Total	2 15.38	1 7.69	3 23.08	2 15.38	2 15.38	2 15.38	1 7.69	13 100.00

Frequency Percent Col Pct	3. Select and adjust subjects, equipment, and lighting to achieve desired effects.							
	L42	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	1 7.14 100.00	2 14.29 66.67	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	11 78.57
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	4. Create artificial light, using flashes and reflectors.							
	L43	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	1 7.14 100.00	1 7.14 33.33	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	1 7.14 50.00	9 64.29
Some	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	5 35.71
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	5. Test equipment prior to use to ensure that it is in good working order.							
	L44	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14	1 7.14	1 7.14	1 7.14	2 14.29	2 14.29	2 14.29	10 71.43

	50.00	100.00	33.33	50.00	100.00	100.00	100.00	
Some	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 28.57
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	6. Make travel and hotel arrangements for shoots on location, e.g. book flights, find out driving directions, etc.							
	L45	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	1 7.69 100.00	0 0.00 0.00	0 0.00 0.00	1 7.69 50.00	0 0.00 0.00	1 7.69 100.00	3 23.08
Not at all	1 7.69 50.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38
Some	1 7.69 50.00	0 0.00 0.00	2 15.38 66.67	2 15.38 100.00	1 7.69 50.00	2 15.38 100.00	0 0.00 0.00	8 61.54
Total	2 15.38	1 7.69	3 23.08	2 15.38	2 15.38	2 15.38	1 7.69	13 100.00

Frequency Percent Col Pct	7. Take pictures of individuals, families and groups, either in studio or on location.							
	L46	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 15.38 100.00	1 7.69 100.00	3 23.08 100.00	0 0.00 0.00	1 7.69 50.00	1 7.69 100.00	1 7.69 50.00	9 69.23
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	1 7.69 50.00	0 0.00 0.00	1 7.69 50.00	4 30.77
Total	2 15.38	1 7.69	3 23.08	2 15.38	2 15.38	1 7.69	2 15.38	13 100.00

Frequency Percent Col Pct	9. Develop and print photographs and/or scan them into computers for editing, storage and electronic transmission.							
	L47	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 14.29 100.00	1 7.14 100.00	2 14.29 66.67	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	11 78.57
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	9. Review sets of photographs to select the best work, and/or make photo albums.							
	L48	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.69 50.00	1 7.69 100.00	1 7.69 33.33	1 7.69 50.00	2 15.38 100.00	1 7.69 100.00	2 15.38 100.00	9 69.23
Some	1 7.69 50.00	0 0.00 0.00	2 15.38 66.67	1 7.69 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 30.77
Total	2 15.38	1 7.69	3 23.08	2 15.38	2 15.38	1 7.69	2 15.38	13 100.00

Frequency Percent Col Pct	10. Maintain and/or repair photographic equipment							
	L49	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	2 15.38 100.00	1 7.69 100.00	5 38.46
Some	2 15.38 100.00	1 7.69 100.00	3 23.08 100.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	8 61.54
Total	2 15.38	1 7.69	3 23.08	2 15.38	2 15.38	2 15.38	1 7.69	13 100.00

Frequency Percent Col Pct	10. Manipulate and enhance scanned or digital images to create desired effects using computers and specialised software.							
	L49B	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	

Major	2 14.29 100.00	1 7.14 100.00	2 14.29 66.67	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	11 78.57
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	12. Follow up requests of (re)prints.							
	L49C	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
Major	2 14.29 100.00	1 7.14 100.00	1 7.14 33.33	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	1 7.14 50.00	7 50.00
Some	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	2 14.29 100.00	0 0.00 0.00	2 14.29 100.00	1 7.14 50.00	7 50.00
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	Additional formal or legal requirements							
	L121_1	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	0 0.00 .	0 0.00 .	1 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	1 100.00

Frequency Percent Col Pct	Additional formal or legal requirements							
	L121_2	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
1	0 0.00 .	1 25.00 100.00	0 0.00 .	0 0.00 .	1 25.00 100.00	1 25.00 100.00	1 25.00 100.00	4 100.00
Total	0 0.00	1 25.00	0 0.00	0 0.00	1 25.00	1 25.00	1 25.00	4 100.00

Frequency Percent Col Pct	Additional formal or legal requirements							
	L121_3	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
1	0 0.00 .	1 50.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 50.00 100.00	2 100.00
Total	0 0.00	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00	2 100.00

For L121_4 * COUNTRY
all data are missing since all
the levels of variable L121_4 are missing.

Frequency Percent Col Pct	Initiating action							
	L86	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
Major	0 0.00 0.00	1 6.67 100.00	2 13.33 66.67	1 6.67 50.00	2 13.33 100.00	2 13.33 66.67	2 13.33 100.00	10 66.67
Some	2 13.33 100.00	0 0.00 0.00	1 6.67 33.33	1 6.67 50.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	5 33.33
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Instructing co-workers							
	L87	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	2 13.33 100.00	3 20.00

Not at all	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	3 20.00 100.00	0 0.00 0.00	5 33.33
Some	1 6.67 50.00	1 6.67 100.00	3 20.00 100.00	2 13.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	7 46.67
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Supervising								
	L88	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	1 6.67 50.00	2 13.33
	Not at all	1 6.67 50.00	0 0.00 0.00	1 6.67 33.33	1 6.67 50.00	1 6.67 50.00	1 6.67 33.33	0 0.00 0.00	5 33.33
	Some	1 6.67 50.00	1 6.67 100.00	2 13.33 66.67	1 6.67 50.00	0 0.00 0.00	2 13.33 66.67	1 6.67 50.00	8 53.33
	Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Co-operating with colleagues								
	L89	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	2 13.33 100.00	3 20.00
	Not at all	1 6.67 50.00	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	1 6.67 50.00	3 20.00 100.00	0 0.00 0.00	7 46.67
	Some	1 6.67 50.00	1 6.67 100.00	1 6.67 33.33	2 13.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 33.33
	Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Communicating								
L90	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 13.33 100.00	1 6.67 100.00	1 6.67 33.33	0 0.00 0.00	2 13.33 100.00	2 13.33 66.67	2 13.33 100.00	10 66.67
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	1 6.67
Some	0 0.00 0.00	0 0.00 0.00	2 13.33 66.67	2 13.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 26.67
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Relating and networking								
L91	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 13.33 100.00	1 6.67 100.00	0 0.00 0.00	0 0.00 0.00	2 13.33 100.00	0 0.00 0.00	2 13.33 100.00	7 46.67
Not at all	0 0.00 0.00	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	3 20.00
Some	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	2 13.33 100.00	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	5 33.33
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Negotiating								
L92	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 6.67 50.00	1 6.67 100.00	1 6.67 33.33	0 0.00 0.00	2 13.33 100.00	0 0.00 0.00	2 13.33 100.00	7 46.67
Not at all	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	2 13.33
Some	1	0	1	2	0	2	0	6

	6.67 50.00	0.00 0.00	6.67 33.33	13.33 100.00	0.00 0.00	13.33 66.67	0.00 0.00	40.00
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	1 7.14 100.00	3 21.43
Not at all	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	0 0.00 0.00	0 0.00 0.00	3 21.43 100.00	0 0.00 0.00	6 42.86
Some	1 7.14 50.00	1 7.14 100.00	1 7.14 33.33	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 35.71
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	3 21.43	1 7.14	14 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise							
	L94	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 14.29 100.00	1 7.14 100.00	2 14.29 66.67	1 7.14 50.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	12 85.71
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	Problem solving							
	L95	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 6.67 50.00	1 6.67 100.00	2 13.33 66.67	1 6.67 50.00	2 13.33 100.00	0 0.00 0.00	1 6.67 50.00	8 53.33

Not at all	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.67
Some	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	1 6.67 50.00	0 0.00 0.00	3 20.00 100.00	1 6.67 50.00	6 40.00
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Developing new procedures and working methods							
	L96	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	1 6.67 50.00	1 6.67 33.33	2 13.33 100.00	6 40.00
Not at all	0 0.00 0.00	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	4 26.67
Some	1 6.67 50.00	1 6.67 100.00	1 6.67 33.33	1 6.67 50.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	5 33.33
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Forming strategies							
	L97	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	1 7.14 50.00	2 14.29
Not at all	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Some	2 14.29 100.00	1 7.14 100.00	1 7.14 33.33	1 7.14 50.00	1 7.14 50.00	2 14.29 100.00	1 7.14 50.00	9 64.29
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 50.00	1 7.14 100.00	1 7.14 33.33	0 0.00 0.00	2 14.29 100.00	2 14.29 100.00	2 14.29 100.00	9 64.29
Not at all	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 14.29
Some	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	2 14.29 100.00	2 14.29 100.00	6 42.86
Not at all	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	2 14.29
Some	1 7.14 50.00	1 7.14 100.00	2 14.29 66.67	2 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	6 42.86
Total	2 14.29	1 7.14	3 21.43	2 14.29	2 14.29	2 14.29	2 14.29	14 100.00

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.69 50.00	0 0.00 .	1 7.69 33.33	0 0.00 0.00	2 15.38 100.00	2 15.38 100.00	2 15.38 100.00	8 61.54
Some	1 7.69 50.00	0 0.00 .	2 15.38 66.67	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	5 38.46
Total	2	0	3	2	2	2	2	13

	15.38	0.00	23.08	15.38	15.38	15.38	15.38	100.00
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Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 6.67 50.00	1 6.67 100.00	1 6.67 33.33	1 6.67 50.00	2 13.33 100.00	2 13.33 66.67	2 13.33 100.00	10 66.67
Not at all	0 0.00 0.00	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	3 20.00
Some	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 13.33
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Commercial thinking							
	L102	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 13.33 100.00	1 6.67 100.00	1 6.67 33.33	0 0.00 0.00	2 13.33 100.00	0 0.00 0.00	2 13.33 100.00	8 53.33
Some	0 0.00 0.00	0 0.00 0.00	2 13.33 66.67	2 13.33 100.00	0 0.00 0.00	3 20.00 100.00	0 0.00 0.00	7 46.67
Total	2 13.33	1 6.67	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)							
	L111	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Decline	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 8.33
Increase	1 8.33 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 8.33 50.00	0 0.00 .	1 8.33 50.00	3 25.00

