Predicting harassment

Sarah Inman

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Method summary

We report the relationship between likelihood of reporting different types of harassment and covariates.

We include only those in the sewing section, and we drop those in a supervisor position.

We use a linear probability model, and we cluster standard errors by factory.

We show two subsets of the data: one includes all factories with over one observation, and the second includes our three largest factories (factory codes 13, 63 and 90). For the latter sample, we report p values using the wild cluster bootstrap-t, as per Cameron Gelbach Miller 2008.

Initial observations: 1500 Dropping 496 observations not in sewing section Dropping 24 observations are supervisors Dropping 92 observations due to only respondent in factoryLeftover sample size: 888

Table 1: Summary statistics for independent variables

Statistic	Mean	St. Dev.	Min	Pctl(25)	Pctl(75)	Max
Gender: female	0.786	0.410	0	1	1	1
Age	25.883	5.755	14	22	29	51
Years of schooling	5.552	3.121	0	4	8	13
Ever married	0.831	0.375	0	1	1	1
7.1: position helper/lineman	0.249	0.433	0	0	0	1
7.1: position operator	0.671	0.470	0	0	1	1
Tenure at factory (yrs)	3.503	2.509	1	1	5	16
Experience in sector (yrs)	5.514	3.761	1	3	7	21
9.1: Factory has rules	0.510	0.500	0	0	1	1
9.1: Management consults workers	0.077	0.266	0	0	0	1
9.1: Must obey orders	0.273	0.446	0	0	1	1
9.2: Supervisor respects me (numeric)	3.732	1.060	1	3	4	5
9.2: Supervisor doesn't use bad lang (numeric)	3.595	1.064	1	3	4	5
9.2: Supervisor will side with me (numeric)	2.740	1.067	1	2	4	5
9.2: Respect supervisor (numeric)	4.293	0.632	1	4	5	5
9.2: Supervisor speaks openly (numeric)	3.970	0.847	1	4	4	5
9.2: I get fair salary (numeric)	2.806	1.373	1	2	4	5
9.2: Supervisor respects me (disagree = 1)	0.287	0.453	0	0	1	1
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.310	0.463	0	0	1	1
9.2: Supervisor will side with me (disagree = 1)	0.694	0.461	0	0	1	1
9.2: Respect supervisor (disagree = 1)	0.066	0.249	0	0	0	1
9.2: Supervisor speaks openly (disagree = 1)	0.178	0.383	0	0	0	1
9.2: I get fair salary (disagree = 1)	0.545	0.498	0	0	1	1
9.2: Good supervisor rship (index)	−0.000	0.738	−2.253	−0.408	0.485	1.428

For 9.2 numeric variables, 5 = strongly agree, 1 = strongly disagree

Table 2: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.009	−0.046	−0.022	−0.018	−0.068	−0.086
	p = 0.809	p = 0.215	p = 0.426	p = 0.500	p = 0.029**	p = 0.003***
Age	−0.003	−0.004	−0.001	−0.001	−0.00001	−0.002
	p = 0.260	p = 0.165	p = 0.674	p = 0.788	p = 0.996	p = 0.340
Years of schooling	0.001	−0.008	−0.002	−0.004	0.001	−0.002
	p = 0.896	p = 0.086*	p = 0.622	p = 0.193	p = 0.748	p = 0.575
Ever married	−0.025	−0.024	−0.011	−0.003	−0.003	0.011
	p = 0.565	p = 0.559	p = 0.737	p = 0.904	p = 0.925	p = 0.727
Experience in sector (yrs)	0.015	0.014	0.001	−0.0001	−0.0001	0.003
	p = 0.003***	p = 0.003***	p = 0.715	p = 0.968	p = 0.979	p = 0.465
Tenure at factory (yrs)	−0.001	−0.013	0.0002	−0.006	0.010	−0.004
	p = 0.874	p = 0.043**	p = 0.966	p = 0.143	p = 0.072*	p = 0.348
7.1: position helper/lineman	0.047	0.083	0.023	0.012	0.028	0.039
	p = 0.460	p = 0.181	p = 0.619	p = 0.778	p = 0.573	p = 0.410
7.1: position operator	0.003	0.026	−0.041	−0.022	0.034	0.051
	p = 0.952	p = 0.637	p = 0.313	p = 0.569	p = 0.447	p = 0.229
9.1: Factory has rules	0.043	0.056	0.083	0.122	0.032	0.039
	p = 0.290	p = 0.166	p = 0.006***	p = 0.00002***	p = 0.318	p = 0.213
9.1: Management consults workers	0.121	0.116	−0.010	0.002	0.037	0.047
	p = 0.042**	p = 0.056*	p = 0.824	p = 0.959	p = 0.432	p = 0.308
9.1: Must obey orders	0.075	0.112	0.101	0.140	0.141	0.152
	p = 0.093*	p = 0.013**	p = 0.002***	p = 0.00001***	p = 0.0001***	p = 0.00001***
Constant	0.457	0.276	1.019	0.901	0.135	0.127
	p = 0.005***	p = 0.008***	p = 0.000***	p = 0.000***	p = 0.288	p = 0.106
Observations	888	888	888	888	888	888
Adjusted R^2	0.120	0.019	0.080	0.034	0.066	0.032

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 3: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.014	−0.012	0.016	0.030	0.008	0.004
	p = 0.476	p = 0.736	p = 0.493	p = 0.748	p = 0.777	p = 0.882
Age	−0.001	−0.001	−0.003	−0.001	−0.001	−0.001
	p = 0.254	p = 0.741	p = 0.243	p = 0.519	p = 0.528	p = 0.395
Years of schooling	0.006	0.004	0.0004	−0.002	0.012	0.009
	p = 0.222	p = 0.384	p = 0.760	p = 0.249	p = 0.000***	p = 0.125
Ever married	0.040	0.070	0.015	0.082	0.016	0.036
	p = 0.000***	p = 0.257	p = 0.760	p = 0.397	p = 0.515	p = 0.626
Experience in sector (yrs)	0.016	0.016	−0.001	−0.002	0.003	0.003
	p = 0.502	p = 0.370	p = 0.760	p = 1.000	p = 0.528	p = 0.625
Tenure at factory (yrs)	−0.009	−0.016	0.010	0.001	−0.001	−0.009
	p = 0.756	p = 1.000	p = 0.000***	p = 0.878	p = 0.515	p = 0.879
7.1: position helper/lineman	−0.002	−0.038	−0.044	−0.101	0.026	−0.007
	p = 0.756	p = 0.749	p = 0.243	p = 0.525	p = 0.777	p = 1.000
7.1: position operator	0.038	0.031	−0.095	−0.101	0.031	0.023
	p = 0.476	p = 1.000	p = 0.243	p = 0.384	p = 0.515	p = 0.617
9.1: Factory has rules	0.080	0.104	0.080	0.133	0.031	0.048
	p = 0.000***	p = 0.254	p = 0.517	p = 0.756	p = 0.266	p = 0.466
9.1: Management consults workers	0.170	0.184	−0.021	0.002	0.047	0.060
	p = 0.280	p = 0.259	p = 0.760	p = 0.862	p = 0.266	p = 0.369
9.1: Must obey orders	0.106	0.128	0.095	0.159	0.070	0.078
	p = 0.000***	p = 0.246	p = 0.517	p = 0.121	p = 0.266	p = 0.271
Constant	−0.124	−0.055	0.731	0.803	−0.107	−0.027
	p = 0.476	p = 0.721	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.052	0.036	0.108	0.019	0.028	0.005

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 4: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.026	−0.060	−0.034	−0.033	−0.025	−0.037
	p = 0.361	p = 0.031**	p = 0.093*	p = 0.088*	p = 0.262	p = 0.079*
9.2: Supervisor doesn't use bad lang (numeric)	0.006	0.023	−0.004	−0.012	0.008	0.018
	p = 0.834	p = 0.401	p = 0.844	p = 0.542	p = 0.729	p = 0.398
9.2: Supervisor will side with me (numeric)	−0.016	−0.027	−0.010	−0.012	−0.022	−0.029
	p = 0.315	p = 0.078*	p = 0.378	p = 0.286	p = 0.085*	p = 0.014**
9.2: Respect supervisor (numeric)	−0.014	0.004	−0.034	−0.032	0.032	0.045
	p = 0.569	p = 0.889	p = 0.061*	p = 0.070*	p = 0.108	p = 0.018**
9.2: Supervisor speaks openly (numeric)	−0.032	−0.027	0.040	0.033	−0.062	−0.058
	p = 0.146	p = 0.200	p = 0.011**	p = 0.031**	p = 0.0004***	p = 0.0005***
9.2: I get fair salary (numeric)	−0.003	−0.015	−0.021	−0.025	−0.012	−0.015
	p = 0.775	p = 0.167	p = 0.011**	p = 0.001***	p = 0.170	p = 0.060*
Gender: female	0.010	−0.045	−0.015	−0.013	−0.069	−0.083
	p = 0.797	p = 0.218	p = 0.602	p = 0.624	p = 0.027**	p = 0.004***
Age	−0.003	−0.004	−0.001	−0.0001	0.001	−0.001
	p = 0.282	p = 0.192	p = 0.812	p = 0.963	p = 0.681	p = 0.609
Years of schooling	0.001	−0.007	−0.002	−0.005	0.002	−0.001
	p = 0.817	p = 0.147	p = 0.533	p = 0.172	p = 0.691	p = 0.809
Ever married	−0.033	−0.028	−0.010	−0.005	−0.013	0.006
	p = 0.446	p = 0.493	p = 0.747	p = 0.858	p = 0.709	p = 0.843
Experience in sector (yrs)	0.015	0.015	0.002	0.001	0.0003	0.003
	p = 0.002***	p = 0.001***	p = 0.568	p = 0.811	p = 0.945	p = 0.348
Tenure at factory (yrs)	−0.003	−0.013	−0.002	−0.008	0.007	−0.005
	p = 0.680	p = 0.036**	p = 0.686	p = 0.076*	p = 0.188	p = 0.273
7.1: position helper/lineman	0.037	0.082	0.014	0.013	0.028	0.044
	p = 0.558	p = 0.176	p = 0.760	p = 0.769	p = 0.568	p = 0.344
7.1: position operator	0.001	0.020	−0.048	−0.026	0.033	0.046
	p = 0.987	p = 0.713	p = 0.231	p = 0.494	p = 0.449	p = 0.262
Constant	0.851	0.678	1.298	1.265	0.454	0.392
	p = 0.00001***	p = 0.00001***	p = 0.000***	p = 0.000***	p = 0.003***	p = 0.0003***
Observations	888	888	888	888	888	888
Adjusted R^2	0.133	0.052	0.097	0.056	0.096	0.070

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 5: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.010	−0.017	−0.047	−0.049	−0.022	−0.034
	p = 0.523	p = 0.751	p = 0.522	p = 0.478	p = 0.238	p = 0.519
9.2: Supervisor doesn't use bad lang (numeric)	0.009	−0.002	0.0002	−0.030	0.010	0.008
	p = 0.000***	p = 0.759	p = 0.768	p = 0.114	p = 0.738	p = 1.000
9.2: Supervisor will side with me (numeric)	−0.022	−0.022	−0.014	−0.011	−0.007	−0.008
	p = 0.524	p = 0.759	p = 0.246	p = 0.764	p = 0.255	p = 0.506
9.2: Respect supervisor (numeric)	−0.013	−0.010	−0.025	−0.014	0.034	0.033
	p = 0.524	p = 0.603	p = 0.000***	p = 0.257	p = 0.238	p = 0.260
9.2: Supervisor speaks openly (numeric)	−0.051	−0.044	0.050	0.057	−0.026	−0.017
	p = 0.523	p = 0.499	p = 0.266	p = 0.265	p = 0.738	p = 0.867
9.2: I get fair salary (numeric)	0.011	0.010	−0.042	−0.053	−0.007	−0.003
	p = 0.469	p = 0.749	p = 0.256	p = 0.244	p = 0.493	p = 0.613
Gender: female	−0.013	−0.007	0.037	0.059	0.009	0.007
	p = 0.758	p = 0.859	p = 0.522	p = 0.636	p = 0.738	p = 0.870
Age	−0.002	−0.001	−0.002	−0.001	−0.001	−0.001
	p = 0.235	p = 0.638	p = 0.522	p = 0.639	p = 0.738	p = 0.656
Years of schooling	0.006	0.004	−0.001	−0.004	0.012	0.009
	p = 0.234	p = 0.512	p = 0.522	p = 0.266	p = 0.000***	p = 0.240
Ever married	0.038	0.062	0.005	0.053	0.010	0.027
	p = 0.000***	p = 0.358	p = 0.768	p = 0.627	p = 0.493	p = 0.380
Experience in sector (yrs)	0.018	0.019	0.001	0.001	0.003	0.004
	p = 0.523	p = 0.481	p = 0.768	p = 0.887	p = 0.245	p = 0.236
Tenure at factory (yrs)	−0.010	−0.016	0.007	−0.001	−0.002	−0.009
	p = 0.469	p = 0.872	p = 0.000***	p = 0.610	p = 0.493	p = 1.000
7.1: position helper/lineman	−0.002	−0.039	−0.080	−0.141	0.025	−0.008
	p = 0.524	p = 0.363	p = 0.256	p = 0.383	p = 0.738	p = 1.000
7.1: position operator	0.026	0.012	−0.131	−0.152	0.025	0.013
	p = 0.469	p = 1.000	p = 0.256	p = 0.502	p = 0.493	p = 1.000
Constant	0.261	0.378	1.080	1.258	−0.017	0.091
	p = 0.235	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.500	p = 0.495
Observations	389	389	389	389	389	389
Adjusted R^2	0.057	0.045	0.141	0.084	0.029	0.012

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 6: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	0.116	0.188	0.004	0.007	0.028	0.053
	p = 0.148	p = 0.018**	p = 0.948	p = 0.899	p = 0.656	p = 0.387
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.045	−0.096	0.090	0.092	0.040	0.011
	p = 0.562	p = 0.213	p = 0.105	p = 0.087*	p = 0.510	p = 0.856
9.2: Supervisor will side with me (disagree = 1)	0.029	0.053	0.024	0.037	0.008	0.013
	p = 0.368	p = 0.093*	p = 0.301	p = 0.099*	p = 0.757	p = 0.605
9.2: Respect supervisor (disagree = 1)	−0.005	−0.032	0.017	0.020	−0.064	−0.075
	p = 0.927	p = 0.578	p = 0.685	p = 0.629	p = 0.168	p = 0.092*
9.2: Supervisor speaks openly (disagree = 1)	0.078	0.082	−0.037	−0.019	0.117	0.132
	p = 0.076*	p = 0.059*	p = 0.240	p = 0.526	p = 0.001***	p = 0.0001***
9.2: I get fair salary (disagree = 1)	0.011	0.038	0.063	0.072	0.027	0.034
	p = 0.713	p = 0.182	p = 0.003***	p = 0.0003***	p = 0.250	p = 0.112
Gender: female	0.015	−0.041	−0.018	−0.018	−0.061	−0.078
	p = 0.706	p = 0.262	p = 0.525	p = 0.475	p = 0.048**	p = 0.006***
Age	−0.003	−0.004	−0.0003	−0.0001	0.001	−0.001
	p = 0.292	p = 0.201	p = 0.875	p = 0.945	p = 0.810	p = 0.535
Years of schooling	0.001	−0.007	−0.002	−0.004	0.001	−0.002
	p = 0.810	p = 0.143	p = 0.601	p = 0.199	p = 0.871	p = 0.503
Ever married	−0.038	−0.034	−0.016	−0.009	−0.016	−0.001
	p = 0.381	p = 0.396	p = 0.613	p = 0.759	p = 0.630	p = 0.967
Experience in sector (yrs)	0.015	0.015	0.002	0.001	0.0003	0.003
	p = 0.002***	p = 0.001***	p = 0.612	p = 0.834	p = 0.931	p = 0.360
Tenure at factory (yrs)	−0.004	−0.013	−0.002	−0.007	0.007	−0.006
	p = 0.599	p = 0.031**	p = 0.753	p = 0.093*	p = 0.211	p = 0.192
7.1: position helper/lineman	0.046	0.092	0.018	0.019	0.031	0.048
	p = 0.468	p = 0.128	p = 0.689	p = 0.663	p = 0.534	p = 0.298
7.1: position operator	0.005	0.025	−0.048	−0.026	0.031	0.047
	p = 0.934	p = 0.650	p = 0.230	p = 0.500	p = 0.480	p = 0.258
Constant	0.476	0.230	1.015	0.901	0.150	0.116
	p = 0.003***	p = 0.022**	p = 0.000***	p = 0.000***	p = 0.231	p = 0.131
Observations	888	888	888	888	888	888
Adjusted R^2	0.134	0.051	0.098	0.059	0.082	0.056

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 7: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	0.183	0.196	0.011	0.018	0.009	0.039
	p = 0.214	p = 0.127	p = 0.754	p = 0.749	p = 0.763	p = 0.735
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.126	−0.114	0.118	0.156	0.057	0.053
	p = 0.000***	p = 0.343	p = 0.000***	p = 0.374	p = 0.000***	p = 0.245
9.2: Supervisor will side with me (disagree = 1)	0.042	0.041	0.025	0.021	0.017	0.017
	p = 0.247	p = 0.230	p = 0.483	p = 0.631	p = 0.000***	p = 0.104
9.2: Respect supervisor (disagree = 1)	−0.026	−0.019	0.005	0.015	−0.094	−0.086
	p = 0.725	p = 1.000	p = 0.507	p = 0.750	p = 0.000***	p = 0.114
9.2: Supervisor speaks openly (disagree = 1)	0.110	0.105	−0.062	−0.064	0.006	−0.005
	p = 0.511	p = 0.398	p = 0.271	p = 0.138	p = 0.763	p = 0.871
9.2: I get fair salary (disagree = 1)	−0.020	−0.012	0.115	0.145	0.012	0.005
	p = 0.000***	p = 0.744	p = 0.236	p = 0.117	p = 0.763	p = 0.753
Gender: female	−0.005	0.0005	0.032	0.049	0.010	0.008
	p = 0.725	p = 0.868	p = 0.507	p = 0.743	p = 0.763	p = 1.000
Age	−0.001	−0.001	−0.002	−0.001	−0.001	−0.002
	p = 0.461	p = 0.654	p = 0.507	p = 0.765	p = 0.763	p = 0.740
Years of schooling	0.005	0.003	−0.001	−0.004	0.011	0.008
	p = 0.264	p = 0.503	p = 0.507	p = 0.376	p = 0.000***	p = 0.235
Ever married	0.030	0.051	−0.006	0.038	0.013	0.029
	p = 0.264	p = 0.252	p = 0.754	p = 0.610	p = 0.269	p = 0.488
Experience in sector (yrs)	0.019	0.019	0.0005	0.0005	0.003	0.003
	p = 0.511	p = 0.518	p = 0.754	p = 1.000	p = 0.249	p = 0.115
Tenure at factory (yrs)	−0.012	−0.018	0.007	−0.002	−0.001	−0.009
	p = 0.264	p = 0.872	p = 0.000***	p = 0.888	p = 0.514	p = 0.724
7.1: position helper/lineman	0.004	−0.027	−0.074	−0.128	0.021	−0.012
	p = 0.725	p = 0.502	p = 0.236	p = 0.364	p = 0.763	p = 1.000
7.1: position operator	0.031	0.021	−0.134	−0.151	0.022	0.011
	p = 0.478	p = 0.751	p = 0.236	p = 0.485	p = 0.514	p = 0.864
Constant	−0.065	−0.001	0.748	0.839	−0.076	0.009
	p = 0.478	p = 0.733	p = 0.000***	p = 0.000***	p = 0.518	p = 0.516
Observations	389	389	389	389	389	389
Adjusted R^2	0.075	0.066	0.149	0.095	0.032	0.015

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 8: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.080	−0.109	−0.062	−0.082	−0.093	−0.095
	p = 0.00002***	p = 0.000***	p = 0.00001***	p = 0.000***	p = 0.000***	p = 0.000***
Gender: female	0.016	−0.043	−0.023	−0.022	−0.061	−0.079
	p = 0.674	p = 0.234	p = 0.406	p = 0.400	p = 0.047**	p = 0.005***
Age	−0.003	−0.004	−0.0004	0.00005	0.001	−0.002
	p = 0.275	p = 0.169	p = 0.874	p = 0.982	p = 0.802	p = 0.478
Years of schooling	0.001	−0.008	−0.002	−0.004	0.001	−0.002
	p = 0.856	p = 0.095*	p = 0.632	p = 0.179	p = 0.864	p = 0.486
Ever married	−0.032	−0.031	−0.015	−0.011	−0.011	0.003
	p = 0.456	p = 0.439	p = 0.631	p = 0.709	p = 0.739	p = 0.916
Experience in sector (yrs)	0.015	0.015	0.002	0.001	0.0004	0.003
	p = 0.002***	p = 0.002***	p = 0.591	p = 0.792	p = 0.907	p = 0.330
Tenure at factory (yrs)	−0.003	−0.013	−0.002	−0.008	0.007	−0.006
	p = 0.695	p = 0.032**	p = 0.731	p = 0.064*	p = 0.185	p = 0.236
7.1: position helper/lineman	0.037	0.083	0.013	0.011	0.025	0.046
	p = 0.557	p = 0.170	p = 0.769	p = 0.792	p = 0.613	p = 0.322
7.1: position operator	0.0002	0.022	−0.045	−0.025	0.030	0.048
	p = 0.997	p = 0.682	p = 0.264	p = 0.521	p = 0.498	p = 0.252
Constant	0.534	0.340	1.095	0.997	0.203	0.180
	p = 0.001***	p = 0.0005***	p = 0.000***	p = 0.000***	p = 0.100*	p = 0.015**
Observations	888	888	888	888	888	888
Adjusted R^2	0.137	0.053	0.088	0.048	0.086	0.054

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 9: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.067	−0.080	−0.083	−0.120	−0.031	−0.039
	p = 0.000***	p = 0.220	p = 0.000***	p = 0.113	p = 0.246	p = 0.131
Gender: female	−0.001	0.001	0.025	0.044	0.013	0.011
	p = 0.768	p = 0.864	p = 0.500	p = 0.776	p = 0.746	p = 0.885
Age	−0.002	−0.002	−0.002	−0.0002	−0.001	−0.001
	p = 0.539	p = 0.642	p = 0.500	p = 0.756	p = 0.500	p = 0.522
Years of schooling	0.005	0.003	−0.001	−0.003	0.011	0.008
	p = 0.520	p = 0.644	p = 0.742	p = 0.504	p = 0.000***	p = 0.144
Ever married	0.039	0.062	0.001	0.055	0.010	0.028
	p = 0.000***	p = 0.132	p = 0.742	p = 0.771	p = 0.504	p = 0.384
Experience in sector (yrs)	0.018	0.018	0.001	0.001	0.003	0.004
	p = 0.477	p = 0.517	p = 0.742	p = 1.000	p = 0.500	p = 0.239
Tenure at factory (yrs)	−0.010	−0.017	0.007	−0.002	−0.002	−0.009
	p = 0.520	p = 0.875	p = 0.257	p = 1.000	p = 0.504	p = 0.750
7.1: position helper/lineman	−0.013	−0.048	−0.068	−0.126	0.023	−0.011
	p = 0.539	p = 0.498	p = 0.243	p = 0.504	p = 0.746	p = 0.877
7.1: position operator	0.020	0.009	−0.126	−0.143	0.025	0.013
	p = 0.768	p = 0.878	p = 0.243	p = 0.512	p = 0.504	p = 0.870
Constant	−0.011	0.070	0.823	0.930	−0.055	0.032
	p = 0.768	p = 0.505	p = 0.000***	p = 0.000***	p = 0.242	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.059	0.050	0.129	0.057	0.032	0.014

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 10: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.086 p = 0.00004***	−0.113 p = 0.00000***	−0.052 p = 0.001***	−0.070 p = 0.00000***	−0.078 p = 0.00001***	−0.080 p = 0.00000***
Gender: female	0.013 p = 0.731	−0.045 p = 0.219	−0.020 p = 0.472	−0.017 p = 0.512	−0.065 p = 0.035**	−0.085 p = 0.003***
Age	−0.003 p = 0.325	−0.004 p = 0.200	−0.001 p = 0.767	−0.0003 p = 0.875	0.0004 p = 0.864	−0.002 p = 0.397
Years of schooling	0.001 p = 0.862	−0.008 p = 0.092*	−0.002 p = 0.644	−0.004 p = 0.207	0.001 p = 0.708	−0.002 p = 0.609
Ever married	−0.031 p = 0.466	−0.032 p = 0.427	−0.014 p = 0.644	−0.008 p = 0.766	−0.009 p = 0.789	0.005 p = 0.864
Experience in sector (yrs)	0.015 p = 0.002***	0.015 p = 0.002***	0.002 p = 0.647	0.001 p = 0.851	0.0004 p = 0.923	0.003 p = 0.328
Tenure at factory (yrs)	−0.003 p = 0.636	−0.014 p = 0.027**	−0.001 p = 0.828	−0.007 p = 0.105	0.008 p = 0.145	−0.005 p = 0.273
7.1: position helper/lineman	0.035 p = 0.577	0.081 p = 0.180	0.016 p = 0.732	0.011 p = 0.791	0.018 p = 0.723	0.038 p = 0.415
7.1: position operator	−0.003 p = 0.958	0.020 p = 0.716	−0.044 p = 0.266	−0.026 p = 0.497	0.028 p = 0.524	0.046 p = 0.265
9.1: Factory has rules	0.001 p = 0.977	−0.003 p = 0.938	0.057 p = 0.057*	0.085 p = 0.004***	−0.006 p = 0.856	−0.003 p = 0.918
9.1: Management consults workers	0.098 p = 0.097*	0.080 p = 0.181	−0.023 p = 0.584	−0.020 p = 0.633	0.016 p = 0.732	0.022 p = 0.636
9.1: Must obey orders	−0.008 p = 0.875	−0.005 p = 0.925	0.051 p = 0.147	0.068 p = 0.047**	0.066 p = 0.085*	0.071 p = 0.058*
Constant	0.522 p = 0.002***	0.336 p = 0.001***	1.058 p = 0.000***	0.938 p = 0.000***	0.194 p = 0.123	0.169 p = 0.030**
Observations	888	888	888	888	888	888
Adjusted R^2	0.138	0.053	0.092	0.060	0.091	0.060

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 11: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.064	−0.077	−0.076	−0.107	−0.023	−0.032
	p = 0.000***	p = 0.111	p = 0.000***	p = 0.139	p = 0.253	p = 0.111
Gender: female	−0.007	−0.004	0.024	0.040	0.010	0.008
	p = 0.763	p = 1.000	p = 0.482	p = 0.613	p = 0.742	p = 1.000
Age	−0.001	−0.001	−0.003	−0.001	−0.001	−0.001
	p = 0.266	p = 0.736	p = 0.482	p = 0.488	p = 0.525	p = 0.388
Years of schooling	0.006	0.003	−0.001	−0.003	0.012	0.009
	p = 0.248	p = 0.351	p = 0.482	p = 0.510	p = 0.000***	p = 0.117
Ever married	0.031	0.052	0.004	0.056	0.013	0.028
	p = 0.000***	p = 0.367	p = 0.756	p = 0.746	p = 0.489	p = 0.627
Experience in sector (yrs)	0.018	0.018	0.001	0.0005	0.003	0.004
	p = 0.497	p = 0.515	p = 0.756	p = 1.000	p = 0.525	p = 0.622
Tenure at factory (yrs)	−0.010	−0.017	0.008	0.0001	−0.001	−0.009
	p = 0.497	p = 0.608	p = 0.253	p = 1.000	p = 0.489	p = 0.871
7.1: position helper/lineman	−0.017	−0.048	−0.062	−0.116	0.020	−0.012
	p = 0.515	p = 0.457	p = 0.229	p = 0.400	p = 0.742	p = 0.871
7.1: position operator	0.016	0.006	−0.120	−0.135	0.024	0.012
	p = 0.763	p = 1.000	p = 0.229	p = 0.376	p = 0.742	p = 0.876
9.1: Factory has rules	0.051	0.064	0.047	0.078	0.021	0.031
	p = 0.000***	p = 0.241	p = 0.527	p = 0.630	p = 0.742	p = 0.386
9.1: Management consults workers	0.157	0.165	−0.036	−0.024	0.043	0.053
	p = 0.249	p = 0.486	p = 0.527	p = 1.000	p = 0.272	p = 0.367
9.1: Must obey orders	0.052	0.057	0.032	0.061	0.051	0.048
	p = 0.266	p = 0.237	p = 0.527	p = 0.626	p = 0.272	p = 0.123
Constant	−0.063	0.006	0.803	0.887	−0.085	−0.002
	p = 0.514	p = 0.750	p = 0.000***	p = 0.000***	p = 0.253	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.065	0.057	0.127	0.060	0.029	0.010

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 12: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.056	−0.056	−0.017	−0.012	−0.092	−0.122
	p = 0.222	p = 0.195	p = 0.716	p = 0.783	p = 0.140	p = 0.046**
Age	−0.008	−0.005	−0.008	−0.005	−0.008	−0.008
	p = 0.029**	p = 0.148	p = 0.042**	p = 0.151	p = 0.097*	p = 0.101
Years of schooling	−0.011	−0.010	−0.004	−0.007	−0.011	−0.019
	p = 0.058*	p = 0.080*	p = 0.483	p = 0.212	p = 0.152	p = 0.013**
Ever married	−0.002	0.010	−0.007	−0.007	−0.0001	0.026
	p = 0.969	p = 0.837	p = 0.893	p = 0.893	p = 0.999	p = 0.702
Experience in sector (yrs)	0.003	0.001	0.010	0.008	0.017	0.015
	p = 0.531	p = 0.902	p = 0.091*	p = 0.138	p = 0.025**	p = 0.056*
Tenure at factory (yrs)	0.012	0.004	0.019	0.006	0.012	−0.018
	p = 0.128	p = 0.629	p = 0.022**	p = 0.412	p = 0.269	p = 0.075*
7.1: position helper/lineman	0.010	−0.050	0.069	0.019	0.090	0.051
	p = 0.899	p = 0.493	p = 0.375	p = 0.792	p = 0.374	p = 0.610
7.1: position operator	−0.022	−0.025	0.007	−0.004	−0.008	0.024
	p = 0.738	p = 0.695	p = 0.915	p = 0.948	p = 0.924	p = 0.793
9.1: Factory has rules	0.134	0.160	0.187	0.216	0.223	0.305
	p = 0.005***	p = 0.001***	p = 0.0002***	p = 0.00001***	p = 0.001***	p = 0.00001***
9.1: Management consults workers	−0.017	−0.002	0.109	0.154	0.059	0.106
	p = 0.808	p = 0.980	p = 0.135	p = 0.034**	p = 0.529	p = 0.284
9.1: Must obey orders	0.284	0.341	0.395	0.452	0.439	0.562
	p = 0.00000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Constant	0.746	0.693	0.330	0.329	0.324	0.028
	p = 0.0001***	p = 0.000***	p = 0.092*	p = 0.008***	p = 0.200	p = 0.867
Observations	888	888	888	888	888	888
Adjusted R^2	0.159	0.056	0.134	0.081	0.232	0.083

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 13: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.112	−0.094	0.029	0.042	−0.020	0.010
	p = 0.000***	p = 0.522	p = 0.523	p = 0.774	p = 0.505	p = 0.742
Age	−0.008	−0.005	−0.006	−0.004	−0.006	−0.002
	p = 0.000***	p = 0.351	p = 0.518	p = 0.736	p = 0.000***	p = 0.884
Years of schooling	−0.003	−0.007	0.004	−0.001	0.007	−0.003
	p = 0.744	p = 0.243	p = 0.761	p = 1.000	p = 0.000***	p = 1.000
Ever married	0.056	0.153	0.036	0.123	0.104	0.281
	p = 0.505	p = 0.467	p = 0.481	p = 0.490	p = 0.505	p = 0.490
Experience in sector (yrs)	−0.008	−0.009	0.004	0.004	0.013	0.011
	p = 0.493	p = 0.398	p = 0.761	p = 1.000	p = 0.505	p = 0.622
Tenure at factory (yrs)	0.022	0.007	0.030	0.015	0.010	−0.019
	p = 0.239	p = 0.868	p = 0.000***	p = 0.469	p = 0.768	p = 0.730
7.1: position helper/lineman	0.073	−0.015	0.032	−0.052	−0.014	−0.181
	p = 0.490	p = 0.863	p = 0.761	p = 0.892	p = 0.768	p = 0.365
7.1: position operator	0.080	0.068	0.038	0.026	0.020	−0.004
	p = 0.000***	p = 0.142	p = 0.523	p = 0.874	p = 0.526	p = 0.866
9.1: Factory has rules	0.194	0.271	0.193	0.262	0.231	0.372
	p = 0.000***	p = 0.126	p = 0.518	p = 0.256	p = 0.000***	p = 0.137
9.1: Management consults workers	0.006	0.041	0.176	0.209	0.107	0.174
	p = 0.493	p = 0.607	p = 0.238	p = 0.245	p = 0.000***	p = 0.232
9.1: Must obey orders	0.257	0.344	0.423	0.497	0.352	0.509
	p = 0.000***	p = 0.248	p = 0.238	p = 0.136	p = 0.000***	p = 0.132
Constant	0.409	0.535	−0.086	0.046	−0.802	−0.551
	p = 0.000***	p = 0.000***	p = 0.518	p = 0.774	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.153	0.060	0.162	0.095	0.242	0.077

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 14: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.136	−0.125	−0.101	−0.108	−0.134	−0.159
	p = 0.00002***	p = 0.00005***	p = 0.003***	p = 0.001***	p = 0.002***	p = 0.0002***
9.2: Supervisor doesn't use bad lang (numeric)	0.012	−0.024	−0.012	−0.023	−0.035	−0.049
	p = 0.712	p = 0.433	p = 0.718	p = 0.457	p = 0.407	p = 0.247
9.2: Supervisor will side with me (numeric)	−0.099	−0.078	−0.086	−0.082	−0.109	−0.109
	p = 0.00000***	p = 0.00001***	p = 0.00001***	p = 0.00001***	p = 0.00001***	p = 0.00001***
9.2: Respect supervisor (numeric)	0.023	0.025	0.008	0.041	0.037	0.075
	p = 0.402	p = 0.361	p = 0.785	p = 0.148	p = 0.332	p = 0.049**
9.2: Supervisor speaks openly (numeric)	0.055	0.027	−0.037	−0.045	−0.029	−0.042
	p = 0.024**	p = 0.257	p = 0.146	p = 0.063*	p = 0.381	p = 0.193
9.2: I get fair salary (numeric)	−0.028	−0.035	−0.001	−0.019	−0.018	−0.050
	p = 0.024**	p = 0.004***	p = 0.955	p = 0.120	p = 0.284	p = 0.003***
Gender: female	−0.053	−0.040	−0.021	−0.002	−0.089	−0.105
	p = 0.220	p = 0.329	p = 0.648	p = 0.954	p = 0.128	p = 0.061*
Age	−0.005	−0.003	−0.005	−0.003	−0.004	−0.005
	p = 0.118	p = 0.391	p = 0.161	p = 0.448	p = 0.326	p = 0.314
Years of schooling	−0.009	−0.007	−0.003	−0.005	−0.009	−0.015
	p = 0.080*	p = 0.174	p = 0.563	p = 0.368	p = 0.211	p = 0.033**
Ever married	−0.005	−0.002	−0.026	−0.028	−0.020	−0.0005
	p = 0.917	p = 0.964	p = 0.610	p = 0.544	p = 0.752	p = 0.995
Experience in sector (yrs)	0.005	0.003	0.011	0.011	0.019	0.019
	p = 0.363	p = 0.522	p = 0.039**	p = 0.032**	p = 0.008***	p = 0.007***
Tenure at factory (yrs)	0.005	0.002	0.012	0.004	0.002	−0.021
	p = 0.493	p = 0.793	p = 0.150	p = 0.614	p = 0.856	p = 0.021**
7.1: position helper/lineman	−0.001	−0.041	0.055	0.037	0.060	0.061
	p = 0.991	p = 0.540	p = 0.454	p = 0.596	p = 0.523	p = 0.504
7.1: position operator	−0.036	−0.042	−0.001	−0.013	−0.027	0.003
	p = 0.554	p = 0.485	p = 0.983	p = 0.833	p = 0.739	p = 0.975
Constant	1.372	1.439	1.339	1.269	1.521	1.293
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.00000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.260	0.185	0.219	0.195	0.330	0.240

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 15: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.130	−0.128	−0.079	−0.076	−0.117	−0.122
	p = 0.000***	p = 0.105	p = 0.000***	p = 0.127	p = 0.202	p = 0.376
9.2: Supervisor doesn't use bad lang (numeric)	0.007	−0.036	−0.031	−0.070	−0.021	−0.101
	p = 0.498	p = 0.633	p = 0.743	p = 0.370	p = 0.453	p = 0.613
9.2: Supervisor will side with me (numeric)	−0.093	−0.088	−0.088	−0.084	−0.122	−0.114
	p = 0.243	p = 0.121	p = 0.000***	p = 0.119	p = 0.202	p = 0.000***
9.2: Respect supervisor (numeric)	0.020	0.036	0.008	0.023	0.037	0.065
	p = 0.724	p = 0.739	p = 0.501	p = 0.510	p = 0.466	p = 0.351
9.2: Supervisor speaks openly (numeric)	0.083	0.091	−0.042	−0.036	−0.007	0.013
	p = 0.000***	p = 0.246	p = 0.488	p = 0.876	p = 0.718	p = 0.748
9.2: I get fair salary (numeric)	−0.028	−0.046	0.020	0.003	0.005	−0.026
	p = 0.481	p = 0.374	p = 0.255	p = 0.634	p = 0.718	p = 0.627
Gender: female	−0.087	−0.055	0.047	0.077	−0.002	0.056
	p = 0.226	p = 0.498	p = 0.488	p = 0.617	p = 0.466	p = 0.235
Age	−0.006	−0.003	−0.004	−0.002	−0.004	−0.0002
	p = 0.498	p = 0.511	p = 0.000***	p = 0.652	p = 0.000***	p = 0.743
Years of schooling	−0.005	−0.008	0.001	−0.002	0.004	−0.004
	p = 0.498	p = 0.340	p = 0.743	p = 1.000	p = 0.466	p = 0.507
Ever married	0.038	0.101	−0.007	0.050	0.073	0.199
	p = 0.469	p = 0.723	p = 0.743	p = 0.870	p = 0.466	p = 0.519
Experience in sector (yrs)	−0.004	−0.005	0.010	0.009	0.019	0.019
	p = 0.498	p = 0.748	p = 0.000***	p = 0.381	p = 0.453	p = 0.506
Tenure at factory (yrs)	0.013	0.004	0.019	0.011	−0.001	−0.023
	p = 0.498	p = 0.855	p = 0.000***	p = 0.493	p = 0.718	p = 0.739
7.1: position helper/lineman	0.014	−0.064	0.003	−0.065	−0.073	−0.238
	p = 0.724	p = 0.616	p = 0.743	p = 0.874	p = 0.515	p = 0.125
7.1: position operator	0.005	−0.022	−0.027	−0.051	−0.075	−0.132
	p = 0.724	p = 0.606	p = 0.743	p = 0.383	p = 0.264	p = 0.110
Constant	1.041	1.266	0.970	1.164	0.237	0.718
	p = 0.000***	p = 0.000***	p = 0.246	p = 0.272	p = 0.466	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.233	0.177	0.226	0.185	0.319	0.207

