To: Claudia  
From: Natalia  
Date: 6 Jan 2014  
Subject: O\*Net Recap

For each of the 95 occupations identified in the paper (mainly top male incomes down to $60K annually), we constructed values for each characteristic from O\*Net. Each of these values is scaled from 0 to 100 (e.g., 0 = no freedom, 100 = a lot of freedom). We downloaded a CSV file of all of the characteristics below for each occupation.

Some of the 95 Census occupations included several O\*Net occupations (58 of the 95 had just one occupation; 37 had more than one). These occupations were weighted by the fraction of workers in each of the O\*Net occupations that comprised a single Census occupation. Matches of the Census to O\*Net occupations were done using Quick Search and were verified using the IPUMS crosswalk from ACS codes to SOC codes and the O\*Net crosswalk from SOC codes to O\*Net codes.

From Work Context:

* Contact with others
* Coordinate or lead others
* Degree of automation
* Duration of a typical work week
* Face-to-face discussions
* Freedom to make decisions
* Frequency of conflict situations
* Frequency of decision making
* Impact of decisions on coworker or company results
* Level of competition
* Degree to which physical proximity is necessary
* Structured vs unstructured work
* Time pressure
* Work schedules
* Work with group or team

From Work Activity

* Communication with supervisors, peers or subordinates
* Coordinating the work activities of others
* Developing and building teams
* Establishing and maintaining interpersonal relationships