Stable	1 8.33 50.00	1 8.33 100.00	3 25.00 100.00	1 8.33 50.00	1 8.33 50.00	0 0.00 .	1 8.33 50.00	8 66.67
Total	2 16.67	1 8.33	3 25.00	2 16.67	2 16.67	0 0.00	2 16.67	12 100.00

The SAS System

The FREQ Procedure

OCCUPATION=Printing machine operator

Frequency Percent Col Pct	1. Read the printing instructions to determine job details, such as quantity, delivery dat, materials needed to execute the printing order.							
	L27	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 10.53 100.00	2 10.53 100.00	4 21.05 100.00	2 10.53 100.00	2 10.53 50.00	3 15.79 100.00	2 10.53 100.00	17 89.47
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.53 50.00	0 0.00 0.00	0 0.00 0.00	2 10.53
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	2. Select and install printing equipment and materials, such as printing plates, rollers, feed guides, gauges, screens, stencils, type, dies, and cylinders in machines according to specifications, using hand tools.							
	L28	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 10.53 100.00	2 10.53 100.00	3 15.79 75.00	2 10.53 100.00	4 21.05 100.00	3 15.79 100.00	2 10.53 100.00	18 94.74
Weekly	0 0.00 0.00	0 0.00 0.00	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	3. Perform a testrun.							
	L29	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 10.53 100.00	2 10.53 100.00	4 21.05 100.00	2 10.53 100.00	4 21.05 100.00	3 15.79 100.00	2 10.53 100.00	19 100.00
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	4. Make adjustments if necessary.								
	L30	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 10.53 100.00	2 10.53 100.00	4 21.05 100.00	2 10.53 100.00	4 21.05 100.00	3 15.79 100.00	2 10.53 100.00	19 100.00	
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00	

Frequency Percent Col Pct	5. Monitor feeding, printing quality, and racking processes of presses in order to maintain specified operating levels and to detect malfunctions during print.								
	L31	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 10.53 100.00	2 10.53 100.00	4 21.05 100.00	2 10.53 100.00	4 21.05 100.00	3 15.79 100.00	2 10.53 100.00	19 100.00	
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00	

Frequency Percent Col Pct	6. Make any necessary adjustments during printing.								
	L32	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	2 11.11 100.00	2 11.11 100.00	3 16.67 100.00	2 11.11 100.00	4 22.22 100.00	3 16.67 100.00	2 11.11 100.00	18 100.00	
Total	2 11.11	2 11.11	3 16.67	2 11.11	4 22.22	3 16.67	2 11.11	18 100.00	

Frequency Percent Col Pct	7. Collect and store printed materials.							
	L33	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	
Daily	2 10.53 100.00	1 5.26 50.00	4 21.05 100.00	1 5.26 50.00	2 10.53 50.00	3 15.79 100.00	1 5.26 50.00	14 73.68
Monthly	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	2 10.53 50.00	0 0.00 0.00	1 5.26 50.00	4 21.05
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	8. Prepare and package printed materials for shipping or transport.							
	L34	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	
Daily	2 10.53 100.00	1 5.26 50.00	3 15.79 75.00	0 0.00 0.00	4 21.05 100.00	1 5.26 33.33	0 0.00 0.00	11 57.89
Monthly	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.53
Never	0 0.00 0.00	0 0.00 0.00	1 5.26 25.00	1 5.26 50.00	0 0.00 0.00	2 10.53 66.67	2 10.53 100.00	6 31.58
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	9. Maintain and clean printing equipment.							
	L35	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	
Daily	2 10.53 100.00	2 10.53 100.00	3 15.79 75.00	2 10.53 100.00	4 21.05 100.00	1 5.26 33.33	1 5.26 50.00	15 78.95

	0							
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.53 66.67	0 0.00 0.00	2 10.53
Weekly	0 0.00 0.00	0 0.00 0.00	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	2 10.53
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	10. Make reports of the printing processes in order to enable invoice making for printing orders.							
	L36	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	POLAND	
Daily	2 10.53 100.00	2 10.53 100.00	2 10.53 50.00	1 5.26 50.00	2 10.53 50.00	2 10.53 66.67	0 0.00 0.00	11 57.89
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Never	0 0.00 0.00	0 0.00 0.00	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	2 10.53
Weekly	0 0.00 0.00	0 0.00 0.00	1 5.26 25.00	0 0.00 0.00	2 10.53 50.00	1 5.26 33.33	1 5.26 50.00	5 26.32
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Read the printing instructions to determine job details, such as quantity, delivery date, materials needed to execute the printing order.							
	L40	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERLAND	POLAND	

Major	2 10.53 100.00	2 10.53 100.00	2 10.53 50.00	2 10.53 100.00	4 21.05 100.00	3 15.79 100.00	1 5.26 50.00	16 84.21
Some	0 0.00 0.00	0 0.00 0.00	2 10.53 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	3 15.79
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	2. Select and install printing equipment and materials, such as printing plates, rollers, feed guides, gauges, screens, stencils, type, dies, and cylinders in machines according to specifications, using hand tools.								
	L41	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 10.53 100.00	2 10.53 100.00	4 21.05 100.00	1 5.26 50.00	4 21.05 100.00	3 15.79 100.00	2 10.53 100.00	18 94.74
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00	

Frequency Percent Col Pct	3. Perform a testrun.								
	L42	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 10.53 100.00	2 10.53 100.00	1 5.26 25.00	1 5.26 50.00	2 10.53 50.00	3 15.79 100.00	2 10.53 100.00	13 68.42
	Some	0 0.00 0.00	0 0.00 0.00	3 15.79 75.00	1 5.26 50.00	2 10.53 50.00	0 0.00 0.00	0 0.00 0.00	6 31.58
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00	

Frequency Percent Col Pct	4. Make adjustments if necessary.								
	L43	COUNTRY							Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	

Major	2 10.53 100.00	2 10.53 100.00	4 21.05 100.00	1 5.26 50.00	4 21.05 100.00	3 15.79 100.00	1 5.26 50.00	17 89.47
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	2 10.53
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	6. Monitor feeding, printing quality, and racking processes of presses in order to maintain specified operating levels and to detect malfunctions during print.							
	L44	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	Major	2 10.53 100.00	2 10.53 100.00	4 21.05 100.00	2 10.53 100.00	4 21.05 100.00	3 15.79 100.00	2 10.53 100.00
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	6. Make any necessary adjustments during printing.							
	L45	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	Major	2 10.53 100.00	2 10.53 100.00	4 21.05 100.00	1 5.26 50.00	4 21.05 100.00	3 15.79 100.00	2 10.53 100.00
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	7. Collect and store printed materials.							
	L46	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	Major	2 10.53 100.00	1 5.26 50.00	2 10.53 50.00	1 5.26 50.00	2 10.53 50.00	1 5.26 33.33	0 0.00 0.00
Some	0	1	2	1	2	2	2	10

	0.00 0.00	5.26 50.00	10.53 50.00	5.26 50.00	10.53 50.00	10.53 66.67	10.53 100.00	52.63
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	8. Prepare and package printed materials for shipping or transport.								
	L47	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 15.38 100.00	1 7.69 50.00	1 7.69 33.33	0 0.00 0.00	4 30.77 100.00	0 0.00 0.00	0 0.00 .	8 61.54
	Some	0 0.00 0.00	1 7.69 50.00	2 15.38 66.67	1 7.69 100.00	0 0.00 0.00	1 7.69 100.00	0 0.00 .	5 38.46
Total	2 15.38	2 15.38	3 23.08	1 7.69	4 30.77	1 7.69	0 0.00	13 100.00	

Frequency Percent Col Pct	9. Maintain and clean printing equipment.								
	L48	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 10.53 100.00	2 10.53 100.00	3 15.79 75.00	2 10.53 100.00	4 21.05 100.00	1 5.26 33.33	1 5.26 50.00	15 78.95
	Some	0 0.00 0.00	0 0.00 0.00	1 5.26 25.00	0 0.00 0.00	0 0.00 0.00	2 10.53 66.67	1 5.26 50.00	4 21.05
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00	

Frequency Percent Col Pct	10. Make reports of the printing processes in order to enable invoice making for printing orders.								
	L49	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	2 11.76 100.00	2 11.76 100.00	0 0.00 0.00	1 5.88 50.00	4 23.53 100.00	2 11.76 66.67	0 0.00 0.00	11 64.71
	Some	0 0.00 0.00	0 0.00 0.00	3 17.65 100.00	1 5.88 50.00	0 0.00 0.00	1 5.88 33.33	1 5.88 100.00	6 35.29

Total	2 11.76	2 11.76	3 17.65	2 11.76	4 23.53	3 17.65	1 5.88	17 100.00
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For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma								
	L121_1	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	0 0.00 .	1 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	1 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification								
	L121_2	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	1 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: professional code or protocol								
	L121_3	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	2 66.67 100.00	0 0.00 .	1 33.33 100.00	3 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 66.67	0 0.00	1 33.33	3 100.00

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Frequency Percent Col Pct	other							
	L121_4	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	1 100.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00
Total	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00

Frequency Percent Col Pct	Initiating action							
	L86	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 10.00 100.00	1 5.00 50.00	1 5.00 25.00	1 5.00 50.00	2 10.00 50.00	2 10.00 50.00	0 0.00 0.00	9 45.00
Not at all	0 0.00 0.00	1 5.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	2 10.00
Some	0 0.00 0.00	0 0.00 0.00	3 15.00 75.00	1 5.00 50.00	2 10.00 50.00	1 5.00 25.00	2 10.00 100.00	9 45.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Instructing co-workers							
	L87	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.00 50.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	2 10.00 50.00	0 0.00 0.00	0 0.00 0.00	4 20.00
Not at all	0 0.00 0.00	1 5.00 50.00	0 0.00 0.00	1 5.00 50.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	3 15.00