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 16: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	0.265 p = 0.004***	0.194 p = 0.032**	0.146 p = 0.124	0.126 p = 0.170	0.290 p = 0.016**	0.293 p = 0.017**
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.002 p = 0.982	0.107 p = 0.222	0.087 p = 0.338	0.136 p = 0.126	0.136 p = 0.242	0.182 p = 0.125
9.2: Supervisor will side with me (disagree = 1)	0.143 p = 0.0002***	0.119 p = 0.002***	0.124 p = 0.002***	0.119 p = 0.002***	0.152 p = 0.002***	0.165 p = 0.001***
9.2: Respect supervisor (disagree = 1)	0.008 p = 0.902	0.043 p = 0.514	0.0002 p = 0.998	−0.023 p = 0.728	−0.141 p = 0.107	−0.149 p = 0.096*
9.2: Supervisor speaks openly (disagree = 1)	−0.056 p = 0.267	−0.013 p = 0.799	0.190 p = 0.0003***	0.201 p = 0.0001***	0.121 p = 0.068*	0.170 p = 0.011**
9.2: I get fair salary (disagree = 1)	0.067 p = 0.045**	0.092 p = 0.005***	0.006 p = 0.870	0.050 p = 0.121	0.069 p = 0.116	0.146 p = 0.001***
Gender: female	−0.047 p = 0.294	−0.046 p = 0.275	−0.015 p = 0.747	−0.006 p = 0.882	−0.075 p = 0.202	−0.107 p = 0.059*
Age	−0.006 p = 0.098*	−0.004 p = 0.283	−0.006 p = 0.126	−0.003 p = 0.350	−0.005 p = 0.259	−0.006 p = 0.222
Years of schooling	−0.010 p = 0.061*	−0.009 p = 0.083*	−0.004 p = 0.475	−0.007 p = 0.190	−0.010 p = 0.157	−0.018 p = 0.013**
Ever married	−0.023 p = 0.632	−0.014 p = 0.760	−0.044 p = 0.388	−0.043 p = 0.354	−0.043 p = 0.504	−0.019 p = 0.763
Experience in sector (yrs)	0.005 p = 0.319	0.003 p = 0.529	0.012 p = 0.034**	0.011 p = 0.037**	0.019 p = 0.007***	0.019 p = 0.009***
Tenure at factory (yrs)	0.006 p = 0.443	0.001 p = 0.850	0.011 p = 0.168	0.002 p = 0.751	0.002 p = 0.860	−0.022 p = 0.018**
7.1: position helper/lineman	0.017 p = 0.818	−0.019 p = 0.779	0.081 p = 0.283	0.058 p = 0.410	0.079 p = 0.409	0.084 p = 0.370
7.1: position operator	−0.029 p = 0.645	−0.034 p = 0.582	0.010 p = 0.883	−0.005 p = 0.936	−0.027 p = 0.743	0.005 p = 0.952
Constant	0.684 p = 0.0002***	0.607 p = 0.00000***	0.390 p = 0.038**	0.316 p = 0.007***	0.332 p = 0.163	−0.060 p = 0.697
Observations	888	888	888	888	888	888
Adjusted R^2	0.214	0.135	0.198	0.167	0.316	0.215

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 17: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	0.271	0.271	0.125	0.127	0.293	0.313
	p = 0.000***	p = 0.112	p = 0.248	p = 0.242	p = 0.268	p = 0.114
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.023	0.039	0.096	0.149	0.106	0.211
	p = 0.481	p = 0.749	p = 0.526	p = 0.756	p = 0.520	p = 0.763
9.2: Supervisor will side with me (disagree = 1)	0.132	0.126	0.116	0.111	0.185	0.174
	p = 0.481	p = 0.370	p = 0.248	p = 0.363	p = 0.520	p = 0.236
9.2: Respect supervisor (disagree = 1)	0.022	0.035	0.014	0.026	−0.208	−0.180
	p = 0.741	p = 0.864	p = 0.774	p = 0.737	p = 0.501	p = 0.615
9.2: Supervisor speaks openly (disagree = 1)	−0.048	−0.048	0.221	0.220	0.092	0.085
	p = 0.260	p = 0.740	p = 0.278	p = 0.264	p = 0.520	p = 1.000
9.2: I get fair salary (disagree = 1)	0.071	0.121	−0.039	0.004	0.021	0.105
	p = 0.511	p = 0.510	p = 0.000***	p = 0.766	p = 0.501	p = 0.233
Gender: female	−0.082	−0.056	0.050	0.072	0.003	0.047
	p = 0.260	p = 0.483	p = 0.526	p = 0.627	p = 0.769	p = 0.729
Age	−0.006	−0.003	−0.004	−0.002	−0.005	−0.001
	p = 0.481	p = 0.357	p = 0.248	p = 0.868	p = 0.000***	p = 0.857
Years of schooling	−0.006	−0.009	−0.0001	−0.003	0.002	−0.006
	p = 0.481	p = 0.233	p = 0.774	p = 0.750	p = 0.501	p = 1.000
Ever married	0.009	0.072	−0.037	0.018	0.049	0.169
	p = 0.741	p = 0.635	p = 0.526	p = 0.748	p = 0.769	p = 0.489
Experience in sector (yrs)	−0.004	−0.004	0.009	0.008	0.018	0.018
	p = 0.481	p = 0.902	p = 0.496	p = 0.495	p = 0.520	p = 0.483
Tenure at factory (yrs)	0.012	0.0002	0.017	0.007	−0.001	−0.026
	p = 0.481	p = 0.874	p = 0.000***	p = 0.368	p = 0.769	p = 1.000
7.1: position helper/lineman	0.036	−0.038	0.037	−0.028	−0.057	−0.207
	p = 0.741	p = 1.000	p = 0.774	p = 0.888	p = 0.517	p = 0.392
7.1: position operator	0.020	−0.003	0.0001	−0.020	−0.062	−0.109
	p = 0.481	p = 1.000	p = 0.774	p = 1.000	p = 0.249	p = 0.132
Constant	0.468	0.583	0.086	0.190	−0.686	−0.430
	p = 0.230	p = 0.000***	p = 0.496	p = 0.519	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.209	0.147	0.224	0.183	0.328	0.214

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 18: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.218	−0.259	−0.253	−0.281	−0.338	−0.413
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Gender: female	−0.049	−0.052	−0.005	−0.003	−0.078	−0.117
	p = 0.268	p = 0.202	p = 0.919	p = 0.936	p = 0.180	p = 0.038**
Age	−0.006	−0.004	−0.006	−0.004	−0.006	−0.006
	p = 0.072*	p = 0.285	p = 0.103	p = 0.300	p = 0.211	p = 0.197
Years of schooling	−0.011	−0.010	−0.005	−0.008	−0.011	−0.020
	p = 0.044**	p = 0.058*	p = 0.376	p = 0.140	p = 0.122	p = 0.007***
Ever married	−0.018	−0.010	−0.028	−0.029	−0.026	−0.007
	p = 0.708	p = 0.817	p = 0.578	p = 0.526	p = 0.687	p = 0.916
Experience in sector (yrs)	0.005	0.003	0.012	0.011	0.019	0.019
	p = 0.345	p = 0.530	p = 0.039**	p = 0.036**	p = 0.007***	p = 0.008***
Tenure at factory (yrs)	0.006	0.0002	0.012	0.002	0.003	−0.023
	p = 0.439	p = 0.978	p = 0.134	p = 0.732	p = 0.794	p = 0.014**
7.1: position helper/lineman	−0.014	−0.047	0.050	0.033	0.052	0.056
	p = 0.841	p = 0.492	p = 0.506	p = 0.638	p = 0.583	p = 0.546
7.1: position operator	−0.037	−0.039	−0.004	−0.012	−0.030	0.006
	p = 0.555	p = 0.519	p = 0.951	p = 0.848	p = 0.721	p = 0.947
Constant	0.921	0.849	0.574	0.547	0.616	0.318
	p = 0.00000***	p = 0.000***	p = 0.002***	p = 0.00000***	p = 0.009***	p = 0.032**
Observations	888	888	888	888	888	888
Adjusted R^2	0.222	0.155	0.203	0.174	0.314	0.213

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 19: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.191	−0.241	−0.241	−0.282	−0.278	−0.370
	p = 0.000***	p = 0.108	p = 0.254	p = 0.243	p = 0.000***	p = 0.126
Gender: female	−0.087	−0.064	0.066	0.084	0.017	0.057
	p = 0.261	p = 0.497	p = 0.494	p = 0.743	p = 0.000***	p = 0.256
Age	−0.006	−0.004	−0.004	−0.003	−0.004	−0.001
	p = 0.226	p = 0.131	p = 0.242	p = 0.752	p = 0.000***	p = 0.875
Years of schooling	−0.005	−0.009	−0.001	−0.004	0.002	−0.006
	p = 0.226	p = 0.507	p = 0.748	p = 0.632	p = 0.515	p = 0.758
Ever married	0.025	0.099	−0.010	0.051	0.062	0.201
	p = 0.487	p = 0.618	p = 0.748	p = 1.000	p = 0.515	p = 0.523
Experience in sector (yrs)	−0.004	−0.004	0.009	0.009	0.019	0.019
	p = 0.498	p = 0.656	p = 0.242	p = 0.501	p = 0.492	p = 0.508
Tenure at factory (yrs)	0.015	0.002	0.020	0.009	0.001	−0.026
	p = 0.498	p = 0.876	p = 0.000***	p = 0.505	p = 0.769	p = 0.897
7.1: position helper/lineman	0.023	−0.061	−0.006	−0.076	−0.079	−0.241
	p = 0.759	p = 0.609	p = 0.748	p = 1.000	p = 0.531	p = 0.121
7.1: position operator	0.014	−0.012	−0.026	−0.048	−0.071	−0.121
	p = 0.759	p = 0.629	p = 0.748	p = 0.500	p = 0.277	p = 0.409
Constant	0.640	0.804	0.245	0.385	−0.470	−0.142
	p = 0.000***	p = 0.000***	p = 0.496	p = 0.260	p = 0.000***	p = 0.758
Observations	389	389	389	389	389	389
Adjusted R^2	0.198	0.132	0.210	0.170	0.304	0.184

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 20: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.195	−0.236	−0.217	−0.243	−0.308	−0.378
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Gender: female	−0.047	−0.054	−0.008	−0.010	−0.078	−0.118
	p = 0.282	p = 0.189	p = 0.867	p = 0.816	p = 0.184	p = 0.037**
Age	−0.007	−0.004	−0.007	−0.004	−0.006	−0.007
	p = 0.049**	p = 0.197	p = 0.072*	p = 0.201	p = 0.163	p = 0.137
Years of schooling	−0.010	−0.009	−0.004	−0.006	−0.010	−0.018
	p = 0.059*	p = 0.082*	p = 0.518	p = 0.227	p = 0.156	p = 0.011**
Ever married	−0.016	−0.007	−0.023	−0.024	−0.023	−0.001
	p = 0.734	p = 0.881	p = 0.647	p = 0.606	p = 0.724	p = 0.986
Experience in sector (yrs)	0.005	0.003	0.011	0.011	0.019	0.019
	p = 0.385	p = 0.540	p = 0.046**	p = 0.040**	p = 0.009***	p = 0.009***
Tenure at factory (yrs)	0.007	0.002	0.014	0.004	0.004	−0.021
	p = 0.339	p = 0.827	p = 0.083*	p = 0.566	p = 0.671	p = 0.023**
7.1: position helper/lineman	−0.017	−0.053	0.039	0.016	0.047	0.047
	p = 0.808	p = 0.441	p = 0.598	p = 0.813	p = 0.621	p = 0.616
7.1: position operator	−0.036	−0.039	−0.009	−0.018	−0.031	0.003
	p = 0.563	p = 0.528	p = 0.895	p = 0.774	p = 0.709	p = 0.975
9.1: Factory has rules	0.039	0.036	0.081	0.088	0.073	0.106
	p = 0.407	p = 0.440	p = 0.099*	p = 0.063*	p = 0.247	p = 0.096*
9.1: Management consults workers	−0.069	−0.077	0.051	0.076	−0.023	−0.015
	p = 0.301	p = 0.252	p = 0.466	p = 0.267	p = 0.795	p = 0.875
9.1: Must obey orders	0.096	0.099	0.187	0.202	0.143	0.173
	p = 0.081*	p = 0.071*	p = 0.002***	p = 0.0003***	p = 0.051*	p = 0.021**
Constant	0.894	0.819	0.494	0.459	0.557	0.230
	p = 0.00000***	p = 0.000***	p = 0.009***	p = 0.0001***	p = 0.021**	p = 0.142
Observations	888	888	888	888	888	888
Adjusted R^2	0.226	0.160	0.212	0.185	0.316	0.217

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 21: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.168	−0.210	−0.198	−0.233	−0.255	−0.334
	p = 0.000***	p = 0.118	p = 0.000***	p = 0.123	p = 0.000***	p = 0.264
Gender: female	−0.093	−0.074	0.051	0.064	0.009	0.042
	p = 0.243	p = 0.385	p = 0.492	p = 0.629	p = 0.227	p = 0.250
Age	−0.007	−0.005	−0.005	−0.003	−0.005	−0.001
	p = 0.256	p = 0.277	p = 0.247	p = 0.764	p = 0.000***	p = 0.882
Years of schooling	−0.005	−0.009	0.001	−0.003	0.003	−0.005
	p = 0.506	p = 0.119	p = 0.743	p = 0.648	p = 0.496	p = 0.757
Ever married	0.033	0.104	0.009	0.067	0.068	0.202
	p = 0.499	p = 0.607	p = 0.743	p = 0.733	p = 0.496	p = 0.379
Experience in sector (yrs)	−0.005	−0.005	0.008	0.008	0.018	0.018
	p = 0.506	p = 0.637	p = 0.247	p = 0.362	p = 0.520	p = 0.259
Tenure at factory (yrs)	0.018	0.005	0.025	0.013	0.003	−0.022
	p = 0.250	p = 1.000	p = 0.000***	p = 0.486	p = 0.747	p = 1.000
7.1: position helper/lineman	0.034	−0.044	−0.014	−0.084	−0.074	−0.227
	p = 0.749	p = 0.620	p = 0.492	p = 0.749	p = 0.227	p = 0.248
7.1: position operator	0.024	0.002	−0.028	−0.048	−0.065	−0.110
	p = 0.493	p = 0.873	p = 0.743	p = 0.370	p = 0.227	p = 0.274
9.1: Factory has rules	0.119	0.161	0.105	0.140	0.117	0.196
	p = 0.250	p = 0.527	p = 0.251	p = 0.116	p = 0.000***	p = 0.134
9.1: Management consults workers	−0.029	−0.010	0.135	0.152	0.055	0.091
	p = 0.506	p = 0.848	p = 0.251	p = 0.239	p = 0.227	p = 0.135
9.1: Must obey orders	0.115	0.151	0.256	0.282	0.137	0.200
	p = 0.000***	p = 0.129	p = 0.000***	p = 0.258	p = 0.000***	p = 0.263
Constant	0.567	0.700	0.101	0.229	−0.561	−0.288
	p = 0.000***	p = 0.000***	p = 0.498	p = 0.519	p = 0.000***	p = 0.250
Observations	389	389	389	389	389	389
Adjusted R^2	0.204	0.145	0.228	0.192	0.303	0.189

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 22: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 1: 9.1 raw data + covariates.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
Gender: female	0.083	0.030
	p = 0.048**	p = 0.424
Age	0.003	0.001
	p = 0.340	p = 0.719
Years of schooling	0.004	0.0003
	p = 0.445	p = 0.958
Ever married	−0.134	−0.134
	p = 0.004***	p = 0.002***
Experience in sector (yrs)	0.001	−0.0001
	p = 0.870	p = 0.990
Tenure at factory (yrs)	0.012	0.013
	p = 0.094*	p = 0.048**
7.1: position helper/lineman	−0.063	−0.027
	p = 0.352	p = 0.672
7.1: position operator	0.100	0.136
	p = 0.094*	p = 0.016**
9.1: Factory has rules	0.038	0.020
	p = 0.376	p = 0.630
9.1: Management consults workers	0.037	0.050
	p = 0.557	p = 0.416
9.1: Must obey orders	0.048	0.033
	p = 0.315	p = 0.468
Constant	−0.002	0.131
	p = 0.992	p = 0.213
Observations	888	888
Adjusted R^2	0.063	0.041

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 23: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
Gender: female	0.013	0.003
	p = 0.760	p = 1.000
Age	−0.001	−0.003
	p = 0.760	p = 0.519
Years of schooling	0.002	−0.00005
	p = 0.760	p = 1.000
Ever married	−0.077	−0.087
	p = 0.250	p = 0.375
Experience in sector (yrs)	−0.0005	0.0003
	p = 0.760	p = 0.892
Tenure at factory (yrs)	0.022	0.018
	p = 0.000***	p = 0.261
7.1: position helper/lineman	−0.005	−0.013
	p = 0.509	p = 1.000
7.1: position operator	0.151	0.145
	p = 0.000***	p = 0.242
9.1: Factory has rules	0.038	0.031
	p = 0.251	p = 0.376
9.1: Management consults workers	−0.013	−0.010
	p = 0.760	p = 0.623
9.1: Must obey orders	0.026	0.004
	p = 0.259	p = 0.635
Constant	0.128	0.178
	p = 0.510	p = 0.475
Observations	389	389
Adjusted R^2	0.033	0.028

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 24: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 2: 9.2 raw data + covariates.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	−0.077	−0.093
	p = 0.011**	p = 0.002***
9.2: Supervisor doesn't use bad lang (numeric)	0.081	0.091
	p = 0.008***	p = 0.002***
9.2: Supervisor will side with me (numeric)	−0.027	−0.028
	p = 0.114	p = 0.081*
9.2: Respect supervisor (numeric)	−0.004	0.015
	p = 0.883	p = 0.553
9.2: Supervisor speaks openly (numeric)	0.032	0.022
	p = 0.178	p = 0.317
9.2: I get fair salary (numeric)	−0.015	−0.009
	p = 0.229	p = 0.410
Gender: female	0.076	0.028
	p = 0.073*	p = 0.459
Age	0.003	0.001
	p = 0.332	p = 0.688
Years of schooling	0.004	0.002
	p = 0.431	p = 0.742
Ever married	−0.128	−0.124
	p = 0.006***	p = 0.004***
Experience in sector (yrs)	0.001	0.0002
	p = 0.812	p = 0.971
Tenure at factory (yrs)	0.011	0.013
	p = 0.124	p = 0.037**
7.1: position helper/lineman	−0.055	−0.025
	p = 0.416	p = 0.690
7.1: position operator	0.101	0.134
	p = 0.088*	p = 0.018**
Constant	0.004	0.104
	p = 0.986	p = 0.467
Observations	888	888
Adjusted R^2	0.071	0.054
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 25: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	−0.106	−0.117
	p = 0.248	p = 0.255
9.2: Supervisor doesn't use bad lang (numeric)	0.100	0.111
	p = 0.248	p = 0.285
9.2: Supervisor will side with me (numeric)	−0.010	−0.013
	p = 0.484	p = 0.639
9.2: Respect supervisor (numeric)	−0.001	−0.007
	p = 0.734	p = 0.896
9.2: Supervisor speaks openly (numeric)	0.045	0.050
	p = 0.486	p = 0.489
9.2: I get fair salary (numeric)	−0.026	−0.017
	p = 0.484	p = 1.000
Gender: female	0.012	0.001
	p = 0.734	p = 0.884
Age	−0.001	−0.002
	p = 0.734	p = 0.370
Years of schooling	0.002	0.0003
	p = 0.734	p = 0.860
Ever married	−0.074	−0.081
	p = 0.250	p = 0.501
Experience in sector (yrs)	0.0001	0.001
	p = 0.734	p = 0.877
Tenure at factory (yrs)	0.020	0.017
	p = 0.250	p = 0.273
7.1: position helper/lineman	−0.007	−0.009
	p = 0.734	p = 1.000
7.1: position operator	0.151	0.149
	p = 0.000***	p = 0.134
Constant	0.114	0.130
	p = 0.484	p = 0.505
Observations	389	389
Adjusted R^2	0.050	0.049
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 26: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (disagree = 1)	0.042	0.095
	p = 0.625	p = 0.251
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.049	−0.092
	p = 0.553	p = 0.249
9.2: Supervisor will side with me (disagree = 1)	0.008	0.004
	p = 0.816	p = 0.900
9.2: Respect supervisor (disagree = 1)	0.040	0.007
	p = 0.528	p = 0.902
9.2: Supervisor speaks openly (disagree = 1)	−0.013	−0.008
	p = 0.782	p = 0.854
9.2: I get fair salary (disagree = 1)	0.020	0.008
	p = 0.516	p = 0.793
Gender: female	0.084	0.034
	p = 0.048**	p = 0.377
Age	0.003	0.001
	p = 0.327	p = 0.702
Years of schooling	0.004	0.0003
	p = 0.473	p = 0.949
Ever married	−0.135	−0.134
	p = 0.004***	p = 0.002***
Experience in sector (yrs)	0.001	0.0002
	p = 0.828	p = 0.960
Tenure at factory (yrs)	0.012	0.012
	p = 0.113	p = 0.052*
7.1: position helper/lineman	−0.057	−0.022
	p = 0.405	p = 0.729
7.1: position operator	0.104	0.139
	p = 0.082*	p = 0.014**
Constant	0.009	0.140
	p = 0.957	p = 0.180
Observations	888	888
Adjusted R^2	0.059	0.039
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 27: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (disagree = 1)	0.095	0.125
	p = 0.000***	p = 0.260
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.068	−0.093
	p = 0.536	p = 0.394
9.2: Supervisor will side with me (disagree = 1)	0.016	0.019
	p = 0.509	p = 0.608
9.2: Respect supervisor (disagree = 1)	−0.039	−0.036
	p = 0.781	p = 1.000
9.2: Supervisor speaks openly (disagree = 1)	−0.056	−0.067
	p = 0.245	p = 0.374
9.2: I get fair salary (disagree = 1)	0.040	0.016
	p = 0.509	p = 0.881
Gender: female	0.019	0.009
	p = 0.781	p = 0.872
Age	−0.001	−0.002
	p = 0.781	p = 0.500
Years of schooling	0.002	0.0001
	p = 0.781	p = 1.000
Ever married	−0.073	−0.080
	p = 0.517	p = 0.531
Experience in sector (yrs)	−0.00003	0.001
	p = 0.781	p = 1.000
Tenure at factory (yrs)	0.021	0.017
	p = 0.000***	p = 0.245
7.1: position helper/lineman	−0.015	−0.022
	p = 0.517	p = 1.000
7.1: position operator	0.144	0.141
	p = 0.000***	p = 0.264
Constant	0.122	0.167
	p = 0.509	p = 0.499
Observations	389	389
Adjusted R^2	0.029	0.025
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 28: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	−0.011	−0.009
	p = 0.588	p = 0.614
Gender: female	0.083	0.032
	p = 0.046**	p = 0.405
Age	0.003	0.001
	p = 0.324	p = 0.715
Years of schooling	0.004	0.0001
	p = 0.466	p = 0.980
Ever married	−0.136	−0.135
	p = 0.004***	p = 0.002***
Experience in sector (yrs)	0.001	0.0001
	p = 0.853	p = 0.991
Tenure at factory (yrs)	0.012	0.012
	p = 0.105	p = 0.050**
7.1: position helper/lineman	−0.063	−0.024
	p = 0.356	p = 0.702
7.1: position operator	0.101	0.138
	p = 0.089*	p = 0.015**
Constant	0.033	0.152
	p = 0.846	p = 0.127
Observations	888	888
Adjusted R^2	0.064	0.043
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 29: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	−0.003	0.005
	p = 0.753	p = 1.000
Gender: female	0.014	0.003
	p = 0.753	p = 1.000
Age	−0.001	−0.002
	p = 0.753	p = 0.519
Years of schooling	0.002	0.0001
	p = 0.753	p = 0.884
Ever married	−0.078	−0.084
	p = 0.258	p = 0.489
Experience in sector (yrs)	−0.0002	0.0005
	p = 0.753	p = 0.848
Tenure at factory (yrs)	0.021	0.018
	p = 0.000***	p = 0.255
7.1: position helper/lineman	−0.009	−0.018
	p = 0.753	p = 0.759
7.1: position operator	0.148	0.143
	p = 0.000***	p = 0.264
Constant	0.145	0.187
	p = 0.495	p = 0.505
Observations	389	389
Adjusted R^2	0.036	0.032
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 30: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	−0.004	−0.006
	p = 0.861	p = 0.781
Gender: female	0.083	0.031
	p = 0.047**	p = 0.423
Age	0.003	0.001
	p = 0.337	p = 0.714
Years of schooling	0.004	0.0003
	p = 0.445	p = 0.956
Ever married	−0.135	−0.135
	p = 0.004***	p = 0.002***
Experience in sector (yrs)	0.001	−0.00000
	p = 0.867	p = 1.000
Tenure at factory (yrs)	0.012	0.012
	p = 0.098*	p = 0.050**
7.1: position helper/lineman	−0.064	−0.027
	p = 0.348	p = 0.671
7.1: position operator	0.100	0.136
	p = 0.095*	p = 0.017**
9.1: Factory has rules	0.037	0.017
	p = 0.415	p = 0.693
9.1: Management consults workers	0.036	0.049
	p = 0.570	p = 0.436
9.1: Must obey orders	0.044	0.027
	p = 0.399	p = 0.591
Constant	0.001	0.134
	p = 0.995	p = 0.205
Observations	888	888
Adjusted R^2	0.062	0.040

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 31: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Ever injured in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.002	0.007
	p = 0.753	p = 1.000
Gender: female	0.013	0.002
	p = 0.753	p = 1.000
Age	−0.001	−0.003
	p = 0.753	p = 0.399
Years of schooling	0.002	0.00001
	p = 0.753	p = 0.861
Ever married	−0.076	−0.086
	p = 0.239	p = 0.487
Experience in sector (yrs)	−0.001	0.0002
	p = 0.753	p = 0.884
Tenure at factory (yrs)	0.022	0.018
	p = 0.000***	p = 0.261
7.1: position helper/lineman	−0.004	−0.012
	p = 0.753	p = 1.000
7.1: position operator	0.151	0.147
	p = 0.000***	p = 0.129
9.1: Factory has rules	0.039	0.035
	p = 0.514	p = 0.616
9.1: Management consults workers	−0.013	−0.008
	p = 0.481	p = 0.873
9.1: Must obey orders	0.028	0.010
	p = 0.514	p = 0.645
Constant	0.126	0.172
	p = 0.514	p = 0.528
Observations	389	389
Adjusted R^2	0.030	0.026

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 32: 10.16: Likelihood of reporting feeling safe in factory, Specification 1: 9.1 raw data + covariates.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
Gender: female	0.051	0.060
	p = 0.014**	p = 0.002***
Age	0.001	0.003
	p = 0.544	p = 0.069*
Years of schooling	−0.0003	0.002
	p = 0.894	p = 0.308
Ever married	−0.018	−0.017
	p = 0.429	p = 0.407
Experience in sector (yrs)	−0.005	−0.005
	p = 0.063*	p = 0.030**
Tenure at factory (yrs)	0.001	0.002
	p = 0.816	p = 0.495
7.1: position helper/lineman	−0.050	−0.046
	p = 0.141	p = 0.151
7.1: position operator	−0.034	−0.035
	p = 0.255	p = 0.224
9.1: Factory has rules	−0.031	−0.040
	p = 0.144	p = 0.057*
9.1: Management consults workers	0.011	0.010
	p = 0.730	p = 0.742
9.1: Must obey orders	−0.036	−0.054
	p = 0.129	p = 0.019**
Constant	0.941	0.926
	p = 0.000***	p = 0.000***
Observations	888	888
Adjusted R^2	0.066	0.020

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 33: 10.16: Likelihood of reporting feeling safe in factory, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
Gender: female	0.024	0.022
	p = 0.505	p = 0.521
Age	0.002	0.002
	p = 0.000***	p = 0.241
Years of schooling	−0.003	−0.003
	p = 0.489	p = 0.384
Ever married	0.017	0.007
	p = 0.261	p = 0.626
Experience in sector (yrs)	−0.013	−0.013
	p = 0.245	p = 0.525
Tenure at factory (yrs)	0.010	0.011
	p = 0.261	p = 0.109
7.1: position helper/lineman	−0.033	−0.025
	p = 0.244	p = 0.654
7.1: position operator	−0.028	−0.028
	p = 0.244	p = 0.260
9.1: Factory has rules	−0.002	−0.009
	p = 0.489	p = 0.627
9.1: Management consults workers	0.021	0.018
	p = 0.000***	p = 0.253
9.1: Must obey orders	−0.028	−0.038
	p = 0.506	p = 0.365
Constant	0.991	0.983
	p = 0.245	p = 0.000***
Observations	389	389
Adjusted R^2	0.037	0.034

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 34: 10.16: Likelihood of reporting feeling safe in factory, Specification 2: 9.2 raw data + covariates.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	0.003	0.008
	p = 0.817	p = 0.582
9.2: Supervisor doesn't use bad lang (numeric)	0.012	0.012
	p = 0.412	p = 0.413
9.2: Supervisor will side with me (numeric)	−0.017	−0.019
	p = 0.047**	p = 0.020**
9.2: Respect supervisor (numeric)	0.011	0.010
	p = 0.432	p = 0.454
9.2: Supervisor speaks openly (numeric)	−0.002	0.003
	p = 0.876	p = 0.802
9.2: I get fair salary (numeric)	0.021	0.023
	p = 0.0005***	p = 0.00004***
Gender: female	0.041	0.053
	p = 0.052*	p = 0.006***
Age	0.001	0.003
	p = 0.549	p = 0.069*
Years of schooling	0.0002	0.003
	p = 0.926	p = 0.172
Ever married	−0.017	−0.015
	p = 0.460	p = 0.459
Experience in sector (yrs)	−0.005	−0.006
	p = 0.046**	p = 0.017**
Tenure at factory (yrs)	0.002	0.003
	p = 0.603	p = 0.297
7.1: position helper/lineman	−0.041	−0.043
	p = 0.220	p = 0.173
7.1: position operator	−0.028	−0.030
	p = 0.331	p = 0.277
Constant	0.812	0.750
	p = 0.000***	p = 0.000***
Observations	888	888
Adjusted R^2	0.082	0.044
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 35: 10.16: Likelihood of reporting feeling safe in factory, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	−0.007	−0.006
	p = 0.755	p = 0.870
9.2: Supervisor doesn't use bad lang (numeric)	0.031	0.032
	p = 0.493	p = 0.639
9.2: Supervisor will side with me (numeric)	−0.010	−0.010
	p = 0.493	p = 0.372
9.2: Respect supervisor (numeric)	0.00001	0.0002
	p = 0.755	p = 1.000
9.2: Supervisor speaks openly (numeric)	−0.003	−0.004
	p = 0.755	p = 1.000
9.2: I get fair salary (numeric)	0.024	0.024
	p = 0.262	p = 0.250
Gender: female	0.011	0.011
	p = 0.755	p = 0.386
Age	0.002	0.002
	p = 0.240	p = 0.146
Years of schooling	−0.002	−0.002
	p = 0.493	p = 0.660
Ever married	0.025	0.023
	p = 0.000***	p = 0.367
Experience in sector (yrs)	−0.013	−0.013
	p = 0.253	p = 0.360
Tenure at factory (yrs)	0.011	0.012
	p = 0.515	p = 0.479
7.1: position helper/lineman	−0.015	−0.010
	p = 0.502	p = 0.620
7.1: position operator	−0.011	−0.009
	p = 0.515	p = 0.387
Constant	0.837	0.823
	p = 0.000***	p = 0.000***
Observations	389	389
Adjusted R^2	0.073	0.078
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 36: 10.16: Likelihood of reporting feeling safe in factory, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (disagree = 1)	0.061	0.069
	p = 0.151	p = 0.090*
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.070	−0.081
	p = 0.084*	p = 0.040**
9.2: Supervisor will side with me (disagree = 1)	0.026	0.024
	p = 0.134	p = 0.144
9.2: Respect supervisor (disagree = 1)	−0.054	−0.048
	p = 0.077*	p = 0.112
9.2: Supervisor speaks openly (disagree = 1)	−0.016	−0.028
	p = 0.480	p = 0.212
9.2: I get fair salary (disagree = 1)	−0.050	−0.056
	p = 0.002***	p = 0.0002***
Gender: female	0.048	0.060
	p = 0.020**	p = 0.002***
Age	0.001	0.003
	p = 0.535	p = 0.065*
Years of schooling	0.0002	0.003
	p = 0.944	p = 0.167
Ever married	−0.016	−0.015
	p = 0.473	p = 0.471
Experience in sector (yrs)	−0.005	−0.005
	p = 0.052*	p = 0.023**
Tenure at factory (yrs)	0.002	0.003
	p = 0.629	p = 0.330
7.1: position helper/lineman	−0.046	−0.047
	p = 0.165	p = 0.130
7.1: position operator	−0.030	−0.031
	p = 0.312	p = 0.266
Constant	0.929	0.908
	p = 0.000***	p = 0.000***
Observations	888	888
Adjusted R^2	0.084	0.043
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 37: 10.16: Likelihood of reporting feeling safe in factory, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (disagree = 1)	0.102	0.099
	p = 0.000***	p = 0.133
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.112	−0.112
	p = 0.239	p = 0.625
9.2: Supervisor will side with me (disagree = 1)	0.017	0.017
	p = 0.497	p = 0.509
9.2: Respect supervisor (disagree = 1)	−0.077	−0.078
	p = 0.480	p = 0.228
9.2: Supervisor speaks openly (disagree = 1)	−0.024	−0.023
	p = 0.480	p = 0.509
9.2: I get fair salary (disagree = 1)	−0.054	−0.054
	p = 0.241	p = 0.252
Gender: female	0.019	0.019
	p = 0.480	p = 0.359
Age	0.002	0.002
	p = 0.239	p = 0.266
Years of schooling	−0.002	−0.002
	p = 0.497	p = 0.641
Ever married	0.033	0.031
	p = 0.000***	p = 0.509
Experience in sector (yrs)	−0.013	−0.013
	p = 0.258	p = 0.478
Tenure at factory (yrs)	0.011	0.012
	p = 0.499	p = 0.366
7.1: position helper/lineman	−0.029	−0.024
	p = 0.480	p = 0.387
7.1: position operator	−0.017	−0.015
	p = 0.480	p = 0.365
Constant	0.987	0.975
	p = 0.000***	p = 0.000***
Observations	389	389
Adjusted R^2	0.090	0.094
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 38: 10.16: Likelihood of reporting feeling safe in factory, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.028	0.038
	p = 0.005***	p = 0.0001***
Gender: female	0.052	0.061
	p = 0.013**	p = 0.002***
Age	0.001	0.003
	p = 0.648	p = 0.097*
Years of schooling	−0.0005	0.002
	p = 0.860	p = 0.301
Ever married	−0.016	−0.014
	p = 0.475	p = 0.494
Experience in sector (yrs)	−0.005	−0.006
	p = 0.050**	p = 0.019**
Tenure at factory (yrs)	0.002	0.003
	p = 0.644	p = 0.372
7.1: position helper/lineman	−0.044	−0.045
	p = 0.185	p = 0.153
7.1: position operator	−0.031	−0.033
	p = 0.289	p = 0.249
Constant	0.911	0.893
	p = 0.000***	p = 0.000***
Observations	888	888
Adjusted R^2	0.073	0.030
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 39: 10.16: Likelihood of reporting feeling safe in factory, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.039	0.043
	p = 0.238	p = 0.130
Gender: female	0.021	0.018
	p = 0.499	p = 0.503
Age	0.002	0.001
	p = 0.000***	p = 0.131
Years of schooling	−0.002	−0.002
	p = 0.502	p = 0.752
Ever married	0.025	0.020
	p = 0.000***	p = 0.137
Experience in sector (yrs)	−0.014	−0.014
	p = 0.241	p = 0.371
Tenure at factory (yrs)	0.011	0.011
	p = 0.479	p = 0.122
7.1: position helper/lineman	−0.024	−0.021
	p = 0.499	p = 0.753
7.1: position operator	−0.015	−0.014
	p = 0.499	p = 0.481
Constant	0.963	0.960
	p = 0.000***	p = 0.000***
Observations	389	389
Adjusted R^2	0.059	0.061
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 40: 10.16: Likelihood of reporting feeling safe in factory, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.026	0.033
	p = 0.020**	p = 0.002***
Gender: female	0.050	0.059
	p = 0.016**	p = 0.002***
Age	0.001	0.003
	p = 0.602	p = 0.079*
Years of schooling	−0.0004	0.002
	p = 0.875	p = 0.323
Ever married	−0.016	−0.015
	p = 0.478	p = 0.471
Experience in sector (yrs)	−0.005	−0.006
	p = 0.055*	p = 0.020**
Tenure at factory (yrs)	0.001	0.002
	p = 0.682	p = 0.438
7.1: position helper/lineman	−0.046	−0.045
	p = 0.171	p = 0.153
7.1: position operator	−0.032	−0.033
	p = 0.281	p = 0.248
9.1: Factory has rules	−0.019	−0.022
	p = 0.393	p = 0.302
9.1: Management consults workers	0.018	0.021
	p = 0.573	p = 0.502
9.1: Must obey orders	−0.011	−0.020
	p = 0.670	p = 0.435
Constant	0.921	0.908
	p = 0.000***	p = 0.000***
Observations	888	888
Adjusted R^2	0.072	0.030

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 41: 10.16: Likelihood of reporting feeling safe in factory, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Feel safe in factory	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.038	0.041
	p = 0.235	p = 0.238
Gender: female	0.020	0.018
	p = 0.498	p = 0.477
Age	0.002	0.002
	p = 0.000***	p = 0.121
Years of schooling	−0.002	−0.002
	p = 0.520	p = 0.637
Ever married	0.022	0.017
	p = 0.000***	p = 0.374
Experience in sector (yrs)	−0.014	−0.014
	p = 0.257	p = 0.253
Tenure at factory (yrs)	0.011	0.011
	p = 0.235	p = 0.125
7.1: position helper/lineman	−0.024	−0.020
	p = 0.498	p = 0.856
7.1: position operator	−0.015	−0.014
	p = 0.755	p = 0.866
9.1: Factory has rules	0.015	0.012
	p = 0.755	p = 0.761
9.1: Management consults workers	0.029	0.028
	p = 0.000***	p = 0.233
9.1: Must obey orders	0.004	0.001
	p = 0.755	p = 1.000
Constant	0.954	0.951
	p = 0.000***	p = 0.000***
Observations	389	389
Adjusted R^2	0.054	0.056

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 42: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.0004	0.015	−0.019	0.003	−0.008	0.010
	p = 0.985	p = 0.479	p = 0.426	p = 0.899	p = 0.713	p = 0.624
Age	0.004	0.004	−0.001	0.001	0.0002	0.001
	p = 0.030**	p = 0.028**	p = 0.637	p = 0.712	p = 0.919	p = 0.395
Years of schooling	−0.001	0.003	0.0001	0.005	−0.0001	0.005
	p = 0.685	p = 0.196	p = 0.963	p = 0.112	p = 0.983	p = 0.048**
Ever married	0.0003	0.021	0.087	0.085	0.001	0.034
	p = 0.990	p = 0.351	p = 0.001***	p = 0.001***	p = 0.972	p = 0.136
Experience in sector (yrs)	−0.0005	−0.001	−0.001	−0.002	−0.002	−0.001
	p = 0.851	p = 0.607	p = 0.607	p = 0.469	p = 0.399	p = 0.823
Tenure at factory (yrs)	−0.005	−0.002	−0.0004	0.0002	0.003	0.003
	p = 0.178	p = 0.642	p = 0.933	p = 0.954	p = 0.353	p = 0.469
7.1: position helper/lineman	0.013	−0.018	−0.015	−0.020	0.040	−0.011
	p = 0.702	p = 0.608	p = 0.697	p = 0.598	p = 0.238	p = 0.753
7.1: position operator	0.008	−0.006	0.003	−0.005	0.008	−0.016
	p = 0.806	p = 0.858	p = 0.937	p = 0.894	p = 0.782	p = 0.604
9.1: Factory has rules	0.006	−0.006	0.010	−0.009	−0.006	−0.021
	p = 0.791	p = 0.777	p = 0.686	p = 0.713	p = 0.784	p = 0.358
9.1: Management consults workers	0.042	0.051	−0.009	−0.009	−0.013	−0.002
	p = 0.201	p = 0.130	p = 0.795	p = 0.815	p = 0.683	p = 0.957
9.1: Must obey orders	−0.012	−0.019	−0.079	−0.104	−0.034	−0.054
	p = 0.616	p = 0.457	p = 0.004***	p = 0.0002***	p = 0.151	p = 0.030**
Constant	0.820	0.828	0.976	0.867	0.899	0.878
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.131	0.005	0.179	0.038	0.184	0.007

