

**Abstract:**

This paper analyzes the decline in routine-intensive middle-skill occupations using establishment-level data for the UK for 1998, 2004 and 2011. We contribute a rich new set of facts to the polarization literature, which has so far primarily focused on individual or aggregate-level data. We begin by documenting the fact that establishments tend to be quite specialized in particular tasks, with a substantial fraction of their employment concentrated within one broad occupational category. The data also shows that task specialization has increased over time. There is substantial heterogeneity across establishments within industries in their specialization patterns. Establishment characteristics -- such as size, age, or the region in which they operate -- can explain little of this variation. The decline in routine employment is primarily due to a decline in the fraction of establishments that specialize in these occupations, with relatively little change in the intensity with which routine tasks are used conditional on establishment specialization.