Some	1 5.00 50.00	1 5.00 50.00	3 15.00 75.00	1 5.00 50.00	2 10.00 50.00	3 15.00 75.00	2 10.00 100.00	13 65.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Supervising							
	L88	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 5.00 50.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	2 10.00 50.00	0 0.00 0.00	0 0.00 0.00	4 20.00
Not at all	0 0.00 0.00	1 5.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 15.00 75.00	1 5.00 50.00	5 25.00
Some	1 5.00 50.00	1 5.00 50.00	3 15.00 75.00	2 10.00 100.00	2 10.00 50.00	1 5.00 25.00	1 5.00 50.00	11 55.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Co-operating with colleagues							
	L89	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 10.00 100.00	2 10.00 100.00	1 5.00 25.00	1 5.00 50.00	4 20.00 100.00	2 10.00 50.00	2 10.00 100.00	14 70.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	1 5.00
Some	0 0.00 0.00	0 0.00 0.00	3 15.00 75.00	1 5.00 50.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	5 25.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Communicating							
	L90	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 10.00 100.00	1 5.00 50.00	1 5.00 25.00	2 10.00 100.00	2 10.00 50.00	1 5.00 25.00	2 10.00 100.00	11 55.00
Not at all	0 0.00 0.00	1 5.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	2 10.00
Some	0 0.00 0.00	0 0.00 0.00	3 15.00 75.00	0 0.00 0.00	2 10.00 50.00	2 10.00 50.00	0 0.00 0.00	7 35.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Relating and networking								
	L91	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 10.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00
	Not at all	0 0.00 0.00	1 5.00 50.00	3 15.00 75.00	0 0.00 0.00	0 0.00 0.00	4 20.00 100.00	0 0.00 0.00	8 40.00
	Some	0 0.00 0.00	1 5.00 50.00	1 5.00 25.00	2 10.00 100.00	4 20.00 100.00	0 0.00 0.00	2 10.00 100.00	10 50.00
	Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Negotiating								
	L92	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Not at all	1 5.00 50.00	2 10.00 100.00	4 20.00 100.00	2 10.00 100.00	3 15.00 75.00	4 20.00 100.00	2 10.00 100.00	18 90.00
	Some	1 5.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	0 0.00 0.00	2 10.00
	Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 10.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00
Not at all	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	1 5.00 50.00	3 15.00
Some	0 0.00 0.00	2 10.00 100.00	3 15.00 75.00	2 10.00 100.00	4 20.00 100.00	3 15.00 75.00	1 5.00 50.00	15 75.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise							
	L94	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 10.53 100.00	2 10.53 100.00	2 10.53 50.00	1 5.26 50.00	4 21.05 100.00	3 15.79 100.00	0 0.00 0.00	14 73.68
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26
Some	0 0.00 0.00	0 0.00 0.00	2 10.53 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.53 100.00	4 21.05
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	Problem solving							
	L95	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 10.00 100.00	1 5.00 50.00	2 10.00 50.00	1 5.00 50.00	1 5.00 25.00	2 10.00 50.00	2 10.00 100.00	11 55.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	1 5.00
Some	0	1	2	1	3	1	0	8

	0.00 0.00	5.00 50.00	10.00 50.00	5.00 50.00	15.00 75.00	5.00 25.00	0.00 0.00	40.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Developing new procedures and working methods							
	L96	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00
Not at all	0 0.00 0.00	1 5.00 50.00	3 15.00 75.00	0 0.00 0.00	3 15.00 75.00	2 10.00 50.00	1 5.00 50.00	10 50.00
Some	2 10.00 100.00	1 5.00 50.00	1 5.00 25.00	1 5.00 50.00	1 5.00 25.00	2 10.00 50.00	1 5.00 50.00	9 45.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Frequency Percent Col Pct	Forming strategies							
	L97	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Not at all	0 0.00 0.00	2 10.53 100.00	3 15.79 75.00	1 5.26 50.00	1 5.26 25.00	2 10.53 66.67	1 5.26 50.00	10 52.63
Some	2 10.53 100.00	0 0.00 0.00	1 5.26 25.00	1 5.26 50.00	3 15.79 75.00	1 5.26 33.33	1 5.26 50.00	9 47.37
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 5.26 50.00	1 5.26 50.00	0 0.00 0.00	1 5.26 50.00	2 10.53 50.00	1 5.26 33.33	0 0.00 0.00	6 31.58

Not at all	0 0.00 0.00	1 5.26 50.00	3 15.79 75.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.26 50.00	5 26.32
Some	1 5.26 50.00	0 0.00 0.00	1 5.26 25.00	1 5.26 50.00	2 10.53 50.00	2 10.53 66.67	1 5.26 50.00	8 42.11
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 10.53 100.00	2 10.53 100.00	2 10.53 50.00	1 5.26 50.00	2 10.53 50.00	2 10.53 66.67	0 0.00 0.00	11 57.89
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.53 100.00	2 10.53
Some	0 0.00 0.00	0 0.00 0.00	2 10.53 50.00	1 5.26 50.00	2 10.53 50.00	1 5.26 33.33	0 0.00 0.00	6 31.58
Total	2 10.53	2 10.53	4 21.05	2 10.53	4 21.05	3 15.79	2 10.53	19 100.00

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 10.00 100.00	1 5.00 50.00	2 10.00 50.00	1 5.00 50.00	2 10.00 50.00	2 10.00 50.00	1 5.00 50.00	11 55.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	1 5.00
Some	0 0.00 0.00	1 5.00 50.00	2 10.00 50.00	1 5.00 50.00	2 10.00 50.00	1 5.00 25.00	1 5.00 50.00	8 40.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Coping with stressful situations								
L101	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 10.00 100.00	1 5.00 50.00	1 5.00 25.00	0 0.00 0.00	4 20.00 100.00	2 10.00 50.00	0 0.00 0.00	10 50.00
Not at all	0 0.00 0.00	1 5.00 50.00	3 15.00 75.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	0 0.00 0.00	5 25.00
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 10.00 100.00	0 0.00 0.00	1 5.00 25.00	2 10.00 100.00	5 25.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Commercial thinking								
L102	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 5.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.00 25.00	1 5.00 25.00	0 0.00 0.00	3 15.00
Not at all	0 0.00 0.00	2 10.00 100.00	2 10.00 50.00	1 5.00 50.00	0 0.00 0.00	1 5.00 25.00	1 5.00 50.00	7 35.00
Some	1 5.00 50.00	0 0.00 0.00	2 10.00 50.00	1 5.00 50.00	3 15.00 75.00	2 10.00 50.00	1 5.00 50.00	10 50.00
Total	2 10.00	2 10.00	4 20.00	2 10.00	4 20.00	4 20.00	2 10.00	20 100.00

Do you expect the size of this occupation (how many people are working in the occupation)								
L111	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Decline	2 11.11 100.00	1 5.56 100.00	0 0.00 0.00	2 11.11 100.00	2 11.11 50.00	2 11.11 66.67	1 5.56 50.00	10 55.56
Stable	0 0.00 0.00	0 0.00 0.00	4 22.22 100.00	0 0.00 0.00	2 11.11 50.00	1 5.56 33.33	1 5.56 50.00	8 44.44
Total	2	1	4	2	4	3	2	18

	11.11	5.56	22.22	11.11	22.22	16.67	11.11	100.00
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The SAS System

The FREQ Procedure
 OCCUPATION=Tax inspector

Frequency Percent Col Pct	1. Collect taxes from individuals or businesses according to prescribed laws and regulations.							
	L27	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	2 18.18 100.00	1 9.09 50.00	1 9.09 100.00	0 0.00 0.00	6 54.55
Never	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	1 9.09 100.00	3 27.27
Yearly	1 9.09 50.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Total	2 18.18	1 9.09	2 18.18	2 18.18	2 18.18	1 9.09	1 9.09	11 100.00

Frequency Percent Col Pct	3. Maintain knowledge of tax code changes, and of accounting procedures and theory to properly evaluate financial information.							
	L28	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	2 18.18 100.00	0 0.00 0.00	1 9.09 100.00	0 0.00 0.00	5 45.45
Monthly	0 0.00 0.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Weekly	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 100.00	2 18.18
Yearly	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Total	2 18.18	1 9.09	2 18.18	2 18.18	2 18.18	1 9.09	1 9.09	11 100.00

Frequency
Percent
Col Pct

3. Prepare reports on the documents, inspections, exhibits, questionings etc.								
L29	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	2 18.18 100.00	0 0.00 0.00	1 9.09 100.00	0 0.00 0.00	5 45.45
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	1 9.09 100.00	3 27.27
Weekly	1 9.09 50.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Yearly	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Total	2 18.18	1 9.09	2 18.18	2 18.18	2 18.18	1 9.09	1 9.09	11 100.00

Frequency
Percent
Col Pct

4. Confer with taxpayers or their representatives, e.g. to resolve problems with returns and/or to discuss the issues, laws, and regulations involved in returns.								
L30	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 .	1 11.11 50.00	2 22.22 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	3 33.33
Never	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 22.22 100.00	0 0.00 0.00	0 0.00 .	2 22.22
Weekly	1 11.11 50.00	0 0.00 .	1 11.11 50.00	0 0.00 0.00	0 0.00 0.00	1 11.11 100.00	0 0.00 .	3 33.33
Yearly	1 11.11 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 11.11
Total	2 22.22	0 0.00	2 22.22	2 22.22	2 22.22	1 11.11	0 0.00	9 100.00

Frequency
Percent
Col Pct

5. Inform the person, company or organizations on the results of control.								
L31	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	