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 43: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.033	−0.031	−0.017	−0.019	0.027	0.024
	p = 0.495	p = 0.727	p = 0.498	p = 0.631	p = 0.264	p = 0.244
Age	0.003	0.003	−0.0003	−0.001	0.0003	−0.0001
	p = 0.000***	p = 0.130	p = 0.745	p = 0.880	p = 0.506	p = 1.000
Years of schooling	−0.005	−0.004	−0.002	−0.002	−0.004	−0.005
	p = 0.238	p = 0.498	p = 0.506	p = 0.739	p = 0.000***	p = 0.128
Ever married	0.028	0.026	0.093	0.083	0.026	0.027
	p = 0.247	p = 0.379	p = 0.247	p = 0.383	p = 0.242	p = 0.243
Experience in sector (yrs)	−0.0005	−0.001	−0.010	−0.010	−0.005	−0.005
	p = 0.000***	p = 0.226	p = 0.000***	p = 0.126	p = 0.495	p = 0.119
Tenure at factory (yrs)	−0.006	−0.004	0.003	0.005	0.003	0.001
	p = 0.247	p = 0.369	p = 0.486	p = 0.619	p = 0.759	p = 1.000
7.1: position helper/lineman	0.018	0.025	−0.029	−0.020	−0.017	−0.025
	p = 0.495	p = 0.741	p = 0.506	p = 1.000	p = 0.000***	p = 0.256
7.1: position operator	−0.002	−0.0002	−0.004	−0.003	−0.013	−0.016
	p = 0.742	p = 1.000	p = 0.745	p = 0.870	p = 0.506	p = 0.487
9.1: Factory has rules	0.010	0.008	0.023	0.016	−0.025	−0.024
	p = 0.485	p = 0.741	p = 0.486	p = 0.736	p = 0.000***	p = 0.507
9.1: Management consults workers	0.038	0.035	0.006	0.003	−0.009	−0.005
	p = 0.000***	p = 0.261	p = 0.745	p = 1.000	p = 0.000***	p = 0.503
9.1: Must obey orders	−0.030	−0.030	−0.082	−0.090	−0.039	−0.043
	p = 0.257	p = 0.515	p = 0.239	p = 0.394	p = 0.000***	p = 0.468
Constant	0.943	0.924	0.991	0.977	1.006	1.035
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.010	0.012	0.045	0.046	0.017	0.009

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 44: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.026	0.030	−0.024	−0.031	0.029	0.027
	p = 0.085*	p = 0.055*	p = 0.161	p = 0.074*	p = 0.052*	p = 0.083*
9.2: Supervisor doesn't use bad lang (numeric)	0.004	0.005	0.023	0.032	−0.023	−0.023
	p = 0.797	p = 0.768	p = 0.178	p = 0.067*	p = 0.131	p = 0.144
9.2: Supervisor will side with me (numeric)	0.002	−0.003	−0.002	−0.006	0.002	−0.004
	p = 0.786	p = 0.702	p = 0.845	p = 0.541	p = 0.824	p = 0.621
9.2: Respect supervisor (numeric)	−0.029	−0.028	−0.020	−0.023	0.010	−0.001
	p = 0.037**	p = 0.044**	p = 0.210	p = 0.142	p = 0.462	p = 0.921
9.2: Supervisor speaks openly (numeric)	−0.031	−0.022	0.012	0.024	−0.012	0.009
	p = 0.011**	p = 0.065*	p = 0.390	p = 0.082*	p = 0.315	p = 0.478
9.2: I get fair salary (numeric)	0.019	0.017	0.011	0.014	0.007	0.011
	p = 0.003***	p = 0.005***	p = 0.103	p = 0.048**	p = 0.232	p = 0.067*
Gender: female	−0.010	0.005	−0.027	−0.008	−0.010	0.008
	p = 0.646	p = 0.806	p = 0.258	p = 0.728	p = 0.649	p = 0.713
Age	0.003	0.003	−0.001	0.0001	0.0002	0.001
	p = 0.049**	p = 0.042**	p = 0.493	p = 0.976	p = 0.903	p = 0.456
Years of schooling	−0.001	0.003	0.001	0.006	0.0004	0.006
	p = 0.704	p = 0.244	p = 0.726	p = 0.062*	p = 0.875	p = 0.035**
Ever married	−0.003	0.020	0.090	0.089	−0.0001	0.034
	p = 0.891	p = 0.383	p = 0.001***	p = 0.001***	p = 0.999	p = 0.143
Experience in sector (yrs)	−0.001	−0.002	−0.001	−0.002	−0.002	−0.001
	p = 0.844	p = 0.547	p = 0.674	p = 0.545	p = 0.344	p = 0.747
Tenure at factory (yrs)	−0.004	−0.001	0.00004	0.001	0.004	0.003
	p = 0.264	p = 0.696	p = 0.993	p = 0.797	p = 0.255	p = 0.356
7.1: position helper/lineman	0.014	−0.016	−0.028	−0.030	0.038	−0.012
	p = 0.693	p = 0.632	p = 0.478	p = 0.444	p = 0.265	p = 0.727
7.1: position operator	0.012	−0.0003	−0.002	−0.007	0.009	−0.014
	p = 0.701	p = 0.991	p = 0.964	p = 0.833	p = 0.757	p = 0.654
Constant	0.921	0.883	0.998	0.835	0.847	0.789
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.150	0.022	0.161	0.023	0.184	0.007

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 45: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.028	0.030	−0.040	−0.036	0.018	0.011
	p = 0.485	p = 0.137	p = 0.513	p = 0.640	p = 0.499	p = 0.877
9.2: Supervisor doesn't use bad lang (numeric)	−0.005	−0.007	0.052	0.053	−0.028	−0.023
	p = 0.759	p = 0.885	p = 0.513	p = 0.625	p = 0.232	p = 0.376
9.2: Supervisor will side with me (numeric)	0.011	0.011	0.001	0.001	0.008	0.007
	p = 0.485	p = 0.358	p = 0.755	p = 0.846	p = 0.499	p = 0.647
9.2: Respect supervisor (numeric)	−0.032	−0.031	−0.059	−0.059	−0.008	−0.011
	p = 0.000***	p = 0.117	p = 0.246	p = 0.243	p = 0.499	p = 0.760
9.2: Supervisor speaks openly (numeric)	−0.027	−0.028	0.008	0.005	−0.007	−0.004
	p = 0.000***	p = 0.247	p = 0.246	p = 0.135	p = 0.499	p = 0.747
9.2: I get fair salary (numeric)	0.012	0.010	0.016	0.016	0.004	0.009
	p = 0.253	p = 0.384	p = 0.267	p = 0.256	p = 0.245	p = 0.114
Gender: female	−0.036	−0.034	−0.027	−0.027	0.029	0.024
	p = 0.485	p = 0.734	p = 0.513	p = 0.759	p = 0.000***	p = 0.256
Age	0.003	0.003	−0.001	−0.001	−0.0001	−0.001
	p = 0.000***	p = 0.231	p = 0.755	p = 0.881	p = 0.744	p = 0.646
Years of schooling	−0.005	−0.004	−0.002	−0.001	−0.004	−0.004
	p = 0.485	p = 0.511	p = 0.488	p = 0.756	p = 0.000***	p = 0.123
Ever married	0.033	0.033	0.104	0.099	0.025	0.025
	p = 0.527	p = 0.369	p = 0.242	p = 0.361	p = 0.267	p = 0.119
Experience in sector (yrs)	−0.0003	−0.0004	−0.009	−0.009	−0.005	−0.005
	p = 0.274	p = 0.499	p = 0.242	p = 0.124	p = 0.512	p = 0.348
Tenure at factory (yrs)	−0.004	−0.004	0.004	0.006	0.004	0.002
	p = 0.527	p = 0.359	p = 0.509	p = 0.623	p = 0.267	p = 1.000
7.1: position helper/lineman	0.021	0.023	−0.032	−0.022	−0.023	−0.028
	p = 0.485	p = 0.756	p = 0.488	p = 0.621	p = 0.000***	p = 0.275
7.1: position operator	0.001	0.002	−0.006	−0.003	−0.020	−0.022
	p = 0.759	p = 1.000	p = 0.488	p = 0.736	p = 0.000***	p = 0.112
Constant	1.029	1.020	1.103	1.071	1.060	1.080
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.019	0.024	0.038	0.041	0.017	0.008

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 46: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.004	0.001	0.074	0.097	−0.005	0.026
	p = 0.932	p = 0.981	p = 0.136	p = 0.056*	p = 0.910	p = 0.558
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.048	−0.052	−0.082	−0.098	−0.025	−0.040
	p = 0.260	p = 0.230	p = 0.084*	p = 0.046**	p = 0.553	p = 0.361
9.2: Supervisor will side with me (disagree = 1)	−0.011	−0.008	0.015	0.013	−0.004	−0.001
	p = 0.552	p = 0.652	p = 0.459	p = 0.525	p = 0.836	p = 0.957
9.2: Respect supervisor (disagree = 1)	0.024	0.022	−0.003	0.004	0.024	0.028
	p = 0.453	p = 0.508	p = 0.930	p = 0.914	p = 0.453	p = 0.398
9.2: Supervisor speaks openly (disagree = 1)	0.052	0.039	−0.005	−0.030	−0.013	−0.044
	p = 0.032**	p = 0.116	p = 0.865	p = 0.270	p = 0.568	p = 0.072*
9.2: I get fair salary (disagree = 1)	−0.041	−0.037	−0.020	−0.027	−0.009	−0.016
	p = 0.012**	p = 0.019**	p = 0.270	p = 0.126	p = 0.563	p = 0.329
Gender: female	−0.006	0.011	−0.024	−0.003	−0.011	0.009
	p = 0.787	p = 0.585	p = 0.311	p = 0.903	p = 0.611	p = 0.660
Age	0.003	0.004	−0.001	0.0003	0.00002	0.001
	p = 0.042**	p = 0.032**	p = 0.603	p = 0.877	p = 0.991	p = 0.493
Years of schooling	−0.001	0.003	0.002	0.006	0.0001	0.006
	p = 0.711	p = 0.209	p = 0.613	p = 0.040**	p = 0.965	p = 0.038**
Ever married	−0.0003	0.021	0.089	0.088	0.004	0.037
	p = 0.991	p = 0.367	p = 0.001***	p = 0.001***	p = 0.867	p = 0.103
Experience in sector (yrs)	−0.0005	−0.001	−0.001	−0.002	−0.002	−0.001
	p = 0.863	p = 0.608	p = 0.650	p = 0.561	p = 0.391	p = 0.816
Tenure at factory (yrs)	−0.005	−0.002	0.0001	0.001	0.004	0.003
	p = 0.202	p = 0.615	p = 0.989	p = 0.785	p = 0.275	p = 0.369
7.1: position helper/lineman	0.017	−0.016	−0.025	−0.030	0.040	−0.013
	p = 0.637	p = 0.650	p = 0.529	p = 0.437	p = 0.237	p = 0.708
7.1: position operator	0.015	0.001	0.002	−0.005	0.010	−0.015
	p = 0.628	p = 0.983	p = 0.944	p = 0.885	p = 0.734	p = 0.638
Constant	0.863	0.860	0.974	0.849	0.900	0.874
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.141	0.013	0.158	0.017	0.184	0.008

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 47: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	0.003	−0.003	0.141	0.139	0.074	0.085
	p = 0.725	p = 1.000	p = 0.000***	p = 0.122	p = 0.000***	p = 0.130
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.038	−0.035	−0.142	−0.146	−0.057	−0.064
	p = 0.500	p = 0.893	p = 0.000***	p = 0.635	p = 0.000***	p = 0.126
9.2: Supervisor will side with me (disagree = 1)	−0.007	−0.008	0.012	0.012	−0.016	−0.015
	p = 0.500	p = 0.752	p = 0.493	p = 0.393	p = 0.499	p = 0.647
9.2: Respect supervisor (disagree = 1)	0.016	0.015	−0.028	−0.030	0.013	0.015
	p = 0.725	p = 0.863	p = 0.475	p = 0.877	p = 0.490	p = 0.367
9.2: Supervisor speaks openly (disagree = 1)	0.035	0.037	0.001	0.002	−0.015	−0.019
	p = 0.478	p = 0.411	p = 0.737	p = 1.000	p = 0.745	p = 0.878
9.2: I get fair salary (disagree = 1)	−0.021	−0.018	−0.020	−0.023	0.001	−0.006
	p = 0.478	p = 0.622	p = 0.493	p = 0.373	p = 0.745	p = 0.479
Gender: female	−0.035	−0.034	−0.019	−0.021	0.028	0.025
	p = 0.472	p = 0.739	p = 0.493	p = 0.763	p = 0.000***	p = 0.265
Age	0.003	0.003	−0.0005	−0.001	0.0001	−0.0003
	p = 0.000***	p = 0.113	p = 0.737	p = 0.862	p = 0.745	p = 0.873
Years of schooling	−0.004	−0.004	−0.001	−0.001	−0.004	−0.004
	p = 0.247	p = 0.513	p = 0.475	p = 0.623	p = 0.244	p = 0.120
Ever married	0.036	0.035	0.109	0.102	0.026	0.027
	p = 0.253	p = 0.371	p = 0.000***	p = 0.369	p = 0.244	p = 0.253
Experience in sector (yrs)	−0.0003	−0.0005	−0.009	−0.009	−0.005	−0.005
	p = 0.225	p = 0.120	p = 0.244	p = 0.133	p = 0.490	p = 0.234
Tenure at factory (yrs)	−0.005	−0.004	0.004	0.005	0.003	0.001
	p = 0.478	p = 0.397	p = 0.506	p = 0.614	p = 0.499	p = 1.000
7.1: position helper/lineman	0.022	0.026	−0.038	−0.029	−0.019	−0.025
	p = 0.472	p = 0.604	p = 0.475	p = 0.728	p = 0.000***	p = 0.135
7.1: position operator	0.003	0.005	−0.008	−0.005	−0.013	−0.016
	p = 0.725	p = 0.879	p = 0.737	p = 1.000	p = 0.244	p = 0.370
Constant	0.947	0.934	0.969	0.953	0.998	1.022
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	−0.00002	0.004	0.022	0.024	0.017	0.013

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 48: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.014	0.021	0.009	0.019	0.012	0.019
	p = 0.176	p = 0.044**	p = 0.421	p = 0.104	p = 0.247	p = 0.069*
Gender: female	−0.0003	0.015	−0.023	−0.004	−0.009	0.009
	p = 0.988	p = 0.459	p = 0.342	p = 0.873	p = 0.657	p = 0.677
Age	0.004	0.003	−0.001	0.0002	0.0001	0.001
	p = 0.040**	p = 0.038**	p = 0.553	p = 0.931	p = 0.971	p = 0.487
Years of schooling	−0.001	0.003	0.001	0.006	0.0002	0.006
	p = 0.699	p = 0.195	p = 0.693	p = 0.057*	p = 0.933	p = 0.036**
Ever married	0.001	0.023	0.089	0.088	0.002	0.036
	p = 0.969	p = 0.312	p = 0.001***	p = 0.001***	p = 0.925	p = 0.114
Experience in sector (yrs)	−0.001	−0.002	−0.002	−0.002	−0.002	−0.001
	p = 0.809	p = 0.560	p = 0.594	p = 0.477	p = 0.383	p = 0.780
Tenure at factory (yrs)	−0.005	−0.001	0.0004	0.001	0.004	0.003
	p = 0.228	p = 0.730	p = 0.927	p = 0.793	p = 0.296	p = 0.383
7.1: position helper/lineman	0.015	−0.016	−0.026	−0.031	0.038	−0.014
	p = 0.672	p = 0.638	p = 0.502	p = 0.422	p = 0.262	p = 0.681
7.1: position operator	0.010	−0.003	−0.0002	−0.007	0.008	−0.016
	p = 0.749	p = 0.933	p = 0.996	p = 0.852	p = 0.794	p = 0.601
Constant	0.823	0.825	0.972	0.845	0.887	0.857
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.131	0.006	0.159	0.015	0.184	0.006

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 49: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.006	0.008	0.004	0.010	−0.010	−0.008
	p = 0.504	p = 0.602	p = 0.529	p = 0.391	p = 0.242	p = 0.131
Gender: female	−0.033	−0.033	−0.020	−0.024	0.026	0.022
	p = 0.485	p = 0.752	p = 0.491	p = 0.765	p = 0.000***	p = 0.107
Age	0.003	0.003	−0.001	−0.001	0.0002	−0.0004
	p = 0.000***	p = 0.121	p = 0.755	p = 0.855	p = 0.753	p = 0.758
Years of schooling	−0.005	−0.004	−0.001	−0.001	−0.003	−0.005
	p = 0.240	p = 0.243	p = 0.490	p = 0.627	p = 0.000***	p = 0.122
Ever married	0.036	0.033	0.106	0.098	0.027	0.027
	p = 0.259	p = 0.381	p = 0.264	p = 0.368	p = 0.246	p = 0.125
Experience in sector (yrs)	−0.0004	−0.001	−0.009	−0.009	−0.005	−0.005
	p = 0.000***	p = 0.254	p = 0.000***	p = 0.112	p = 0.488	p = 0.246
Tenure at factory (yrs)	−0.005	−0.003	0.005	0.006	0.004	0.002
	p = 0.504	p = 0.390	p = 0.529	p = 0.763	p = 0.511	p = 1.000
7.1: position helper/lineman	0.016	0.022	−0.041	−0.033	−0.021	−0.028
	p = 0.485	p = 0.751	p = 0.490	p = 1.000	p = 0.000***	p = 0.249
7.1: position operator	−0.002	−0.0004	−0.012	−0.010	−0.018	−0.022
	p = 0.744	p = 0.867	p = 0.755	p = 0.873	p = 0.000***	p = 0.125
Constant	0.939	0.924	0.972	0.961	0.993	1.019
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.002	0.006	0.009	0.009	0.016	0.005

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 50: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.012	0.019	−0.010	−0.004	0.006	0.009
	p = 0.313	p = 0.102	p = 0.413	p = 0.729	p = 0.602	p = 0.410
Gender: female	−0.001	0.015	−0.018	0.003	−0.008	0.010
	p = 0.965	p = 0.484	p = 0.438	p = 0.898	p = 0.704	p = 0.628
Age	0.004	0.004	−0.001	0.001	0.0001	0.001
	p = 0.033**	p = 0.030**	p = 0.659	p = 0.706	p = 0.935	p = 0.406
Years of schooling	−0.001	0.003	0.0002	0.005	−0.0001	0.005
	p = 0.678	p = 0.202	p = 0.956	p = 0.111	p = 0.979	p = 0.049**
Ever married	0.001	0.023	0.086	0.085	0.001	0.035
	p = 0.961	p = 0.322	p = 0.002***	p = 0.001***	p = 0.957	p = 0.129
Experience in sector (yrs)	−0.001	−0.002	−0.001	−0.002	−0.002	−0.001
	p = 0.830	p = 0.555	p = 0.622	p = 0.480	p = 0.392	p = 0.794
Tenure at factory (yrs)	−0.005	−0.001	−0.001	0.0002	0.004	0.003
	p = 0.205	p = 0.675	p = 0.884	p = 0.962	p = 0.334	p = 0.455
7.1: position helper/lineman	0.015	−0.017	−0.016	−0.020	0.041	−0.011
	p = 0.669	p = 0.612	p = 0.670	p = 0.597	p = 0.230	p = 0.756
7.1: position operator	0.008	−0.005	0.002	−0.005	0.009	−0.015
	p = 0.784	p = 0.884	p = 0.955	p = 0.889	p = 0.771	p = 0.616
9.1: Factory has rules	0.012	0.003	0.005	−0.012	−0.003	−0.016
	p = 0.615	p = 0.886	p = 0.847	p = 0.657	p = 0.890	p = 0.498
9.1: Management consults workers	0.045	0.057	−0.012	−0.010	−0.011	0.001
	p = 0.171	p = 0.093*	p = 0.737	p = 0.787	p = 0.721	p = 0.973
9.1: Must obey orders	−0.001	0.001	−0.089	−0.108	−0.029	−0.045
	p = 0.967	p = 0.982	p = 0.003***	p = 0.0005***	p = 0.274	p = 0.106
Constant	0.811	0.818	0.984	0.869	0.895	0.873
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.131	0.007	0.178	0.037	0.183	0.007

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 51: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.002	−0.0001	−0.015	−0.010	−0.020	−0.020
	p = 0.514	p = 1.000	p = 0.511	p = 0.639	p = 0.235	p = 0.124
Gender: female	−0.032	−0.031	−0.016	−0.018	0.029	0.026
	p = 0.502	p = 0.743	p = 0.487	p = 0.753	p = 0.253	p = 0.236
Age	0.003	0.003	−0.0003	−0.0005	0.0004	−0.00005
	p = 0.000***	p = 0.134	p = 0.747	p = 0.878	p = 0.746	p = 0.868
Years of schooling	−0.005	−0.004	−0.003	−0.002	−0.004	−0.005
	p = 0.244	p = 0.496	p = 0.496	p = 0.627	p = 0.000***	p = 0.142
Ever married	0.028	0.026	0.090	0.081	0.023	0.022
	p = 0.256	p = 0.371	p = 0.260	p = 0.483	p = 0.258	p = 0.257
Experience in sector (yrs)	−0.0004	−0.001	−0.009	−0.009	−0.005	−0.005
	p = 0.256	p = 0.271	p = 0.000***	p = 0.377	p = 0.493	p = 0.265
Tenure at factory (yrs)	−0.006	−0.004	0.003	0.005	0.003	0.0004
	p = 0.514	p = 0.364	p = 0.511	p = 0.615	p = 0.746	p = 1.000
7.1: position helper/lineman	0.017	0.025	−0.032	−0.021	−0.021	−0.028
	p = 0.502	p = 0.743	p = 0.496	p = 0.890	p = 0.000***	p = 0.252
7.1: position operator	−0.003	−0.0003	−0.009	−0.006	−0.020	−0.023
	p = 0.758	p = 1.000	p = 0.747	p = 1.000	p = 0.000***	p = 0.361
9.1: Factory has rules	0.009	0.008	0.016	0.010	−0.034	−0.034
	p = 0.758	p = 1.000	p = 0.511	p = 0.745	p = 0.000***	p = 0.518
9.1: Management consults workers	0.038	0.035	0.003	0.0004	−0.013	−0.010
	p = 0.000***	p = 0.268	p = 0.747	p = 1.000	p = 0.000***	p = 0.378
9.1: Must obey orders	−0.031	−0.030	−0.095	−0.099	−0.056	−0.062
	p = 0.514	p = 0.716	p = 0.251	p = 0.508	p = 0.000***	p = 0.240
Constant	0.945	0.924	1.005	0.985	1.025	1.051
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.008	0.010	0.045	0.044	0.023	0.016

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 52: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.019	−0.067	0.004	−0.007	0.074	0.053
	p = 0.664	p = 0.099*	p = 0.927	p = 0.860	p = 0.112	p = 0.215
Age	0.004	0.004	−0.001	−0.001	0.001	−0.00003
	p = 0.214	p = 0.286	p = 0.768	p = 0.768	p = 0.883	p = 0.993
Years of schooling	0.007	0.005	0.001	0.0003	0.006	0.010
	p = 0.216	p = 0.309	p = 0.809	p = 0.951	p = 0.329	p = 0.080*
Ever married	−0.071	−0.031	−0.011	0.003	−0.019	−0.022
	p = 0.135	p = 0.490	p = 0.826	p = 0.943	p = 0.710	p = 0.632
Experience in sector (yrs)	−0.010	−0.010	0.002	0.001	−0.001	0.001
	p = 0.064*	p = 0.053*	p = 0.697	p = 0.912	p = 0.834	p = 0.830
Tenure at factory (yrs)	0.013	0.005	0.006	0.006	−0.005	0.003
	p = 0.092*	p = 0.508	p = 0.448	p = 0.341	p = 0.566	p = 0.632
7.1: position helper/lineman	0.086	0.084	−0.066	−0.072	−0.091	−0.054
	p = 0.216	p = 0.214	p = 0.354	p = 0.268	p = 0.230	p = 0.443
7.1: position operator	0.002	0.026	−0.053	−0.057	−0.134	−0.112
	p = 0.971	p = 0.666	p = 0.395	p = 0.327	p = 0.044**	p = 0.078*
9.1: Factory has rules	−0.220	−0.188	−0.286	−0.284	−0.189	−0.214
	p = 0.00000***	p = 0.00003***	p = 0.000***	p = 0.000***	p = 0.0002***	p = 0.00001***
9.1: Management consults workers	−0.260	−0.229	−0.147	−0.141	−0.083	−0.098
	p = 0.0001***	p = 0.001***	p = 0.028**	p = 0.029**	p = 0.240	p = 0.158
9.1: Must obey orders	−0.246	−0.240	−0.340	−0.349	−0.409	−0.464
	p = 0.00000***	p = 0.00001***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Constant	0.208	0.412	0.460	0.565	1.226	0.858
	p = 0.233	p = 0.0003***	p = 0.011**	p = 0.00000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.139	0.031	0.053	0.063	0.137	0.103

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 53: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.011	−0.014	0.008	0.005	0.048	0.042
	p = 0.738	p = 1.000	p = 0.755	p = 1.000	p = 0.750	p = 0.872
Age	0.007	0.004	−0.001	−0.002	−0.002	−0.002
	p = 0.252	p = 0.378	p = 0.755	p = 1.000	p = 0.490	p = 0.870
Years of schooling	0.007	−0.004	0.009	0.005	0.010	0.013
	p = 0.502	p = 0.595	p = 0.238	p = 0.493	p = 0.490	p = 0.504
Ever married	−0.064	−0.042	−0.018	0.010	−0.045	−0.088
	p = 0.488	p = 0.741	p = 0.755	p = 0.871	p = 0.259	p = 0.118
Experience in sector (yrs)	−0.004	−0.002	0.009	0.009	0.007	0.007
	p = 0.502	p = 0.745	p = 0.508	p = 0.493	p = 0.519	p = 0.764
Tenure at factory (yrs)	0.012	−0.012	0.005	−0.005	−0.009	−0.0005
	p = 0.502	p = 0.153	p = 0.485	p = 0.491	p = 0.519	p = 1.000
7.1: position helper/lineman	0.063	−0.019	−0.024	−0.067	−0.044	−0.0004
	p = 0.488	p = 0.865	p = 0.755	p = 0.512	p = 0.750	p = 0.874
7.1: position operator	−0.009	−0.037	−0.045	−0.056	−0.146	−0.140
	p = 0.738	p = 0.902	p = 0.517	p = 0.721	p = 0.490	p = 0.872
9.1: Factory has rules	−0.126	−0.106	−0.252	−0.229	−0.190	−0.224
	p = 0.488	p = 0.859	p = 0.000***	p = 0.236	p = 0.231	p = 0.111
9.1: Management consults workers	−0.197	−0.165	−0.229	−0.212	−0.151	−0.168
	p = 0.252	p = 0.403	p = 0.000***	p = 0.505	p = 0.000***	p = 0.125
9.1: Must obey orders	−0.148	−0.174	−0.230	−0.218	−0.360	−0.395
	p = 0.488	p = 0.614	p = 0.238	p = 0.262	p = 0.259	p = 0.136
Constant	0.187	0.444	0.375	0.477	1.009	0.937
	p = 0.488	p = 0.513	p = 0.000***	p = 0.265	p = 0.231	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.083	−0.004	0.023	0.013	0.089	0.075

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 54: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.048	−0.075	−0.021	−0.024	−0.058	−0.052
	p = 0.109	p = 0.012**	p = 0.491	p = 0.398	p = 0.061*	p = 0.080*
9.2: Supervisor doesn't use bad lang (numeric)	0.001	0.014	0.079	0.070	0.126	0.135
	p = 0.981	p = 0.640	p = 0.011**	p = 0.017**	p = 0.0001***	p = 0.00001***
9.2: Supervisor will side with me (numeric)	0.005	−0.005	0.033	0.030	0.097	0.088
	p = 0.772	p = 0.760	p = 0.065*	p = 0.065*	p = 0.00000***	p = 0.00000***
9.2: Respect supervisor (numeric)	−0.005	−0.014	0.070	0.058	−0.065	−0.069
	p = 0.861	p = 0.598	p = 0.012**	p = 0.029**	p = 0.021**	p = 0.010***
9.2: Supervisor speaks openly (numeric)	0.074	0.090	0.026	0.024	0.087	0.097
	p = 0.002***	p = 0.0002***	p = 0.273	p = 0.282	p = 0.0005***	p = 0.00004***
9.2: I get fair salary (numeric)	0.082	0.089	0.035	0.040	0.042	0.044
	p = 0.000***	p = 0.000***	p = 0.006***	p = 0.001***	p = 0.001***	p = 0.0002***
Gender: female	−0.033	−0.076	−0.007	−0.008	0.065	0.038
	p = 0.442	p = 0.055*	p = 0.875	p = 0.841	p = 0.139	p = 0.332
Age	0.004	0.003	−0.003	−0.002	−0.003	−0.003
	p = 0.260	p = 0.301	p = 0.454	p = 0.511	p = 0.362	p = 0.323
Years of schooling	0.007	0.006	0.001	0.001	0.004	0.007
	p = 0.188	p = 0.249	p = 0.813	p = 0.865	p = 0.487	p = 0.167
Ever married	−0.062	−0.039	0.006	0.016	0.002	−0.0003
	p = 0.177	p = 0.371	p = 0.900	p = 0.713	p = 0.960	p = 0.995
Experience in sector (yrs)	−0.009	−0.009	0.001	−0.001	−0.001	−0.0002
	p = 0.061*	p = 0.058*	p = 0.864	p = 0.833	p = 0.831	p = 0.966
Tenure at factory (yrs)	0.014	0.005	0.011	0.009	0.001	0.005
	p = 0.057*	p = 0.417	p = 0.153	p = 0.163	p = 0.898	p = 0.421
7.1: position helper/lineman	0.082	0.085	−0.040	−0.077	−0.089	−0.070
	p = 0.228	p = 0.190	p = 0.566	p = 0.227	p = 0.206	p = 0.284
7.1: position operator	−0.008	0.020	−0.046	−0.059	−0.134	−0.109
	p = 0.889	p = 0.731	p = 0.451	p = 0.305	p = 0.030**	p = 0.063*
Constant	−0.285	−0.053	−0.627	−0.369	0.332	−0.035
	p = 0.158	p = 0.722	p = 0.003***	p = 0.012**	p = 0.113	p = 0.813
Observations	888	888	888	888	888	888
Adjusted R^2	0.184	0.102	0.106	0.098	0.258	0.239

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 55: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.058	−0.090	−0.006	−0.016	−0.090	−0.079
	p = 0.231	p = 0.221	p = 0.766	p = 0.661	p = 0.503	p = 0.117
9.2: Supervisor doesn't use bad lang (numeric)	0.041	0.041	0.075	0.055	0.154	0.158
	p = 0.231	p = 0.134	p = 0.543	p = 0.734	p = 0.000***	p = 0.125
9.2: Supervisor will side with me (numeric)	−0.018	−0.022	−0.010	−0.009	0.075	0.076
	p = 0.498	p = 0.761	p = 0.472	p = 0.772	p = 0.252	p = 0.124
9.2: Respect supervisor (numeric)	−0.038	−0.045	0.086	0.091	−0.069	−0.068
	p = 0.000***	p = 0.471	p = 0.000***	p = 0.128	p = 0.504	p = 0.368
9.2: Supervisor speaks openly (numeric)	0.093	0.115	0.037	0.048	0.129	0.121
	p = 0.231	p = 0.261	p = 0.517	p = 0.373	p = 0.252	p = 0.254
9.2: I get fair salary (numeric)	0.102	0.115	0.058	0.054	0.034	0.031
	p = 0.000***	p = 0.143	p = 0.000***	p = 0.371	p = 0.252	p = 0.134
Gender: female	−0.023	−0.032	−0.041	−0.028	0.015	0.016
	p = 0.754	p = 0.874	p = 0.517	p = 1.000	p = 0.755	p = 0.860
Age	0.006	0.004	−0.002	−0.001	−0.004	−0.004
	p = 0.267	p = 0.506	p = 0.766	p = 0.771	p = 0.503	p = 0.751
Years of schooling	0.009	0.002	0.012	0.008	0.013	0.016
	p = 0.000***	p = 0.749	p = 0.223	p = 0.392	p = 0.252	p = 0.368
Ever married	−0.060	−0.026	−0.003	0.038	−0.009	−0.026
	p = 0.256	p = 0.609	p = 0.766	p = 0.889	p = 0.755	p = 0.882
Experience in sector (yrs)	−0.006	−0.004	0.004	0.005	0.003	0.002
	p = 0.498	p = 0.758	p = 0.472	p = 0.508	p = 0.755	p = 0.876
Tenure at factory (yrs)	0.011	−0.007	0.008	−0.002	−0.003	0.003
	p = 0.498	p = 0.382	p = 0.517	p = 1.000	p = 0.755	p = 0.738
7.1: position helper/lineman	0.099	0.026	0.050	−0.012	0.010	0.041
	p = 0.267	p = 0.893	p = 0.295	p = 0.127	p = 0.755	p = 1.000
7.1: position operator	0.029	0.001	0.035	0.013	−0.061	−0.050
	p = 0.523	p = 0.882	p = 0.766	p = 1.000	p = 0.503	p = 0.858
Constant	−0.338	−0.096	−0.820	−0.631	−0.019	−0.120
	p = 0.231	p = 0.254	p = 0.000***	p = 0.000***	p = 0.755	p = 0.503
Observations	389	389	389	389	389	389
Adjusted R^2	0.178	0.142	0.110	0.088	0.232	0.231

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 56: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	0.085	0.133	−0.052	−0.052	0.099	0.097
	p = 0.318	p = 0.122	p = 0.556	p = 0.540	p = 0.271	p = 0.264
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.036	0.003	−0.071	−0.057	−0.294	−0.302
	p = 0.664	p = 0.967	p = 0.407	p = 0.483	p = 0.001***	p = 0.0004***
9.2: Supervisor will side with me (disagree = 1)	−0.081	−0.043	−0.095	−0.074	−0.140	−0.127
	p = 0.020**	p = 0.214	p = 0.009***	p = 0.029**	p = 0.0002***	p = 0.0003***
9.2: Respect supervisor (disagree = 1)	−0.010	0.026	−0.142	−0.108	0.141	0.120
	p = 0.879	p = 0.674	p = 0.028**	p = 0.081*	p = 0.032**	p = 0.058*
9.2: Supervisor speaks openly (disagree = 1)	−0.152	−0.175	−0.082	−0.074	−0.231	−0.255
	p = 0.002***	p = 0.0002***	p = 0.091*	p = 0.106	p = 0.00001***	p = 0.00000***
9.2: I get fair salary (disagree = 1)	−0.216	−0.236	−0.122	−0.131	−0.137	−0.153
	p = 0.000***	p = 0.000***	p = 0.0002***	p = 0.00002***	p = 0.00004***	p = 0.00000***
Gender: female	−0.015	−0.065	0.005	−0.001	0.070	0.048
	p = 0.717	p = 0.101	p = 0.899	p = 0.973	p = 0.113	p = 0.229
Age	0.004	0.003	−0.002	−0.002	−0.002	−0.002
	p = 0.258	p = 0.323	p = 0.468	p = 0.537	p = 0.620	p = 0.514
Years of schooling	0.006	0.005	0.001	0.001	0.006	0.010
	p = 0.230	p = 0.304	p = 0.850	p = 0.912	p = 0.316	p = 0.062*
Ever married	−0.066	−0.042	0.011	0.017	0.012	0.005
	p = 0.150	p = 0.339	p = 0.816	p = 0.689	p = 0.798	p = 0.907
Experience in sector (yrs)	−0.010	−0.009	0.0002	−0.001	−0.002	−0.0003
	p = 0.053*	p = 0.058*	p = 0.969	p = 0.760	p = 0.688	p = 0.948
Tenure at factory (yrs)	0.015	0.005	0.012	0.009	0.002	0.007
	p = 0.048**	p = 0.450	p = 0.120	p = 0.165	p = 0.795	p = 0.327
7.1: position helper/lineman	0.057	0.072	−0.076	−0.099	−0.101	−0.084
	p = 0.398	p = 0.273	p = 0.280	p = 0.124	p = 0.155	p = 0.206
7.1: position operator	−0.018	0.019	−0.059	−0.063	−0.128	−0.104
	p = 0.765	p = 0.753	p = 0.337	p = 0.276	p = 0.041**	p = 0.080*
Constant	0.206	0.402	0.388	0.510	1.249	0.923
	p = 0.223	p = 0.0003***	p = 0.027**	p = 0.00001***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.187	0.096	0.095	0.088	0.243	0.222

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 57: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	0.137	0.223	−0.080	−0.050	0.044	0.024
	p = 0.249	p = 0.531	p = 0.760	p = 0.720	p = 0.506	p = 0.619
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.049	−0.074	−0.076	−0.057	−0.224	−0.227
	p = 0.495	p = 0.369	p = 0.760	p = 0.858	p = 0.000***	p = 0.253
9.2: Supervisor will side with me (disagree = 1)	−0.055	−0.052	0.004	0.002	−0.172	−0.172
	p = 0.495	p = 0.610	p = 0.760	p = 1.000	p = 0.000***	p = 0.114
9.2: Respect supervisor (disagree = 1)	0.020	0.042	−0.146	−0.133	0.205	0.198
	p = 0.000***	p = 0.117	p = 0.000***	p = 0.127	p = 0.470	p = 0.224
9.2: Supervisor speaks openly (disagree = 1)	−0.146	−0.177	−0.046	−0.057	−0.266	−0.258
	p = 0.249	p = 0.122	p = 0.511	p = 0.631	p = 0.229	p = 0.267
9.2: I get fair salary (disagree = 1)	−0.263	−0.293	−0.167	−0.155	−0.123	−0.123
	p = 0.000***	p = 0.118	p = 0.265	p = 0.361	p = 0.265	p = 0.276
Gender: female	−0.012	−0.022	−0.031	−0.023	0.031	0.030
	p = 0.738	p = 1.000	p = 0.760	p = 1.000	p = 0.735	p = 0.877
Age	0.006	0.004	−0.002	−0.002	−0.004	−0.004
	p = 0.246	p = 0.400	p = 0.760	p = 0.641	p = 0.506	p = 0.751
Years of schooling	0.008	0.0001	0.011	0.007	0.014	0.016
	p = 0.246	p = 0.866	p = 0.265	p = 0.373	p = 0.506	p = 0.450
Ever married	−0.061	−0.030	0.016	0.054	0.003	−0.014
	p = 0.489	p = 0.868	p = 0.760	p = 0.738	p = 0.494	p = 0.620
Experience in sector (yrs)	−0.005	−0.003	0.005	0.005	0.004	0.004
	p = 0.495	p = 0.650	p = 0.514	p = 0.382	p = 0.735	p = 0.637
Tenure at factory (yrs)	0.012	−0.007	0.012	−0.0001	−0.002	0.005
	p = 0.495	p = 0.370	p = 0.511	p = 1.000	p = 0.735	p = 0.617
7.1: position helper/lineman	0.064	−0.016	0.009	−0.050	−0.031	−0.002
	p = 0.489	p = 1.000	p = 0.760	p = 0.514	p = 0.735	p = 0.858
7.1: position operator	0.016	−0.012	0.006	−0.013	−0.084	−0.074
	p = 0.738	p = 0.869	p = 0.760	p = 0.881	p = 0.506	p = 0.864
Constant	0.223	0.446	0.234	0.360	0.958	0.889
	p = 0.249	p = 0.257	p = 0.000***	p = 0.256	p = 0.241	p = 0.245
Observations	389	389	389	389	389	389
Adjusted R^2	0.171	0.124	0.081	0.059	0.239	0.239

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 58: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.102 p = 0.00000***	0.089 p = 0.00002***	0.208 p = 0.000***	0.186 p = 0.000***	0.270 p = 0.000***	0.288 p = 0.000***
Gender: female	−0.023 p = 0.588	−0.068 p = 0.097*	0.001 p = 0.980	−0.002 p = 0.964	0.061 p = 0.165	0.044 p = 0.273
Age	0.004 p = 0.271	0.003 p = 0.352	−0.002 p = 0.461	−0.002 p = 0.499	−0.001 p = 0.687	−0.002 p = 0.561
Years of schooling	0.007 p = 0.197	0.006 p = 0.253	0.001 p = 0.836	0.001 p = 0.879	0.007 p = 0.237	0.011 p = 0.041**
Ever married	−0.060 p = 0.208	−0.023 p = 0.611	0.006 p = 0.894	0.019 p = 0.654	0.003 p = 0.953	0.001 p = 0.978
Experience in sector (yrs)	−0.010 p = 0.047**	−0.011 p = 0.031**	0.0004 p = 0.931	−0.002 p = 0.725	−0.003 p = 0.573	−0.002 p = 0.739
Tenure at factory (yrs)	0.015 p = 0.043**	0.006 p = 0.369	0.012 p = 0.122	0.010 p = 0.137	0.003 p = 0.695	0.007 p = 0.268
7.1: position helper/lineman	0.095 p = 0.174	0.073 p = 0.280	−0.037 p = 0.592	−0.077 p = 0.229	−0.069 p = 0.338	−0.068 p = 0.312
7.1: position operator	−0.001 p = 0.982	0.019 p = 0.756	−0.044 p = 0.465	−0.057 p = 0.324	−0.120 p = 0.057*	−0.103 p = 0.088*
Constant	−0.007 p = 0.966	0.243 p = 0.024**	0.175 p = 0.306	0.326 p = 0.002***	0.977 p = 0.00000***	0.643 p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.134	0.026	0.107	0.096	0.220	0.199