Daily	0 0.00 0.00	0 0.00 .	1 11.11 50.00	2 22.22 100.00	1 11.11 50.00	1 11.11 100.00	0 0.00 .	5 55.56
Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 11.11 50.00	0 0.00 0.00	0 0.00 .	1 11.11
Never	1 11.11 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 11.11
Yearly	1 11.11 50.00	0 0.00 .	1 11.11 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 22.22
Total	2 22.22	0 0.00	2 22.22	2 22.22	2 22.22	1 11.11	0 0.00	9 100.00

Frequency Percent Col Pct	6. Send notices to taxpayers when accounts are delinquent.							
	L32	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	1 10.00 100.00	0 0.00 0.00	3 30.00
Never	1 10.00 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00 100.00	2 20.00
Weekly	0 0.00 0.00	0 0.00 .	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 20.00
Yearly	1 10.00 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	3 30.00
Total	2 20.00	0 0.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency Percent Col Pct	7. Notify taxpayers of any overpayment or underpayment, and either issue a refund or request further payment.							
	L33	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 .	1 10.00 50.00	2 20.00 100.00	1 10.00 50.00	1 10.00 100.00	0 0.00 0.00	5 50.00
Never	1 10.00 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 10.00 50.00	0 0.00 0.00	1 10.00 100.00	3 30.00

Weekly	0 0.00 0.00	0 0.00 .	1 10.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00
Yearly	1 10.00 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00
Total	2 20.00	0 0.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency
Percent
Col Pct

8. Conduct independent field audits and investigations of income tax returns to verify information or to amend tax liabilities.								
L34	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	2 18.18 100.00	1 9.09 50.00	1 9.09 100.00	1 9.09 100.00	6 54.55
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Never	0 0.00 0.00	1 9.09 100.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Weekly	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Yearly	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Total	2 18.18	1 9.09	2 18.18	2 18.18	2 18.18	1 9.09	1 9.09	11 100.00

Frequency
Percent
Col Pct

9. Review filed tax returns to determine whether claimed tax credits and deductions are allowed by law.								
L35	COUNTRY							Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	1 9.09 50.00	0 0.00 0.00	1 9.09 100.00	4 36.36
Monthly	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Weekly	1 9.09 50.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	1 9.09 100.00	0 0.00 0.00	3 27.27

Yearly	1 9.09 50.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	3 27.27
Total	2 18.18	1 9.09	2 18.18	2 18.18	2 18.18	1 9.09	1 9.09	11 100.00

Frequency Percent Col Pct	10. Review selected tax returns to determine the nature and extent of audits to be performed on them.							
	L36	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 20.00 100.00	1 10.00 50.00	0 0.00 0.00	0 0.00 0.00	3 30.00
Monthly	0 0.00 0.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00 100.00	1 10.00
Never	0 0.00 0.00	0 0.00 .	1 10.00 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00
Weekly	1 10.00 50.00	0 0.00 .	1 10.00 50.00	0 0.00 0.00	0 0.00 0.00	1 10.00 100.00	0 0.00 0.00	3 30.00
Yearly	1 10.00 50.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	1 10.00 50.00	0 0.00 0.00	0 0.00 0.00	2 20.00
Total	2 20.00	0 0.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Collect taxes from individuals or businesses according to prescribed laws and regulations.							
	L40	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 .	1 14.29 100.00	2 28.57 100.00	0 0.00 0.00	1 14.29 100.00	1 14.29 100.00	0 0.00 .	5 71.43
Some	0	0	0	2	0	0	0	2

	0.00 .	0.00 0.00	0.00 0.00	28.57 100.00	0.00 0.00	0.00 0.00	0.00 .	28.57
Total	0 0.00	1 14.29	2 28.57	2 28.57	1 14.29	1 14.29	0 0.00	7 100.00

Frequency Percent Col Pct	3. Maintain knowledge of tax code changes, and of accounting procedures and theory to properly evaluate financial information.							
	L41	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	Major	1 10.00 100.00	1 10.00 100.00	2 20.00 100.00	0 0.00 0.00	2 20.00 100.00	1 10.00 100.00	1 10.00 100.00
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 20.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency Percent Col Pct	3. Prepare reports on the documents, inspections, exhibits, questionings etc.							
	L42	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	Major	1 10.00 100.00	1 10.00 100.00	2 20.00 100.00	0 0.00 0.00	2 20.00 100.00	1 10.00 100.00	1 10.00 100.00
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 20.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency Percent Col Pct	4. Confer with taxpayers or their representatives, e.g. to resolve problems with returns and/or to discuss the issues, laws, and regulations involved in returns.							
	L43	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND
	Major	1 12.50 100.00	0 0.00 0.00	1 12.50 50.00	1 12.50 50.00	0 0.00 .	0 0.00 0.00	1 12.50 100.00
Some	0	1	1	1	0	1	0	4

	0.00 0.00	12.50 100.00	12.50 50.00	12.50 50.00	0.00 .	12.50 100.00	0.00 0.00	50.00
Total	1 12.50	1 12.50	2 25.00	2 25.00	0 0.00	1 12.50	1 12.50	8 100.00

Frequency Percent Col Pct	5. Inform the person, company or organizations on the results of control.								
	L44	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	0 0.00 .	1 11.11 100.00	0 0.00 0.00	0 0.00 0.00	2 22.22 100.00	1 11.11 100.00	1 11.11 100.00	5 55.56
	Some	0 0.00 .	0 0.00 0.00	2 22.22 100.00	2 22.22 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 44.44
Total	0 0.00	1 11.11	2 22.22	2 22.22	2 22.22	1 11.11	1 11.11	9 100.00	

Frequency Percent Col Pct	6. Send notices to taxpayers when accounts are delinquent.								
	L45	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	0 0.00 .	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 28.57 100.00	1 14.29 100.00	0 0.00 .	3 42.86
	Some	0 0.00 .	0 0.00 .	2 28.57 100.00	2 28.57 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	4 57.14
Total	0 0.00	0 0.00	2 28.57	2 28.57	2 28.57	1 14.29	0 0.00	7 100.00	

Frequency Percent Col Pct	6. Notify taxpayers of any overpayment or underpayment, and either issue a refund or request further payment.								
	L46	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	0 0.00 .	1 14.29 100.00	1 14.29 50.00	0 0.00 0.00	1 14.29 100.00	1 14.29 100.00	0 0.00 .	4 57.14
	Some	0 0.00	0 0.00	1 14.29	2 28.57	0 0.00	0 0.00	0 0.00	3 42.86

	.	0.00	50.00	100.00	0.00	0.00	.	
Total	0 0.00	1 14.29	2 28.57	2 28.57	1 14.29	1 14.29	0 0.00	7 100.00

Frequency Percent Col Pct	7. Conduct independent field audits and investigations of income tax returns to verify information or to amend tax liabilities.								
	L47	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 12.50 100.00	0 0.00 .	0 0.00 0.00	0 0.00 0.00	2 25.00 100.00	1 12.50 100.00	1 12.50 100.00	5 62.50
	Some	0 0.00 0.00	0 0.00 .	1 12.50 100.00	2 25.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 37.50
Total	1 12.50	0 0.00	1 12.50	2 25.00	2 25.00	1 12.50	1 12.50	8 100.00	

Frequency Percent Col Pct	9. Review filed tax returns to determine whether claimed tax credits and deductions are allowed by law.								
	L48	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 10.00 100.00	1 10.00 100.00	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	1 10.00 100.00	5 50.00
	Some	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	2 20.00 100.00	0 0.00 0.00	1 10.00 100.00	0 0.00 0.00	5 50.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00	

Frequency Percent Col Pct	10. Review selected tax returns to determine the nature and extent of audits to be performed on them.								
	L49	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Major	1 12.50 100.00	0 0.00 .	1 12.50 100.00	0 0.00 0.00	2 25.00 100.00	0 0.00 0.00	1 12.50 100.00	5 62.50
	Some	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 25.00 100.00	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	3 37.50

Total	1 12.50	0 0.00	1 12.50	2 25.00	2 25.00	1 12.50	1 12.50	8 100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.²

For L121_1 * COUNTRY
all data are missing since all
the levels of variable L121_1 are missing.

For L121_2 * COUNTRY
all data are missing since all
the levels of variable L121_2 are missing.

For L121_3 * COUNTRY
all data are missing since all
the levels of variable L121_3 are missing.

Frequency Percent Col Pct	Table of L121_4 by COUNTRY							
	L121_4	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
1	1 20.00 100.00	0 0.00 .	2 40.00 100.00	2 40.00 100.00	0 0.00 .	0 0.00 .	0 0.00 .	5 100.00
Total	1 20.00	0 0.00	2 40.00	2 40.00	0 0.00	0 0.00	0 0.00	5 100.00

Frequency Percent Col Pct	Initiating action							
	L86	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 9.09 100.00	1 9.09 100.00	1 9.09 50.00	0 0.00 0.00	2 18.18 100.00	1 9.09 50.00	1 9.09 100.00	7 63.64
Some	0 0.00	0 0.00	1 9.09	2 18.18	0 0.00	1 9.09	0 0.00	4 36.36

	0.00	0.00	50.00	100.00	0.00	50.00	0.00	
Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Instructing co-workers								
	L87	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	1 9.09 50.00	1 9.09 100.00	4 36.36
	Not at all	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	2 18.18
	Some	0 0.00 0.00	1 9.09 100.00	1 9.09 50.00	2 18.18 100.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	5 45.45
	Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Supervising								
	L88	COUNTRY						Total	
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	2 18.18
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	1 9.09 100.00	2 18.18
	Some	0 0.00 0.00	1 9.09 100.00	2 18.18 100.00	2 18.18 100.00	1 9.09 50.00	1 9.09 50.00	0 0.00 0.00	7 63.64
	Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Co-operating with colleagues							
	L89	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	

Major	1 9.09 100.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	1 9.09 100.00	5 45.45
Not at all	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	2 18.18
Some	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	2 18.18 100.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	4 36.36
Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Communicating							
	L90	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 9.09 100.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	2 18.18 100.00	1 9.09 100.00	6 54.55
Not at all	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Some	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	2 18.18 100.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	4 36.36
Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Relating and networking							
	L91	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	1 9.09 50.00	1 9.09 100.00	3 27.27
Not at all	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	1 9.09 50.00	1 9.09 50.00	0 0.00 0.00	4 36.36
Some	1 9.09 100.00	1 9.09 100.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 36.36
Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

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Frequency Percent Col Pct	Negotiating							
	L92	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 10.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00 50.00	0 0.00 0.00	0 0.00 .	2 20.00
Not at all	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	1 10.00 50.00	1 10.00 50.00	0 0.00 .	4 40.00
Some	0 0.00 0.00	1 10.00 100.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	1 10.00 50.00	0 0.00 .	4 40.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	2 20.00	0 0.00	10 100.00

Frequency Percent Col Pct	Reporting							
	L93	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 9.09 100.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	1 9.09 50.00	1 9.09 100.00	5 45.45
Not at all	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09
Some	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	2 18.18 100.00	1 9.09 50.00	1 9.09 50.00	0 0.00 0.00	5 45.45
Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise							
	L94	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 10.00 100.00	1 10.00 100.00	1 10.00 50.00	0 0.00 0.00	2 20.00 100.00	1 10.00 100.00	1 10.00 100.00	7 70.00
Some	0	0	1	2	0	0	0	3

	0.00 0.00	0.00 0.00	10.00 50.00	20.00 100.00	0.00 0.00	0.00 0.00	0.00 0.00	30.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency Percent Col Pct	Problem solving							
	L95	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 9.09 100.00	1 9.09 100.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	1 9.09 100.00	6 54.55
Some	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	2 18.18 100.00	2 18.18 100.00	0 0.00 0.00	0 0.00 0.00	5 45.45
Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Developing new procedures and working methods							
	L96	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 9.09 100.00	1 9.09
Not at all	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	2 18.18 100.00	1 9.09 50.00	0 0.00 0.00	5 45.45
Some	1 9.09 100.00	1 9.09 100.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	1 9.09 50.00	0 0.00 0.00	5 45.45
Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Forming strategies							
	L97	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00 100.00	1 10.00

Not at all	1 10.00 100.00	0 0.00 0.00	1 10.00 50.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	4 40.00
Some	0 0.00 0.00	1 10.00 100.00	1 10.00 50.00	2 20.00 100.00	0 0.00 0.00	1 10.00 100.00	0 0.00 0.00	5 50.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	1 10.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00 100.00	1 10.00 100.00	3 30.00
Not at all	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 20.00
Some	1 10.00 100.00	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	5 50.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 10.00 100.00	1 10.00 100.00	1 10.00 50.00	0 0.00 0.00	2 20.00 100.00	1 10.00 100.00	1 10.00 100.00	7 70.00
Some	0 0.00 0.00	0 0.00 0.00	1 10.00 50.00	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 30.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency Percent Col Pct	Dealing with contingencies							
	L100	COUNTRY						Total

	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	0 0.00 0.00	1 10.00 100.00	1 10.00 50.00	0 0.00 0.00	1 10.00 50.00	1 10.00 100.00	1 10.00 100.00	5 50.00
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00 50.00	0 0.00 0.00	0 0.00 0.00	1 10.00
Some	1 10.00 100.00	0 0.00 0.00	1 10.00 50.00	2 20.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 40.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	1 10.00	1 10.00	10 100.00

Frequency Percent Col Pct	Coping with stressful situations							
	L101	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 9.09 100.00	1 9.09 100.00	0 0.00 0.00	0 0.00 0.00	1 9.09 50.00	2 18.18 100.00	1 9.09 100.00	6 54.55
Not at all	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 18.18 100.00	1 9.09 50.00	0 0.00 0.00	0 0.00 0.00	3 27.27
Total	1 9.09	1 9.09	2 18.18	2 18.18	2 18.18	2 18.18	1 9.09	11 100.00

Frequency Percent Col Pct	Commercial thinking							
	L102	COUNTRY						Total
		UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 10.00 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 10.00
Not at all	0 0.00 0.00	0 0.00 0.00	2 20.00 100.00	1 10.00 50.00	1 10.00 50.00	2 20.00 100.00	0 0.00 0.00	6 60.00
Some	0 0.00 0.00	1 10.00 100.00	0 0.00 0.00	1 10.00 50.00	1 10.00 50.00	0 0.00 0.00	0 0.00 0.00	3 30.00
Total	1 10.00	1 10.00	2 20.00	2 20.00	2 20.00	2 20.00	0 0.00	10 100.00

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Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)							
	L111	COUNTRY						Total
	UK	BELGIUM	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Decline	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 11.11 50.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 11.11
Increase	0 0.00 0.00	0 0.00 0.00	2 22.22 100.00	0 0.00 0.00	1 11.11 50.00	0 0.00 .	0 0.00 0.00	3 33.33
Stable	1 11.11 100.00	1 11.11 100.00	0 0.00 0.00	1 11.11 50.00	1 11.11 50.00	0 0.00 .	1 11.11 100.00	5 55.56
Total	1 11.11	1 11.11	2 22.22	2 22.22	2 22.22	0 0.00	1 11.11	9 100.00

The SAS System

The FREQ Procedure
 OCCUPATION=Telecommunication equipment installer or repairer

Frequency Percent Col Pct	1. Place cable funnels, install cabling and connect them to a switchboard					
	L27	COUNTRY				Total
	UK	SPAIN	FRANCE	NETHERL	POLAND	
Daily	0 0.00 0.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	1 14.29 50.00	5 71.43
Weekly	1 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 14.29
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	1 14.29
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00

Frequency Percent Col Pct	2. Install communication systems				
	L28	COUNTRY			
	UK	SPAIN	FRANCE	NETHERL	POLAND

Daily	0 0.00 0.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	1 14.29 50.00	5 71.43
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	1 14.29
Weekly	1 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 14.29
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00

Frequency
Percent
Col Pct

3. Inspect equipment on a regular basis in order to ensure proper functioning.						
L29	COUNTRY					Total
	UK	SPAIN	FRANCE	NETHERL	POLAND	
Daily	0 0.00 0.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	0 0.00 0.00	4 57.14
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	1 14.29
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	1 14.29
Yearly	1 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 14.29
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00

Frequency
Percent
Col Pct

5. Test circuits and components of malfunctioning telecommunications equipment to isolate sources of malfunctions, e.g. using test meters, circuit diagrams, polarity probes, and other hand tools.						
L30	COUNTRY					Total
	UK	SPAIN	FRANCE	NETHERL	POLAND	
Daily	0 0.00 0.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	0 0.00 0.00	4 57.14
Weekly	1 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	2 28.57 100.00	3 42.86
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00

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Frequency Percent Col Pct	6. Test repaired, newly installed, or updated equipment to ensure that it functions properly and conforms to specifications, using test equipment and observation.						
	L31	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Daily	0 0.00 0.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	1 14.29 50.00	5 71.43
	Weekly	1 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	2 28.57
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	7. Repair or replace faulty equipment such as defective and damaged telephones, wires, switching system components, and associated equipment.						
	L32	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Daily	0 0.00 0.00	3 50.00 100.00	0 0.00 .	0 0.00 .	0 0.00 0.00	3 50.00
	Weekly	1 16.67 100.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 33.33 100.00	3 50.00
Total	1 16.67	3 50.00	0 0.00	0 0.00	2 33.33	6 100.00	

Frequency Percent Col Pct	8. Remove and remake connections in order to change circuit layouts, following work orders or diagrams.						
	L33	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Daily	0 0.00 0.00	2 33.33 66.67	0 0.00 .	0 0.00 .	0 0.00 0.00	2 33.33
	Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 33.33 100.00	2 33.33

Weekly	1 16.67 100.00	1 16.67 33.33	0 0.00 .	0 0.00 .	0 0.00 0.00	2 33.33
Total	1 16.67	3 50.00	0 0.00	0 0.00	2 33.33	6 100.00

Frequency Percent Col Pct	9. Demonstrate equipment to customers and explain how it is to be used, and respond to any inquiries or complaints.					
	L34	COUNTRY				
		UK	SPAIN	FRANCE	NETHERL	POLAND
Daily	0 0.00 0.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	0 0.00 0.00	4 57.14
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	1 14.29
Weekly	1 14.29 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	2 28.57
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00

Frequency Percent Col Pct	10. Determine equipment repair needs and required repair methods, e.g. by analysing test readings, computer printouts, and/or trouble reports.					
	L35	COUNTRY				
		UK	SPAIN	FRANCE	NETHERL	POLAND
Daily	0 0.00 0.00	2 33.33 66.67	0 0.00 .	0 0.00 .	0 0.00 0.00	2 33.33
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	2 33.33 100.00	2 33.33
Weekly	1 16.67 100.00	1 16.67 33.33	0 0.00 .	0 0.00 .	0 0.00 0.00	2 33.33
Total	1 16.67	3 50.00	0 0.00	0 0.00	2 33.33	6 100.00

Frequency Percent Col Pct	10. Adjust or modify equipment to enhance equipment performance or to respond to customer requests.
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L36	COUNTRY					Total
	UK	SPAIN	FRANCE	NETHERL	POLAND	
Monthly	0 0.00 0.00	1 16.67 33.33	0 0.00 .	0 0.00 .	1 16.67 50.00	2 33.33
Weekly	1 16.67 100.00	2 33.33 66.67	0 0.00 .	0 0.00 .	0 0.00 0.00	3 50.00
Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 16.67 50.00	1 16.67
Total	1 16.67	3 50.00	0 0.00	0 0.00	2 33.33	6 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Place cable funnels, install cabling and connect them to a switchboard						
	L40	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
Major	1 14.29 100.00	1 14.29 33.33	1 14.29 100.00	0 0.00 .	1 14.29 50.00	4 57.14	
Some	0 0.00 0.00	2 28.57 66.67	0 0.00 0.00	0 0.00 .	1 14.29 50.00	3 42.86	
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	2. Install communication systems						
	L41	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
Major	1 14.29 100.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	2 28.57 100.00	7 100.00	
Total	1	3	1	0	2	7	