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 59: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.121	0.111	0.213	0.189	0.267	0.279
	p = 0.000***	p = 0.245	p = 0.000***	p = 0.221	p = 0.000***	p = 0.258
Gender: female	−0.008	−0.031	−0.022	−0.018	0.011	0.006
	p = 0.759	p = 1.000	p = 0.775	p = 0.884	p = 0.734	p = 0.872
Age	0.007	0.004	−0.002	−0.002	−0.003	−0.003
	p = 0.248	p = 0.378	p = 0.775	p = 0.768	p = 0.495	p = 0.883
Years of schooling	0.008	−0.002	0.011	0.006	0.015	0.016
	p = 0.508	p = 0.642	p = 0.257	p = 0.526	p = 0.495	p = 0.493
Ever married	−0.059	−0.021	−0.007	0.035	−0.003	−0.021
	p = 0.499	p = 1.000	p = 0.775	p = 0.883	p = 0.495	p = 0.626
Experience in sector (yrs)	−0.007	−0.005	0.004	0.004	0.002	0.001
	p = 0.508	p = 0.759	p = 0.513	p = 0.368	p = 0.734	p = 0.868
Tenure at factory (yrs)	0.014	−0.011	0.009	−0.003	0.0003	0.004
	p = 0.508	p = 0.135	p = 0.519	p = 0.753	p = 0.734	p = 0.641
7.1: position helper/lineman	0.090	−0.009	0.037	−0.027	0.010	0.031
	p = 0.499	p = 1.000	p = 0.518	p = 0.237	p = 0.734	p = 1.000
7.1: position operator	0.028	−0.009	0.030	0.009	−0.066	−0.060
	p = 0.759	p = 0.887	p = 0.775	p = 1.000	p = 0.495	p = 0.870
Constant	0.016	0.301	0.092	0.242	0.686	0.643
	p = 0.759	p = 0.506	p = 0.000***	p = 0.521	p = 0.495	p = 0.234
Observations	389	389	389	389	389	389
Adjusted R^2	0.109	0.018	0.106	0.083	0.192	0.192

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 60: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.081 p = 0.0004***	0.064 p = 0.005***	0.183 p = 0.000***	0.155 p = 0.000***	0.233 p = 0.000***	0.246 p = 0.000***
Gender: female	−0.022 p = 0.601	−0.068 p = 0.095*	−0.004 p = 0.922	−0.009 p = 0.823	0.064 p = 0.147	0.051 p = 0.207
Age	0.004 p = 0.263	0.003 p = 0.315	−0.002 p = 0.544	−0.001 p = 0.634	−0.001 p = 0.835	−0.001 p = 0.787
Years of schooling	0.006 p = 0.226	0.005 p = 0.322	0.001 p = 0.865	−0.0001 p = 0.986	0.005 p = 0.350	0.009 p = 0.081*
Ever married	−0.065 p = 0.168	−0.026 p = 0.554	0.003 p = 0.951	0.014 p = 0.739	−0.002 p = 0.968	−0.005 p = 0.907
Experience in sector (yrs)	−0.010 p = 0.050**	−0.011 p = 0.038**	0.001 p = 0.846	−0.001 p = 0.822	−0.003 p = 0.632	−0.001 p = 0.775
Tenure at factory (yrs)	0.015 p = 0.050**	0.005 p = 0.457	0.010 p = 0.162	0.008 p = 0.235	0.001 p = 0.889	0.006 p = 0.409
7.1: position helper/lineman	0.097 p = 0.160	0.085 p = 0.208	−0.041 p = 0.552	−0.070 p = 0.267	−0.059 p = 0.411	−0.051 p = 0.439
7.1: position operator	0.008 p = 0.892	0.030 p = 0.623	−0.040 p = 0.509	−0.049 p = 0.391	−0.117 p = 0.063*	−0.098 p = 0.099*
9.1: Factory has rules	−0.180 p = 0.0001***	−0.154 p = 0.001***	−0.197 p = 0.00002***	−0.203 p = 0.00001***	−0.076 p = 0.109	−0.084 p = 0.063*
9.1: Management consults workers	−0.238 p = 0.0003***	−0.208 p = 0.002***	−0.098 p = 0.129	−0.091 p = 0.145	−0.021 p = 0.755	−0.020 p = 0.761
9.1: Must obey orders	−0.168 p = 0.002***	−0.175 p = 0.002***	−0.164 p = 0.002***	−0.190 p = 0.0002***	−0.185 p = 0.001***	−0.212 p = 0.0001***
Constant	0.147 p = 0.400	0.378 p = 0.001***	0.321 p = 0.065*	0.482 p = 0.00001***	1.050 p = 0.000***	0.727 p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.152	0.039	0.125	0.117	0.231	0.215

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 61: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.120	0.101	0.214	0.188	0.242	0.252
	p = 0.000***	p = 0.251	p = 0.000***	p = 0.125	p = 0.000***	p = 0.235
Gender: female	−0.002	−0.024	−0.016	−0.013	0.021	0.018
	p = 0.738	p = 0.876	p = 0.739	p = 1.000	p = 0.766	p = 1.000
Age	0.007	0.004	−0.002	−0.002	−0.003	−0.003
	p = 0.246	p = 0.376	p = 0.739	p = 0.649	p = 0.766	p = 1.000
Years of schooling	0.008	−0.003	0.012	0.006	0.014	0.015
	p = 0.470	p = 0.760	p = 0.262	p = 0.318	p = 0.516	p = 0.531
Ever married	−0.047	−0.018	0.012	0.055	−0.012	−0.028
	p = 0.268	p = 0.771	p = 0.739	p = 1.000	p = 0.277	p = 0.504
Experience in sector (yrs)	−0.007	−0.004	0.005	0.006	0.002	0.002
	p = 0.470	p = 0.622	p = 0.507	p = 0.367	p = 0.766	p = 0.890
Tenure at factory (yrs)	0.015	−0.012	0.010	−0.004	−0.002	0.002
	p = 0.470	p = 0.277	p = 0.494	p = 0.632	p = 0.766	p = 1.000
7.1: position helper/lineman	0.091	−0.006	0.027	−0.041	0.013	0.034
	p = 0.514	p = 1.000	p = 0.739	p = 0.115	p = 0.766	p = 1.000
7.1: position operator	0.031	−0.005	0.026	0.004	−0.066	−0.060
	p = 0.738	p = 1.000	p = 0.477	p = 0.878	p = 0.516	p = 0.765
9.1: Factory has rules	−0.073	−0.052	−0.157	−0.130	−0.082	−0.092
	p = 0.738	p = 0.869	p = 0.000***	p = 0.115	p = 0.277	p = 0.120
9.1: Management consults workers	−0.172	−0.140	−0.185	−0.166	−0.101	−0.106
	p = 0.514	p = 0.505	p = 0.000***	p = 0.124	p = 0.000***	p = 0.264
9.1: Must obey orders	−0.047	−0.081	−0.050	−0.044	−0.157	−0.163
	p = 0.738	p = 0.878	p = 0.477	p = 0.613	p = 0.000***	p = 0.250
Constant	0.073	0.364	0.174	0.329	0.781	0.740
	p = 0.738	p = 0.492	p = 0.000***	p = 0.000***	p = 0.277	p = 0.227
Observations	389	389	389	389	389	389
Adjusted R^2	0.111	0.017	0.121	0.092	0.194	0.195

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 62: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.127 p = 0.006***	0.114 p = 0.009***	0.083 p = 0.085*	0.050 p = 0.268	0.013 p = 0.716	−0.029 p = 0.430
Age	0.003 p = 0.427	0.003 p = 0.388	0.001 p = 0.701	−0.0003 p = 0.930	0.003 p = 0.352	0.006 p = 0.048**
Years of schooling	0.004 p = 0.461	0.013 p = 0.017**	−0.003 p = 0.610	0.001 p = 0.877	−0.008 p = 0.065*	0.006 p = 0.225
Ever married	−0.040 p = 0.431	0.023 p = 0.628	0.005 p = 0.921	0.053 p = 0.279	0.015 p = 0.713	0.105 p = 0.009***
Experience in sector (yrs)	−0.010 p = 0.064*	−0.009 p = 0.081*	−0.001 p = 0.815	−0.001 p = 0.799	0.002 p = 0.600	−0.003 p = 0.476
Tenure at factory (yrs)	0.017 p = 0.039**	0.025 p = 0.0005***	−0.001 p = 0.940	0.006 p = 0.421	−0.002 p = 0.725	0.012 p = 0.050**
7.1: position helper/lineman	−0.242 p = 0.002***	−0.241 p = 0.001***	−0.071 p = 0.363	−0.090 p = 0.227	−0.070 p = 0.231	−0.067 p = 0.269
7.1: position operator	−0.185 p = 0.005***	−0.180 p = 0.005***	−0.055 p = 0.422	−0.058 p = 0.385	−0.050 p = 0.328	−0.038 p = 0.482
9.1: Factory has rules	0.012 p = 0.806	0.030 p = 0.520	−0.300 p = 0.000***	−0.313 p = 0.000***	−0.063 p = 0.093*	−0.052 p = 0.194
9.1: Management consults workers	0.020 p = 0.778	0.075 p = 0.281	−0.070 p = 0.341	−0.043 p = 0.556	−0.0003 p = 0.996	0.053 p = 0.370
9.1: Must obey orders	−0.171 p = 0.002***	−0.170 p = 0.001***	−0.319 p = 0.000***	−0.370 p = 0.000***	0.015 p = 0.716	0.017 p = 0.707
Constant	0.642 p = 0.001***	0.554 p = 0.00001***	0.608 p = 0.002***	0.700 p = 0.00000***	0.640 p = 0.00002***	0.589 p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.138	0.071	0.131	0.068	0.248	0.028

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 63: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.107	0.101	0.096	0.057	0.024	0.028
	p = 0.492	p = 0.523	p = 0.506	p = 0.765	p = 0.508	p = 0.758
Age	−0.0002	−0.001	0.006	0.001	0.0003	0.001
	p = 0.753	p = 0.627	p = 0.506	p = 0.868	p = 0.496	p = 0.740
Years of schooling	0.010	0.008	−0.011	−0.019	−0.019	−0.016
	p = 0.243	p = 0.390	p = 0.252	p = 0.129	p = 0.238	p = 0.117
Ever married	−0.070	−0.076	−0.016	−0.063	0.100	0.081
	p = 0.000***	p = 0.269	p = 0.506	p = 0.611	p = 0.258	p = 0.373
Experience in sector (yrs)	−0.008	−0.008	−0.004	−0.001	−0.002	−0.003
	p = 0.492	p = 0.639	p = 0.506	p = 0.891	p = 0.766	p = 0.862
Tenure at factory (yrs)	0.030	0.028	0.001	−0.013	−0.004	0.004
	p = 0.000***	p = 0.132	p = 0.506	p = 0.518	p = 0.000***	p = 0.750
7.1: position helper/lineman	−0.148	−0.153	−0.159	−0.182	−0.171	−0.138
	p = 0.249	p = 0.381	p = 0.000***	p = 0.259	p = 0.000***	p = 0.109
7.1: position operator	−0.189	−0.192	−0.162	−0.184	−0.110	−0.101
	p = 0.249	p = 0.359	p = 0.506	p = 0.510	p = 0.508	p = 0.771
9.1: Factory has rules	−0.101	−0.105	−0.203	−0.237	−0.045	−0.061
	p = 0.504	p = 0.234	p = 0.504	p = 0.267	p = 0.766	p = 0.363
9.1: Management consults workers	−0.058	−0.056	−0.071	−0.062	−0.067	−0.080
	p = 0.243	p = 0.096*	p = 0.000***	p = 0.385	p = 0.508	p = 0.484
9.1: Must obey orders	−0.263	−0.275	−0.199	−0.289	0.085	0.079
	p = 0.000***	p = 0.120	p = 0.504	p = 0.113	p = 0.258	p = 0.256
Constant	0.885	0.914	0.867	1.047	1.054	0.970
	p = 0.000***	p = 0.000***	p = 0.252	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.069	0.071	0.137	0.035	0.053	0.040

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 64: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.011	0.016	−0.017	−0.025	−0.037	−0.018
	p = 0.742	p = 0.617	p = 0.401	p = 0.175	p = 0.133	p = 0.484
9.2: Supervisor doesn't use bad lang (numeric)	−0.004	−0.018	0.011	0.014	0.045	0.018
	p = 0.898	p = 0.578	p = 0.599	p = 0.470	p = 0.067*	p = 0.488
9.2: Supervisor will side with me (numeric)	0.077	0.087	−0.016	−0.013	−0.106	−0.089
	p = 0.00004***	p = 0.00000***	p = 0.178	p = 0.226	p = 0.000***	p = 0.000***
9.2: Respect supervisor (numeric)	−0.063	−0.068	0.026	0.015	0.109	0.116
	p = 0.030**	p = 0.017**	p = 0.150	p = 0.386	p = 0.00000***	p = 0.00001***
9.2: Supervisor speaks openly (numeric)	0.101	0.087	−0.014	−0.016	0.006	−0.019
	p = 0.0001***	p = 0.0004***	p = 0.374	p = 0.261	p = 0.751	p = 0.344
9.2: I get fair salary (numeric)	0.009	0.027	0.306	0.315	0.053	0.068
	p = 0.476	p = 0.030**	p = 0.000***	p = 0.000***	p = 0.00000***	p = 0.000***
Gender: female	0.140	0.112	−0.0001	−0.010	−0.022	−0.042
	p = 0.003***	p = 0.008***	p = 0.997	p = 0.689	p = 0.518	p = 0.232
Age	0.001	0.001	0.0003	−0.001	0.004	0.007
	p = 0.840	p = 0.771	p = 0.910	p = 0.802	p = 0.116	p = 0.010***
Years of schooling	0.002	0.010	−0.002	0.0001	−0.006	0.010
	p = 0.681	p = 0.074*	p = 0.553	p = 0.974	p = 0.196	p = 0.033**
Ever married	−0.027	0.024	−0.0003	0.006	0.020	0.102
	p = 0.580	p = 0.604	p = 0.992	p = 0.817	p = 0.598	p = 0.009***
Experience in sector (yrs)	−0.010	−0.009	−0.002	−0.001	0.001	−0.004
	p = 0.058*	p = 0.074*	p = 0.609	p = 0.853	p = 0.768	p = 0.373
Tenure at factory (yrs)	0.020	0.024	0.006	0.007	−0.001	0.014
	p = 0.011**	p = 0.0005***	p = 0.256	p = 0.115	p = 0.825	p = 0.014**
7.1: position helper/lineman	−0.250	−0.245	−0.042	−0.055	−0.032	−0.047
	p = 0.001***	p = 0.0005***	p = 0.349	p = 0.180	p = 0.566	p = 0.414
7.1: position operator	−0.186	−0.169	−0.032	−0.029	−0.033	−0.027
	p = 0.004***	p = 0.007***	p = 0.419	p = 0.436	p = 0.497	p = 0.598
Constant	0.219	0.234	−0.322	−0.305	0.207	0.139
	p = 0.312	p = 0.140	p = 0.018**	p = 0.002***	p = 0.207	p = 0.296
Observations	888	888	888	888	888	888
Adjusted R^2	0.186	0.124	0.710	0.716	0.326	0.110

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 65: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.005 p = 0.733	−0.005 p = 0.643	0.002 p = 0.736	−0.012 p = 0.641	−0.054 p = 0.514	−0.025 p = 0.616
9.2: Supervisor doesn't use bad lang (numeric)	−0.040 p = 0.000***	−0.033 p = 0.528	0.010 p = 0.499	0.022 p = 0.601	0.016 p = 0.514	0.008 p = 0.877
9.2: Supervisor will side with me (numeric)	0.100 p = 0.000***	0.097 p = 0.213	−0.036 p = 0.247	−0.039 p = 0.350	−0.094 p = 0.241	−0.090 p = 0.127
9.2: Respect supervisor (numeric)	−0.017 p = 0.477	−0.021 p = 0.392	0.061 p = 0.000***	0.054 p = 0.125	0.093 p = 0.000***	0.101 p = 0.236
9.2: Supervisor speaks openly (numeric)	0.116 p = 0.000***	0.121 p = 0.116	−0.016 p = 0.489	−0.009 p = 0.882	0.033 p = 0.502	0.015 p = 0.732
9.2: I get fair salary (numeric)	0.001 p = 0.733	0.008 p = 0.750	0.293 p = 0.000***	0.303 p = 0.130	0.066 p = 0.241	0.052 p = 0.237
Gender: female	0.117 p = 0.251	0.109 p = 0.366	−0.001 p = 0.736	−0.013 p = 1.000	−0.002 p = 0.755	0.011 p = 0.617
Age	−0.003 p = 0.256	−0.004 p = 0.530	0.002 p = 0.736	0.0003 p = 1.000	0.001 p = 0.514	0.003 p = 0.762
Years of schooling	0.010 p = 0.251	0.009 p = 0.509	−0.005 p = 0.736	−0.007 p = 0.751	−0.018 p = 0.253	−0.012 p = 0.756
Ever married	−0.045 p = 0.507	−0.046 p = 0.758	−0.003 p = 0.736	−0.006 p = 0.869	0.091 p = 0.261	0.073 p = 0.376
Experience in sector (yrs)	−0.012 p = 0.251	−0.011 p = 0.382	−0.006 p = 0.484	−0.005 p = 0.752	−0.002 p = 0.755	−0.003 p = 0.883
Tenure at factory (yrs)	0.036 p = 0.000***	0.033 p = 0.245	0.002 p = 0.736	−0.002 p = 0.754	−0.009 p = 0.261	0.005 p = 0.483
7.1: position helper/lineman	−0.154 p = 0.251	−0.162 p = 0.406	−0.032 p = 0.484	−0.040 p = 0.130	−0.143 p = 0.000***	−0.093 p = 0.258
7.1: position operator	−0.161 p = 0.251	−0.165 p = 0.380	−0.049 p = 0.247	−0.052 p = 0.511	−0.100 p = 0.494	−0.081 p = 0.640
Constant	0.222 p = 0.000***	0.256 p = 0.000***	−0.375 p = 0.000***	−0.338 p = 0.000***	0.732 p = 0.000***	0.561 p = 0.254
Observations	389	389	389	389	389	389
Adjusted R^2	0.135	0.136	0.672	0.668	0.150	0.104

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 66: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.024	−0.058	−0.040	−0.012	−0.014	−0.080
	p = 0.798	p = 0.529	p = 0.441	p = 0.809	p = 0.840	p = 0.297
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.036	0.004	0.020	0.014	−0.035	0.021
	p = 0.691	p = 0.965	p = 0.692	p = 0.775	p = 0.611	p = 0.774
9.2: Supervisor will side with me (disagree = 1)	−0.062	−0.071	0.004	0.007	0.147	0.109
	p = 0.100*	p = 0.053*	p = 0.852	p = 0.715	p = 0.00000***	p = 0.0005***
9.2: Respect supervisor (disagree = 1)	0.089	0.102	0.022	0.041	0.017	0.070
	p = 0.187	p = 0.130	p = 0.569	p = 0.253	p = 0.744	p = 0.215
9.2: Supervisor speaks openly (disagree = 1)	−0.240	−0.218	−0.035	−0.041	0.041	0.078
	p = 0.00001***	p = 0.00002***	p = 0.223	p = 0.124	p = 0.288	p = 0.065*
9.2: I get fair salary (disagree = 1)	−0.013	−0.055	−0.843	−0.868	−0.195	−0.216
	p = 0.705	p = 0.092*	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Gender: female	0.127	0.105	0.036	0.022	−0.011	−0.043
	p = 0.006***	p = 0.014**	p = 0.162	p = 0.325	p = 0.743	p = 0.225
Age	0.002	0.001	0.0004	−0.0001	0.003	0.007
	p = 0.631	p = 0.663	p = 0.838	p = 0.945	p = 0.223	p = 0.022**
Years of schooling	0.004	0.013	−0.002	0.0003	−0.007	0.006
	p = 0.458	p = 0.021**	p = 0.463	p = 0.930	p = 0.113	p = 0.155
Ever married	−0.019	0.038	0.002	0.012	0.009	0.092
	p = 0.703	p = 0.412	p = 0.955	p = 0.625	p = 0.805	p = 0.019**
Experience in sector (yrs)	−0.011	−0.010	−0.002	−0.001	0.002	−0.003
	p = 0.045**	p = 0.062*	p = 0.520	p = 0.670	p = 0.568	p = 0.477
Tenure at factory (yrs)	0.021	0.027	0.007	0.006	−0.001	0.012
	p = 0.008***	p = 0.0002***	p = 0.124	p = 0.119	p = 0.865	p = 0.038**
7.1: position helper/lineman	−0.254	−0.255	−0.067	−0.079	−0.038	−0.043
	p = 0.001***	p = 0.0004***	p = 0.105	p = 0.037**	p = 0.499	p = 0.464
7.1: position operator	−0.186	−0.172	−0.023	−0.017	−0.025	−0.016
	p = 0.005***	p = 0.007***	p = 0.523	p = 0.619	p = 0.607	p = 0.769
Constant	0.683	0.686	0.900	0.930	0.617	0.588
	p = 0.0003***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.00002***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.165	0.094	0.759	0.760	0.303	0.091

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 67: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.102 p = 0.499	−0.075 p = 1.000	−0.115 p = 0.270	−0.067 p = 0.755	0.028 p = 0.256	−0.035 p = 0.238
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.078 p = 0.499	0.062 p = 0.770	0.050 p = 0.498	0.022 p = 0.749	−0.039 p = 0.495	−0.009 p = 1.000
9.2: Supervisor will side with me (disagree = 1)	−0.144 p = 0.265	−0.142 p = 0.259	0.049 p = 0.270	0.053 p = 0.512	0.133 p = 0.256	0.130 p = 0.124
9.2: Respect supervisor (disagree = 1)	0.036 p = 0.000***	0.041 p = 1.000	0.022 p = 0.000***	0.031 p = 0.139	0.090 p = 0.000***	0.077 p = 0.253
9.2: Supervisor speaks openly (disagree = 1)	−0.179 p = 0.261	−0.189 p = 0.263	−0.078 p = 0.522	−0.096 p = 0.861	−0.010 p = 0.751	0.013 p = 0.737
9.2: I get fair salary (disagree = 1)	−0.019 p = 0.499	−0.035 p = 0.494	−0.792 p = 0.000***	−0.820 p = 0.120	−0.214 p = 0.256	−0.183 p = 0.127
Gender: female	0.095 p = 0.261	0.089 p = 0.513	0.020 p = 0.768	0.008 p = 1.000	0.013 p = 0.497	0.025 p = 0.871
Age	−0.002 p = 0.526	−0.003 p = 0.503	0.002 p = 0.252	0.00005 p = 1.000	0.001 p = 0.751	0.002 p = 1.000
Years of schooling	0.012 p = 0.265	0.010 p = 0.525	−0.006 p = 0.768	−0.009 p = 0.250	−0.019 p = 0.241	−0.014 p = 0.506
Ever married	−0.032 p = 0.495	−0.030 p = 0.519	0.018 p = 0.516	0.021 p = 1.000	0.077 p = 0.254	0.066 p = 0.708
Experience in sector (yrs)	−0.011 p = 0.526	−0.010 p = 0.756	−0.006 p = 0.522	−0.005 p = 0.765	−0.001 p = 0.497	−0.003 p = 0.353
Tenure at factory (yrs)	0.038 p = 0.000***	0.034 p = 0.132	0.009 p = 0.246	0.0003 p = 0.869	−0.008 p = 0.000***	0.004 p = 1.000
7.1: position helper/lineman	−0.165 p = 0.000***	−0.180 p = 0.359	−0.093 p = 0.252	−0.121 p = 0.248	−0.143 p = 0.000***	−0.099 p = 0.255
7.1: position operator	−0.174 p = 0.261	−0.180 p = 0.353	−0.061 p = 0.522	−0.072 p = 0.508	−0.091 p = 0.497	−0.074 p = 0.786
Constant	0.875 p = 0.000***	0.929 p = 0.000***	0.972 p = 0.000***	1.070 p = 0.000***	1.043 p = 0.000***	0.902 p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.096	0.096	0.723	0.713	0.136	0.095

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 68: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.152	0.154	0.310	0.304	0.026	0.032
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.131	p = 0.076*
Gender: female	0.115	0.101	0.080	0.060	0.017	−0.020
	p = 0.011**	p = 0.017**	p = 0.068*	p = 0.146	p = 0.633	p = 0.576
Age	0.002	0.002	−0.0005	−0.002	0.003	0.006
	p = 0.600	p = 0.564	p = 0.896	p = 0.600	p = 0.367	p = 0.048**
Years of schooling	0.005	0.014	−0.005	0.0001	−0.009	0.005
	p = 0.380	p = 0.012**	p = 0.378	p = 0.982	p = 0.038**	p = 0.294
Ever married	−0.028	0.035	0.027	0.076	0.015	0.107
	p = 0.574	p = 0.456	p = 0.579	p = 0.094*	p = 0.701	p = 0.008***
Experience in sector (yrs)	−0.011	−0.011	−0.004	−0.005	0.002	−0.004
	p = 0.043**	p = 0.048**	p = 0.499	p = 0.337	p = 0.642	p = 0.407
Tenure at factory (yrs)	0.021	0.027	0.007	0.010	−0.002	0.012
	p = 0.009***	p = 0.0002***	p = 0.352	p = 0.145	p = 0.767	p = 0.043**
7.1: position helper/lineman	−0.234	−0.247	−0.013	−0.080	−0.054	−0.056
	p = 0.002***	p = 0.0005***	p = 0.858	p = 0.246	p = 0.356	p = 0.355
7.1: position operator	−0.174	−0.167	−0.031	−0.043	−0.045	−0.033
	p = 0.007***	p = 0.008***	p = 0.623	p = 0.487	p = 0.375	p = 0.540
Constant	0.582	0.547	0.289	0.442	0.595	0.563
	p = 0.002***	p = 0.00001***	p = 0.101	p = 0.0001***	p = 0.00004***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.164	0.095	0.276	0.202	0.245	0.025

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 69: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.161	0.159	0.285	0.306	0.002	0.009
	p = 0.000***	p = 0.123	p = 0.000***	p = 0.259	p = 0.759	p = 0.741
Gender: female	0.084	0.078	0.065	0.027	0.025	0.031
	p = 0.483	p = 0.393	p = 0.500	p = 1.000	p = 0.502	p = 0.609
Age	−0.001	−0.002	0.005	0.0001	0.001	0.002
	p = 0.483	p = 0.392	p = 0.514	p = 0.877	p = 0.495	p = 0.612
Years of schooling	0.013	0.011	−0.008	−0.017	−0.020	−0.016
	p = 0.237	p = 0.130	p = 0.488	p = 0.127	p = 0.238	p = 0.109
Ever married	−0.035	−0.027	0.010	0.002	0.081	0.062
	p = 0.483	p = 0.752	p = 0.500	p = 1.000	p = 0.257	p = 0.499
Experience in sector (yrs)	−0.011	−0.011	−0.010	−0.007	−0.003	−0.004
	p = 0.483	p = 0.600	p = 0.514	p = 0.760	p = 0.521	p = 1.000
Tenure at factory (yrs)	0.037	0.031	0.007	−0.010	−0.007	0.003
	p = 0.000***	p = 0.123	p = 0.488	p = 0.248	p = 0.257	p = 0.885
7.1: position helper/lineman	−0.122	−0.145	−0.076	−0.125	−0.157	−0.116
	p = 0.246	p = 0.389	p = 0.000***	p = 0.257	p = 0.238	p = 0.138
7.1: position operator	−0.145	−0.153	−0.057	−0.079	−0.100	−0.085
	p = 0.246	p = 0.351	p = 0.514	p = 0.596	p = 0.502	p = 0.618
Constant	0.685	0.751	0.588	0.778	1.056	0.947
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.101	0.100	0.281	0.200	0.027	0.009

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 70: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.138	0.140	0.311	0.294	0.039	0.045
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.040**	p = 0.027**
Gender: female	0.121	0.112	0.069	0.047	0.011	−0.029
	p = 0.008***	p = 0.008***	p = 0.112	p = 0.256	p = 0.752	p = 0.421
Age	0.002	0.003	−0.0002	−0.001	0.002	0.006
	p = 0.549	p = 0.459	p = 0.946	p = 0.690	p = 0.392	p = 0.054*
Years of schooling	0.004	0.013	−0.004	0.0001	−0.008	0.006
	p = 0.487	p = 0.018**	p = 0.484	p = 0.980	p = 0.061*	p = 0.233
Ever married	−0.030	0.033	0.028	0.074	0.017	0.108
	p = 0.551	p = 0.479	p = 0.555	p = 0.101	p = 0.659	p = 0.007***
Experience in sector (yrs)	−0.011	−0.011	−0.003	−0.005	0.002	−0.004
	p = 0.042**	p = 0.040**	p = 0.544	p = 0.379	p = 0.637	p = 0.415
Tenure at factory (yrs)	0.020	0.026	0.007	0.009	−0.001	0.012
	p = 0.012**	p = 0.0002***	p = 0.353	p = 0.213	p = 0.844	p = 0.043**
7.1: position helper/lineman	−0.223	−0.239	−0.028	−0.086	−0.064	−0.067
	p = 0.003***	p = 0.001***	p = 0.689	p = 0.205	p = 0.269	p = 0.271
7.1: position operator	−0.175	−0.172	−0.032	−0.041	−0.047	−0.036
	p = 0.007***	p = 0.006***	p = 0.604	p = 0.497	p = 0.356	p = 0.510
9.1: Factory has rules	0.079	0.104	−0.148	−0.159	−0.043	−0.029
	p = 0.102	p = 0.030**	p = 0.002***	p = 0.001***	p = 0.257	p = 0.490
9.1: Management consults workers	0.057	0.120	0.014	0.051	0.010	0.068
	p = 0.410	p = 0.082*	p = 0.836	p = 0.449	p = 0.851	p = 0.258
9.1: Must obey orders	−0.038	−0.026	−0.019	−0.068	0.053	0.062
	p = 0.499	p = 0.637	p = 0.721	p = 0.210	p = 0.238	p = 0.199
Constant	0.538	0.479	0.372	0.543	0.610	0.565
	p = 0.004***	p = 0.00005***	p = 0.037**	p = 0.00001***	p = 0.00004***	p = 0.00000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.172	0.107	0.292	0.219	0.251	0.032

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 71: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.133 p = 0.000***	0.129 p = 0.139	0.296 p = 0.000***	0.303 p = 0.242	0.026 p = 0.244	0.035 p = 0.119
Gender: female	0.092 p = 0.501	0.088 p = 0.484	0.063 p = 0.524	0.027 p = 1.000	0.021 p = 0.489	0.025 p = 0.754
Age	−0.001 p = 0.742	−0.001 p = 0.362	0.005 p = 0.497	0.0004 p = 1.000	0.0002 p = 0.762	0.001 p = 0.746
Years of schooling	0.011 p = 0.251	0.009 p = 0.524	−0.007 p = 0.507	−0.016 p = 0.142	−0.019 p = 0.245	−0.015 p = 0.128
Ever married	−0.052 p = 0.250	−0.045 p = 0.503	0.025 p = 0.524	0.009 p = 0.752	0.104 p = 0.000***	0.089 p = 0.486
Experience in sector (yrs)	−0.011 p = 0.501	−0.010 p = 0.601	−0.009 p = 0.497	−0.007 p = 0.741	−0.003 p = 0.517	−0.003 p = 1.000
Tenure at factory (yrs)	0.034 p = 0.000***	0.029 p = 0.111	0.009 p = 0.507	−0.011 p = 0.126	−0.003 p = 0.245	0.004 p = 0.649
7.1: position helper/lineman	−0.116 p = 0.250	−0.135 p = 0.360	−0.089 p = 0.000***	−0.140 p = 0.261	−0.165 p = 0.000***	−0.133 p = 0.242
7.1: position operator	−0.145 p = 0.250	−0.151 p = 0.493	−0.064 p = 0.497	−0.088 p = 0.648	−0.101 p = 0.489	−0.090 p = 0.600
9.1: Factory has rules	−0.042 p = 0.492	−0.038 p = 1.000	−0.072 p = 0.507	−0.078 p = 0.882	−0.033 p = 0.518	−0.042 p = 0.400
9.1: Management consults workers	−0.031 p = 0.492	−0.024 p = 0.746	−0.010 p = 0.507	0.013 p = 0.156	−0.062 p = 0.489	−0.072 p = 0.492
9.1: Must obey orders	−0.151 p = 0.000***	−0.156 p = 0.252	0.050 p = 0.507	−0.009 p = 0.869	0.107 p = 0.517	0.112 p = 0.124
Constant	0.759 p = 0.000***	0.813 p = 0.000***	0.587 p = 0.000***	0.809 p = 0.000***	1.029 p = 0.000***	0.942 p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.107	0.108	0.286	0.199	0.053	0.043

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 72: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.043	0.026	−0.026	−0.031	0.009	0.036
	p = 0.369	p = 0.559	p = 0.520	p = 0.414	p = 0.835	p = 0.350
Age	0.006	0.004	−0.004	−0.001	0.001	0.002
	p = 0.119	p = 0.227	p = 0.212	p = 0.804	p = 0.693	p = 0.537
Years of schooling	0.007	0.011	0.005	0.010	−0.004	0.0003
	p = 0.245	p = 0.043**	p = 0.372	p = 0.042**	p = 0.435	p = 0.944
Ever married	0.039	0.056	0.053	0.034	−0.101	−0.084
	p = 0.464	p = 0.246	p = 0.236	p = 0.409	p = 0.035**	p = 0.050**
Experience in sector (yrs)	−0.017	−0.011	−0.004	−0.008	−0.015	−0.020
	p = 0.005***	p = 0.046**	p = 0.422	p = 0.082*	p = 0.006***	p = 0.0001***
Tenure at factory (yrs)	0.017	0.023	0.021	0.034	0.037	0.042
	p = 0.047**	p = 0.002***	p = 0.003***	p = 0.00000***	p = 0.00001***	p = 0.000***
7.1: position helper/lineman	−0.150	−0.125	−0.259	−0.222	−0.070	−0.110
	p = 0.055*	p = 0.088*	p = 0.0001***	p = 0.0005***	p = 0.322	p = 0.088*
7.1: position operator	−0.071	−0.056	−0.170	−0.147	0.190	0.177
	p = 0.299	p = 0.395	p = 0.004***	p = 0.010***	p = 0.003***	p = 0.003***
9.1: Factory has rules	−0.207	−0.190	−0.093	−0.148	0.009	−0.011
	p = 0.00004***	p = 0.0001***	p = 0.028**	p = 0.0004***	p = 0.837	p = 0.799
9.1: Management consults workers	−0.037	−0.003	−0.076	−0.113	−0.001	−0.033
	p = 0.607	p = 0.965	p = 0.221	p = 0.068*	p = 0.987	p = 0.602
9.1: Must obey orders	−0.272	−0.276	−0.131	−0.192	−0.025	−0.038
	p = 0.00000***	p = 0.00000***	p = 0.005***	p = 0.00003***	p = 0.617	p = 0.413
Constant	0.724	0.584	0.335	0.413	0.280	0.150
	p = 0.0003***	p = 0.00001***	p = 0.044**	p = 0.0001***	p = 0.113	p = 0.162
Observations	888	888	888	888	888	888
Adjusted R^2	0.100	0.061	0.141	0.077	0.115	0.112

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 73: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.010	−0.015	−0.063	−0.072	0.041	0.039
	p = 0.478	p = 0.635	p = 0.502	p = 0.481	p = 0.743	p = 1.000
Age	0.009	0.008	−0.005	−0.006	−0.002	−0.002
	p = 0.000***	p = 0.118	p = 0.502	p = 0.128	p = 0.494	p = 0.504
Years of schooling	0.002	0.004	0.004	0.009	−0.014	−0.013
	p = 0.726	p = 0.614	p = 0.750	p = 0.346	p = 0.250	p = 0.131
Ever married	0.050	0.017	0.118	0.048	−0.091	−0.111
	p = 0.478	p = 0.637	p = 0.502	p = 0.867	p = 0.249	p = 0.120
Experience in sector (yrs)	−0.015	−0.014	0.003	0.003	−0.010	−0.010
	p = 0.496	p = 0.864	p = 0.750	p = 0.756	p = 0.000***	p = 0.251
Tenure at factory (yrs)	0.023	0.029	0.025	0.038	0.042	0.047
	p = 0.248	p = 0.112	p = 0.250	p = 0.109	p = 0.000***	p = 0.142
7.1: position helper/lineman	−0.099	−0.067	−0.314	−0.242	−0.064	−0.041
	p = 0.248	p = 1.000	p = 0.502	p = 0.238	p = 0.000***	p = 0.237
7.1: position operator	−0.066	−0.062	−0.276	−0.264	0.181	0.186
	p = 0.496	p = 0.613	p = 0.000***	p = 0.244	p = 0.000***	p = 0.276
9.1: Factory has rules	−0.213	−0.240	−0.136	−0.192	0.027	0.011
	p = 0.248	p = 0.269	p = 0.000***	p = 0.272	p = 0.499	p = 0.759
9.1: Management consults workers	−0.071	−0.084	−0.112	−0.141	−0.021	−0.030
	p = 0.248	p = 0.366	p = 0.250	p = 0.130	p = 0.743	p = 0.638
9.1: Must obey orders	−0.177	−0.206	−0.098	−0.155	−0.064	−0.079
	p = 0.230	p = 0.259	p = 0.252	p = 0.238	p = 0.244	p = 0.126
Constant	0.659	0.608	0.739	0.618	0.299	0.256
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.250	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.045	0.038	0.131	0.081	0.119	0.119

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 74: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.035	0.046	0.051	0.061	0.011	0.022
	p = 0.289	p = 0.139	p = 0.079*	p = 0.029**	p = 0.706	p = 0.451
9.2: Supervisor doesn't use bad lang (numeric)	−0.021	−0.020	0.002	−0.005	−0.002	−0.017
	p = 0.526	p = 0.527	p = 0.943	p = 0.853	p = 0.937	p = 0.546
9.2: Supervisor will side with me (numeric)	−0.006	−0.012	−0.025	−0.018	−0.017	−0.008
	p = 0.735	p = 0.516	p = 0.135	p = 0.242	p = 0.329	p = 0.624
9.2: Respect supervisor (numeric)	0.019	0.006	0.040	0.030	0.032	0.026
	p = 0.535	p = 0.829	p = 0.121	p = 0.233	p = 0.249	p = 0.321
9.2: Supervisor speaks openly (numeric)	0.066	0.070	−0.035	−0.036	0.045	0.037
	p = 0.012**	p = 0.005***	p = 0.127	p = 0.102	p = 0.058*	p = 0.094*
9.2: I get fair salary (numeric)	0.100	0.103	0.051	0.063	0.055	0.052
	p = 0.000***	p = 0.000***	p = 0.00002***	p = 0.000***	p = 0.00001***	p = 0.00001***
Gender: female	0.024	0.013	−0.053	−0.050	−0.009	0.030
	p = 0.607	p = 0.761	p = 0.190	p = 0.179	p = 0.827	p = 0.439
Age	0.005	0.004	−0.004	−0.001	0.001	0.002
	p = 0.181	p = 0.299	p = 0.217	p = 0.792	p = 0.670	p = 0.453
Years of schooling	0.008	0.012	0.006	0.011	−0.004	0.0001
	p = 0.185	p = 0.027**	p = 0.217	p = 0.020**	p = 0.442	p = 0.978
Ever married	0.048	0.056	0.055	0.031	−0.095	−0.087
	p = 0.343	p = 0.227	p = 0.212	p = 0.443	p = 0.043**	p = 0.040**
Experience in sector (yrs)	−0.018	−0.013	−0.005	−0.009	−0.015	−0.021
	p = 0.002***	p = 0.018**	p = 0.312	p = 0.044**	p = 0.004***	p = 0.00002***
Tenure at factory (yrs)	0.022	0.027	0.024	0.036	0.039	0.042
	p = 0.007***	p = 0.0002***	p = 0.001***	p = 0.000***	p = 0.00000***	p = 0.000***
7.1: position helper/lineman	−0.128	−0.112	−0.243	−0.222	−0.048	−0.098
	p = 0.087*	p = 0.107	p = 0.0002***	p = 0.0004***	p = 0.485	p = 0.122
7.1: position operator	−0.059	−0.039	−0.159	−0.141	0.203	0.189
	p = 0.363	p = 0.532	p = 0.006***	p = 0.011**	p = 0.001***	p = 0.001***
Constant	−0.072	−0.240	−0.051	−0.040	−0.186	−0.279
	p = 0.745	p = 0.129	p = 0.793	p = 0.779	p = 0.362	p = 0.054*
Observations	888	888	888	888	888	888
Adjusted R^2	0.176	0.156	0.170	0.114	0.160	0.152