	14.29	42.86	14.29	0.00	28.57	100.00

Frequency Percent Col Pct	3. Inspect equipment on a regular basis in order to ensure proper functioning.						
	L42	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 14.29 100.00	1 14.29 33.33	1 14.29 100.00	0 0.00 .	2 28.57 100.00	5 71.43
	Some	0 0.00 0.00	2 28.57 66.67	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 28.57
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	5. Test circuits and components of malfunctioning telecommunications equipment to isolate sources of malfunctions, e.g. using test meters, circuit diagrams, polarity probes, and other hand tools.						
	L43	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 14.29 100.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	1 14.29 50.00	6 85.71
	Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	1 14.29
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	6. Test repaired, newly installed, or updated equipment to ensure that it functions properly and conforms to specifications, using test equipment and observation.						
	L44	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 14.29 100.00	2 28.57 66.67	1 14.29 100.00	0 0.00 .	1 14.29 50.00	5 71.43
	Some	0 0.00 0.00	1 14.29 33.33	0 0.00 0.00	0 0.00 .	1 14.29 50.00	2 28.57
Total	1	3	1	0	2	7	

	14.29	42.86	14.29	0.00	28.57	100.00
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Frequency Percent Col Pct	7. Repair or replace faulty equipment such as defective and damaged telephones, wires, switching system components, and associated equipment.						
	L45	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 14.29 100.00	1 14.29 33.33	1 14.29 100.00	0 0.00 .	0 0.00 0.00	3 42.86
	Some	0 0.00 0.00	2 28.57 66.67	0 0.00 0.00	0 0.00 .	2 28.57 100.00	4 57.14
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	8. Remove and remake connections in order to change circuit layouts, following work orders or diagrams.						
	L46	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 14.29 100.00	2 28.57 66.67	1 14.29 100.00	0 0.00 .	1 14.29 50.00	5 71.43
	Some	0 0.00 0.00	1 14.29 33.33	0 0.00 0.00	0 0.00 .	1 14.29 50.00	2 28.57
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	9. Demonstrate equipment to customers and explain how it is to be used, and respond to any inquiries or complaints.						
	L47	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 16.67 100.00	0 0.00 0.00	1 16.67 100.00	0 0.00 .	0 0.00 0.00	2 33.33
	Some	0 0.00 0.00	3 50.00 100.00	0 0.00 0.00	0 0.00 .	1 16.67 100.00	4 66.67

Total	1 16.67	3 50.00	1 16.67	0 0.00	1 16.67	6 100.00
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Frequency Percent Col Pct	10. Determine equipment repair needs and required repair methods, e.g. by analysing test readings, computer printouts, and/or trouble reports.						
	L48	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 14.29 100.00	2 28.57 66.67	1 14.29 100.00	0 0.00 .	0 0.00 0.00	4 57.14
	Some	0 0.00 0.00	1 14.29 33.33	0 0.00 0.00	0 0.00 .	2 28.57 100.00	3 42.86
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	11. Adjust or modify equipment to enhance equipment performance or to respond to customer requests.						
	L49	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 14.29 100.00	1 14.29 33.33	1 14.29 100.00	0 0.00 .	1 14.29 50.00	4 57.14
	Some	0 0.00 0.00	2 28.57 66.67	0 0.00 0.00	0 0.00 .	1 14.29 50.00	3 42.86
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: diploma		
	L121_1	COUNTRY	Total

	UK	SPAIN	FRANCE	NETHERL	POLAND	
1	0 0.00 .	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	1 100.00
Total	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00

Frequency Percent Col Pct	Additional formal or legal requirements: certification						
	L121_2	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
1	0 0.00 .	2 66.67 100.00	0 0.00 .	0 0.00 .	1 33.33 100.00	3 100.00	
Total	0 0.00	2 66.67	0 0.00	0 0.00	1 33.33	3 100.00	

For L121_3 * COUNTRY
all data are missing since all
the levels of variable L121_3 are missing.

For L121_4 * COUNTRY
all data are missing since all
the levels of variable L121_4 are missing.

Frequency Percent Col Pct	Initiating action						
	L86	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
Major	0 0.00 0.00	2 25.00 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 25.00	
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 12.50 100.00	1 12.50 50.00	2 25.00	
Some	1 12.50 100.00	1 12.50 33.33	1 12.50 100.00	0 0.00 0.00	1 12.50 50.00	4 50.00	
Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00	

Frequency Percent Col Pct	Instructing co-workers						
	L87	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 12.50 50.00	1 12.50
	Not at all	0 0.00 0.00	0 0.00 0.00	1 12.50 100.00	1 12.50 100.00	0 0.00 0.00	2 25.00
	Some	1 12.50 100.00	3 37.50 100.00	0 0.00 0.00	0 0.00 0.00	1 12.50 50.00	5 62.50
	Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00

Frequency Percent Col Pct	Supervising						
	L88	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Not at all	1 14.29 100.00	0 0.00 0.00	1 14.29 100.00	1 14.29 100.00	0 0.00 0.00	3 42.86
	Some	0 0.00 0.00	3 42.86 100.00	0 0.00 0.00	0 0.00 0.00	1 14.29 100.00	4 57.14
	Total	1 14.29	3 42.86	1 14.29	1 14.29	1 14.29	7 100.00

Frequency Percent Col Pct	Co-operating with colleagues						
	L89	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 12.50 50.00	1 12.50
	Not at all	0 0.00 0.00	0 0.00 0.00	1 12.50 100.00	1 12.50 100.00	0 0.00 0.00	2 25.00
	Some	1 12.50 100.00	3 37.50 100.00	0 0.00 0.00	0 0.00 0.00	1 12.50 50.00	5 62.50
	Total	1	3	1	1	2	8

	12.50	37.50	12.50	12.50	25.00	100.00

Frequency Percent Col Pct	Communicating						
	L90	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	0 0.00 0.00	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	2 25.00 100.00	3 37.50
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	1 12.50
	Some	1 12.50 100.00	3 37.50 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 50.00
	Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00

Frequency Percent Col Pct	Relating and networking						
	L91	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Not at all	0 0.00 0.00	2 25.00 66.67	1 12.50 100.00	1 12.50 100.00	0 0.00 0.00	4 50.00
	Some	1 12.50 100.00	1 12.50 33.33	0 0.00 0.00	0 0.00 0.00	2 25.00 100.00	4 50.00
	Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00

Frequency Percent Col Pct	Negotiating						
	L92	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	0 0.00 0.00	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	0 0.00 0.00	1 12.50
	Not at all	0 0.00 0.00	3 37.50 100.00	0 0.00 0.00	1 12.50 100.00	1 12.50 50.00	5 62.50

Some	1 12.50 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 12.50 50.00	2 25.00
Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00

Frequency Percent Col Pct	Reporting						
	L93	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 12.50 50.00	1 12.50
	Not at all	0 0.00 0.00	1 12.50 33.33	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	2 25.00
	Some	1 12.50 100.00	2 25.00 66.67	1 12.50 100.00	0 0.00 0.00	1 12.50 50.00	5 62.50
	Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise						
	L94	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
	Major	1 14.29 100.00	2 28.57 66.67	1 14.29 100.00	0 0.00 .	2 28.57 100.00	6 85.71
	Some	0 0.00 0.00	1 14.29 33.33	0 0.00 0.00	0 0.00 .	0 0.00 0.00	1 14.29
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	Problem solving						
	L95	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
Major	1 12.50	2 25.00	0 0.00	0 0.00	2 25.00	5 62.50	

	100.00	66.67	0.00	0.00	100.00	
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	1 12.50
Some	0 0.00 0.00	1 12.50 33.33	1 12.50 100.00	0 0.00 0.00	0 0.00 0.00	2 25.00
Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00

Frequency Percent Col Pct	Developing new procedures and working methods						
	L96	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 12.50 50.00	1 12.50	
Not at all	1 12.50 100.00	2 25.00 66.67	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	4 50.00	
Some	0 0.00 0.00	1 12.50 33.33	1 12.50 100.00	0 0.00 0.00	1 12.50 50.00	3 37.50	
Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00	

Frequency Percent Col Pct	Forming strategies						
	L97	COUNTRY					Total
		UK	SPAIN	FRANCE	NETHERL	POLAND	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	1 14.29	
Not at all	1 14.29 100.00	3 42.86 100.00	1 14.29 100.00	0 0.00 .	0 0.00 0.00	5 71.43	
Some	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 .	1 14.29 50.00	1 14.29	
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00	

Frequency Percent Col Pct	Planning and organising					
	L98	COUNTRY				Total
		UK	SPAIN	FRANCE	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	1 14.29 100.00	0 0.00 .	1 14.29 50.00	2 28.57
Not at all	0 0.00 0.00	2 28.57 66.67	0 0.00 0.00	0 0.00 .	0 0.00 0.00	2 28.57
Some	1 14.29 100.00	1 14.29 33.33	0 0.00 0.00	0 0.00 .	1 14.29 50.00	3 42.86
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00

Frequency Percent Col Pct	Following instructions and procedures					
	L99	COUNTRY				Total
		UK	SPAIN	FRANCE	NETHERL	
Major	1 14.29 100.00	2 28.57 66.67	1 14.29 100.00	0 0.00 .	1 14.29 50.00	5 71.43
Some	0 0.00 0.00	1 14.29 33.33	0 0.00 0.00	0 0.00 .	1 14.29 50.00	2 28.57
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00

Frequency Percent Col Pct	Dealing with contingencies					
	L100	COUNTRY				Total
		UK	SPAIN	FRANCE	NETHERL	
Major	0 0.00 0.00	2 28.57 66.67	1 14.29 100.00	0 0.00 .	1 14.29 50.00	4 57.14
Some	1 14.29 100.00	1 14.29 33.33	0 0.00 0.00	0 0.00 .	1 14.29 50.00	3 42.86
Total	1 14.29	3 42.86	1 14.29	0 0.00	2 28.57	7 100.00

Frequency Percent Col Pct	Coping with stressful situations					
	L101	COUNTRY				Total
		UK	SPAIN	FRANCE	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 25.00 100.00	2 25.00
Not at all	0 0.00 0.00	3 37.50 100.00	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	4 50.00
Some	1 12.50 100.00	0 0.00 0.00	1 12.50 100.00	0 0.00 0.00	0 0.00 0.00	2 25.00
Total	1 12.50	3 37.50	1 12.50	1 12.50	2 25.00	8 100.00

Frequency Percent Col Pct	Commercial thinking					
	L102	COUNTRY				Total
		UK	SPAIN	FRANCE	NETHERL	
Not at all	0 0.00 0.00	1 14.29 33.33	0 0.00 0.00	1 14.29 100.00	0 0.00 0.00	2 28.57
Some	1 14.29 100.00	2 28.57 66.67	1 14.29 100.00	0 0.00 0.00	1 14.29 100.00	5 71.43
Total	1 14.29	3 42.86	1 14.29	1 14.29	1 14.29	7 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)					
	L111	COUNTRY				Total
		UK	SPAIN	FRANCE	NETHERL	
Increase	1 16.67 100.00	3 50.00 100.00	0 0.00 .	0 0.00 .	1 16.67 50.00	5 83.33
Stable	0 0.00 0.00	0 0.00 0.00	0 0.00 .	0 0.00 .	1 16.67 50.00	1 16.67
Total	1 16.67	3 50.00	0 0.00	0 0.00	2 33.33	6 100.00

Frequency Percent Col Pct	1. Draw up a design plan, incorporating technical considerations, such as budgets, equipment, performance requirements, or legal issues including accessibility and privacy, and analyse user needs to determine technical requirements.						
	L27	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	1 7.14 33.33	1 7.14 50.00	2 14.29 100.00	1 7.14 33.33	0 0.00 0.00	5 35.71
Monthly	1 7.14 50.00	1 7.14 33.33	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	3 21.43
Weekly	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	0 0.00 0.00	2 14.29 66.67	1 7.14 50.00	4 28.57
Yearly	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	2 14.29
Total	2 14.29	3 21.43	2 14.29	2 14.29	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	2. Create web site structure.						
	L28	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	0 0.00 0.00	2 12.50 66.67	1 6.25 50.00	3 18.75 100.00	1 6.25 33.33	0 0.00 0.00	7 43.75
Monthly	1 6.25 33.33	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50
Weekly	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	2 12.50 66.67	0 0.00 0.00	3 18.75
Yearly	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	4 25.00
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency	3. Develop system interaction or sequence diagrams.
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Percent Col Pct	L29	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	0 0.00 0.00	3 18.75 100.00	1 6.25 50.00	2 12.50 66.67	1 6.25 33.33	0 0.00 0.00	7 43.75
	Monthly	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
	Never	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
	Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 33.33	2 12.50 66.67	0 0.00 0.00	3 18.75
	Yearly	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	4 25.00
	Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	4. Select programming language(s)							
	L30	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Daily	0 0.00 0.00	1 6.67 33.33	1 6.67 50.00	2 13.33 66.67	0 0.00 0.00	0 0.00 0.00	4 26.67
	Monthly	0 0.00 0.00	1 6.67 33.33	1 6.67 50.00	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	4 26.67
	Never	2 13.33 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 13.33
	Weekly	0 0.00 0.00	1 6.67 33.33	0 0.00 0.00	1 6.67 33.33	1 6.67 33.33	0 0.00 0.00	3 20.00
	Yearly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 13.33 100.00	2 13.33
	Total	2 13.33	3 20.00	2 13.33	3 20.00	3 20.00	2 13.33	15 100.00

Frequency Percent	5. Build web sites using authoring or scripting languages, content creation tools, management tools and digital media.
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Col Pct	L31	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Daily	2 12.50 66.67	3 18.75 100.00	2 12.50 100.00	3 18.75 100.00	3 18.75 100.00	0 0.00 0.00	13 81.25
	Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	2 12.50
	Weekly	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
	Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	6. Write, design and edit web page content.							
	L32	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Daily	2 12.50 66.67	3 18.75 100.00	2 12.50 100.00	3 18.75 100.00	2 12.50 66.67	2 12.50 100.00	14 87.50
	Weekly	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	2 12.50
	Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	7. Direct others who produce web content.							
	L33	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Daily	1 7.14 50.00	3 21.43 100.00	1 7.14 50.00	1 7.14 50.00	2 14.29 66.67	2 14.29 100.00	10 71.43
	Monthly	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
	Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	1 7.14
	Weekly	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14 33.33	0 0.00 0.00	2 14.29

Total	2 14.29	3 21.43	2 14.29	2 14.29	3 21.43	2 14.29	14 100.00
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Frequency
Percent
Col Pct

8. Research, document, rate and select alternatives for web architecture or technologies.							
L34	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	0 0.00 0.00	3 18.75 100.00	1 6.25 50.00	2 12.50 66.67	1 6.25 33.33	0 0.00 0.00	7 43.75
Monthly	1 6.25 33.33	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	2 12.50 66.67	2 12.50 100.00	6 37.50
Never	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
Weekly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	1 6.25
Yearly	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency
Percent
Col Pct

9. Implement and test web sites.							
L35	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Daily	1 6.25 33.33	3 18.75 100.00	2 12.50 100.00	2 12.50 66.67	3 18.75 100.00	0 0.00 0.00	11 68.75
Monthly	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	3 18.75
Weekly	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	2 12.50
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	10. Maintain web sites.						
	L36	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Daily	3 18.75 100.00	2 12.50 66.67	2 12.50 100.00	2 12.50 66.67	2 12.50 66.67	1 6.25 50.00	12 75.00
Monthly	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	1 6.25
Never	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	1 6.25
Weekly	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	2 12.50
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

For L36B * COUNTRY
all data are missing since all
the levels of variable L36B are missing.

For L36C * COUNTRY
all data are missing since all
the levels of variable L36C are missing.

Frequency Percent Col Pct	1. Draw up a design plan, incorporating technical considerations, such as budgets, equipment, performance requirements, or legal issues including accessibility and privacy, and analyse user needs to determine technical requirements.						
	L40	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 12.50 66.67	3 18.75 100.00	1 6.25 50.00	3 18.75 100.00	3 18.75 100.00	2 12.50 100.00	14 87.50
Not at all	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
Some	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

2. Create web site structure.							
L41	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	3 18.75 100.00	3 18.75 100.00	1 6.25 50.00	3 18.75 100.00	3 18.75 100.00	1 6.25 50.00	14 87.50
Some	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	2 12.50
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

3. Develop system interaction or sequence diagrams.							
L42	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	2 13.33 100.00	3 20.00 100.00	1 6.67 50.00	2 13.33 66.67	3 20.00 100.00	1 6.67 50.00	12 80.00
Some	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	1 6.67 33.33	0 0.00 0.00	1 6.67 50.00	3 20.00
Total	2 13.33	3 20.00	2 13.33	3 20.00	3 20.00	2 13.33	15 100.00

4. Select programming language(s)							
L43	COUNTRY						Total
	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 7.14 100.00	3 21.43 100.00	1 7.14 50.00	2 14.29 66.67	1 7.14 33.33	1 7.14 50.00	9 64.29
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	1 7.14 33.33	2 14.29 66.67	1 7.14 50.00	5 35.71
Total	1 7.14	3 21.43	2 14.29	3 21.43	3 21.43	2 14.29	14 100.00

6. Build web sites using authoring or scripting languages, content creation tools, management tools and digital media.							
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Col Pct	L44	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	3 18.75 100.00	3 18.75 100.00	1 6.25 50.00	3 18.75 100.00	3 18.75 100.00	1 6.25 50.00	14 87.50
	Some	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	2 12.50
	Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	6. Write, design and edit web page content.							
	L45	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Major	3 18.75 100.00	3 18.75 100.00	0 0.00 0.00	3 18.75 100.00	1 6.25 33.33	2 12.50 100.00	12 75.00
	Some	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	0 0.00 0.00	2 12.50 66.67	0 0.00 0.00	4 25.00
	Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	7. Direct others who produce web content.							
	L46	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Major	2 15.38 100.00	3 23.08 100.00	0 0.00 0.00	1 7.69 100.00	2 15.38 66.67	0 0.00 0.00	8 61.54
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.69 33.33	0 0.00 0.00	1 7.69
	Some	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	0 0.00 0.00	0 0.00 0.00	2 15.38 100.00	4 30.77
	Total	2 15.38	3 23.08	2 15.38	1 7.69	3 23.08	2 15.38	13 100.00

Frequency Percent Col Pct	8. Research, document, rate and select alternatives for web architecture or technologies.						
	L47	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 7.14 50.00	3 21.43 100.00	1 7.14 50.00	2 14.29 100.00	1 7.14 33.33	1 7.14 50.00	9 64.29
Not at all	1 7.14 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 7.14
Some	0 0.00 0.00	0 0.00 0.00	1 7.14 50.00	0 0.00 0.00	2 14.29 66.67	1 7.14 50.00	4 28.57
Total	2 14.29	3 21.43	2 14.29	2 14.29	3 21.43	2 14.29	14 100.00

Frequency Percent Col Pct	9. Implement and test web sites.						
	L48	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 6.25 33.33	2 12.50 66.67	1 6.25 50.00	3 18.75 100.00	2 12.50 66.67	1 6.25 50.00	10 62.50
Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	1 6.25
Some	2 12.50 66.67	1 6.25 33.33	1 6.25 50.00	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	5 31.25
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	10. Maintain web sites.						
	L49	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 13.33 66.67	3 20.00 100.00	0 0.00 0.00	2 13.33 66.67	1 6.67 50.00	1 6.67 50.00	9 60.00
Some	1 6.67 33.33	0 0.00 0.00	2 13.33 100.00	1 6.67 33.33	1 6.67 50.00	1 6.67 50.00	6 40.00
Total	3	3	2	3	2	2	15

	20.00	20.00	13.33	20.00	13.33	13.33	100.00

For L49B * COUNTRY
all data are missing since all
the levels of variable L49B are missing.