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 75: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.030	0.046	0.078	0.093	−0.015	0.0001
	p = 0.487	p = 0.729	p = 0.000***	p = 0.265	p = 0.501	p = 1.000
9.2: Supervisor doesn't use bad lang (numeric)	−0.030	−0.027	−0.002	0.019	0.002	−0.003
	p = 0.273	p = 0.258	p = 0.769	p = 1.000	p = 0.765	p = 1.000
9.2: Supervisor will side with me (numeric)	−0.017	−0.016	−0.006	−0.006	−0.049	−0.046
	p = 0.526	p = 0.869	p = 0.497	p = 1.000	p = 0.000***	p = 0.243
9.2: Respect supervisor (numeric)	0.008	0.010	0.016	0.011	0.021	0.026
	p = 0.760	p = 0.901	p = 0.769	p = 1.000	p = 0.506	p = 0.743
9.2: Supervisor speaks openly (numeric)	0.034	0.022	−0.088	−0.102	0.071	0.062
	p = 0.487	p = 0.625	p = 0.260	p = 0.103	p = 0.000***	p = 0.498
9.2: I get fair salary (numeric)	0.108	0.103	0.076	0.079	0.082	0.074
	p = 0.000***	p = 0.251	p = 0.000***	p = 0.244	p = 0.264	p = 0.112
Gender: female	−0.044	−0.043	−0.103	−0.114	0.016	0.024
	p = 0.507	p = 0.342	p = 0.497	p = 0.503	p = 0.506	p = 0.732
Age	0.006	0.007	−0.005	−0.005	−0.003	−0.002
	p = 0.000***	p = 0.250	p = 0.000***	p = 0.232	p = 0.501	p = 0.528
Years of schooling	0.004	0.008	0.007	0.012	−0.011	−0.009
	p = 0.760	p = 0.645	p = 0.532	p = 0.518	p = 0.259	p = 0.106
Ever married	0.058	0.035	0.115	0.068	−0.069	−0.078
	p = 0.526	p = 0.730	p = 0.497	p = 1.000	p = 0.000***	p = 0.262
Experience in sector (yrs)	−0.017	−0.018	0.001	0.001	−0.010	−0.011
	p = 0.487	p = 0.730	p = 0.769	p = 0.889	p = 0.501	p = 0.258
Tenure at factory (yrs)	0.025	0.035	0.027	0.040	0.042	0.049
	p = 0.000***	p = 0.146	p = 0.237	p = 0.124	p = 0.000***	p = 0.241
7.1: position helper/lineman	−0.049	−0.004	−0.259	−0.186	−0.044	−0.018
	p = 0.526	p = 0.889	p = 0.497	p = 0.256	p = 0.259	p = 0.388
7.1: position operator	−0.020	−0.004	−0.230	−0.203	0.203	0.213
	p = 0.487	p = 1.000	p = 0.260	p = 0.253	p = 0.000***	p = 0.137
Constant	0.052	−0.093	0.363	0.135	−0.180	−0.269
	p = 0.760	p = 0.490	p = 0.000***	p = 0.000***	p = 0.506	p = 0.249
Observations	389	389	389	389	389	389
Adjusted R^2	0.102	0.095	0.180	0.152	0.173	0.170

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 76: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.180	−0.181	0.011	0.003	−0.031	−0.054
	p = 0.058*	p = 0.048**	p = 0.890	p = 0.972	p = 0.723	p = 0.515
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.116	0.110	−0.127	−0.122	0.005	0.041
	p = 0.206	p = 0.214	p = 0.109	p = 0.121	p = 0.950	p = 0.611
9.2: Supervisor will side with me (disagree = 1)	0.026	0.046	0.041	0.028	0.026	0.014
	p = 0.505	p = 0.211	p = 0.216	p = 0.379	p = 0.462	p = 0.680
9.2: Respect supervisor (disagree = 1)	0.057	0.046	−0.056	−0.060	−0.060	−0.038
	p = 0.408	p = 0.490	p = 0.349	p = 0.308	p = 0.350	p = 0.532
9.2: Supervisor speaks openly (disagree = 1)	−0.127	−0.141	0.127	0.114	−0.064	−0.066
	p = 0.015**	p = 0.005***	p = 0.006***	p = 0.011**	p = 0.179	p = 0.146
9.2: I get fair salary (disagree = 1)	−0.270	−0.285	−0.139	−0.162	−0.144	−0.138
	p = 0.000***	p = 0.000***	p = 0.00001***	p = 0.00000***	p = 0.00001***	p = 0.00001***
Gender: female	0.025	0.012	−0.047	−0.043	−0.004	0.031
	p = 0.586	p = 0.773	p = 0.241	p = 0.248	p = 0.922	p = 0.427
Age	0.005	0.003	−0.004	−0.001	0.001	0.002
	p = 0.183	p = 0.309	p = 0.200	p = 0.844	p = 0.681	p = 0.482
Years of schooling	0.008	0.012	0.006	0.011	−0.004	0.0002
	p = 0.169	p = 0.021**	p = 0.207	p = 0.017**	p = 0.461	p = 0.976
Ever married	0.050	0.060	0.055	0.032	−0.096	−0.085
	p = 0.330	p = 0.198	p = 0.218	p = 0.435	p = 0.042**	p = 0.045**
Experience in sector (yrs)	−0.018	−0.012	−0.004	−0.009	−0.015	−0.021
	p = 0.002***	p = 0.020**	p = 0.396	p = 0.060*	p = 0.004***	p = 0.00003***
Tenure at factory (yrs)	0.023	0.027	0.023	0.035	0.039	0.042
	p = 0.005***	p = 0.0002***	p = 0.002***	p = 0.00000***	p = 0.00000***	p = 0.000***
7.1: position helper/lineman	−0.146	−0.128	−0.253	−0.232	−0.066	−0.111
	p = 0.053*	p = 0.068*	p = 0.0002***	p = 0.0002***	p = 0.342	p = 0.081*
7.1: position operator	−0.060	−0.039	−0.158	−0.142	0.199	0.186
	p = 0.359	p = 0.536	p = 0.006***	p = 0.011**	p = 0.002***	p = 0.002***
Constant	0.723	0.583	0.320	0.363	0.345	0.212
	p = 0.0002***	p = 0.00000***	p = 0.050**	p = 0.0004***	p = 0.046**	p = 0.044**
Observations	888	888	888	888	888	888
Adjusted R^2	0.165	0.143	0.167	0.105	0.148	0.143

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 77: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.186	−0.220	−0.079	−0.115	−0.031	−0.058
	p = 0.243	p = 0.648	p = 0.000***	p = 0.139	p = 0.755	p = 0.883
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.165	0.167	−0.122	−0.143	0.014	0.026
	p = 0.000***	p = 0.133	p = 0.000***	p = 0.510	p = 0.499	p = 0.753
9.2: Supervisor will side with me (disagree = 1)	0.010	0.010	0.025	0.026	0.110	0.109
	p = 0.749	p = 1.000	p = 0.490	p = 0.749	p = 0.000***	p = 0.153
9.2: Respect supervisor (disagree = 1)	0.143	0.133	−0.010	−0.026	−0.027	−0.033
	p = 0.492	p = 0.510	p = 0.733	p = 1.000	p = 0.755	p = 0.760
9.2: Supervisor speaks openly (disagree = 1)	−0.059	−0.046	0.238	0.251	−0.073	−0.064
	p = 0.749	p = 0.758	p = 0.000***	p = 0.263	p = 0.241	p = 0.615
9.2: I get fair salary (disagree = 1)	−0.313	−0.307	−0.214	−0.227	−0.217	−0.205
	p = 0.000***	p = 0.255	p = 0.000***	p = 0.270	p = 0.256	p = 0.122
Gender: female	−0.042	−0.041	−0.097	−0.106	0.019	0.024
	p = 0.506	p = 0.370	p = 0.497	p = 0.484	p = 0.514	p = 0.749
Age	0.006	0.007	−0.005	−0.005	−0.002	−0.002
	p = 0.243	p = 0.118	p = 0.243	p = 0.115	p = 0.499	p = 0.614
Years of schooling	0.004	0.007	0.007	0.012	−0.012	−0.009
	p = 0.749	p = 0.504	p = 0.479	p = 0.492	p = 0.241	p = 0.363
Ever married	0.051	0.030	0.121	0.076	−0.067	−0.072
	p = 0.492	p = 0.869	p = 0.497	p = 0.757	p = 0.241	p = 0.261
Experience in sector (yrs)	−0.016	−0.017	0.002	0.001	−0.009	−0.010
	p = 0.500	p = 0.610	p = 0.733	p = 1.000	p = 0.499	p = 0.235
Tenure at factory (yrs)	0.027	0.037	0.026	0.040	0.045	0.051
	p = 0.257	p = 0.122	p = 0.254	p = 0.257	p = 0.000***	p = 0.128
7.1: position helper/lineman	−0.071	−0.030	−0.262	−0.191	−0.063	−0.043
	p = 0.243	p = 0.878	p = 0.497	p = 0.239	p = 0.000***	p = 0.260
7.1: position operator	−0.031	−0.017	−0.228	−0.205	0.192	0.199
	p = 0.500	p = 1.000	p = 0.243	p = 0.129	p = 0.000***	p = 0.129
Constant	0.645	0.542	0.674	0.523	0.285	0.224
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.242
Observations	389	389	389	389	389	389
Adjusted R^2	0.125	0.119	0.193	0.163	0.169	0.169

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 78: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.185 p = 0.000***	0.196 p = 0.000***	0.084 p = 0.00002***	0.101 p = 0.00000***	0.111 p = 0.00000***	0.100 p = 0.00000***
Gender: female	0.041 p = 0.379	0.029 p = 0.500	−0.029 p = 0.465	−0.030 p = 0.429	0.003 p = 0.947	0.036 p = 0.352
Age	0.004 p = 0.226	0.003 p = 0.371	−0.005 p = 0.156	−0.001 p = 0.668	0.001 p = 0.772	0.002 p = 0.530
Years of schooling	0.007 p = 0.248	0.011 p = 0.036**	0.005 p = 0.365	0.010 p = 0.035**	−0.005 p = 0.343	−0.0005 p = 0.920
Ever married	0.053 p = 0.309	0.072 p = 0.126	0.060 p = 0.176	0.043 p = 0.300	−0.094 p = 0.045**	−0.078 p = 0.064*
Experience in sector (yrs)	−0.018 p = 0.002***	−0.013 p = 0.015**	−0.005 p = 0.355	−0.009 p = 0.045**	−0.015 p = 0.004***	−0.021 p = 0.00002***
Tenure at factory (yrs)	0.022 p = 0.008***	0.026 p = 0.0003***	0.024 p = 0.001***	0.036 p = 0.000***	0.039 p = 0.00000***	0.042 p = 0.000***
7.1: position helper/lineman	−0.124 p = 0.105	−0.124 p = 0.082*	−0.249 p = 0.0002***	−0.226 p = 0.0003***	−0.050 p = 0.472	−0.104 p = 0.101
7.1: position operator	−0.060 p = 0.372	−0.047 p = 0.465	−0.167 p = 0.004***	−0.148 p = 0.009***	0.202 p = 0.001***	0.185 p = 0.002***
Constant	0.512 p = 0.007***	0.422 p = 0.0002***	0.231 p = 0.153	0.283 p = 0.005***	0.242 p = 0.156	0.131 p = 0.193
Observations	888	888	888	888	888	888
Adjusted R^2	0.139	0.111	0.155	0.091	0.148	0.141

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 79: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.121	0.137	0.091	0.127	0.087	0.092
	p = 0.000***	p = 0.254	p = 0.000***	p = 0.252	p = 0.000***	p = 0.237
Gender: female	−0.028	−0.034	−0.077	−0.089	0.032	0.031
	p = 0.497	p = 0.779	p = 0.492	p = 0.726	p = 0.743	p = 1.000
Age	0.008	0.007	−0.005	−0.006	−0.002	−0.002
	p = 0.267	p = 0.125	p = 0.221	p = 0.275	p = 0.000***	p = 0.120
Years of schooling	0.003	0.005	0.005	0.010	−0.013	−0.012
	p = 0.769	p = 0.620	p = 0.498	p = 0.358	p = 0.236	p = 0.125
Ever married	0.060	0.035	0.119	0.061	−0.075	−0.083
	p = 0.502	p = 0.628	p = 0.492	p = 0.743	p = 0.000***	p = 0.261
Experience in sector (yrs)	−0.018	−0.018	0.0005	−0.0002	−0.011	−0.011
	p = 0.539	p = 0.748	p = 0.769	p = 1.000	p = 0.465	p = 0.112
Tenure at factory (yrs)	0.027	0.032	0.026	0.040	0.044	0.047
	p = 0.267	p = 0.108	p = 0.271	p = 0.252	p = 0.000***	p = 0.103
7.1: position helper/lineman	−0.058	−0.027	−0.285	−0.209	−0.052	−0.039
	p = 0.502	p = 0.891	p = 0.492	p = 0.136	p = 0.236	p = 0.111
7.1: position operator	−0.019	−0.009	−0.241	−0.217	0.205	0.209
	p = 0.539	p = 0.621	p = 0.221	p = 0.102	p = 0.000***	p = 0.116
Constant	0.475	0.410	0.608	0.444	0.236	0.207
	p = 0.272	p = 0.247	p = 0.000***	p = 0.000***	p = 0.236	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.056	0.053	0.145	0.106	0.134	0.138

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 80: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.165 p = 0.000***	0.177 p = 0.000***	0.075 p = 0.001***	0.085 p = 0.00004***	0.128 p = 0.00000***	0.116 p = 0.00000***
Gender: female	0.036 p = 0.445	0.024 p = 0.576	−0.030 p = 0.464	−0.032 p = 0.397	0.003 p = 0.939	0.035 p = 0.358
Age	0.005 p = 0.175	0.004 p = 0.284	−0.004 p = 0.166	−0.001 p = 0.729	0.001 p = 0.846	0.002 p = 0.618
Years of schooling	0.007 p = 0.260	0.011 p = 0.045**	0.004 p = 0.388	0.010 p = 0.045**	−0.005 p = 0.394	0.0001 p = 0.992
Ever married	0.051 p = 0.323	0.069 p = 0.144	0.059 p = 0.188	0.040 p = 0.328	−0.092 p = 0.051*	−0.076 p = 0.072*
Experience in sector (yrs)	−0.018 p = 0.002***	−0.013 p = 0.016**	−0.004 p = 0.369	−0.009 p = 0.052*	−0.015 p = 0.003***	−0.021 p = 0.00002***
Tenure at factory (yrs)	0.021 p = 0.012**	0.025 p = 0.0005***	0.023 p = 0.002***	0.035 p = 0.00000***	0.040 p = 0.00000***	0.043 p = 0.000***
7.1: position helper/lineman	−0.127 p = 0.094*	−0.123 p = 0.084*	−0.248 p = 0.0002***	−0.221 p = 0.0005***	−0.052 p = 0.452	−0.109 p = 0.087*
7.1: position operator	−0.059 p = 0.377	−0.046 p = 0.471	−0.165 p = 0.005***	−0.142 p = 0.011**	0.199 p = 0.001***	0.184 p = 0.002***
9.1: Factory has rules	−0.127 p = 0.012**	−0.097 p = 0.045**	−0.057 p = 0.189	−0.103 p = 0.016**	0.072 p = 0.115	0.050 p = 0.245
9.1: Management consults workers	0.007 p = 0.924	0.053 p = 0.446	−0.055 p = 0.368	−0.085 p = 0.166	0.033 p = 0.608	0.004 p = 0.949
9.1: Must obey orders	−0.113 p = 0.053*	−0.094 p = 0.096*	−0.059 p = 0.244	−0.104 p = 0.037**	0.099 p = 0.062*	0.081 p = 0.110
Constant	0.599 p = 0.002***	0.490 p = 0.00004***	0.278 p = 0.093*	0.367 p = 0.0005***	0.183 p = 0.293	0.088 p = 0.406
Observations	888	888	888	888	888	888
Adjusted R^2	0.146	0.117	0.153	0.094	0.149	0.141

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 81: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.109	0.120	0.092	0.124	0.088	0.094
	p = 0.258	p = 0.129	p = 0.000***	p = 0.144	p = 0.000***	p = 0.239
Gender: female	−0.022	−0.027	−0.074	−0.084	0.031	0.030
	p = 0.500	p = 0.760	p = 0.503	p = 0.516	p = 0.504	p = 0.860
Age	0.008	0.008	−0.005	−0.006	−0.002	−0.002
	p = 0.000***	p = 0.101	p = 0.000***	p = 0.264	p = 0.258	p = 0.119
Years of schooling	0.003	0.005	0.006	0.010	−0.013	−0.012
	p = 0.758	p = 0.497	p = 0.519	p = 0.359	p = 0.216	p = 0.253
Ever married	0.065	0.045	0.131	0.077	−0.079	−0.089
	p = 0.491	p = 0.397	p = 0.503	p = 0.657	p = 0.000***	p = 0.110
Experience in sector (yrs)	−0.017	−0.017	0.001	0.001	−0.012	−0.012
	p = 0.525	p = 0.609	p = 0.766	p = 1.000	p = 0.216	p = 0.127
Tenure at factory (yrs)	0.026	0.030	0.027	0.039	0.044	0.047
	p = 0.500	p = 0.143	p = 0.247	p = 0.245	p = 0.000***	p = 0.140
7.1: position helper/lineman	−0.074	−0.050	−0.292	−0.225	−0.043	−0.028
	p = 0.491	p = 0.842	p = 0.503	p = 0.129	p = 0.462	p = 0.242
7.1: position operator	−0.030	−0.023	−0.245	−0.225	0.211	0.215
	p = 0.525	p = 0.740	p = 0.000***	p = 0.119	p = 0.000***	p = 0.100*
9.1: Factory has rules	−0.165	−0.177	−0.095	−0.127	0.066	0.060
	p = 0.258	p = 0.247	p = 0.000***	p = 0.120	p = 0.462	p = 0.367
9.1: Management consults workers	−0.049	−0.055	−0.093	−0.110	−0.003	−0.007
	p = 0.525	p = 0.511	p = 0.000***	p = 0.115	p = 0.720	p = 0.877
9.1: Must obey orders	−0.086	−0.095	−0.020	−0.041	0.010	0.008
	p = 0.491	p = 1.000	p = 0.766	p = 0.756	p = 0.504	p = 0.750
Constant	0.557	0.514	0.651	0.521	0.216	0.183
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.216	p = 0.284
Observations	389	389	389	389	389	389
Adjusted R^2	0.064	0.064	0.146	0.111	0.132	0.135

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 82: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
Gender: female	0.026	0.013
	p = 0.581	p = 0.762
Age	0.005	0.005
	p = 0.158	p = 0.178
Years of schooling	−0.003	0.003
	p = 0.609	p = 0.637
Ever married	−0.070	−0.053
	p = 0.185	p = 0.279
Experience in sector (yrs)	−0.009	−0.007
	p = 0.110	p = 0.206
Tenure at factory (yrs)	0.004	0.014
	p = 0.618	p = 0.056*
7.1: position helper/lineman	−0.053	−0.016
	p = 0.500	p = 0.825
7.1: position operator	−0.009	−0.0004
	p = 0.895	p = 0.996
9.1: Factory has rules	−0.192	−0.250
	p = 0.0002***	p = 0.00000***
9.1: Management consults workers	0.026	0.026
	p = 0.725	p = 0.722
9.1: Must obey orders	−0.263	−0.337
	p = 0.00001***	p = 0.000***
Constant	0.518	0.683
	p = 0.009***	p = 0.00000***
Observations	888	888
Adjusted R^2	0.118	0.061

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 83: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
Gender: female	0.086	0.061
	p = 0.251	p = 0.499
Age	0.006	0.003
	p = 0.000***	p = 0.489
Years of schooling	−0.007	−0.006
	p = 0.491	p = 0.753
Ever married	−0.139	−0.217
	p = 0.486	p = 0.128
Experience in sector (yrs)	−0.001	0.0003
	p = 0.491	p = 0.878
Tenure at factory (yrs)	0.005	0.010
	p = 0.491	p = 0.763
7.1: position helper/lineman	−0.143	−0.095
	p = 0.240	p = 0.630
7.1: position operator	−0.134	−0.134
	p = 0.491	p = 0.748
9.1: Factory has rules	−0.142	−0.202
	p = 0.486	p = 0.260
9.1: Management consults workers	−0.020	−0.039
	p = 0.486	p = 0.729
9.1: Must obey orders	−0.163	−0.249
	p = 0.246	p = 0.114
Constant	1.006	0.988
	p = 0.240	p = 0.000***
Observations	389	389
Adjusted R^2	0.111	0.039

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 84: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	0.022	0.025
	p = 0.461	p = 0.381
9.2: Supervisor doesn't use bad lang (numeric)	−0.004	−0.006
	p = 0.901	p = 0.824
9.2: Supervisor will side with me (numeric)	0.007	0.008
	p = 0.693	p = 0.594
9.2: Respect supervisor (numeric)	0.059	0.055
	p = 0.027**	p = 0.032**
9.2: Supervisor speaks openly (numeric)	0.027	0.038
	p = 0.249	p = 0.087*
9.2: I get fair salary (numeric)	0.173	0.182
	p = 0.000***	p = 0.000***
Gender: female	−0.015	−0.011
	p = 0.715	p = 0.767
Age	0.004	0.004
	p = 0.207	p = 0.171
Years of schooling	−0.003	0.002
	p = 0.606	p = 0.623
Ever married	−0.066	−0.068
	p = 0.148	p = 0.100*
Experience in sector (yrs)	−0.010	−0.008
	p = 0.036**	p = 0.084*
Tenure at factory (yrs)	0.011	0.017
	p = 0.141	p = 0.009***
7.1: position helper/lineman	−0.021	0.008
	p = 0.756	p = 0.892
7.1: position operator	0.014	0.026
	p = 0.809	p = 0.642
Constant	−0.517	−0.498
	p = 0.010***	p = 0.0005***
Observations	888	888
Adjusted R^2	0.354	0.332
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 85: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	0.028	0.035
	p = 0.502	p = 0.651
9.2: Supervisor doesn't use bad lang (numeric)	−0.003	0.019
	p = 0.743	p = 0.631
9.2: Supervisor will side with me (numeric)	−0.025	−0.027
	p = 0.237	p = 1.000
9.2: Respect supervisor (numeric)	0.030	0.024
	p = 0.478	p = 0.615
9.2: Supervisor speaks openly (numeric)	0.039	0.029
	p = 0.000***	p = 0.229
9.2: I get fair salary (numeric)	0.179	0.184
	p = 0.000***	p = 0.134
Gender: female	0.028	0.013
	p = 0.478	p = 0.737
Age	0.002	0.002
	p = 0.237	p = 0.262
Years of schooling	−0.002	0.001
	p = 0.743	p = 1.000
Ever married	−0.117	−0.159
	p = 0.502	p = 0.112
Experience in sector (yrs)	−0.004	−0.004
	p = 0.743	p = 0.749
Tenure at factory (yrs)	0.008	0.017
	p = 0.506	p = 0.747
7.1: position helper/lineman	−0.056	0.004
	p = 0.000***	p = 1.000
7.1: position operator	−0.047	−0.026
	p = 0.506	p = 0.757
Constant	−0.014	−0.194
	p = 0.743	p = 0.753
Observations	389	389
Adjusted R^2	0.350	0.331
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 86: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (disagree = 1)	−0.104	−0.074
	p = 0.219	p = 0.368
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.041	0.023
	p = 0.613	p = 0.773
9.2: Supervisor will side with me (disagree = 1)	−0.006	−0.018
	p = 0.871	p = 0.579
9.2: Respect supervisor (disagree = 1)	−0.073	−0.067
	p = 0.235	p = 0.264
9.2: Supervisor speaks openly (disagree = 1)	−0.094	−0.122
	p = 0.045**	p = 0.007***
9.2: I get fair salary (disagree = 1)	−0.480	−0.510
	p = 0.000***	p = 0.000***
Gender: female	0.0001	0.003
	p = 0.998	p = 0.943
Age	0.004	0.004
	p = 0.201	p = 0.166
Years of schooling	−0.002	0.003
	p = 0.635	p = 0.589
Ever married	−0.062	−0.061
	p = 0.177	p = 0.139
Experience in sector (yrs)	−0.011	−0.008
	p = 0.032**	p = 0.078*
Tenure at factory (yrs)	0.012	0.016
	p = 0.103	p = 0.009***
7.1: position helper/lineman	−0.052	−0.023
	p = 0.437	p = 0.714
7.1: position operator	0.010	0.024
	p = 0.864	p = 0.675
Constant	0.678	0.813
	p = 0.0001***	p = 0.000***
Observations	888	888
Adjusted R^2	0.350	0.327
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 87: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (disagree = 1)	−0.058	−0.066
	p = 0.268	p = 0.380
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.019	−0.050
	p = 0.760	p = 0.868
9.2: Supervisor will side with me (disagree = 1)	0.079	0.082
	p = 0.000***	p = 0.256
9.2: Respect supervisor (disagree = 1)	−0.074	−0.083
	p = 0.498	p = 0.856
9.2: Supervisor speaks openly (disagree = 1)	−0.078	−0.075
	p = 0.498	p = 0.499
9.2: I get fair salary (disagree = 1)	−0.482	−0.506
	p = 0.000***	p = 0.106
Gender: female	0.035	0.022
	p = 0.530	p = 0.662
Age	0.003	0.002
	p = 0.498	p = 0.631
Years of schooling	−0.002	0.0002
	p = 0.760	p = 1.000
Ever married	−0.098	−0.134
	p = 0.492	p = 0.514
Experience in sector (yrs)	−0.003	−0.003
	p = 0.498	p = 0.737
Tenure at factory (yrs)	0.012	0.020
	p = 0.498	p = 0.632
7.1: position helper/lineman	−0.101	−0.055
	p = 0.000***	p = 0.728
7.1: position operator	−0.067	−0.053
	p = 0.498	p = 0.745
Constant	1.016	0.937
	p = 0.000***	p = 0.000***
Observations	389	389
Adjusted R^2	0.358	0.341
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 88: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.273	0.291
	p = 0.000***	p = 0.000***
Gender: female	0.022	0.021
	p = 0.618	p = 0.617
Age	0.004	0.003
	p = 0.317	p = 0.317
Years of schooling	−0.004	0.002
	p = 0.446	p = 0.696
Ever married	−0.052	−0.031
	p = 0.292	p = 0.498
Experience in sector (yrs)	−0.011	−0.010
	p = 0.038**	p = 0.048**
Tenure at factory (yrs)	0.011	0.018
	p = 0.148	p = 0.009***
7.1: position helper/lineman	−0.006	−0.007
	p = 0.936	p = 0.917
7.1: position operator	0.015	0.017
	p = 0.817	p = 0.783
Constant	0.291	0.474
	p = 0.103	p = 0.00002***
Observations	888	888
Adjusted R^2	0.238	0.189
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 89: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.229	0.265
	p = 0.000***	p = 0.239
Gender: female	0.062	0.035
	p = 0.000***	p = 0.227
Age	0.004	0.001
	p = 0.256	p = 0.628
Years of schooling	−0.004	−0.004
	p = 0.505	p = 0.631
Ever married	−0.113	−0.160
	p = 0.487	p = 0.250
Experience in sector (yrs)	−0.006	−0.005
	p = 0.505	p = 0.628
Tenure at factory (yrs)	0.011	0.013
	p = 0.505	p = 0.742
7.1: position helper/lineman	−0.078	−0.046
	p = 0.000***	p = 0.877
7.1: position operator	−0.050	−0.043
	p = 0.505	p = 0.630
Constant	0.792	0.758
	p = 0.000***	p = 0.000***
Observations	389	389
Adjusted R^2	0.213	0.173
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Omitted category for 7.1: position = other.

Table 90: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.271	0.280
	p = 0.000***	p = 0.000***
Gender: female	0.014	0.011
	p = 0.747	p = 0.796
Age	0.004	0.004
	p = 0.270	p = 0.241
Years of schooling	−0.004	0.002
	p = 0.505	p = 0.708
Ever married	−0.050	−0.033
	p = 0.306	p = 0.462
Experience in sector (yrs)	−0.011	−0.010
	p = 0.044**	p = 0.052*
Tenure at factory (yrs)	0.011	0.017
	p = 0.162	p = 0.016**
7.1: position helper/lineman	−0.015	−0.013
	p = 0.833	p = 0.850
7.1: position operator	0.011	0.015
	p = 0.864	p = 0.803
9.1: Factory has rules	−0.060	−0.103
	p = 0.210	p = 0.027**
9.1: Management consults workers	0.098	0.115
	p = 0.148	p = 0.087*
9.1: Must obey orders	−0.002	−0.050
	p = 0.973	p = 0.362
Constant	0.313	0.534
	p = 0.087*	p = 0.00001***
Observations	888	888
Adjusted R^2	0.243	0.202

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 91: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:	
	Satisfied overall	
	OLS	
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.235	0.262
	p = 0.000***	p = 0.260
Gender: female	0.060	0.036
	p = 0.000***	p = 0.246
Age	0.004	0.002
	p = 0.239	p = 0.630
Years of schooling	−0.003	−0.004
	p = 0.507	p = 0.756
Ever married	−0.107	−0.155
	p = 0.475	p = 0.112
Experience in sector (yrs)	−0.006	−0.005
	p = 0.507	p = 0.746
Tenure at factory (yrs)	0.011	0.012
	p = 0.507	p = 0.623
7.1: position helper/lineman	−0.088	−0.059
	p = 0.239	p = 0.874
7.1: position operator	−0.056	−0.051
	p = 0.507	p = 0.735
9.1: Factory has rules	−0.037	−0.065
	p = 0.507	p = 0.398
9.1: Management consults workers	0.028	0.025
	p = 0.475	p = 0.721
9.1: Must obey orders	0.034	−0.007
	p = 0.504	p = 0.615
Constant	0.784	0.782
	p = 0.000***	p = 0.000***
Observations	389	389
Adjusted R^2	0.211	0.171

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 92: 17.2: Likelihood of describing relationship with colleagues as..., Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.188	−0.249	0.185	0.239	0.003	0.011
	p = 0.0002***	p = 0.00000***	p = 0.0002***	p = 0.00000***	p = 0.873	p = 0.571
Age	−0.008	−0.007	0.008	0.007	0.0004	−0.0004
	p = 0.037**	p = 0.051*	p = 0.047**	p = 0.041**	p = 0.811	p = 0.811
Years of schooling	0.012	0.005	−0.009	−0.001	−0.003	−0.004
	p = 0.054*	p = 0.378	p = 0.133	p = 0.798	p = 0.290	p = 0.133
Ever married	−0.085	−0.120	0.088	0.124	−0.003	−0.004
	p = 0.115	p = 0.015**	p = 0.103	p = 0.013**	p = 0.891	p = 0.844
Experience in sector (yrs)	0.014	0.013	−0.014	−0.013	0.0004	−0.0003
	p = 0.018**	p = 0.019**	p = 0.015**	p = 0.022**	p = 0.868	p = 0.890
Tenure at factory (yrs)	−0.011	−0.010	0.007	0.007	0.004	0.003
	p = 0.221	p = 0.178	p = 0.416	p = 0.376	p = 0.311	p = 0.274
7.1: position helper/lineman	−0.023	0.075	0.044	−0.055	−0.020	−0.020
	p = 0.770	p = 0.312	p = 0.582	p = 0.465	p = 0.526	p = 0.509
7.1: position operator	−0.018	0.025	0.043	−0.005	−0.025	−0.020
	p = 0.797	p = 0.710	p = 0.533	p = 0.944	p = 0.367	p = 0.469
9.1: Factory has rules	0.074	0.066	−0.080	−0.069	0.006	0.004
	p = 0.144	p = 0.180	p = 0.117	p = 0.158	p = 0.787	p = 0.848
9.1: Management consults workers	0.219	0.211	−0.197	−0.193	−0.022	−0.018
	p = 0.004***	p = 0.004***	p = 0.009***	p = 0.009***	p = 0.459	p = 0.549
9.1: Must obey orders	0.097	0.071	−0.133	−0.103	0.036	0.032
	p = 0.080*	p = 0.187	p = 0.017**	p = 0.057*	p = 0.114	p = 0.148
Constant	1.003	0.777	−0.013	0.158	0.009	0.065
	p = 0.00000***	p = 0.000***	p = 0.950	p = 0.204	p = 0.910	p = 0.207
Observations	888	888	888	888	888	888
Adjusted R^2	0.108	0.072	0.110	0.064	0.084	−0.001

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 93: 17.2: Likelihood of describing relationship with colleagues as..., Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.085	−0.087	0.058	0.059	0.028	0.028
	p = 0.484	p = 0.381	p = 0.507	p = 0.638	p = 0.000***	p = 0.127
Age	−0.002	−0.002	0.005	0.005	−0.002	−0.002
	p = 0.495	p = 0.484	p = 0.000***	p = 0.127	p = 0.274	p = 0.238
Years of schooling	0.018	0.021	−0.013	−0.016	−0.006	−0.005
	p = 0.000***	p = 0.131	p = 0.248	p = 0.490	p = 0.276	p = 0.257
Ever married	−0.170	−0.197	0.183	0.214	−0.013	−0.016
	p = 0.495	p = 0.515	p = 0.248	p = 0.516	p = 0.775	p = 1.000
Experience in sector (yrs)	0.016	0.016	−0.020	−0.020	0.004	0.004
	p = 0.254	p = 0.504	p = 0.000***	p = 0.384	p = 0.000***	p = 0.251
Tenure at factory (yrs)	−0.009	−0.002	0.013	0.006	−0.004	−0.004
	p = 0.519	p = 1.000	p = 0.496	p = 0.626	p = 0.276	p = 0.503
7.1: position helper/lineman	−0.126	−0.094	0.146	0.109	−0.020	−0.016
	p = 0.254	p = 0.494	p = 0.248	p = 0.396	p = 0.276	p = 0.114
7.1: position operator	−0.125	−0.118	0.150	0.143	−0.025	−0.024
	p = 0.000***	p = 0.255	p = 0.000***	p = 0.122	p = 0.225	p = 0.492
9.1: Factory has rules	0.045	0.023	−0.025	−0.0001	−0.021	−0.023
	p = 0.519	p = 0.621	p = 0.507	p = 0.881	p = 0.550	p = 0.624
9.1: Management consults workers	0.229	0.216	−0.203	−0.188	−0.026	−0.028
	p = 0.230	p = 0.280	p = 0.259	p = 0.275	p = 0.550	p = 0.612
9.1: Must obey orders	0.162	0.143	−0.138	−0.117	−0.023	−0.025
	p = 0.254	p = 0.530	p = 0.248	p = 0.250	p = 0.501	p = 0.740
Constant	0.591	0.527	0.252	0.325	0.157	0.148
	p = 0.230	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.234
Observations	389	389	389	389	389	389
Adjusted R^2	0.056	0.053	0.053	0.048	−0.015	−0.010

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 94: 17.2: Likelihood of describing relationship with colleagues as..., Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.023	0.013	−0.033	−0.016	0.009	0.003
	p = 0.504	p = 0.693	p = 0.350	p = 0.631	p = 0.507	p = 0.834
9.2: Supervisor doesn't use bad lang (numeric)	0.016	0.045	−0.014	−0.047	−0.002	0.002
	p = 0.654	p = 0.186	p = 0.703	p = 0.168	p = 0.869	p = 0.886
9.2: Supervisor will side with me (numeric)	−0.023	−0.046	0.045	0.067	−0.022	−0.022
	p = 0.258	p = 0.017**	p = 0.026**	p = 0.0005***	p = 0.007***	p = 0.007***
9.2: Respect supervisor (numeric)	0.036	0.046	−0.035	−0.045	−0.001	−0.0003
	p = 0.262	p = 0.134	p = 0.278	p = 0.137	p = 0.926	p = 0.980
9.2: Supervisor speaks openly (numeric)	−0.040	−0.025	0.050	0.036	−0.010	−0.011
	p = 0.146	p = 0.341	p = 0.068*	p = 0.175	p = 0.359	p = 0.324
9.2: I get fair salary (numeric)	0.023	0.009	−0.013	−0.005	−0.010	−0.004
	p = 0.113	p = 0.496	p = 0.360	p = 0.716	p = 0.094*	p = 0.447
Gender: female	−0.202	−0.260	0.201	0.251	0.001	0.009
	p = 0.00005***	p = 0.000***	p = 0.00005***	p = 0.00000***	p = 0.971	p = 0.645
Age	−0.008	−0.007	0.007	0.007	0.001	−0.00001
	p = 0.041**	p = 0.061*	p = 0.067*	p = 0.061*	p = 0.578	p = 0.994
Years of schooling	0.012	0.007	−0.010	−0.004	−0.002	−0.003
	p = 0.050**	p = 0.243	p = 0.106	p = 0.504	p = 0.383	p = 0.230
Ever married	−0.089	−0.110	0.093	0.114	−0.004	−0.004
	p = 0.100*	p = 0.025**	p = 0.086*	p = 0.021**	p = 0.856	p = 0.861
Experience in sector (yrs)	0.013	0.012	−0.014	−0.012	0.0003	−0.0004
	p = 0.024**	p = 0.030**	p = 0.021**	p = 0.036**	p = 0.893	p = 0.871
Tenure at factory (yrs)	−0.009	−0.008	0.006	0.005	0.003	0.004
	p = 0.291	p = 0.264	p = 0.479	p = 0.530	p = 0.385	p = 0.240
7.1: position helper/lineman	0.0002	0.087	0.017	−0.067	−0.018	−0.020
	p = 0.998	p = 0.238	p = 0.826	p = 0.364	p = 0.579	p = 0.515
7.1: position operator	0.002	0.040	0.023	−0.018	−0.025	−0.022
	p = 0.976	p = 0.546	p = 0.739	p = 0.782	p = 0.366	p = 0.432
Constant	0.934	0.609	−0.055	0.232	0.121	0.159
	p = 0.0001***	p = 0.0004***	p = 0.815	p = 0.172	p = 0.203	p = 0.024**
Observations	888	888	888	888	888	888
Adjusted R^2	0.103	0.075	0.108	0.073	0.099	0.009