For L49C * COUNTRY
all data are missing since all
the levels of variable L49C are missing.

For L121_1 * COUNTRY
all data are missing since all
the levels of variable L121_1 are missing.

Frequency Percent Col Pct	Additional formal or legal requirements: certification						
	L121_2	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	1 100.00 100.00	0 0.00 .	0 0.00 .	1 100.00
Total	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	1 100.00

For L121_3 * COUNTRY
all data are missing since all
the levels of variable L121_3 are missing.

Frequency Percent Col Pct	Other additional requirements						
	L121_4	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
1	0 0.00 .	0 0.00 .	0 0.00 .	1 50.00 100.00	0 0.00 .	1 50.00 100.00	2 100.00
Total	0 0.00	0 0.00	0 0.00	1 50.00	0 0.00	1 50.00	2 100.00

Frequency Percent	Initiating action

Col Pct	L86	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	1 5.88 33.33	1 5.88 33.33	0 0.00 0.00	3 17.65 100.00	2 11.76 50.00	0 0.00 0.00	7 41.18
	Some	2 11.76 66.67	2 11.76 66.67	2 11.76 100.00	0 0.00 0.00	2 11.76 50.00	2 11.76 100.00	10 58.82
	Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Instructing co-workers							
	L87	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Major	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	1 5.88 33.33	1 5.88 25.00	0 0.00 0.00	3 17.65
	Not at all	0 0.00 0.00	0 0.00 0.00	1 5.88 50.00	0 0.00 0.00	2 11.76 50.00	0 0.00 0.00	3 17.65
	Some	2 11.76 66.67	3 17.65 100.00	1 5.88 50.00	2 11.76 66.67	1 5.88 25.00	2 11.76 100.00	11 64.71
	Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Supervising							
	L88	COUNTRY					Total	
UK		SPAIN	FRANCE	GERMANY	NETHERL	POLAND		
	Major	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 25.00	0 0.00 0.00	2 12.50
	Not at all	1 6.25 50.00	1 6.25 33.33	2 12.50 100.00	2 12.50 66.67	2 12.50 50.00	1 6.25 50.00	9 56.25
	Some	0 0.00 0.00	2 12.50 66.67	0 0.00 0.00	1 6.25 33.33	1 6.25 25.00	1 6.25 50.00	5 31.25
	Total	2 12.50	3 18.75	2 12.50	3 18.75	4 25.00	2 12.50	16 100.00

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Frequency Percent Col Pct	Co-operating with colleagues							
	L89	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	3 17.65 100.00	2 11.76 50.00	0 0.00 0.00	7 41.18
	Not at all	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 5.88 25.00	0 0.00 0.00	1 5.88
	Some	1 5.88 33.33	3 17.65 100.00	2 11.76 100.00	0 0.00 0.00	1 5.88 25.00	2 11.76 100.00	9 52.94
	Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Communicating							
	L90	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	3 17.65 100.00	0 0.00 0.00	0 0.00 0.00	3 17.65 100.00	2 11.76 50.00	1 5.88 50.00	9 52.94
	Some	0 0.00 0.00	3 17.65 100.00	2 11.76 100.00	0 0.00 0.00	2 11.76 50.00	1 5.88 50.00	8 47.06
	Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Relating and networking							
	L91	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	3 17.65 100.00	1 5.88 25.00	1 5.88 50.00	7 41.18
	Not at all	0 0.00 0.00	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	2 11.76 50.00	0 0.00 0.00	4 23.53
	Some	1	1	2	0	1	1	6

	5.88 33.33	5.88 33.33	11.76 100.00	0.00 0.00	5.88 25.00	5.88 50.00	35.29
Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Negotiating						
	L92	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	2 11.76 66.67	1 5.88 25.00	0 0.00 0.00	4 23.53
Not at all	0 0.00 0.00	2 11.76 66.67	0 0.00 0.00	1 5.88 33.33	3 17.65 75.00	1 5.88 50.00	7 41.18
Some	2 11.76 66.67	1 5.88 33.33	2 11.76 100.00	0 0.00 0.00	0 0.00 0.00	1 5.88 50.00	6 35.29
Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Reporting						
	L93	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 25.00	0 0.00 0.00	1 6.25
Not at all	0 0.00 0.00	0 0.00 0.00	1 6.25 100.00	0 0.00 0.00	2 12.50 50.00	1 6.25 50.00	4 25.00
Some	3 18.75 100.00	3 18.75 100.00	0 0.00 0.00	3 18.75 100.00	1 6.25 25.00	1 6.25 50.00	11 68.75
Total	3 18.75	3 18.75	1 6.25	3 18.75	4 25.00	2 12.50	16 100.00

Frequency Percent Col Pct	Applying know-how, professional expertise						
	L94	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	

Major	3 18.75 100.00	1 6.25 33.33	0 0.00 0.00	3 18.75 100.00	3 18.75 100.00	2 12.50 100.00	12 75.00
Some	0 0.00 0.00	2 12.50 66.67	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	4 25.00
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	Problem solving							
	L95	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 11.76 66.67	1 5.88 33.33	1 5.88 50.00	3 17.65 100.00	3 17.65 75.00	1 5.88 50.00	11 64.71
	Some	1 5.88 33.33	2 11.76 66.67	1 5.88 50.00	0 0.00 0.00	1 5.88 25.00	1 5.88 50.00	6 35.29
Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00	

Frequency Percent Col Pct	Developing new procedures and working methods							
	L96	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	2 12.50 100.00	3 18.75 75.00	0 0.00 0.00	7 43.75
	Not at all	0 0.00 0.00	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	3 18.75
Some	1 6.25 33.33	1 6.25 33.33	2 12.50 100.00	0 0.00 0.00	1 6.25 25.00	1 6.25 50.00	6 37.50	
Total	3 18.75	3 18.75	2 12.50	2 12.50	4 25.00	2 12.50	16 100.00	

Frequency Percent Col Pct	Forming strategies					
	L97	COUNTRY				Total

	UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
Major	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	3 18.75 100.00	1 6.25 33.33	1 6.25 50.00	6 37.50
Not at all	0 0.00 0.00	1 6.25 33.33	1 6.25 50.00	0 0.00 0.00	1 6.25 33.33	1 6.25 50.00	4 25.00
Some	2 12.50 66.67	2 12.50 66.67	1 6.25 50.00	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	6 37.50
Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	Planning and organising							
	L98	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 12.50 66.67	0 0.00 0.00	0 0.00 0.00	3 18.75 100.00	3 18.75 100.00	1 6.25 50.00	9 56.25
	Not at all	0 0.00 0.00	1 6.25 33.33	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
	Some	1 6.25 33.33	2 12.50 66.67	2 12.50 100.00	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	6 37.50
	Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

Frequency Percent Col Pct	Following instructions and procedures							
	L99	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL		POLAND
	Major	2 12.50 66.67	1 6.25 33.33	0 0.00 0.00	1 6.25 33.33	2 12.50 66.67	1 6.25 50.00	7 43.75
	Not at all	0 0.00 0.00	0 0.00 0.00	1 6.25 50.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	1 6.25
	Some	1 6.25 33.33	2 12.50 66.67	1 6.25 50.00	2 12.50 66.67	1 6.25 33.33	1 6.25 50.00	8 50.00
	Total	3 18.75	3 18.75	2 12.50	3 18.75	3 18.75	2 12.50	16 100.00

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Frequency Percent Col Pct	Dealing with contingencies						
	L100	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 13.33 66.67	0 0.00 0.00	0 0.00 0.00	1 6.67 50.00	2 13.33 66.67	1 6.67 50.00	6 40.00
Some	1 6.67 33.33	3 20.00 100.00	2 13.33 100.00	1 6.67 50.00	1 6.67 33.33	1 6.67 50.00	9 60.00
Total	3 20.00	3 20.00	2 13.33	2 13.33	3 20.00	2 13.33	15 100.00

Frequency Percent Col Pct	Coping with stressful situations						
	L101	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	2 11.76 66.67	1 5.88 25.00	1 5.88 50.00	6 35.29
Not at all	0 0.00 0.00	3 17.65 100.00	1 5.88 50.00	0 0.00 0.00	1 5.88 25.00	1 5.88 50.00	6 35.29
Some	1 5.88 33.33	0 0.00 0.00	1 5.88 50.00	1 5.88 33.33	2 11.76 50.00	0 0.00 0.00	5 29.41
Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Commercial thinking						
	L102	COUNTRY					Total
		UK	SPAIN	FRANCE	GERMANY	NETHERL	
Major	1 5.88 33.33	0 0.00 0.00	0 0.00 0.00	2 11.76 66.67	1 5.88 25.00	2 11.76 100.00	6 35.29
Not at all	0 0.00 0.00	2 11.76 66.67	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	0 0.00 0.00	2 11.76
Some	2	1	2	1	3	0	9

	11.76 66.67	5.88 33.33	11.76 100.00	5.88 33.33	17.65 75.00	0.00 0.00	52.94
Total	3 17.65	3 17.65	2 11.76	3 17.65	4 23.53	2 11.76	17 100.00

Frequency Percent Col Pct	Do you expect the size of this occupation (how many people are working in the occupation)							
	L111	COUNTRY					Total	
		UK	SPAIN	FRANCE	GERMANY	NETHERL	POLAND	
	Increase	2 13.33 66.67	3 20.00 100.00	0 0.00 0.00	3 20.00 100.00	1 6.67 33.33	2 13.33 100.00	11 73.33
	Stable	1 6.67 33.33	0 0.00 0.00	1 6.67 100.00	0 0.00 0.00	2 13.33 66.67	0 0.00 0.00	4 26.67
Total	3 20.00	3 20.00	1 6.67	3 20.00	3 20.00	2 13.33	15 100.00	