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 95: 17.2: Likelihood of describing relationship with colleagues as..., Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.081	0.088	−0.085	−0.093	0.004	0.005
	p = 0.508	p = 0.125	p = 0.505	p = 0.105	p = 0.504	p = 0.634
9.2: Supervisor doesn't use bad lang (numeric)	−0.073	−0.064	0.069	0.057	0.004	0.007
	p = 0.000***	p = 0.369	p = 0.257	p = 0.507	p = 0.504	p = 0.606
9.2: Supervisor will side with me (numeric)	−0.019	−0.019	0.051	0.052	−0.033	−0.033
	p = 0.258	p = 0.499	p = 0.257	p = 0.128	p = 0.000***	p = 0.266
9.2: Respect supervisor (numeric)	0.087	0.085	−0.077	−0.074	−0.010	−0.011
	p = 0.250	p = 0.235	p = 0.248	p = 0.119	p = 0.000***	p = 0.244
9.2: Supervisor speaks openly (numeric)	−0.096	−0.102	0.084	0.092	0.011	0.010
	p = 0.242	p = 0.243	p = 0.235	p = 0.527	p = 0.752	p = 0.871
9.2: I get fair salary (numeric)	0.032	0.033	−0.025	−0.027	−0.007	−0.006
	p = 0.242	p = 0.124	p = 0.248	p = 0.265	p = 0.516	p = 0.752
Gender: female	−0.088	−0.093	0.062	0.069	0.026	0.024
	p = 0.508	p = 0.482	p = 0.505	p = 0.510	p = 0.000***	p = 0.114
Age	−0.002	−0.002	0.004	0.004	−0.002	−0.002
	p = 0.500	p = 0.126	p = 0.000***	p = 0.137	p = 0.504	p = 1.000
Years of schooling	0.018	0.021	−0.013	−0.016	−0.005	−0.005
	p = 0.000***	p = 0.122	p = 0.000***	p = 0.267	p = 0.236	p = 0.123
Ever married	−0.175	−0.196	0.185	0.212	−0.010	−0.016
	p = 0.500	p = 0.491	p = 0.235	p = 0.522	p = 0.504	p = 0.750
Experience in sector (yrs)	0.016	0.016	−0.021	−0.020	0.004	0.004
	p = 0.250	p = 0.464	p = 0.248	p = 0.386	p = 0.000***	p = 0.237
Tenure at factory (yrs)	−0.009	−0.003	0.013	0.006	−0.004	−0.003
	p = 0.492	p = 1.000	p = 0.483	p = 0.738	p = 0.268	p = 0.372
7.1: position helper/lineman	−0.100	−0.066	0.125	0.083	−0.025	−0.017
	p = 0.000***	p = 0.404	p = 0.000***	p = 0.363	p = 0.236	p = 0.450
7.1: position operator	−0.111	−0.099	0.147	0.132	−0.036	−0.033
	p = 0.000***	p = 0.130	p = 0.257	p = 0.245	p = 0.248	p = 0.512
Constant	0.591	0.487	0.187	0.316	0.222	0.197
	p = 0.250	p = 0.259	p = 0.483	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.057	0.056	0.061	0.057	0.015	0.017

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 96: 17.2: Likelihood of describing relationship with colleagues as..., Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.140 p = 0.163	−0.078 p = 0.420	0.117 p = 0.243	0.050 p = 0.609	0.023 p = 0.570	0.028 p = 0.479
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.051 p = 0.598	−0.040 p = 0.674	−0.022 p = 0.823	0.075 p = 0.425	−0.029 p = 0.452	−0.036 p = 0.359
9.2: Supervisor will side with me (disagree = 1)	0.038 p = 0.358	0.078 p = 0.045**	−0.070 p = 0.086*	−0.106 p = 0.007***	0.033 p = 0.047**	0.028 p = 0.083*
9.2: Respect supervisor (disagree = 1)	0.013 p = 0.859	−0.015 p = 0.838	−0.027 p = 0.713	−0.009 p = 0.899	0.014 p = 0.636	0.024 p = 0.423
9.2: Supervisor speaks openly (disagree = 1)	0.062 p = 0.261	0.036 p = 0.500	−0.091 p = 0.102	−0.072 p = 0.175	0.028 p = 0.203	0.036 p = 0.097*
9.2: I get fair salary (disagree = 1)	−0.070 p = 0.057*	−0.043 p = 0.206	0.047 p = 0.200	0.034 p = 0.327	0.023 p = 0.124	0.010 p = 0.500
Gender: female	−0.199 p = 0.0001***	−0.258 p = 0.000***	0.198 p = 0.0001***	0.248 p = 0.00000***	0.001 p = 0.964	0.009 p = 0.621
Age	−0.008 p = 0.033**	−0.007 p = 0.057*	0.008 p = 0.051*	0.007 p = 0.056*	0.001 p = 0.639	−0.0001 p = 0.970
Years of schooling	0.012 p = 0.060*	0.006 p = 0.308	−0.009 p = 0.134	−0.003 p = 0.647	−0.002 p = 0.338	−0.003 p = 0.177
Ever married	−0.087 p = 0.107	−0.114 p = 0.022**	0.092 p = 0.088*	0.120 p = 0.016**	−0.005 p = 0.810	−0.006 p = 0.757
Experience in sector (yrs)	0.014 p = 0.023**	0.013 p = 0.026**	−0.014 p = 0.017**	−0.013 p = 0.028**	0.001 p = 0.776	−0.0001 p = 0.983
Tenure at factory (yrs)	−0.009 p = 0.305	−0.009 p = 0.234	0.006 p = 0.467	0.006 p = 0.442	0.003 p = 0.460	0.003 p = 0.315
7.1: position helper/lineman	−0.001 p = 0.993	0.090 p = 0.227	0.014 p = 0.862	−0.075 p = 0.315	−0.013 p = 0.683	−0.015 p = 0.633
7.1: position operator	0.004 p = 0.949	0.046 p = 0.486	0.018 p = 0.795	−0.028 p = 0.680	−0.023 p = 0.421	−0.019 p = 0.496
Constant	1.104 p = 0.00000***	0.819 p = 0.000***	−0.080 p = 0.689	0.146 p = 0.236	−0.024 p = 0.762	0.035 p = 0.494
Observations	888	888	888	888	888	888
Adjusted R^2	0.103	0.071	0.106	0.066	0.090	0.004

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 97: 17.2: Likelihood of describing relationship with colleagues as..., Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.144	−0.166	0.105	0.130	0.039	0.036
	p = 0.000***	p = 0.744	p = 0.497	p = 0.755	p = 0.000***	p = 0.236
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.011	0.009	0.027	0.032	−0.037	−0.041
	p = 0.757	p = 1.000	p = 0.746	p = 1.000	p = 0.264	p = 0.117
9.2: Supervisor will side with me (disagree = 1)	0.052	0.052	−0.092	−0.092	0.040	0.040
	p = 0.503	p = 0.750	p = 0.482	p = 0.546	p = 0.000***	p = 0.132
9.2: Respect supervisor (disagree = 1)	0.076	0.069	−0.099	−0.090	0.024	0.022
	p = 0.757	p = 0.869	p = 0.249	p = 0.479	p = 0.264	p = 0.375
9.2: Supervisor speaks openly (disagree = 1)	0.148	0.156	−0.135	−0.144	−0.013	−0.011
	p = 0.254	p = 0.508	p = 0.513	p = 0.502	p = 0.519	p = 0.862
9.2: I get fair salary (disagree = 1)	−0.085	−0.084	0.063	0.064	0.021	0.019
	p = 0.254	p = 0.129	p = 0.000***	p = 0.254	p = 0.502	p = 1.000
Gender: female	−0.087	−0.088	0.056	0.059	0.030	0.029
	p = 0.503	p = 0.361	p = 0.482	p = 0.643	p = 0.264	p = 0.221
Age	−0.002	−0.002	0.004	0.004	−0.002	−0.002
	p = 0.499	p = 0.622	p = 0.264	p = 0.119	p = 0.264	p = 0.461
Years of schooling	0.018	0.021	−0.013	−0.016	−0.005	−0.005
	p = 0.000***	p = 0.245	p = 0.233	p = 0.120	p = 0.255	p = 0.131
Ever married	−0.175	−0.191	0.192	0.213	−0.016	−0.022
	p = 0.499	p = 0.510	p = 0.264	p = 0.488	p = 0.519	p = 0.747
Experience in sector (yrs)	0.016	0.016	−0.021	−0.020	0.005	0.005
	p = 0.258	p = 0.477	p = 0.000***	p = 0.485	p = 0.000***	p = 0.283
Tenure at factory (yrs)	−0.010	−0.003	0.015	0.007	−0.005	−0.003
	p = 0.512	p = 1.000	p = 0.497	p = 0.640	p = 0.264	p = 0.509
7.1: position helper/lineman	−0.080	−0.051	0.103	0.066	−0.023	−0.015
	p = 0.000***	p = 0.386	p = 0.000***	p = 0.513	p = 0.255	p = 0.486
7.1: position operator	−0.092	−0.082	0.125	0.113	−0.033	−0.030
	p = 0.000***	p = 0.502	p = 0.249	p = 0.258	p = 0.238	p = 0.517
Constant	0.654	0.584	0.237	0.324	0.109	0.092
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.265
Observations	389	389	389	389	389	389
Adjusted R^2	0.046	0.047	0.047	0.045	−0.003	−0.002

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 98: 17.2: Likelihood of describing relationship with colleagues as..., Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.032	0.039	0.003	−0.009	−0.035	−0.030
	p = 0.175	p = 0.081*	p = 0.888	p = 0.702	p = 0.0002***	p = 0.001***
Gender: female	−0.184	−0.247	0.180	0.235	0.005	0.012
	p = 0.0002***	p = 0.00000***	p = 0.0003***	p = 0.00000***	p = 0.817	p = 0.524
Age	−0.008	−0.007	0.008	0.007	0.001	−0.0002
	p = 0.030**	p = 0.044**	p = 0.045**	p = 0.041**	p = 0.673	p = 0.915
Years of schooling	0.011	0.004	−0.008	−0.001	−0.003	−0.004
	p = 0.078*	p = 0.454	p = 0.185	p = 0.907	p = 0.280	p = 0.128
Ever married	−0.086	−0.118	0.092	0.124	−0.005	−0.006
	p = 0.110	p = 0.017**	p = 0.090*	p = 0.013**	p = 0.804	p = 0.755
Experience in sector (yrs)	0.014	0.013	−0.014	−0.013	0.001	−0.0001
	p = 0.021**	p = 0.021**	p = 0.016**	p = 0.023**	p = 0.788	p = 0.977
Tenure at factory (yrs)	−0.010	−0.010	0.007	0.007	0.003	0.003
	p = 0.260	p = 0.185	p = 0.403	p = 0.362	p = 0.470	p = 0.322
7.1: position helper/lineman	−0.007	0.088	0.031	−0.067	−0.024	−0.020
	p = 0.935	p = 0.238	p = 0.700	p = 0.367	p = 0.449	p = 0.510
7.1: position operator	−0.004	0.038	0.033	−0.015	−0.029	−0.023
	p = 0.951	p = 0.569	p = 0.636	p = 0.819	p = 0.305	p = 0.412
Constant	1.070	0.842	−0.095	0.087	0.025	0.072
	p = 0.00000***	p = 0.000***	p = 0.629	p = 0.465	p = 0.750	p = 0.141
Observations	888	888	888	888	888	888
Adjusted R^2	0.102	0.068	0.102	0.058	0.096	0.008

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 99: 17.2: Likelihood of describing relationship with colleagues as..., Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.012	0.002	0.042	0.023	−0.030	−0.025
	p = 0.491	p = 1.000	p = 0.256	p = 0.125	p = 0.000***	p = 0.258
Gender: female	−0.074	−0.076	0.045	0.049	0.029	0.027
	p = 0.467	p = 0.377	p = 0.497	p = 0.751	p = 0.000***	p = 0.254
Age	−0.003	−0.003	0.005	0.005	−0.002	−0.002
	p = 0.498	p = 0.504	p = 0.256	p = 0.244	p = 0.223	p = 0.381
Years of schooling	0.017	0.020	−0.011	−0.014	−0.006	−0.005
	p = 0.000***	p = 0.250	p = 0.252	p = 0.376	p = 0.274	p = 0.113
Ever married	−0.173	−0.198	0.189	0.221	−0.016	−0.023
	p = 0.498	p = 0.501	p = 0.256	p = 0.475	p = 0.497	p = 0.737
Experience in sector (yrs)	0.016	0.016	−0.021	−0.020	0.004	0.004
	p = 0.230	p = 0.360	p = 0.000***	p = 0.490	p = 0.000***	p = 0.000***
Tenure at factory (yrs)	−0.010	−0.003	0.015	0.006	−0.005	−0.003
	p = 0.491	p = 1.000	p = 0.508	p = 0.740	p = 0.497	p = 0.613
7.1: position helper/lineman	−0.108	−0.071	0.137	0.090	−0.029	−0.020
	p = 0.000***	p = 0.383	p = 0.000***	p = 0.384	p = 0.274	p = 0.415
7.1: position operator	−0.112	−0.099	0.149	0.134	−0.038	−0.035
	p = 0.000***	p = 0.249	p = 0.000***	p = 0.132	p = 0.251	p = 0.372
Constant	0.689	0.600	0.153	0.261	0.158	0.138
	p = 0.000***	p = 0.000***	p = 0.245	p = 0.000***	p = 0.000***	p = 0.246
Observations	389	389	389	389	389	389
Adjusted R^2	0.039	0.036	0.042	0.035	0.004	0.004

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 100: 17.2: Likelihood of describing relationship with colleagues as..., Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.052	0.055	−0.019	−0.027	−0.033	−0.028
	p = 0.046**	p = 0.025**	p = 0.462	p = 0.273	p = 0.002***	p = 0.007***
Gender: female	−0.191	−0.250	0.186	0.239	0.005	0.011
	p = 0.0001***	p = 0.00000***	p = 0.0002***	p = 0.00000***	p = 0.814	p = 0.559
Age	−0.008	−0.007	0.008	0.008	0.001	−0.0003
	p = 0.031**	p = 0.045**	p = 0.044**	p = 0.039**	p = 0.722	p = 0.860
Years of schooling	0.012	0.005	−0.009	−0.001	−0.003	−0.003
	p = 0.056*	p = 0.390	p = 0.135	p = 0.808	p = 0.302	p = 0.140
Ever married	−0.081	−0.116	0.086	0.122	−0.005	−0.006
	p = 0.132	p = 0.019**	p = 0.109	p = 0.014**	p = 0.803	p = 0.768
Experience in sector (yrs)	0.014	0.013	−0.014	−0.013	0.001	−0.00003
	p = 0.021**	p = 0.024**	p = 0.016**	p = 0.026**	p = 0.804	p = 0.990
Tenure at factory (yrs)	−0.009	−0.010	0.007	0.006	0.003	0.003
	p = 0.283	p = 0.199	p = 0.450	p = 0.393	p = 0.435	p = 0.307
7.1: position helper/lineman	−0.016	0.076	0.041	−0.055	−0.025	−0.021
	p = 0.840	p = 0.307	p = 0.606	p = 0.462	p = 0.436	p = 0.500
7.1: position operator	−0.014	0.028	0.042	−0.006	−0.028	−0.022
	p = 0.839	p = 0.675	p = 0.547	p = 0.926	p = 0.321	p = 0.434
9.1: Factory has rules	0.099	0.095	−0.089	−0.084	−0.010	−0.011
	p = 0.057*	p = 0.061*	p = 0.089*	p = 0.100*	p = 0.620	p = 0.606
9.1: Management consults workers	0.233	0.228	−0.202	−0.201	−0.031	−0.027
	p = 0.002***	p = 0.002***	p = 0.007***	p = 0.007***	p = 0.301	p = 0.372
9.1: Must obey orders	0.147	0.127	−0.151	−0.131	0.004	0.004
	p = 0.016**	p = 0.032**	p = 0.014**	p = 0.029**	p = 0.871	p = 0.884
Constant	0.964	0.748	0.002	0.172	0.034	0.080
	p = 0.00001***	p = 0.000***	p = 0.993	p = 0.168	p = 0.673	p = 0.122
Observations	888	888	888	888	888	888
Adjusted R^2	0.111	0.076	0.110	0.065	0.094	0.006

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 101: 17.2: Likelihood of describing relationship with colleagues as..., Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.010	0.024	0.029	0.011	−0.039	−0.035
	p = 0.482	p = 0.466	p = 0.502	p = 0.876	p = 0.000***	p = 0.256
Gender: female	−0.086	−0.089	0.054	0.058	0.032	0.031
	p = 0.498	p = 0.364	p = 0.494	p = 0.744	p = 0.000***	p = 0.233
Age	−0.002	−0.002	0.004	0.005	−0.002	−0.002
	p = 0.524	p = 0.503	p = 0.000***	p = 0.238	p = 0.231	p = 0.248
Years of schooling	0.019	0.021	−0.013	−0.016	−0.006	−0.005
	p = 0.000***	p = 0.233	p = 0.245	p = 0.360	p = 0.260	p = 0.117
Ever married	−0.169	−0.192	0.187	0.216	−0.019	−0.025
	p = 0.524	p = 0.523	p = 0.257	p = 0.512	p = 0.491	p = 1.000
Experience in sector (yrs)	0.016	0.015	−0.021	−0.020	0.005	0.005
	p = 0.228	p = 0.384	p = 0.000***	p = 0.359	p = 0.000***	p = 0.255
Tenure at factory (yrs)	−0.009	−0.002	0.014	0.006	−0.005	−0.004
	p = 0.482	p = 1.000	p = 0.502	p = 0.746	p = 0.260	p = 0.731
7.1: position helper/lineman	−0.124	−0.090	0.153	0.111	−0.029	−0.020
	p = 0.228	p = 0.512	p = 0.245	p = 0.368	p = 0.260	p = 0.261
7.1: position operator	−0.121	−0.111	0.160	0.146	−0.038	−0.036
	p = 0.000***	p = 0.235	p = 0.000***	p = 0.263	p = 0.249	p = 0.517
9.1: Factory has rules	0.050	0.036	−0.012	0.006	−0.038	−0.042
	p = 0.482	p = 0.643	p = 0.751	p = 0.887	p = 0.491	p = 0.360
9.1: Management consults workers	0.231	0.222	−0.197	−0.185	−0.034	−0.037
	p = 0.270	p = 0.219	p = 0.249	p = 0.143	p = 0.491	p = 0.528
9.1: Must obey orders	0.170	0.165	−0.114	−0.107	−0.056	−0.058
	p = 0.228	p = 0.491	p = 0.245	p = 0.505	p = 0.509	p = 0.348
Constant	0.581	0.508	0.224	0.316	0.194	0.176
	p = 0.000***	p = 0.000***	p = 0.249	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.054	0.052	0.052	0.046	0.004	0.006

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 102: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.007	−0.018	0.140	0.114	0.002	0.008
	p = 0.889	p = 0.694	p = 0.005***	p = 0.012**	p = 0.823	p = 0.351
Age	−0.001	−0.001	0.002	−0.002	−0.0004	−0.001
	p = 0.842	p = 0.775	p = 0.656	p = 0.627	p = 0.559	p = 0.441
Years of schooling	−0.009	−0.014	−0.005	−0.013	−0.001	−0.002
	p = 0.166	p = 0.014**	p = 0.399	p = 0.026**	p = 0.393	p = 0.147
Ever married	0.047	0.023	0.033	−0.008	−0.007	−0.010
	p = 0.388	p = 0.646	p = 0.537	p = 0.872	p = 0.506	p = 0.254
Experience in sector (yrs)	0.012	0.010	0.007	0.007	−0.001	−0.001
	p = 0.043**	p = 0.066*	p = 0.244	p = 0.205	p = 0.330	p = 0.528
Tenure at factory (yrs)	0.004	0.001	−0.0004	0.003	0.003	0.002
	p = 0.652	p = 0.928	p = 0.962	p = 0.737	p = 0.042**	p = 0.101
7.1: position helper/lineman	0.049	0.098	0.084	0.163	0.004	0.005
	p = 0.539	p = 0.193	p = 0.288	p = 0.030**	p = 0.778	p = 0.715
7.1: position operator	−0.023	0.003	0.053	0.068	−0.003	−0.004
	p = 0.740	p = 0.959	p = 0.446	p = 0.312	p = 0.820	p = 0.768
9.1: Factory has rules	0.067	0.067	0.219	0.229	−0.009	−0.010
	p = 0.187	p = 0.177	p = 0.00002***	p = 0.00001***	p = 0.344	p = 0.261
9.1: Management consults workers	0.115	0.123	0.177	0.170	0.001	−0.001
	p = 0.122	p = 0.095*	p = 0.017**	p = 0.022**	p = 0.919	p = 0.935
9.1: Must obey orders	0.195	0.197	0.231	0.248	−0.011	−0.010
	p = 0.0005***	p = 0.0003***	p = 0.00004***	p = 0.00001***	p = 0.289	p = 0.323
Constant	0.681	0.336	0.012	0.222	1.025	1.021
	p = 0.001***	p = 0.008***	p = 0.953	p = 0.075*	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.074	0.033	0.117	0.054	−0.040	0.002

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 103: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.075	−0.085	0.101	0.116	0.007	0.010
	p = 0.271	p = 0.264	p = 0.277	p = 0.132	p = 0.745	p = 0.857
Age	−0.003	−0.004	0.004	0.006	0.0003	0.001
	p = 0.523	p = 0.121	p = 0.527	p = 0.382	p = 0.521	p = 0.283
Years of schooling	−0.005	−0.004	−0.001	0.004	−0.001	−0.0004
	p = 0.523	p = 0.624	p = 0.759	p = 0.745	p = 0.479	p = 1.000
Ever married	0.044	0.001	−0.074	−0.076	−0.024	−0.022
	p = 0.498	p = 1.000	p = 0.759	p = 0.857	p = 0.000***	p = 0.379
Experience in sector (yrs)	0.005	0.005	0.003	0.002	−0.004	−0.004
	p = 0.498	p = 1.000	p = 0.759	p = 0.887	p = 0.266	p = 0.233
Tenure at factory (yrs)	0.014	0.020	0.003	0.014	0.006	0.007
	p = 0.523	p = 0.234	p = 0.759	p = 0.258	p = 0.266	p = 0.233
7.1: position helper/lineman	0.129	0.165	0.114	0.150	0.009	0.012
	p = 0.517	p = 0.497	p = 0.509	p = 0.389	p = 0.490	p = 0.354
7.1: position operator	0.061	0.064	0.081	0.095	−0.004	−0.003
	p = 0.769	p = 0.623	p = 0.509	p = 0.746	p = 0.479	p = 0.747
9.1: Factory has rules	0.090	0.056	0.147	0.144	−0.017	−0.016
	p = 0.271	p = 0.350	p = 0.509	p = 0.759	p = 0.479	p = 0.361
9.1: Management consults workers	0.201	0.187	0.222	0.208	0.003	0.002
	p = 0.000***	p = 0.394	p = 0.000***	p = 0.249	p = 0.000***	p = 0.611
9.1: Must obey orders	0.282	0.241	0.232	0.255	−0.020	−0.016
	p = 0.000***	p = 0.135	p = 0.277	p = 0.215	p = 0.255	p = 0.394
Constant	0.294	0.252	0.056	−0.070	1.002	0.987
	p = 0.498	p = 0.503	p = 0.509	p = 0.755	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.044	0.030	0.049	0.033	0.005	0.004

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 104: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.077	−0.089	0.054	0.056	0.009	0.009
	p = 0.025**	p = 0.007***	p = 0.113	p = 0.093*	p = 0.186	p = 0.155
9.2: Supervisor doesn't use bad lang (numeric)	0.050	0.096	−0.024	−0.013	−0.001	0.0003
	p = 0.151	p = 0.004***	p = 0.493	p = 0.707	p = 0.848	p = 0.959
9.2: Supervisor will side with me (numeric)	−0.039	−0.055	−0.023	−0.028	0.001	0.0001
	p = 0.048**	p = 0.003***	p = 0.253	p = 0.141	p = 0.755	p = 0.982
9.2: Respect supervisor (numeric)	0.055	0.067	0.030	0.045	0.006	0.008
	p = 0.079*	p = 0.024**	p = 0.339	p = 0.140	p = 0.286	p = 0.136
9.2: Supervisor speaks openly (numeric)	−0.066	−0.086	−0.076	−0.087	−0.007	−0.007
	p = 0.014**	p = 0.001***	p = 0.005***	p = 0.001***	p = 0.206	p = 0.120
9.2: I get fair salary (numeric)	−0.054	−0.055	−0.068	−0.074	−0.003	−0.004
	p = 0.0002***	p = 0.00003***	p = 0.00001***	p = 0.00000***	p = 0.293	p = 0.115
Gender: female	0.013	−0.016	0.146	0.114	0.002	0.008
	p = 0.783	p = 0.712	p = 0.003***	p = 0.011**	p = 0.794	p = 0.328
Age	0.0005	0.00002	0.003	−0.001	−0.0005	−0.001
	p = 0.896	p = 0.995	p = 0.450	p = 0.804	p = 0.538	p = 0.430
Years of schooling	−0.008	−0.011	−0.004	−0.012	−0.001	−0.001
	p = 0.197	p = 0.045**	p = 0.468	p = 0.041**	p = 0.434	p = 0.192
Ever married	0.038	0.030	0.024	−0.002	−0.007	−0.009
	p = 0.468	p = 0.527	p = 0.644	p = 0.969	p = 0.512	p = 0.326
Experience in sector (yrs)	0.013	0.011	0.007	0.007	−0.001	−0.001
	p = 0.031**	p = 0.044**	p = 0.251	p = 0.214	p = 0.269	p = 0.401
Tenure at factory (yrs)	−0.0005	0.001	−0.002	0.002	0.004	0.002
	p = 0.955	p = 0.899	p = 0.815	p = 0.795	p = 0.027**	p = 0.070*
7.1: position helper/lineman	0.047	0.097	0.084	0.160	0.006	0.004
	p = 0.548	p = 0.182	p = 0.281	p = 0.030**	p = 0.704	p = 0.753
7.1: position operator	−0.026	−0.006	0.061	0.072	−0.002	−0.003
	p = 0.698	p = 0.923	p = 0.371	p = 0.270	p = 0.880	p = 0.779
Constant	1.138	0.729	0.470	0.658	0.989	0.982
	p = 0.00000***	p = 0.00002***	p = 0.042**	p = 0.0001***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.128	0.097	0.149	0.097	−0.037	0.010

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 105: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.094	−0.092	−0.004	0.014	0.011	0.013
	p = 0.000***	p = 0.143	p = 0.495	p = 0.727	p = 0.261	p = 0.229
9.2: Supervisor doesn't use bad lang (numeric)	0.036	0.067	0.005	−0.0005	−0.002	−0.003
	p = 0.261	p = 0.504	p = 0.250	p = 0.762	p = 0.465	p = 1.000
9.2: Supervisor will side with me (numeric)	−0.043	−0.046	−0.035	−0.033	0.004	0.005
	p = 0.512	p = 0.490	p = 0.250	p = 0.133	p = 0.214	p = 0.240
9.2: Respect supervisor (numeric)	0.097	0.085	0.103	0.108	0.014	0.015
	p = 0.261	p = 0.375	p = 0.265	p = 0.260	p = 0.475	p = 0.617
9.2: Supervisor speaks openly (numeric)	−0.064	−0.071	−0.090	−0.101	−0.014	−0.015
	p = 0.000***	p = 0.122	p = 0.250	p = 0.263	p = 0.475	p = 0.379
9.2: I get fair salary (numeric)	−0.050	−0.038	−0.058	−0.067	−0.003	−0.005
	p = 0.253	p = 0.222	p = 0.515	p = 0.494	p = 0.214	p = 0.378
Gender: female	−0.059	−0.082	0.115	0.124	0.006	0.007
	p = 0.512	p = 0.366	p = 0.245	p = 0.250	p = 0.726	p = 0.870
Age	−0.001	−0.003	0.006	0.007	0.0003	0.001
	p = 0.520	p = 0.496	p = 0.510	p = 0.502	p = 0.512	p = 0.257
Years of schooling	−0.008	−0.005	−0.002	0.001	−0.001	−0.001
	p = 0.261	p = 0.874	p = 0.760	p = 0.861	p = 0.512	p = 0.735
Ever married	0.019	−0.030	−0.081	−0.092	−0.022	−0.021
	p = 0.514	p = 0.631	p = 0.760	p = 0.870	p = 0.000***	p = 0.246
Experience in sector (yrs)	0.008	0.008	0.005	0.004	−0.004	−0.004
	p = 0.514	p = 0.741	p = 0.760	p = 0.874	p = 0.214	p = 0.093*
Tenure at factory (yrs)	0.008	0.016	0.001	0.009	0.007	0.007
	p = 0.520	p = 0.234	p = 0.760	p = 0.497	p = 0.214	p = 0.243
7.1: position helper/lineman	0.115	0.178	0.102	0.132	0.012	0.012
	p = 0.512	p = 0.382	p = 0.495	p = 0.493	p = 0.214	p = 0.491
7.1: position operator	0.024	0.046	0.055	0.067	−0.001	−0.001
	p = 0.773	p = 0.621	p = 0.760	p = 0.879	p = 0.726	p = 0.875
Constant	0.827	0.644	0.402	0.296	0.942	0.941
	p = 0.261	p = 0.499	p = 0.510	p = 0.508	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.085	0.057	0.081	0.078	0.005	0.009

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 106: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.012	0.048	0.041	0.024	−0.016	−0.016
	p = 0.902	p = 0.617	p = 0.678	p = 0.806	p = 0.407	p = 0.364
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.016	−0.102	−0.083	−0.095	0.003	−0.001
	p = 0.867	p = 0.276	p = 0.378	p = 0.303	p = 0.864	p = 0.968
9.2: Supervisor will side with me (disagree = 1)	0.048	0.075	0.063	0.066	−0.008	−0.007
	p = 0.232	p = 0.052*	p = 0.116	p = 0.085*	p = 0.333	p = 0.324
9.2: Respect supervisor (disagree = 1)	0.004	−0.037	−0.113	−0.134	−0.029	−0.027
	p = 0.953	p = 0.602	p = 0.112	p = 0.056*	p = 0.040**	p = 0.038**
9.2: Supervisor speaks openly (disagree = 1)	0.192	0.224	0.105	0.123	0.021	0.024
	p = 0.0005***	p = 0.00003***	p = 0.051*	p = 0.019**	p = 0.044**	p = 0.013**
9.2: I get fair salary (disagree = 1)	0.110	0.113	0.217	0.232	0.008	0.010
	p = 0.003***	p = 0.001***	p = 0.000***	p = 0.000***	p = 0.241	p = 0.110
Gender: female	0.011	−0.016	0.142	0.114	0.003	0.008
	p = 0.822	p = 0.722	p = 0.003***	p = 0.010***	p = 0.781	p = 0.322
Age	−0.0001	−0.0001	0.003	−0.001	−0.001	−0.001
	p = 0.979	p = 0.980	p = 0.504	p = 0.780	p = 0.491	p = 0.425
Years of schooling	−0.009	−0.013	−0.005	−0.012	−0.001	−0.001
	p = 0.149	p = 0.020**	p = 0.433	p = 0.038**	p = 0.402	p = 0.152
Ever married	0.031	0.018	0.030	0.003	−0.006	−0.009
	p = 0.561	p = 0.718	p = 0.573	p = 0.943	p = 0.540	p = 0.309
Experience in sector (yrs)	0.013	0.011	0.007	0.007	−0.001	−0.001
	p = 0.032**	p = 0.051*	p = 0.221	p = 0.215	p = 0.261	p = 0.402
Tenure at factory (yrs)	−0.00002	−0.0004	−0.003	0.002	0.004	0.002
	p = 0.998	p = 0.960	p = 0.738	p = 0.781	p = 0.032**	p = 0.093*
7.1: position helper/lineman	0.067	0.116	0.097	0.167	0.003	0.002
	p = 0.398	p = 0.115	p = 0.214	p = 0.023**	p = 0.848	p = 0.870
7.1: position operator	−0.016	0.008	0.060	0.071	−0.004	−0.005
	p = 0.812	p = 0.905	p = 0.377	p = 0.282	p = 0.770	p = 0.689
Constant	0.659	0.266	0.005	0.222	1.021	1.016
	p = 0.001***	p = 0.029**	p = 0.980	p = 0.067*	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.103	0.065	0.151	0.098	−0.031	0.015

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 107: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	0.048 p = 0.480	0.049 p = 0.752	0.109 p = 0.235	0.059 p = 0.748	−0.021 p = 0.251	−0.025 p = 0.381
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.009 p = 0.763	−0.051 p = 1.000	−0.049 p = 0.266	−0.027 p = 0.124	0.007 p = 0.736	0.010 p = 0.904
9.2: Supervisor will side with me (disagree = 1)	0.066 p = 0.480	0.070 p = 0.649	0.007 p = 0.506	0.004 p = 1.000	−0.016 p = 0.485	−0.016 p = 0.874
9.2: Respect supervisor (disagree = 1)	−0.013 p = 0.763	−0.022 p = 1.000	−0.167 p = 0.266	−0.178 p = 0.351	−0.049 p = 0.478	−0.049 p = 0.114
9.2: Supervisor speaks openly (disagree = 1)	0.148 p = 0.230	0.147 p = 0.131	0.108 p = 0.501	0.126 p = 0.513	0.044 p = 0.251	0.045 p = 0.107
9.2: I get fair salary (disagree = 1)	0.124 p = 0.250	0.089 p = 0.117	0.168 p = 0.501	0.191 p = 0.348	0.007 p = 0.509	0.011 p = 0.360
Gender: female	−0.051 p = 0.480	−0.069 p = 0.609	0.123 p = 0.240	0.132 p = 0.269	0.004 p = 0.736	0.005 p = 0.879
Age	−0.002 p = 0.513	−0.003 p = 0.364	0.005 p = 0.475	0.006 p = 0.477	0.0002 p = 0.736	0.0003 p = 0.378
Years of schooling	−0.009 p = 0.284	−0.006 p = 0.646	−0.003 p = 0.741	0.001 p = 0.869	−0.001 p = 0.478	−0.001 p = 0.461
Ever married	0.008 p = 0.533	−0.034 p = 0.754	−0.081 p = 0.741	−0.091 p = 1.000	−0.019 p = 0.227	−0.018 p = 0.362
Experience in sector (yrs)	0.007 p = 0.533	0.007 p = 0.641	0.004 p = 0.741	0.003 p = 0.884	−0.004 p = 0.258	−0.005 p = 0.265
Tenure at factory (yrs)	0.008 p = 0.763	0.015 p = 0.393	−0.001 p = 0.741	0.009 p = 0.475	0.007 p = 0.258	0.007 p = 0.242
7.1: position helper/lineman	0.146 p = 0.480	0.195 p = 0.367	0.113 p = 0.506	0.150 p = 0.367	0.012 p = 0.258	0.013 p = 0.502
7.1: position operator	0.047 p = 0.763	0.062 p = 0.642	0.065 p = 0.741	0.078 p = 1.000	−0.002 p = 0.736	−0.001 p = 1.000
Constant	0.348 p = 0.250	0.271 p = 0.526	0.135 p = 0.506	0.022 p = 0.741	0.995 p = 0.000***	0.989 p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.052	0.027	0.067	0.060	0.019	0.022

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 108: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.157	−0.142	−0.112	−0.107	0.005	0.005
	p = 0.000***	p = 0.000***	p = 0.00001***	p = 0.00001***	p = 0.283	p = 0.213
Gender: female	0.019	−0.010	0.141	0.109	0.002	0.008
	p = 0.699	p = 0.820	p = 0.004***	p = 0.016**	p = 0.806	p = 0.322
Age	−0.00000	−0.0005	0.002	−0.001	−0.0005	−0.001
	p = 1.000	p = 0.890	p = 0.529	p = 0.753	p = 0.504	p = 0.405
Years of schooling	−0.009	−0.014	−0.005	−0.013	−0.001	−0.002
	p = 0.142	p = 0.012**	p = 0.400	p = 0.021**	p = 0.399	p = 0.148
Ever married	0.034	0.012	0.023	−0.018	−0.006	−0.010
	p = 0.528	p = 0.802	p = 0.673	p = 0.723	p = 0.528	p = 0.276
Experience in sector (yrs)	0.013	0.012	0.008	0.009	−0.001	−0.001
	p = 0.028**	p = 0.035**	p = 0.187	p = 0.127	p = 0.305	p = 0.486
Tenure at factory (yrs)	−0.0001	−0.001	−0.003	0.0004	0.004	0.002
	p = 0.995	p = 0.945	p = 0.686	p = 0.961	p = 0.032**	p = 0.083*
7.1: position helper/lineman	0.037	0.105	0.069	0.168	0.005	0.005
	p = 0.640	p = 0.155	p = 0.380	p = 0.025**	p = 0.748	p = 0.709
7.1: position operator	−0.030	−0.001	0.052	0.072	−0.003	−0.004
	p = 0.657	p = 0.994	p = 0.451	p = 0.281	p = 0.833	p = 0.772
Constant	0.807	0.420	0.219	0.413	1.017	1.013
	p = 0.00004***	p = 0.0004***	p = 0.260	p = 0.001***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.110	0.061	0.121	0.054	−0.039	0.004

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 109: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.162	−0.128	−0.113	−0.113	0.009	0.007
	p = 0.250	p = 0.252	p = 0.515	p = 0.464	p = 0.495	p = 1.000
Gender: female	−0.049	−0.063	0.123	0.138	0.006	0.009
	p = 0.510	p = 0.876	p = 0.508	p = 0.356	p = 0.726	p = 1.000
Age	−0.003	−0.004	0.004	0.006	0.0002	0.0004
	p = 0.498	p = 0.364	p = 0.515	p = 0.500	p = 0.470	p = 0.243
Years of schooling	−0.009	−0.006	−0.003	0.002	−0.001	−0.0003
	p = 0.248	p = 0.746	p = 0.769	p = 1.000	p = 0.256	p = 1.000
Ever married	0.015	−0.035	−0.087	−0.100	−0.021	−0.021
	p = 0.508	p = 0.629	p = 0.769	p = 1.000	p = 0.000***	p = 0.506
Experience in sector (yrs)	0.008	0.007	0.006	0.004	−0.004	−0.004
	p = 0.508	p = 0.743	p = 0.769	p = 1.000	p = 0.231	p = 0.132
Tenure at factory (yrs)	0.008	0.018	−0.001	0.011	0.006	0.007
	p = 0.498	p = 0.515	p = 0.769	p = 0.518	p = 0.231	p = 0.227
7.1: position helper/lineman	0.113	0.171	0.097	0.144	0.012	0.014
	p = 0.510	p = 0.479	p = 0.508	p = 0.400	p = 0.487	p = 0.368
7.1: position operator	0.024	0.042	0.053	0.071	−0.001	0.00003
	p = 0.758	p = 0.631	p = 0.769	p = 0.881	p = 0.495	p = 1.000
Constant	0.517	0.399	0.256	0.113	0.987	0.976
	p = 0.260	p = 0.502	p = 0.508	p = 0.750	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.064	0.037	0.057	0.039	0.008	0.007

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 110: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.147	−0.131	−0.094	−0.084	0.003	0.004
	p = 0.000***	p = 0.00000***	p = 0.0003***	p = 0.001***	p = 0.517	p = 0.361
Gender: female	0.013	−0.016	0.144	0.115	0.002	0.008
	p = 0.779	p = 0.712	p = 0.003***	p = 0.011**	p = 0.835	p = 0.354
Age	0.00003	−0.001	0.002	−0.001	−0.0004	−0.001
	p = 0.994	p = 0.869	p = 0.560	p = 0.682	p = 0.543	p = 0.429
Years of schooling	−0.008	−0.014	−0.005	−0.013	−0.001	−0.002
	p = 0.175	p = 0.015**	p = 0.416	p = 0.027**	p = 0.390	p = 0.145
Ever married	0.036	0.014	0.026	−0.014	−0.007	−0.010
	p = 0.500	p = 0.781	p = 0.624	p = 0.778	p = 0.521	p = 0.268
Experience in sector (yrs)	0.013	0.012	0.007	0.008	−0.001	−0.001
	p = 0.027**	p = 0.035**	p = 0.205	p = 0.153	p = 0.322	p = 0.501
Tenure at factory (yrs)	0.0002	−0.0004	−0.003	0.002	0.003	0.002
	p = 0.980	p = 0.954	p = 0.747	p = 0.808	p = 0.038**	p = 0.096*
7.1: position helper/lineman	0.029	0.096	0.071	0.162	0.005	0.005
	p = 0.714	p = 0.193	p = 0.366	p = 0.030**	p = 0.756	p = 0.712
7.1: position operator	−0.034	−0.004	0.046	0.063	−0.003	−0.003
	p = 0.619	p = 0.954	p = 0.505	p = 0.344	p = 0.834	p = 0.783
9.1: Factory has rules	−0.004	−0.002	0.173	0.185	−0.008	−0.008
	p = 0.932	p = 0.966	p = 0.001***	p = 0.0003***	p = 0.446	p = 0.394
9.1: Management consults workers	0.076	0.081	0.152	0.143	0.002	0.0002
	p = 0.301	p = 0.265	p = 0.039**	p = 0.052*	p = 0.871	p = 0.988
9.1: Must obey orders	0.053	0.063	0.141	0.162	−0.008	−0.006
	p = 0.374	p = 0.286	p = 0.020**	p = 0.007***	p = 0.483	p = 0.613
Constant	0.792	0.406	0.083	0.267	1.022	1.019
	p = 0.0001***	p = 0.002***	p = 0.674	p = 0.033**	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.110	0.062	0.131	0.065	−0.041	0.001

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 111: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.137	−0.108	−0.094	−0.087	0.006	0.005
	p = 0.518	p = 0.255	p = 0.250	p = 0.370	p = 0.524	p = 1.000
Gender: female	−0.060	−0.074	0.111	0.125	0.007	0.009
	p = 0.521	p = 0.264	p = 0.258	p = 0.245	p = 0.762	p = 0.879
Age	−0.002	−0.004	0.005	0.006	0.0003	0.001
	p = 0.518	p = 0.357	p = 0.508	p = 0.383	p = 0.521	p = 0.114
Years of schooling	−0.007	−0.005	−0.002	0.004	−0.001	−0.0003
	p = 0.518	p = 0.621	p = 0.762	p = 0.869	p = 0.284	p = 0.877
Ever married	0.025	−0.024	−0.087	−0.097	−0.023	−0.021
	p = 0.475	p = 0.879	p = 0.762	p = 1.000	p = 0.000***	p = 0.372
Experience in sector (yrs)	0.007	0.007	0.005	0.003	−0.004	−0.004
	p = 0.475	p = 0.739	p = 0.762	p = 0.868	p = 0.238	p = 0.229
Tenure at factory (yrs)	0.011	0.019	0.0002	0.013	0.006	0.007
	p = 0.236	p = 0.239	p = 0.762	p = 0.267	p = 0.238	p = 0.261
7.1: position helper/lineman	0.097	0.150	0.092	0.138	0.010	0.013
	p = 0.521	p = 0.369	p = 0.512	p = 0.365	p = 0.479	p = 0.482
7.1: position operator	0.015	0.030	0.050	0.067	−0.002	−0.001
	p = 0.757	p = 0.629	p = 0.762	p = 0.886	p = 0.524	p = 0.872
9.1: Factory has rules	0.029	−0.001	0.105	0.098	−0.014	−0.013
	p = 0.283	p = 1.000	p = 0.512	p = 1.000	p = 0.524	p = 0.120
9.1: Management consults workers	0.172	0.160	0.202	0.186	0.004	0.003
	p = 0.283	p = 0.486	p = 0.258	p = 0.126	p = 0.479	p = 0.381
9.1: Must obey orders	0.167	0.141	0.154	0.174	−0.015	−0.011
	p = 0.000***	p = 0.114	p = 0.508	p = 0.376	p = 0.521	p = 0.729
Constant	0.424	0.337	0.144	−0.001	0.996	0.983
	p = 0.239	p = 0.521	p = 0.512	p = 0.725	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.077	0.050	0.061	0.045	0.003	0.002

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 112: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 1: 9.1 raw data + covariates.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.030	0.034	0.041	0.052	0.026	0.020
	p = 0.034**	p = 0.012**	p = 0.099*	p = 0.026**	p = 0.111	p = 0.212
Age	0.0004	−0.001	0.001	−0.001	0.003	0.002
	p = 0.733	p = 0.338	p = 0.547	p = 0.589	p = 0.046**	p = 0.085*
Years of schooling	−0.001	0.001	−0.004	−0.0002	0.00003	0.002
	p = 0.419	p = 0.487	p = 0.249	p = 0.945	p = 0.989	p = 0.237
Ever married	−0.028	−0.011	−0.047	−0.020	−0.061	−0.019
	p = 0.067*	p = 0.445	p = 0.083*	p = 0.436	p = 0.001***	p = 0.270
Experience in sector (yrs)	0.001	0.003	−0.003	0.001	−0.006	−0.005
	p = 0.610	p = 0.111	p = 0.321	p = 0.659	p = 0.003***	p = 0.017**
Tenure at factory (yrs)	−0.003	−0.001	0.005	0.006	−0.001	0.001
	p = 0.216	p = 0.714	p = 0.246	p = 0.098*	p = 0.841	p = 0.599
7.1: position helper/lineman	−0.016	−0.029	−0.025	−0.035	−0.030	−0.029
	p = 0.470	p = 0.198	p = 0.536	p = 0.369	p = 0.271	p = 0.281
7.1: position operator	0.001	0.002	−0.047	−0.055	−0.008	−0.006
	p = 0.958	p = 0.936	p = 0.184	p = 0.111	p = 0.722	p = 0.807
9.1: Factory has rules	−0.013	−0.024	−0.027	−0.030	−0.008	−0.008
	p = 0.361	p = 0.096*	p = 0.291	p = 0.239	p = 0.652	p = 0.663
9.1: Management consults workers	−0.001	−0.003	−0.010	0.009	−0.009	0.010
	p = 0.953	p = 0.904	p = 0.798	p = 0.807	p = 0.714	p = 0.707
9.1: Must obey orders	−0.016	−0.030	−0.087	−0.099	−0.056	−0.068
	p = 0.311	p = 0.061*	p = 0.003***	p = 0.0005***	p = 0.004***	p = 0.0005***
Constant	1.020	0.997	0.871	0.992	0.928	0.952
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.131	0.014	0.113	0.021	0.157	0.029

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 113: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.054	0.056	0.022	0.019	−0.002	−0.005
	p = 0.000***	p = 0.124	p = 0.275	p = 0.120	p = 0.510	p = 0.270
Age	0.001	0.001	0.003	0.002	0.003	0.003
	p = 0.770	p = 0.633	p = 0.232	p = 0.362	p = 0.243	p = 0.514
Years of schooling	−0.003	−0.002	−0.002	−0.002	0.0004	−0.00002
	p = 0.525	p = 0.638	p = 0.528	p = 0.370	p = 0.760	p = 0.861
Ever married	−0.035	−0.038	−0.057	−0.073	−0.019	−0.026
	p = 0.257	p = 0.244	p = 0.485	p = 0.373	p = 0.493	p = 0.115
Experience in sector (yrs)	0.003	0.003	0.001	0.001	−0.003	−0.002
	p = 0.268	p = 0.266	p = 0.760	p = 1.000	p = 0.243	p = 0.527
Tenure at factory (yrs)	−0.0003	0.002	0.003	0.006	−0.002	−0.003
	p = 0.770	p = 0.628	p = 0.528	p = 0.364	p = 0.510	p = 0.628
7.1: position helper/lineman	−0.023	−0.014	−0.010	0.006	−0.040	−0.039
	p = 0.770	p = 0.887	p = 0.507	p = 1.000	p = 0.243	p = 0.384
7.1: position operator	−0.010	−0.007	−0.069	−0.067	0.003	0.002
	p = 0.502	p = 0.604	p = 0.000***	p = 0.284	p = 0.510	p = 0.867
9.1: Factory has rules	−0.027	−0.029	−0.032	−0.045	0.009	0.003
	p = 0.257	p = 0.387	p = 0.000***	p = 0.267	p = 0.243	p = 0.258
9.1: Management consults workers	−0.002	−0.005	−0.010	−0.016	0.022	0.022
	p = 0.000***	p = 0.256	p = 0.528	p = 0.736	p = 0.493	p = 0.226
9.1: Must obey orders	−0.026	−0.024	−0.103	−0.117	−0.013	−0.023
	p = 0.257	p = 0.516	p = 0.000***	p = 0.120	p = 0.267	p = 0.275
Constant	0.988	0.962	1.019	0.996	0.965	0.975
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.030	0.025	0.039	0.032	0.018	0.008

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 114: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 2: 9.2 raw data + covariates.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.011	0.014	0.030	0.033	0.018	0.019
	p = 0.281	p = 0.169	p = 0.087*	p = 0.055*	p = 0.120	p = 0.102
9.2: Supervisor doesn't use bad lang (numeric)	−0.005	−0.003	0.005	0.011	−0.009	−0.007
	p = 0.654	p = 0.781	p = 0.787	p = 0.542	p = 0.459	p = 0.580
9.2: Supervisor will side with me (numeric)	−0.003	0.002	−0.020	−0.016	0.006	0.005
	p = 0.562	p = 0.701	p = 0.051*	p = 0.092*	p = 0.400	p = 0.435
9.2: Respect supervisor (numeric)	0.026	0.019	0.058	0.053	0.003	−0.002
	p = 0.005***	p = 0.039**	p = 0.0003***	p = 0.001***	p = 0.803	p = 0.883
9.2: Supervisor speaks openly (numeric)	−0.001	−0.001	−0.017	−0.024	0.018	0.014
	p = 0.911	p = 0.870	p = 0.212	p = 0.071*	p = 0.046**	p = 0.122
9.2: I get fair salary (numeric)	0.0001	−0.001	0.018	0.023	0.015	0.021
	p = 0.987	p = 0.773	p = 0.011**	p = 0.001***	p = 0.002***	p = 0.00001***
Gender: female	0.029	0.035	0.026	0.040	0.023	0.014
	p = 0.038**	p = 0.009***	p = 0.296	p = 0.084*	p = 0.166	p = 0.378
Age	0.0005	−0.001	0.001	−0.001	0.002	0.002
	p = 0.657	p = 0.316	p = 0.481	p = 0.572	p = 0.071*	p = 0.136
Years of schooling	−0.001	0.001	−0.002	0.001	0.0001	0.002
	p = 0.505	p = 0.419	p = 0.520	p = 0.627	p = 0.951	p = 0.244
Ever married	−0.027	−0.009	−0.043	−0.016	−0.057	−0.019
	p = 0.081*	p = 0.553	p = 0.105	p = 0.533	p = 0.002***	p = 0.274
Experience in sector (yrs)	0.001	0.002	−0.004	0.0003	−0.006	−0.005
	p = 0.757	p = 0.182	p = 0.191	p = 0.905	p = 0.002***	p = 0.010***
Tenure at factory (yrs)	−0.002	−0.0003	0.007	0.008	0.001	0.002
	p = 0.324	p = 0.883	p = 0.085*	p = 0.036**	p = 0.758	p = 0.473
7.1: position helper/lineman	−0.011	−0.028	−0.014	−0.037	−0.027	−0.029
	p = 0.633	p = 0.198	p = 0.729	p = 0.332	p = 0.315	p = 0.271
7.1: position operator	0.004	0.003	−0.038	−0.048	−0.005	−0.001
	p = 0.836	p = 0.876	p = 0.276	p = 0.152	p = 0.820	p = 0.982
Constant	0.877	0.853	0.514	0.629	0.733	0.770
	p = 0.000***	p = 0.000***	p = 0.00002***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.142	0.025	0.143	0.062	0.189	0.066

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 115: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.001 p = 0.771	0.003 p = 1.000	0.021 p = 0.521	0.019 p = 0.760	0.016 p = 0.478	0.013 p = 0.746
9.2: Supervisor doesn't use bad lang (numeric)	0.018 p = 0.513	0.015 p = 0.126	0.041 p = 0.521	0.046 p = 0.728	−0.015 p = 0.241	−0.012 p = 1.000
9.2: Supervisor will side with me (numeric)	−0.004 p = 0.513	−0.003 p = 1.000	−0.014 p = 0.000***	−0.015 p = 0.227	0.007 p = 0.269	0.006 p = 0.497
9.2: Respect supervisor (numeric)	0.033 p = 0.267	0.035 p = 0.264	0.048 p = 0.521	0.046 p = 0.721	−0.004 p = 0.747	−0.006 p = 0.875
9.2: Supervisor speaks openly (numeric)	−0.008 p = 0.525	−0.010 p = 0.746	−0.013 p = 0.521	−0.013 p = 1.000	0.043 p = 0.241	0.045 p = 0.135
9.2: I get fair salary (numeric)	0.0004 p = 0.771	−0.002 p = 0.760	0.009 p = 0.239	0.012 p = 0.276	0.007 p = 0.478	0.010 p = 0.122
Gender: female	0.046 p = 0.000***	0.049 p = 0.238	0.001 p = 0.763	−0.003 p = 0.632	0.001 p = 0.747	−0.002 p = 0.727
Age	0.001 p = 0.771	0.001 p = 1.000	0.003 p = 0.242	0.003 p = 0.375	0.003 p = 0.241	0.002 p = 0.235
Years of schooling	−0.002 p = 0.267	−0.002 p = 0.646	0.0001 p = 0.763	−0.00004 p = 1.000	0.001 p = 0.510	0.0004 p = 0.743
Ever married	−0.031 p = 0.258	−0.030 p = 0.256	−0.035 p = 0.524	−0.040 p = 0.361	−0.010 p = 0.000***	−0.011 p = 0.227
Experience in sector (yrs)	0.002 p = 0.267	0.002 p = 0.499	−0.0001 p = 0.763	0.00003 p = 1.000	−0.004 p = 0.478	−0.003 p = 0.253
Tenure at factory (yrs)	0.001 p = 0.246	0.002 p = 0.110	0.007 p = 0.239	0.007 p = 0.135	−0.001 p = 0.510	−0.002 p = 0.618
7.1: position helper/lineman	−0.010 p = 0.771	−0.007 p = 0.867	0.017 p = 0.481	0.020 p = 0.504	−0.033 p = 0.241	−0.035 p = 0.257
7.1: position operator	0.003 p = 0.504	0.005 p = 0.633	−0.038 p = 0.239	−0.037 p = 0.484	0.018 p = 0.747	0.017 p = 1.000
Constant	0.782 p = 0.000***	0.768 p = 0.000***	0.536 p = 0.239	0.529 p = 0.000***	0.745 p = 0.000***	0.752 p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.060	0.059	0.094	0.096	0.113	0.112

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 116: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.006	−0.014	0.051	0.061	−0.048	−0.039
	p = 0.828	p = 0.619	p = 0.304	p = 0.213	p = 0.152	p = 0.257
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.004	0.005	−0.103	−0.124	0.039	0.021
	p = 0.872	p = 0.851	p = 0.032**	p = 0.010***	p = 0.225	p = 0.518
9.2: Supervisor will side with me (disagree = 1)	0.001	−0.004	0.011	0.010	−0.001	0.004
	p = 0.907	p = 0.730	p = 0.583	p = 0.601	p = 0.955	p = 0.791
9.2: Respect supervisor (disagree = 1)	−0.073	−0.079	−0.174	−0.183	−0.045	−0.038
	p = 0.0005***	p = 0.0002***	p = 0.00001***	p = 0.00000***	p = 0.066*	p = 0.134
9.2: Supervisor speaks openly (disagree = 1)	−0.003	−0.006	0.009	0.021	−0.057	−0.053
	p = 0.841	p = 0.725	p = 0.728	p = 0.433	p = 0.003***	p = 0.005***
9.2: I get fair salary (disagree = 1)	−0.002	0.0003	−0.044	−0.056	−0.031	−0.043
	p = 0.874	p = 0.981	p = 0.016**	p = 0.002***	p = 0.013**	p = 0.0005***
Gender: female	0.031	0.036	0.035	0.050	0.024	0.016
	p = 0.029**	p = 0.007***	p = 0.150	p = 0.028**	p = 0.151	p = 0.304
Age	0.0004	−0.001	0.001	−0.001	0.002	0.002
	p = 0.736	p = 0.315	p = 0.574	p = 0.590	p = 0.061*	p = 0.127
Years of schooling	−0.001	0.001	−0.003	0.001	0.0003	0.003
	p = 0.457	p = 0.405	p = 0.409	p = 0.671	p = 0.870	p = 0.155
Ever married	−0.026	−0.007	−0.040	−0.012	−0.055	−0.014
	p = 0.087*	p = 0.613	p = 0.134	p = 0.619	p = 0.003***	p = 0.408
Experience in sector (yrs)	0.001	0.002	−0.004	0.0004	−0.007	−0.005
	p = 0.756	p = 0.205	p = 0.214	p = 0.900	p = 0.001***	p = 0.008***
Tenure at factory (yrs)	−0.002	−0.0002	0.007	0.008	0.001	0.002
	p = 0.337	p = 0.916	p = 0.093*	p = 0.047**	p = 0.638	p = 0.360
7.1: position helper/lineman	−0.019	−0.035	−0.030	−0.051	−0.035	−0.036
	p = 0.412	p = 0.111	p = 0.443	p = 0.173	p = 0.190	p = 0.168
7.1: position operator	−0.001	−0.001	−0.045	−0.054	−0.010	−0.004
	p = 0.972	p = 0.971	p = 0.189	p = 0.110	p = 0.673	p = 0.882
Constant	1.009	0.986	0.861	0.994	0.935	0.971
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.143	0.030	0.152	0.073	0.183	0.055

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 117: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree = 1)	−0.020 p = 0.247	−0.028 p = 0.471	0.065 p = 0.496	0.070 p = 1.000	−0.037 p = 0.486	−0.026 p = 1.000
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.018 p = 0.247	−0.013 p = 0.486	−0.174 p = 0.000***	−0.181 p = 0.253	0.017 p = 0.000***	0.010 p = 0.387
9.2: Supervisor will side with me (disagree = 1)	0.001 p = 0.716	0.0001 p = 1.000	−0.008 p = 0.496	−0.007 p = 0.624	0.002 p = 0.000***	0.003 p = 0.251
9.2: Respect supervisor (disagree = 1)	−0.088 p = 0.252	−0.089 p = 0.126	−0.173 p = 0.255	−0.173 p = 0.264	−0.032 p = 0.486	−0.031 p = 0.622
9.2: Supervisor speaks openly (disagree = 1)	0.030 p = 0.463	0.033 p = 0.375	0.025 p = 0.496	0.024 p = 0.871	−0.072 p = 0.238	−0.076 p = 0.106
9.2: I get fair salary (disagree = 1)	−0.002 p = 0.716	0.003 p = 1.000	−0.014 p = 0.747	−0.020 p = 1.000	−0.008 p = 0.000***	−0.015 p = 0.098*
Gender: female	0.047 p = 0.000***	0.049 p = 0.119	0.008 p = 0.747	0.006 p = 0.878	−0.004 p = 0.501	−0.007 p = 0.124
Age	0.0004 p = 0.716	0.001 p = 1.000	0.003 p = 0.251	0.002 p = 0.368	0.003 p = 0.491	0.002 p = 0.515
Years of schooling	−0.003 p = 0.468	−0.002 p = 0.758	−0.001 p = 0.747	−0.001 p = 1.000	0.001 p = 0.491	0.0003 p = 1.000
Ever married	−0.023 p = 0.499	−0.023 p = 0.248	−0.018 p = 0.492	−0.022 p = 0.752	−0.003 p = 0.739	−0.004 p = 0.744
Experience in sector (yrs)	0.002 p = 0.216	0.002 p = 0.509	−0.0003 p = 0.506	−0.0001 p = 0.862	−0.003 p = 0.238	−0.003 p = 0.248
Tenure at factory (yrs)	0.001 p = 0.468	0.003 p = 0.132	0.007 p = 0.255	0.007 p = 0.257	−0.0003 p = 0.739	−0.002 p = 0.627
7.1: position helper/lineman	−0.016 p = 0.463	−0.012 p = 1.000	0.001 p = 0.747	0.003 p = 0.884	−0.041 p = 0.238	−0.045 p = 0.381
7.1: position operator	−0.001 p = 0.716	0.0003 p = 0.890	−0.045 p = 0.000***	−0.044 p = 0.150	0.010 p = 0.491	0.009 p = 1.000
Constant	0.964 p = 0.000***	0.949 p = 0.000***	0.963 p = 0.000***	0.964 p = 0.000***	0.966 p = 0.000***	0.984 p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.070	0.070	0.130	0.133	0.090	0.086

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 118: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.018	0.024	0.058	0.070	0.051	0.055
	p = 0.008***	p = 0.0004***	p = 0.00000***	p = 0.000***	p = 0.000***	p = 0.000***
Gender: female	0.029	0.034	0.037	0.049	0.023	0.017
	p = 0.034**	p = 0.010***	p = 0.127	p = 0.032**	p = 0.160	p = 0.287
Age	0.0003	−0.001	0.001	−0.002	0.002	0.002
	p = 0.807	p = 0.281	p = 0.700	p = 0.418	p = 0.072*	p = 0.139
Years of schooling	−0.002	0.001	−0.003	0.00000	0.0001	0.003
	p = 0.384	p = 0.499	p = 0.283	p = 0.999	p = 0.943	p = 0.203
Ever married	−0.027	−0.009	−0.043	−0.014	−0.057	−0.015
	p = 0.078*	p = 0.521	p = 0.116	p = 0.573	p = 0.002***	p = 0.382
Experience in sector (yrs)	0.001	0.002	−0.003	0.001	−0.006	−0.005
	p = 0.660	p = 0.151	p = 0.259	p = 0.820	p = 0.002***	p = 0.008***
Tenure at factory (yrs)	−0.003	−0.0005	0.007	0.007	0.001	0.002
	p = 0.289	p = 0.825	p = 0.117	p = 0.055*	p = 0.791	p = 0.447
7.1: position helper/lineman	−0.013	−0.028	−0.021	−0.037	−0.026	−0.031
	p = 0.561	p = 0.204	p = 0.591	p = 0.329	p = 0.332	p = 0.241
7.1: position operator	0.003	0.003	−0.044	−0.051	−0.005	−0.002
	p = 0.896	p = 0.890	p = 0.210	p = 0.134	p = 0.828	p = 0.926
Constant	1.004	0.977	0.827	0.958	0.900	0.936
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.140	0.025	0.127	0.044	0.187	0.058

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 119: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.031	0.029	0.085	0.091	0.052	0.053
	p = 0.254	p = 0.266	p = 0.000***	p = 0.135	p = 0.232	p = 0.124
Gender: female	0.050	0.053	0.012	0.009	−0.006	−0.009
	p = 0.000***	p = 0.130	p = 0.000***	p = 0.118	p = 0.495	p = 0.236
Age	0.0003	0.001	0.002	0.002	0.003	0.003
	p = 0.779	p = 0.749	p = 0.255	p = 0.488	p = 0.483	p = 0.252
Years of schooling	−0.003	−0.002	−0.001	−0.001	0.001	0.0003
	p = 0.268	p = 0.755	p = 0.494	p = 1.000	p = 0.483	p = 1.000
Ever married	−0.032	−0.032	−0.040	−0.047	−0.011	−0.011
	p = 0.257	p = 0.237	p = 0.494	p = 0.384	p = 0.232	p = 0.388
Experience in sector (yrs)	0.002	0.002	−0.0002	−0.0002	−0.003	−0.003
	p = 0.268	p = 0.508	p = 0.749	p = 1.000	p = 0.495	p = 0.117
Tenure at factory (yrs)	0.0005	0.002	0.006	0.007	−0.001	−0.003
	p = 0.779	p = 0.379	p = 0.255	p = 0.140	p = 0.495	p = 0.607
7.1: position helper/lineman	−0.014	−0.007	0.006	0.013	−0.027	−0.033
	p = 0.779	p = 0.870	p = 0.510	p = 0.611	p = 0.483	p = 0.260
7.1: position operator	0.002	0.004	−0.044	−0.042	0.021	0.019
	p = 0.779	p = 1.000	p = 0.255	p = 0.234	p = 0.495	p = 0.774
Constant	0.956	0.934	0.932	0.920	0.938	0.957
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.055	0.049	0.083	0.085	0.094	0.090

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 120: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.018	0.022	0.050	0.061	0.048	0.049
	p = 0.015**	p = 0.003***	p = 0.0002***	p = 0.00001***	p = 0.00000***	p = 0.00000***
Gender: female	0.029	0.034	0.038	0.052	0.024	0.019
	p = 0.038**	p = 0.012**	p = 0.116	p = 0.026**	p = 0.136	p = 0.216
Age	0.0003	−0.001	0.001	−0.001	0.002	0.002
	p = 0.801	p = 0.301	p = 0.640	p = 0.509	p = 0.068*	p = 0.105
Years of schooling	−0.001	0.001	−0.004	−0.0004	−0.0001	0.002
	p = 0.403	p = 0.506	p = 0.230	p = 0.902	p = 0.968	p = 0.254
Ever married	−0.027	−0.010	−0.044	−0.016	−0.057	−0.016
	p = 0.080*	p = 0.510	p = 0.107	p = 0.537	p = 0.002***	p = 0.357
Experience in sector (yrs)	0.001	0.002	−0.003	0.001	−0.006	−0.005
	p = 0.654	p = 0.145	p = 0.272	p = 0.823	p = 0.002***	p = 0.008***
Tenure at factory (yrs)	−0.003	−0.001	0.006	0.007	0.001	0.002
	p = 0.292	p = 0.778	p = 0.146	p = 0.071*	p = 0.832	p = 0.487
7.1: position helper/lineman	−0.014	−0.028	−0.018	−0.034	−0.023	−0.028
	p = 0.540	p = 0.200	p = 0.652	p = 0.373	p = 0.384	p = 0.283
7.1: position operator	0.002	0.003	−0.043	−0.052	−0.005	−0.003
	p = 0.904	p = 0.885	p = 0.217	p = 0.130	p = 0.834	p = 0.896
9.1: Factory has rules	−0.004	−0.012	−0.003	0.002	0.016	0.018
	p = 0.769	p = 0.406	p = 0.913	p = 0.934	p = 0.371	p = 0.304
9.1: Management consults workers	0.004	0.005	0.004	0.029	0.004	0.025
	p = 0.865	p = 0.836	p = 0.921	p = 0.445	p = 0.884	p = 0.322
9.1: Must obey orders	0.001	−0.007	−0.039	−0.036	−0.009	−0.018
	p = 0.935	p = 0.689	p = 0.202	p = 0.239	p = 0.644	p = 0.399
Constant	1.006	0.985	0.834	0.959	0.892	0.926
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted R^2	0.137	0.023	0.128	0.046	0.188	0.063

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 121: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.030	0.030	0.078	0.082	0.057	0.058
	p = 0.242	p = 0.234	p = 0.000***	p = 0.134	p = 0.274	p = 0.124
Gender: female	0.050	0.053	0.014	0.011	−0.008	−0.011
	p = 0.000***	p = 0.118	p = 0.000***	p = 0.128	p = 0.525	p = 0.490
Age	0.0004	0.001	0.002	0.002	0.003	0.003
	p = 0.766	p = 0.858	p = 0.246	p = 0.515	p = 0.000***	p = 0.280
Years of schooling	−0.003	−0.002	−0.001	−0.001	0.001	0.0005
	p = 0.266	p = 0.757	p = 0.502	p = 0.765	p = 0.527	p = 1.000
Ever married	−0.031	−0.030	−0.046	−0.054	−0.011	−0.013
	p = 0.258	p = 0.253	p = 0.502	p = 0.396	p = 0.000***	p = 0.115
Experience in sector (yrs)	0.002	0.002	−0.0002	−0.0002	−0.004	−0.004
	p = 0.266	p = 0.500	p = 0.765	p = 0.868	p = 0.525	p = 0.249
Tenure at factory (yrs)	0.0005	0.002	0.005	0.007	−0.001	−0.003
	p = 0.508	p = 0.353	p = 0.000***	p = 0.116	p = 0.525	p = 0.639
7.1: position helper/lineman	−0.016	−0.010	0.008	0.017	−0.026	−0.031
	p = 0.766	p = 0.879	p = 0.509	p = 0.624	p = 0.527	p = 0.625
7.1: position operator	0.0003	0.003	−0.043	−0.041	0.022	0.020
	p = 0.766	p = 0.879	p = 0.263	p = 0.112	p = 0.525	p = 0.768
9.1: Factory has rules	−0.014	−0.013	0.003	−0.002	0.034	0.034
	p = 0.242	p = 0.250	p = 0.502	p = 0.757	p = 0.274	p = 0.252
9.1: Management consults workers	0.004	0.002	0.006	0.004	0.034	0.036
	p = 0.508	p = 1.000	p = 0.519	p = 0.753	p = 0.527	p = 0.252
9.1: Must obey orders	−0.001	0.004	−0.038	−0.042	0.035	0.030
	p = 0.766	p = 0.893	p = 0.000***	p = 0.272	p = 0.527	p = 0.738
Constant	0.959	0.938	0.946	0.932	0.911	0.930
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389	389	389
Adjusted R^2	0.050	0.045	0.081	0.083	0.095	0.091

Note: *p<0.1; **p<0.05; ***p<0.01

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 122: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 1: 9.1 raw data + covariates.

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay rais	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
Gender: female	0.023	0.015	0.056	0.022	0.035	0.033	−0.123	−0.(
	p = 0.652	p = 0.737	p = 0.266	p = 0.637	p = 0.465	p = 0.451	p = 0.014**	p = (
Age	−0.0004	−0.003	−0.001	−0.0004	−0.003	−0.001	0.006	0.0
	p = 0.924	p = 0.435	p = 0.812	p = 0.920	p = 0.438	p = 0.813	p = 0.112	p = (
Years of schooling	−0.003	−0.005	−0.009	−0.008	−0.007	−0.003	0.008	0.0
	p = 0.648	p = 0.370	p = 0.157	p = 0.151	p = 0.279	p = 0.590	p = 0.214	p = (
Ever married	−0.043	−0.019	0.106	0.123	−0.075	−0.058	0.054	0.0
	p = 0.433	p = 0.701	p = 0.057*	p = 0.016**	p = 0.164	p = 0.237	p = 0.330	p = (
Experience in sector (yrs)	−0.009	−0.005	0.004	0.005	0.003	−0.001	−0.003	0.0
	p = 0.150	p = 0.414	p = 0.491	p = 0.396	p = 0.553	p = 0.847	p = 0.641	p = (
Tenure at factory (yrs)	0.008	0.007	0.005	−0.003	0.004	0.012	−0.008	−0.(
	p = 0.359	p = 0.378	p = 0.565	p = 0.654	p = 0.675	p = 0.112	p = 0.374	p = 0.(
7.1: position helper/lineman	−0.004	−0.001	−0.155	−0.083	−0.006	−0.053	0.212	0.1
	p = 0.957	p = 0.992	p = 0.060*	p = 0.281	p = 0.938	p = 0.468	p = 0.010***	p = 0.
7.1: position operator	−0.003	0.016	−0.122	−0.068	−0.077	−0.108	0.155	0.1
	p = 0.969	p = 0.815	p = 0.092*	p = 0.320	p = 0.267	p = 0.103	p = 0.029**	p = 0
9.1: Factory has rules	0.014	0.022	−0.145	−0.114	0.024	0.038	−0.013	−0.(
	p = 0.788	p = 0.656	p = 0.007***	p = 0.024**	p = 0.631	p = 0.439	p = 0.804	p = (
9.1: Management consults workers	−0.085	−0.059	−0.010	0.028	−0.084	−0.085	0.076	0.0
	p = 0.266	p = 0.424	p = 0.896	p = 0.710	p = 0.254	p = 0.237	p = 0.318	p = (
9.1: Must obey orders	−0.055	−0.030	−0.146	−0.113	−0.045	−0.030	0.081	0.0
	p = 0.337	p = 0.589	p = 0.012**	p = 0.043**	p = 0.418	p = 0.571	p = 0.156	p = (
Constant	0.483	0.491	0.729	0.568	0.879	0.754	0.517	0.3
	p = 0.019**	p = 0.0001***	p = 0.0005***	p = 0.00001***	p = 0.00001***	p = 0.000***	p = 0.012**	p = 0.(
Observations	888	888	888	888	888	888	888	88
Adjusted R^2	0.013	−0.006	0.041	0.013	0.041	0.003	0.068	0.0

Note: *p<0.1; **p<0.05; **
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like

Table 123: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay rais	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
Gender: female	0.133	0.142	0.152	0.167	−0.074	−0.071	−0.044	−0.0
	p = 0.467	p = 0.110	p = 0.000***	p = 0.247	p = 0.260	p = 0.402	p = 0.250	p = 0
Age	0.0003	0.001	0.0002	0.002	−0.008	−0.007	0.010	0.0
	p = 0.729	p = 0.646	p = 0.741	p = 0.750	p = 0.000***	p = 0.248	p = 0.243	p = 0
Years of schooling	0.012	0.012	−0.017	−0.017	−0.016	−0.016	0.015	0.0
	p = 0.512	p = 0.122	p = 0.259	p = 0.260	p = 0.516	p = 0.243	p = 0.512	p = 0
Ever married	−0.038	−0.010	0.090	0.129	−0.019	−0.003	−0.085	−0.0
	p = 0.467	p = 0.740	p = 0.237	p = 0.100*	p = 0.516	p = 0.882	p = 0.512	p = 0
Experience in sector (yrs)	0.005	0.004	−0.002	−0.003	−0.001	−0.001	−0.005	−0.0
	p = 0.479	p = 0.850	p = 0.741	p = 0.874	p = 0.764	p = 0.751	p = 0.505	p = 0
Tenure at factory (yrs)	−0.007	−0.009	0.004	0.003	0.009	0.007	−0.013	−0.0
	p = 0.467	p = 0.633	p = 0.741	p = 1.000	p = 0.256	p = 0.763	p = 0.493	p = 0
7.1: position helper/lineman	0.024	0.007	−0.294	−0.314	0.038	0.024	0.221	0.2
	p = 0.729	p = 0.880	p = 0.000***	p = 0.163	p = 0.256	p = 0.127	p = 0.512	p = 0
7.1: position operator	0.045	0.045	−0.226	−0.224	−0.010	−0.012	0.112	0.1
	p = 0.512	p = 0.890	p = 0.496	p = 0.260	p = 0.516	p = 0.750	p = 0.250	p = 0
9.1: Factory has rules	−0.125	−0.104	−0.104	−0.073	0.193	0.205	−0.089	−0.0
	p = 0.512	p = 0.879	p = 0.504	p = 0.615	p = 0.260	p = 0.232	p = 0.505	p = 0
9.1: Management consults workers	−0.160	−0.153	0.024	0.032	0.010	0.016	0.222	0.2
	p = 0.729	p = 0.865	p = 0.741	p = 0.857	p = 0.516	p = 0.594	p = 0.250	p = 0
9.1: Must obey orders	−0.341	−0.310	−0.112	−0.064	0.152	0.167	0.031	0.0
	p = 0.250	p = 0.387	p = 0.504	p = 0.617	p = 0.516	p = 0.289	p = 0.000***	p = 0
Constant	0.301	0.307	0.547	0.538	0.842	0.862	0.125	0.1
	p = 0.250	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.256	p = 0.000***	p = 0.493	p = 0
Observations	389	389	389	389	389	389	389	38
Adjusted R^2	0.038	0.033	0.035	0.018	0.013	0.015	0.040	0.0

Note: *p<0.1; **p<0.05; **

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like

Table 124: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 2: 9.2 raw data + covariates.

	Dependent variable:						
	Contented		Good management behaviour		Management looking out for workers		Good ann
	OLS		*OLS*		*OLS*		
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (numeric)	−0.065	−0.062	−0.134	−0.114	−0.022	−0.017	0.058
	p = 0.068*	p = 0.066*	p = 0.0003***	p = 0.001***	p = 0.532	p = 0.619	p = 0.083*
9.2: Supervisor doesn't use bad lang (numeric)	0.019	0.021	0.108	0.092	0.045	0.027	−0.003
	p = 0.595	p = 0.529	p = 0.003***	p = 0.009***	p = 0.199	p = 0.421	p = 0.934
9.2: Supervisor will side with me (numeric)	0.074	0.070	0.021	0.019	−0.034	−0.026	0.025
	p = 0.0004***	p = 0.0003***	p = 0.303	p = 0.334	p = 0.092*	p = 0.161	p = 0.201
9.2: Respect supervisor (numeric)	0.039	0.045	0.080	0.080	−0.037	−0.034	0.008
	p = 0.229	p = 0.146	p = 0.014**	p = 0.011**	p = 0.247	p = 0.266	p = 0.783
9.2: Supervisor speaks openly (numeric)	−0.049	−0.051	−0.038	−0.042	0.034	0.027	−0.107
	p = 0.082*	p = 0.052*	p = 0.182	p = 0.118	p = 0.215	p = 0.297	p = 0.0001***
9.2: I get fair salary (numeric)	−0.023	−0.033	0.040	0.027	0.017	0.023	−0.121
	p = 0.116	p = 0.012**	p = 0.007***	p = 0.050**	p = 0.238	p = 0.079*	p = 0.000***
Gender: female	0.036	0.022	0.043	0.019	0.014	0.016	−0.090
	p = 0.477	p = 0.620	p = 0.395	p = 0.676	p = 0.779	p = 0.714	p = 0.058*
Age	−0.001	−0.003	−0.002	−0.001	−0.003	−0.001	0.006
	p = 0.842	p = 0.372	p = 0.680	p = 0.855	p = 0.443	p = 0.835	p = 0.084*
Years of schooling	−0.003	−0.006	−0.009	−0.007	−0.006	−0.002	0.007
	p = 0.595	p = 0.285	p = 0.178	p = 0.211	p = 0.368	p = 0.683	p = 0.218
Ever married	−0.048	−0.025	0.107	0.120	−0.067	−0.056	0.046
	p = 0.387	p = 0.617	p = 0.053*	p = 0.018**	p = 0.209	p = 0.256	p = 0.378
Experience in sector (yrs)	−0.008	−0.003	0.005	0.006	0.004	−0.001	−0.003
	p = 0.206	p = 0.571	p = 0.436	p = 0.309	p = 0.530	p = 0.855	p = 0.565
Tenure at factory (yrs)	0.006	0.004	0.005	−0.003	0.004	0.012	−0.009
	p = 0.511	p = 0.567	p = 0.607	p = 0.671	p = 0.625	p = 0.109	p = 0.257
7.1: position helper/lineman	−0.041	−0.020	−0.160	−0.087	−0.005	−0.057	0.208
	p = 0.613	p = 0.786	p = 0.050**	p = 0.251	p = 0.949	p = 0.439	p = 0.007***
7.1: position operator	−0.020	0.002	−0.126	−0.076	−0.077	−0.108	0.152
	p = 0.773	p = 0.981	p = 0.078*	p = 0.266	p = 0.267	p = 0.104	p = 0.023**
Constant	0.539	0.587	0.365	0.282	0.860	0.773	0.938
	p = 0.026**	p = 0.001***	p = 0.132	p = 0.106	p = 0.0003***	p = 0.00001***	p = 0.00004***
Observations	888	888	888	888	888	888	888
Adjusted R^2	0.031	0.018	0.065	0.028	0.041	0.001	0.185

Note: *p<0.1; Clustered by factory. Omitted category for 7

Table 125: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:						
	Contented		Good management behaviour		Management looking out for workers		Good ann
	OLS		*OLS*		*OLS*		
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (numeric)	−0.042	−0.047	−0.100	−0.083	−0.051	−0.049	0.079
	p = 0.739	p = 0.882	p = 0.000***	p = 0.405	p = 0.478	p = 0.362	p = 0.262
9.2: Supervisor doesn't use bad lang (numeric)	0.039	0.029	0.084	0.050	0.001	−0.009	−0.023
	p = 0.739	p = 0.873	p = 0.000***	p = 0.368	p = 0.722	p = 1.000	p = 0.739
9.2: Supervisor will side with me (numeric)	0.111	0.112	−0.021	−0.015	0.007	0.008	−0.012
	p = 0.261	p = 0.248	p = 0.493	p = 1.000	p = 0.478	p = 0.347	p = 0.739
9.2: Respect supervisor (numeric)	0.015	0.018	0.111	0.127	−0.032	−0.028	0.098
	p = 0.494	p = 0.259	p = 0.000***	p = 0.122	p = 0.478	p = 0.781	p = 0.254
9.2: Supervisor speaks openly (numeric)	−0.031	−0.026	−0.021	−0.025	0.023	0.024	−0.090
	p = 0.506	p = 0.766	p = 0.736	p = 1.000	p = 0.499	p = 0.737	p = 0.223
9.2: I get fair salary (numeric)	−0.035	−0.037	0.050	0.030	−0.008	−0.013	−0.112
	p = 0.000***	p = 0.150	p = 0.240	p = 0.613	p = 0.722	p = 0.623	p = 0.000***
Gender: female	0.127	0.133	0.116	0.146	−0.058	−0.050	−0.023
	p = 0.506	p = 0.490	p = 0.000***	p = 0.135	p = 0.478	p = 0.628	p = 0.477
Age	−0.001	−0.001	−0.001	0.002	−0.007	−0.007	0.011
	p = 0.739	p = 1.000	p = 0.736	p = 0.866	p = 0.000***	p = 0.123	p = 0.223
Years of schooling	0.013	0.011	−0.016	−0.015	−0.017	−0.017	0.014
	p = 0.478	p = 0.885	p = 0.253	p = 0.392	p = 0.467	p = 0.375	p = 0.262
Ever married	−0.025	−0.005	0.100	0.132	−0.029	−0.016	−0.079
	p = 0.739	p = 0.873	p = 0.493	p = 0.121	p = 0.467	p = 0.611	p = 0.262
Experience in sector (yrs)	0.003	0.003	−0.002	−0.003	0.001	0.001	−0.007
	p = 0.739	p = 1.000	p = 0.736	p = 0.884	p = 0.478	p = 0.881	p = 0.516
Tenure at factory (yrs)	−0.001	−0.006	0.004	0.005	0.005	0.004	−0.008
	p = 0.739	p = 0.610	p = 0.736	p = 1.000	p = 0.223	p = 0.483	p = 0.516
7.1: position helper/lineman	−0.0004	−0.030	−0.262	−0.287	0.006	−0.008	0.221
	p = 0.739	p = 0.733	p = 0.000***	p = 0.236	p = 0.000***	p = 0.383	p = 0.262
7.1: position operator	0.042	0.032	−0.201	−0.208	−0.039	−0.044	0.104
	p = 0.478	p = 0.733	p = 0.000***	p = 0.252	p = 0.467	p = 0.611	p = 0.516
Constant	0.026	0.116	0.061	0.116	1.226	1.264	0.206
	p = 0.739	p = 0.759	p = 0.736	p = 0.753	p = 0.000***	p = 0.000***	p = 0.477
Observations	389	389	389	389	389	389	389
Adjusted R^2	0.026	0.026	0.061	0.037	−0.010	−0.007	0.106

Note: *p<0.1;
Clustered by factory. Omitted category for 7

Table 126: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:						
	Contented		Good management behaviour		Management looking out for workers		Good
	OLS		*OLS*		*OLS*		
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory F
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (disagree = 1)	0.311	0.274	0.010	−0.016	−0.131	−0.164	−0.050
	p = 0.003***	p = 0.005***	p = 0.921	p = 0.870	p = 0.186	p = 0.088*	p = 0.607
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.161	−0.138	0.008	0.027	0.060	0.114	−0.024
	p = 0.100*	p = 0.140	p = 0.932	p = 0.779	p = 0.527	p = 0.220	p = 0.800
9.2: Supervisor will side with me (disagree = 1)	−0.099	−0.095	−0.097	−0.081	0.059	0.042	−0.085
	p = 0.017**	p = 0.015**	p = 0.022**	p = 0.043**	p = 0.143	p = 0.268	p = 0.031*
9.2: Respect supervisor (disagree = 1)	−0.247	−0.262	0.012	0.044	0.208	0.214	−0.143
	p = 0.001***	p = 0.0003***	p = 0.870	p = 0.549	p = 0.005***	p = 0.003***	p = 0.044*
9.2: Supervisor speaks openly (disagree = 1)	0.014	0.036	0.043	0.060	0.026	0.021	0.153
	p = 0.801	p = 0.493	p = 0.452	p = 0.269	p = 0.639	p = 0.687	p = 0.005*
9.2: I get fair salary (disagree = 1)	0.119	0.137	−0.157	−0.125	−0.072	−0.084	0.328
	p = 0.002***	p = 0.0001***	p = 0.00004***	p = 0.0005***	p = 0.048**	p = 0.014**	p = 0.000*
Gender: female	0.047	0.033	0.060	0.023	0.011	0.009	−0.095
	p = 0.340	p = 0.455	p = 0.232	p = 0.620	p = 0.816	p = 0.840	p = 0.047*
Age	−0.0003	−0.003	−0.002	−0.001	−0.003	−0.001	0.006
	p = 0.946	p = 0.405	p = 0.627	p = 0.794	p = 0.459	p = 0.814	p = 0.110
Years of schooling	−0.003	−0.005	−0.010	−0.010	−0.005	−0.003	0.006
	p = 0.679	p = 0.412	p = 0.125	p = 0.101	p = 0.395	p = 0.613	p = 0.307
Ever married	−0.045	−0.018	0.103	0.111	−0.075	−0.065	0.056
	p = 0.405	p = 0.707	p = 0.064*	p = 0.029**	p = 0.160	p = 0.181	p = 0.285
Experience in sector (yrs)	−0.008	−0.004	0.004	0.005	0.004	−0.0005	−0.004
	p = 0.158	p = 0.460	p = 0.514	p = 0.356	p = 0.487	p = 0.936	p = 0.531
Tenure at factory (yrs)	0.005	0.006	0.006	−0.004	0.004	0.011	−0.010
	p = 0.554	p = 0.448	p = 0.502	p = 0.587	p = 0.636	p = 0.129	p = 0.230
7.1: position helper/lineman	−0.051	−0.034	−0.170	−0.086	0.002	−0.045	0.214
	p = 0.524	p = 0.644	p = 0.038**	p = 0.263	p = 0.983	p = 0.538	p = 0.006*
7.1: position operator	−0.036	−0.013	−0.126	−0.068	−0.065	−0.097	0.143
	p = 0.611	p = 0.841	p = 0.079*	p = 0.318	p = 0.345	p = 0.140	p = 0.034*
Constant	0.462	0.470	0.801	0.620	0.888	0.782	0.400
	p = 0.021**	p = 0.0002***	p = 0.0001***	p = 0.00001***	p = 0.00001***	p = 0.000***	p = 0.037*
Observations	888	888	888	888	888	888	888
Adjusted R^2	0.050	0.038	0.056	0.021	0.049	0.013	0.171

Note: *p<

Clustered by factory. Omitted category

Table 127: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:						
	Contented		Good management behaviour		Management looking out for workers		Good
	OLS		*OLS*		*OLS*		
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory F
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (disagree = 1)	0.280 p = 0.000***	0.288 p = 0.112	−0.023 p = 0.490	−0.060 p = 0.637	−0.056 p = 0.259	−0.057 p = 0.363	−0.046 p = 0.000*
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.176 p = 0.000***	−0.168 p = 0.371	−0.009 p = 0.490	0.047 p = 0.617	0.126 p = 0.000***	0.137 p = 0.357	−0.058 p = 0.753
9.2: Supervisor will side with me (disagree = 1)	−0.168 p = 0.255	−0.169 p = 0.259	−0.018 p = 0.491	−0.025 p = 0.779	0.015 p = 0.498	0.014 p = 0.734	−0.044 p = 0.501
9.2: Respect supervisor (disagree = 1)	−0.272 p = 0.000***	−0.268 p = 0.121	0.099 p = 0.000***	0.100 p = 0.247	0.137 p = 0.000***	0.139 p = 0.139	−0.226 p = 0.000*
9.2: Supervisor speaks openly (disagree = 1)	−0.019 p = 0.751	−0.022 p = 1.000	0.016 p = 0.490	0.029 p = 0.771	0.039 p = 0.488	0.039 p = 0.492	0.136 p = 0.501
9.2: I get fair salary (disagree = 1)	0.132 p = 0.000***	0.138 p = 0.133	−0.177 p = 0.252	−0.127 p = 0.116	−0.006 p = 0.747	0.003 p = 1.000	0.271 p = 0.279
Gender: female	0.125 p = 0.496	0.129 p = 0.270	0.137 p = 0.000***	0.160 p = 0.237	−0.063 p = 0.498	−0.058 p = 0.372	−0.032 p = 0.753
Age	−0.001 p = 0.751	−0.0004 p = 0.883	−0.001 p = 0.491	0.001 p = 0.633	−0.007 p = 0.239	−0.006 p = 0.247	0.010 p = 0.000*
Years of schooling	0.013 p = 0.496	0.011 p = 0.748	−0.016 p = 0.491	−0.016 p = 0.124	−0.016 p = 0.508	−0.017 p = 0.372	0.013 p = 0.531
Ever married	0.002 p = 0.751	0.015 p = 1.000	0.094 p = 0.239	0.127 p = 0.123	−0.047 p = 0.508	−0.036 p = 0.243	−0.065 p = 0.531
Experience in sector (yrs)	0.003 p = 0.751	0.003 p = 1.000	−0.002 p = 0.742	−0.003 p = 0.874	0.001 p = 0.747	0.001 p = 0.871	−0.008 p = 0.222
Tenure at factory (yrs)	−0.002 p = 0.751	−0.006 p = 0.746	0.006 p = 0.491	0.006 p = 1.000	0.005 p = 0.508	0.003 p = 0.629	−0.010 p = 0.222
7.1: position helper/lineman	−0.019 p = 0.751	−0.040 p = 1.000	−0.274 p = 0.000***	−0.295 p = 0.244	0.018 p = 0.000***	0.007 p = 0.619	0.245 p = 0.252
7.1: position operator	0.024 p = 0.751	0.017 p = 1.000	−0.200 p = 0.252	−0.205 p = 0.137	−0.038 p = 0.508	−0.042 p = 0.620	0.123 p = 0.474
Constant	0.219 p = 0.496	0.259 p = 0.760	0.558 p = 0.491	0.549 p = 0.249	0.947 p = 0.000***	0.964 p = 0.000***	0.055 p = 0.279
Observations	389	389	389	389	389	389	389
Adjusted R^2	0.045	0.047	0.049	0.024	0.002	0.005	0.087

Note: *p<

Clustered by factory. Omitted category

Table 128: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay rais	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
9.2: Good supervisor rship (index)	−0.022	−0.034	0.052	0.031	0.021	0.016	−0.130	−0.
	p = 0.370	p = 0.133	p = 0.033**	p = 0.171	p = 0.374	p = 0.451	p = 0.00000***	p = 0.(
Gender: female	0.018	0.009	0.060	0.027	0.028	0.026	−0.112	−0.(
	p = 0.723	p = 0.843	p = 0.235	p = 0.560	p = 0.559	p = 0.563	p = 0.023**	p = (
Age	−0.0002	−0.003	−0.002	−0.001	−0.003	−0.001	0.007	0.0
	p = 0.955	p = 0.428	p = 0.681	p = 0.792	p = 0.448	p = 0.831	p = 0.086*	p = (
Years of schooling	−0.002	−0.004	−0.009	−0.008	−0.006	−0.003	0.008	0.0
	p = 0.779	p = 0.447	p = 0.162	p = 0.175	p = 0.325	p = 0.621	p = 0.193	p = (
Ever married	−0.043	−0.021	0.111	0.127	−0.071	−0.057	0.044	0.0
	p = 0.442	p = 0.678	p = 0.049**	p = 0.013**	p = 0.183	p = 0.245	p = 0.421	p = (
Experience in sector (yrs)	−0.009	−0.004	0.004	0.004	0.004	−0.001	−0.002	0.0
	p = 0.162	p = 0.464	p = 0.566	p = 0.443	p = 0.543	p = 0.844	p = 0.691	p = (
Tenure at factory (yrs)	0.008	0.007	0.007	−0.002	0.004	0.011	−0.011	−0.(
	p = 0.380	p = 0.387	p = 0.427	p = 0.805	p = 0.641	p = 0.124	p = 0.221	p = 0.(
7.1: position helper/lineman	−0.021	−0.011	−0.147	−0.084	−0.013	−0.060	0.198	0.1
	p = 0.798	p = 0.880	p = 0.075*	p = 0.274	p = 0.872	p = 0.411	p = 0.014**	p = 0.
7.1: position operator	−0.011	0.010	−0.120	−0.069	−0.079	−0.109	0.146	0.1
	p = 0.883	p = 0.884	p = 0.096*	p = 0.315	p = 0.253	p = 0.099*	p = 0.037**	p = 0
Constant	0.484	0.497	0.616	0.485	0.870	0.764	0.574	0.3
	p = 0.017**	p = 0.00004***	p = 0.003***	p = 0.0001***	p = 0.00001***	p = 0.000***	p = 0.004***	p = 0.(
Observations	888	888	888	888	888	888	888	88
Adjusted R^2	0.012	−0.004	0.036	0.006	0.038	−0.001	0.097	0.0

Note: *p<0.1; **p<0.05; **
Clustered by factory. Omitted category for 7.1: position

Table 129: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay rais	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
9.2: Good supervisor rship (index)	0.066	0.050	0.056	0.030	−0.057	−0.068	−0.077	−0.
	p = 0.000***	p = 0.133	p = 0.253	p = 0.269	p = 0.000***	p = 0.114	p = 0.505	p = 0
Gender: female	0.112	0.120	0.144	0.162	−0.063	−0.058	−0.033	−0.
	p = 0.517	p = 0.372	p = 0.000***	p = 0.104	p = 0.524	p = 0.506	p = 0.000***	p = 0
Age	−0.0002	0.001	−0.001	0.001	−0.007	−0.006	0.008	0.0
	p = 0.753	p = 0.882	p = 0.751	p = 1.000	p = 0.000***	p = 0.117	p = 0.505	p = 0
Years of schooling	0.015	0.014	−0.017	−0.017	−0.016	−0.017	0.013	0.0
	p = 0.506	p = 0.493	p = 0.241	p = 0.138	p = 0.498	p = 0.509	p = 0.514	p = 0
Ever married	−0.009	0.015	0.101	0.136	−0.026	−0.011	−0.089	−0.
	p = 0.753	p = 0.886	p = 0.257	p = 0.138	p = 0.498	p = 0.628	p = 0.514	p = 0
Experience in sector (yrs)	0.003	0.003	−0.003	−0.004	0.001	0.001	−0.005	−0.
	p = 0.753	p = 1.000	p = 0.751	p = 1.000	p = 0.769	p = 0.873	p = 0.517	p = 0
Tenure at factory (yrs)	−0.001	−0.004	0.007	0.005	0.006	0.003	−0.013	−0.
	p = 0.753	p = 1.000	p = 0.751	p = 1.000	p = 0.245	p = 0.736	p = 0.505	p = 0
7.1: position helper/lineman	0.014	−0.012	−0.276	−0.302	0.013	−0.005	0.225	0.2
	p = 0.506	p = 0.735	p = 0.241	p = 0.237	p = 0.000***	p = 0.374	p = 0.263	p = 0
7.1: position operator	0.045	0.038	−0.204	−0.211	−0.036	−0.041	0.102	0.1
	p = 0.506	p = 0.670	p = 0.257	p = 0.118	p = 0.498	p = 0.642	p = 0.263	p = 0
Constant	0.111	0.158	0.460	0.491	0.970	1.004	0.186	0.1
	p = 0.753	p = 0.751	p = 0.241	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.251	p = 0
Observations	389	389	389	389	389	389	389	38
Adjusted R^2	−0.002	−0.004	0.036	0.020	−0.001	0.001	0.022	0.0

Note: *p<0.1; **p<0.05; **
Clustered by factory. Omitted category for 7.1: position

Table 130: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay rais	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
9.2: Good supervisor rship (index)	−0.038	−0.048	0.032	0.012	0.016	0.014	−0.140	−0.
	p = 0.151	p = 0.053*	p = 0.237	p = 0.629	p = 0.537	p = 0.561	p = 0.00000***	p = 0.(
Gender: female	0.024	0.016	0.055	0.022	0.035	0.033	−0.117	−0.(
	p = 0.628	p = 0.728	p = 0.278	p = 0.639	p = 0.475	p = 0.453	p = 0.018**	p = (
Age	−0.0002	−0.003	−0.001	−0.0004	−0.003	−0.001	0.007	0.0
	p = 0.967	p = 0.462	p = 0.778	p = 0.911	p = 0.425	p = 0.802	p = 0.070*	p = (
Years of schooling	−0.003	−0.005	−0.009	−0.008	−0.007	−0.003	0.008	0.0
	p = 0.659	p = 0.381	p = 0.153	p = 0.150	p = 0.277	p = 0.586	p = 0.188	p = (
Ever married	−0.046	−0.023	0.109	0.124	−0.073	−0.057	0.043	0.0
	p = 0.404	p = 0.651	p = 0.052*	p = 0.015**	p = 0.171	p = 0.246	p = 0.424	p = (
Experience in sector (yrs)	−0.009	−0.004	0.004	0.005	0.003	−0.001	−0.002	0.0
	p = 0.161	p = 0.466	p = 0.511	p = 0.410	p = 0.564	p = 0.826	p = 0.736	p = (
Tenure at factory (yrs)	0.007	0.006	0.006	−0.003	0.004	0.012	−0.011	−0.(
	p = 0.420	p = 0.407	p = 0.507	p = 0.664	p = 0.642	p = 0.109	p = 0.193	p = 0.(
7.1: position helper/lineman	−0.010	−0.001	−0.150	−0.083	−0.004	−0.053	0.193	0.1
	p = 0.905	p = 0.985	p = 0.068*	p = 0.282	p = 0.961	p = 0.470	p = 0.016**	p = 0.
7.1: position operator	−0.006	0.013	−0.119	−0.068	−0.075	−0.107	0.145	0.1
	p = 0.938	p = 0.846	p = 0.099*	p = 0.325	p = 0.274	p = 0.106	p = 0.038**	p = 0
9.1: Factory has rules	−0.005	−0.003	−0.129	−0.108	0.032	0.045	−0.081	−0.
	p = 0.931	p = 0.949	p = 0.018**	p = 0.040**	p = 0.538	p = 0.370	p = 0.124	p = 0.
9.1: Management consults workers	−0.095	−0.075	−0.001	0.032	−0.080	−0.081	0.038	−0.(
	p = 0.214	p = 0.316	p = 0.985	p = 0.674	p = 0.281	p = 0.266	p = 0.609	p = (
9.1: Must obey orders	−0.092	−0.079	−0.115	−0.100	−0.029	−0.016	−0.054	−0.(
	p = 0.143	p = 0.189	p = 0.068*	p = 0.103	p = 0.628	p = 0.791	p = 0.380	p = (
Constant	0.512	0.517	0.705	0.561	0.867	0.746	0.622	0.4
	p = 0.013**	p = 0.00005***	p = 0.001***	p = 0.00002***	p = 0.00002***	p = 0.000***	p = 0.003***	p = 0.0
Observations	888	888	888	888	888	888	888	88
Adjusted R^2	0.015	−0.002	0.041	0.012	0.040	0.002	0.099	0.0

Note: *p<0.1; **p<0.05; **

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like

Table 131: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay rais	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
9.2: Good supervisor rship (index)	0.010	−0.005	0.041	0.018	−0.036	−0.042	−0.094	−0.
	p = 0.749	p = 0.740	p = 0.513	p = 0.645	p = 0.246	p = 0.117	p = 0.479	p = 0
Gender: female	0.132	0.142	0.147	0.165	−0.070	−0.067	−0.034	−0.
	p = 0.479	p = 0.124	p = 0.000***	p = 0.132	p = 0.255	p = 0.361	p = 0.479	p = 0
Age	0.0003	0.001	0.00000	0.002	−0.008	−0.007	0.010	0.0
	p = 0.749	p = 0.724	p = 0.763	p = 0.772	p = 0.000***	p = 0.237	p = 0.242	p = 0
Years of schooling	0.012	0.012	−0.017	−0.017	−0.016	−0.017	0.013	0.0
	p = 0.250	p = 0.231	p = 0.263	p = 0.110	p = 0.501	p = 0.251	p = 0.500	p = 0
Ever married	−0.036	−0.011	0.095	0.133	−0.024	−0.013	−0.098	−0.
	p = 0.479	p = 0.753	p = 0.250	p = 0.249	p = 0.501	p = 0.632	p = 0.000***	p = 0
Experience in sector (yrs)	0.005	0.004	−0.003	−0.003	−0.001	−0.001	−0.004	−0.
	p = 0.499	p = 1.000	p = 0.763	p = 1.000	p = 0.751	p = 0.894	p = 0.505	p = 0
Tenure at factory (yrs)	−0.007	−0.009	0.005	0.003	0.009	0.007	−0.015	−0.
	p = 0.479	p = 0.742	p = 0.513	p = 1.000	p = 0.246	p = 0.502	p = 0.479	p = 0
7.1: position helper/lineman	0.026	0.006	−0.285	−0.311	0.030	0.018	0.199	0.1
	p = 0.749	p = 1.000	p = 0.000***	p = 0.133	p = 0.246	p = 0.382	p = 0.500	p = 0
7.1: position operator	0.048	0.043	−0.212	−0.218	−0.022	−0.025	0.081	0.0
	p = 0.520	p = 1.000	p = 0.250	p = 0.138	p = 0.501	p = 0.362	p = 0.500	p = 0
9.1: Factory has rules	−0.121	−0.106	−0.086	−0.064	0.177	0.183	−0.131	−0.
	p = 0.520	p = 1.000	p = 0.513	p = 0.629	p = 0.255	p = 0.230	p = 0.263	p = 0
9.1: Management consults workers	−0.158	−0.154	0.033	0.037	0.003	0.006	0.203	0.2
	p = 0.749	p = 0.866	p = 0.763	p = 0.868	p = 0.751	p = 0.853	p = 0.237	p = 0
9.1: Must obey orders	−0.333	−0.314	−0.078	−0.047	0.122	0.128	−0.047	−0.
	p = 0.250	p = 0.498	p = 0.513	p = 0.777	p = 0.501	p = 0.233	p = 0.742	p = 0
Constant	0.292	0.311	0.508	0.523	0.876	0.895	0.214	0.1
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0
Observations	389	389	389	389	389	389	389	38
Adjusted R^2	0.035	0.031	0.035	0.016	0.013	0.016	0.053	0.0

Note: *p<0.1; **p<0.05; **

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like

Table 132: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 1: 9.1 raw data + covariates.

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
Gender: female	0.042	0.037	−0.035	−0.019	0.003	0.009	−0.022	−0.0
	p = 0.068*	p = 0.075*	p = 0.248	p = 0.499	p = 0.866	p = 0.516	p = 0.534	p = 0
Age	0.001	−0.00002	−0.002	−0.001	−0.001	−0.002	0.006	0.0
	p = 0.436	p = 0.991	p = 0.508	p = 0.753	p = 0.242	p = 0.116	p = 0.035**	p = 0.
Years of schooling	0.003	0.004	−0.001	0.004	−0.001	−0.001	0.009	0.0
	p = 0.226	p = 0.171	p = 0.889	p = 0.255	p = 0.484	p = 0.630	p = 0.051*	p = 0.
Ever married	−0.0002	−0.018	−0.023	−0.022	0.001	−0.006	0.038	0.0
	p = 0.993	p = 0.412	p = 0.496	p = 0.463	p = 0.958	p = 0.685	p = 0.331	p = 0
Experience in sector (yrs)	−0.0003	0.0002	−0.001	−0.001	0.001	0.001	−0.009	−0.0
	p = 0.902	p = 0.936	p = 0.710	p = 0.865	p = 0.542	p = 0.515	p = 0.031**	p = 0
Tenure at factory (yrs)	0.003	0.008	−0.009	0.001	0.0003	−0.002	−0.004	0.0
	p = 0.488	p = 0.020**	p = 0.111	p = 0.787	p = 0.905	p = 0.498	p = 0.516	p = 0
7.1: position helper/lineman	−0.066	−0.047	−0.015	−0.012	0.025	0.032	0.007	0.0
	p = 0.074*	p = 0.170	p = 0.762	p = 0.796	p = 0.312	p = 0.163	p = 0.902	p = 0
7.1: position operator	−0.031	−0.039	−0.006	−0.009	0.005	0.008	0.055	0.0
	p = 0.334	p = 0.206	p = 0.888	p = 0.825	p = 0.830	p = 0.683	p = 0.278	p = 0
9.1: Factory has rules	−0.065	−0.075	−0.080	−0.100	−0.004	0.002	0.032	0.0
	p = 0.007***	p = 0.001***	p = 0.013**	p = 0.001***	p = 0.792	p = 0.885	p = 0.385	p = 0
9.1: Management consults workers	−0.016	−0.016	−0.010	−0.018	0.060	0.055	0.138	0.1
	p = 0.640	p = 0.640	p = 0.825	p = 0.685	p = 0.010***	p = 0.014**	p = 0.011**	p = 0.0
9.1: Must obey orders	−0.068	−0.083	−0.029	−0.048	−0.007	0.001	−0.010	−0.0
	p = 0.010***	p = 0.001***	p = 0.401	p = 0.150	p = 0.706	p = 0.928	p = 0.806	p = 0
Constant	0.090	0.091	0.182	0.202	0.024	0.051	−0.223	−0.0
	p = 0.334	p = 0.111	p = 0.146	p = 0.009***	p = 0.696	p = 0.183	p = 0.123	p = 0
Observations	888	888	888	888	888	888	888	88
Adjusted R^2	0.031	0.024	0.013	0.009	0.010	0.009	−0.007	0.0

Note: *p<0.1; **p<0.05; **

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like

Table 133: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
Gender: female	0.066	0.059	−0.038	−0.036	0.015	0.016	0.009	0.0
	p = 0.257	p = 0.512	p = 0.000***	p = 0.256	p = 0.000***	p = 0.114	p = 0.757	p = 1
Age	0.003	0.003	−0.002	−0.002	−0.0004	−0.0002	0.009	0.0
	p = 0.236	p = 0.374	p = 0.481	p = 0.474	p = 0.521	p = 1.000	p = 0.505	p = 0
Years of schooling	0.002	0.004	−0.005	−0.001	−0.00001	0.0004	0.010	0.0
	p = 0.493	p = 0.764	p = 0.504	p = 0.885	p = 0.760	p = 0.494	p = 0.501	p = 0
Ever married	−0.034	−0.071	−0.028	−0.055	−0.018	−0.017	−0.023	−0.0
	p = 0.236	p = 0.000***	p = 0.504	p = 0.136	p = 0.521	p = 0.876	p = 0.249	p = 0
Experience in sector (yrs)	−0.003	−0.003	−0.001	−0.001	0.001	0.001	−0.007	−0.0
	p = 0.236	p = 0.741	p = 0.746	p = 1.000	p = 0.272	p = 0.128	p = 0.508	p = 0
Tenure at factory (yrs)	0.001	0.006	−0.005	0.005	−0.001	−0.001	−0.009	−0.0
	p = 0.493	p = 0.381	p = 0.242	p = 1.000	p = 0.511	p = 0.892	p = 0.000***	p = 0
7.1: position helper/lineman	−0.114	−0.082	−0.067	−0.027	0.011	0.014	0.002	0.0
	p = 0.257	p = 0.393	p = 0.239	p = 1.000	p = 0.760	p = 0.865	p = 0.757	p = 1
7.1: position operator	−0.082	−0.078	−0.056	−0.046	0.001	0.002	0.005	0.0
	p = 0.257	p = 0.771	p = 0.504	p = 0.515	p = 0.511	p = 0.730	p = 0.757	p = 1
9.1: Factory has rules	−0.062	−0.090	−0.052	−0.074	0.012	0.012	0.036	0.0
	p = 0.000***	p = 0.226	p = 0.000***	p = 0.231	p = 0.272	p = 0.277	p = 0.252	p = 0
9.1: Management consults workers	−0.017	−0.030	−0.018	−0.034	0.079	0.078	0.023	0.0
	p = 0.493	p = 0.525	p = 0.746	p = 0.630	p = 0.249	p = 0.338	p = 0.757	p = 1
9.1: Must obey orders	−0.065	−0.099	−0.038	−0.051	0.006	0.008	−0.023	−0.0
	p = 0.000***	p = 0.235	p = 0.239	p = 0.242	p = 0.511	p = 1.000	p = 0.508	p = 0
Constant	0.165	0.122	0.425	0.331	0.007	−0.003	−0.003	−0.0
	p = 0.000***	p = 0.497	p = 0.000***	p = 0.000***	p = 0.760	p = 0.748	p = 0.757	p = 0
Observations	389	389	389	389	389	389	389	38
Adjusted R^2	0.063	0.018	0.012	−0.009	0.004	0.007	0.001	−0.0

Note: *p<0.1; **p<0.05; **

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like

Table 134: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 2: 9.2 raw data + covariates.

	Dependent variable:						
	Fair salary		Festival leave		Paid leave		Auto
	OLS		*OLS*		*OLS*		
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (numeric)	0.031	0.034	0.005	0.007	0.014	0.018	0.019
	p = 0.058*	p = 0.030**	p = 0.815	p = 0.721	p = 0.190	p = 0.088*	p = 0.456
9.2: Supervisor doesn't use bad lang (numeric)	−0.014	−0.009	0.021	0.020	−0.017	−0.021	0.008
	p = 0.413	p = 0.570	p = 0.349	p = 0.348	p = 0.118	p = 0.048**	p = 0.759
9.2: Supervisor will side with me (numeric)	−0.001	−0.003	−0.019	−0.011	0.002	−0.003	0.013
	p = 0.955	p = 0.749	p = 0.138	p = 0.356	p = 0.750	p = 0.656	p = 0.377
9.2: Respect supervisor (numeric)	0.012	0.008	0.009	0.001	−0.005	−0.003	−0.042
	p = 0.413	p = 0.579	p = 0.661	p = 0.951	p = 0.619	p = 0.723	p = 0.072*
9.2: Supervisor speaks openly (numeric)	−0.009	−0.007	0.009	0.004	0.002	0.005	0.015
	p = 0.509	p = 0.550	p = 0.585	p = 0.787	p = 0.855	p = 0.552	p = 0.443
9.2: I get fair salary (numeric)	0.007	0.014	0.012	0.012	0.003	0.003	0.004
	p = 0.297	p = 0.025**	p = 0.195	p = 0.141	p = 0.443	p = 0.465	p = 0.712
Gender: female	0.041	0.035	−0.042	−0.017	0.006	0.011	−0.021
	p = 0.078*	p = 0.095*	p = 0.181	p = 0.542	p = 0.680	p = 0.444	p = 0.565
Age	0.001	−0.0002	−0.002	−0.001	−0.002	−0.002	0.005
	p = 0.484	p = 0.884	p = 0.500	p = 0.740	p = 0.188	p = 0.095*	p = 0.076*
Years of schooling	0.004	0.004	−0.001	0.004	−0.001	−0.001	0.008
	p = 0.187	p = 0.136	p = 0.876	p = 0.253	p = 0.479	p = 0.659	p = 0.072*
Ever married	0.001	−0.017	−0.020	−0.018	−0.001	−0.007	0.039
	p = 0.985	p = 0.452	p = 0.565	p = 0.558	p = 0.970	p = 0.637	p = 0.321
Experience in sector (yrs)	−0.001	−0.0005	−0.002	−0.001	0.001	0.001	−0.009
	p = 0.751	p = 0.857	p = 0.609	p = 0.686	p = 0.615	p = 0.537	p = 0.028**
Tenure at factory (yrs)	0.004	0.009	−0.007	0.002	0.001	−0.001	−0.002
	p = 0.305	p = 0.009***	p = 0.171	p = 0.605	p = 0.778	p = 0.606	p = 0.696
7.1: position helper/lineman	−0.061	−0.047	0.005	−0.005	0.025	0.034	0.012
	p = 0.103	p = 0.171	p = 0.922	p = 0.911	p = 0.321	p = 0.135	p = 0.837
7.1: position operator	−0.029	−0.036	0.001	−0.007	0.006	0.011	0.061
	p = 0.378	p = 0.234	p = 0.984	p = 0.865	p = 0.779	p = 0.584	p = 0.223
Constant	−0.064	−0.098	−0.034	0.004	0.046	0.057	−0.218
	p = 0.566	p = 0.208	p = 0.820	p = 0.968	p = 0.539	p = 0.272	p = 0.204
Observations	888	888	888	888	888	888	888
Adjusted R^2	0.026	0.026	0.011	0.003	−0.003	0.002	−0.009

Note: *p<0.1;
Clustered by factory. Omitted category for 7

Table 135: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:						
	Fair salary		Festival leave		Paid leave		Auto
	OLS		*OLS*		*OLS*		
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (numeric)	0.040	0.041	−0.003	0.013	−0.012	−0.010	0.040
	p = 0.251	p = 0.121	p = 0.494	p = 0.752	p = 0.514	p = 0.495	p = 0.497
9.2: Supervisor doesn't use bad lang (numeric)	−0.025	−0.006	0.036	0.038	0.007	0.007	0.037
	p = 0.483	p = 0.876	p = 0.000***	p = 0.248	p = 0.000***	p = 0.232	p = 0.497
9.2: Supervisor will side with me (numeric)	−0.019	−0.021	−0.007	−0.006	0.003	0.003	−0.002
	p = 0.474	p = 0.509	p = 0.494	p = 0.618	p = 0.752	p = 0.373	p = 0.747
9.2: Respect supervisor (numeric)	0.018	0.011	−0.0003	0.002	−0.004	−0.003	−0.077
	p = 0.251	p = 0.651	p = 0.754	p = 0.750	p = 0.529	p = 0.736	p = 0.258
9.2: Supervisor speaks openly (numeric)	−0.0004	−0.005	−0.011	−0.022	−0.005	−0.006	−0.006
	p = 0.725	p = 0.291	p = 0.754	p = 0.122	p = 0.752	p = 0.880	p = 0.497
9.2: I get fair salary (numeric)	0.012	0.020	0.014	0.009	−0.004	−0.005	0.002
	p = 0.474	p = 0.111	p = 0.521	p = 0.863	p = 0.461	p = 0.334	p = 0.747
Gender: female	0.059	0.045	−0.052	−0.050	0.018	0.018	0.003
	p = 0.483	p = 0.388	p = 0.000***	p = 0.127	p = 0.461	p = 0.124	p = 0.747
Age	0.003	0.002	−0.002	−0.002	−0.001	−0.001	0.009
	p = 0.232	p = 0.756	p = 0.493	p = 0.495	p = 0.238	p = 0.764	p = 0.497
Years of schooling	0.003	0.005	−0.004	−0.001	−0.0003	0.00001	0.011
	p = 0.483	p = 0.516	p = 0.521	p = 0.866	p = 0.752	p = 1.000	p = 0.508
Ever married	−0.027	−0.057	−0.025	−0.046	−0.014	−0.016	−0.010
	p = 0.232	p = 0.234	p = 0.521	p = 0.127	p = 0.238	p = 0.869	p = 0.747
Experience in sector (yrs)	−0.004	−0.004	−0.001	−0.002	0.002	0.002	−0.007
	p = 0.474	p = 0.246	p = 0.754	p = 1.000	p = 0.238	p = 0.243	p = 0.489
Tenure at factory (yrs)	0.003	0.008	−0.004	0.005	−0.001	−0.0003	−0.007
	p = 0.493	p = 0.122	p = 0.260	p = 0.381	p = 0.529	p = 1.000	p = 0.000***
7.1: position helper/lineman	−0.105	−0.066	−0.046	−0.006	0.010	0.013	0.018
	p = 0.251	p = 0.393	p = 0.521	p = 0.888	p = 0.529	p = 0.600	p = 0.508
7.1: position operator	−0.075	−0.061	−0.037	−0.021	−0.001	−0.00001	0.025
	p = 0.251	p = 0.613	p = 0.521	p = 0.754	p = 0.514	p = 1.000	p = 0.747
Constant	−0.014	−0.128	0.274	0.143	0.088	0.077	0.016
	p = 0.725	p = 0.000***	p = 0.260	p = 0.498	p = 0.238	p = 0.265	p = 0.747
Observations	389	389	389	389	389	389	389
Adjusted R^2	0.062	0.020	0.012	−0.004	−0.026	−0.022	0.017

Note: *p<0.1;
Clustered by factory. Omitted category for 7

Table 136: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:						
	Fair salary		Festival leave		Paid leave		
	OLS		*OLS*		*OLS*		
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory F
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (disagree = 1)	−0.096	−0.093	0.063	0.078	−0.011	−0.019	−0.115
	p = 0.042**	p = 0.038**	p = 0.314	p = 0.193	p = 0.718	p = 0.536	p = 0.114
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.075	0.062	−0.106	−0.118	0.005	0.017	0.056
	p = 0.098*	p = 0.149	p = 0.080*	p = 0.042**	p = 0.863	p = 0.557	p = 0.420
9.2: Supervisor will side with me (disagree = 1)	−0.014	−0.009	0.012	0.001	0.013	0.018	0.003
	p = 0.462	p = 0.609	p = 0.635	p = 0.957	p = 0.296	p = 0.135	p = 0.926
9.2: Respect supervisor (disagree = 1)	0.010	−0.009	−0.054	−0.042	−0.015	−0.022	−0.077
	p = 0.773	p = 0.782	p = 0.242	p = 0.336	p = 0.507	p = 0.304	p = 0.147
9.2: Supervisor speaks openly (disagree = 1)	−0.006	−0.005	−0.032	−0.034	−0.007	−0.005	−0.041
	p = 0.820	p = 0.830	p = 0.349	p = 0.304	p = 0.695	p = 0.783	p = 0.306
9.2: I get fair salary (disagree = 1)	−0.018	−0.037	−0.030	−0.031	0.001	−0.001	0.003
	p = 0.286	p = 0.019**	p = 0.187	p = 0.142	p = 0.962	p = 0.918	p = 0.909
Gender: female	0.042	0.036	−0.034	−0.009	0.004	0.009	−0.023
	p = 0.070*	p = 0.083*	p = 0.266	p = 0.738	p = 0.820	p = 0.508	p = 0.521
Age	0.001	−0.0003	−0.002	−0.001	−0.002	−0.002	0.005
	p = 0.569	p = 0.836	p = 0.493	p = 0.783	p = 0.202	p = 0.099*	p = 0.053
Years of schooling	0.003	0.004	−0.001	0.004	−0.001	−0.0004	0.009
	p = 0.240	p = 0.174	p = 0.818	p = 0.254	p = 0.553	p = 0.801	p = 0.052
Ever married	0.002	−0.016	−0.018	−0.017	0.001	−0.005	0.045
	p = 0.925	p = 0.476	p = 0.599	p = 0.585	p = 0.941	p = 0.766	p = 0.245
Experience in sector (yrs)	−0.001	−0.0004	−0.002	−0.001	0.001	0.001	−0.010
	p = 0.767	p = 0.878	p = 0.637	p = 0.717	p = 0.633	p = 0.576	p = 0.017*
Tenure at factory (yrs)	0.004	0.009	−0.007	0.002	0.001	−0.001	−0.001
	p = 0.309	p = 0.010***	p = 0.169	p = 0.646	p = 0.728	p = 0.687	p = 0.868
7.1: position helper/lineman	−0.067	−0.051	−0.002	−0.009	0.028	0.033	0.011
	p = 0.072*	p = 0.134	p = 0.971	p = 0.837	p = 0.270	p = 0.154	p = 0.847
7.1: position operator	−0.033	−0.039	−0.0001	−0.007	0.007	0.010	0.061
	p = 0.314	p = 0.204	p = 0.998	p = 0.864	p = 0.744	p = 0.615	p = 0.227
Constant	0.070	0.073	0.137	0.160	0.019	0.043	−0.190
	p = 0.452	p = 0.198	p = 0.270	p = 0.036**	p = 0.758	p = 0.259	p = 0.185
Observations	888	888	888	888	888	888	888
Adjusted R^2	0.025	0.022	0.018	0.011	−0.004	0.001	−0.004

Note: *p<

Clustered by factory. Omitted category

Table 137: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:						
	Fair salary		Festival leave		Paid leave		
	OLS		*OLS*		*OLS*		
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory F
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (disagree = 1)	−0.069 p = 0.264	−0.072 p = 0.257	0.057 p = 0.250	0.021 p = 0.241	0.034 p = 0.000***	0.031 p = 0.264	−0.081 p = 0.000*
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.062 p = 0.517	0.036 p = 0.250	−0.126 p = 0.000***	−0.120 p = 0.500	−0.017 p = 0.494	−0.017 p = 0.614	−0.026 p = 0.513
9.2: Supervisor will side with me (disagree = 1)	0.014 p = 0.744	0.016 p = 1.000	0.003 p = 0.740	0.002 p = 0.874	0.010 p = 0.494	0.010 p = 0.752	0.016 p = 0.501
9.2: Respect supervisor (disagree = 1)	−0.018 p = 0.264	−0.025 p = 0.502	−0.018 p = 0.740	−0.028 p = 0.521	−0.033 p = 0.000***	−0.034 p = 0.130	−0.064 p = 0.000*
9.2: Supervisor speaks openly (disagree = 1)	−0.026 p = 0.000***	−0.025 p = 0.134	−0.005 p = 0.740	0.008 p = 0.760	0.002 p = 0.743	0.003 p = 0.752	−0.007 p = 0.749
9.2: I get fair salary (disagree = 1)	−0.029 p = 0.480	−0.050 p = 0.257	−0.027 p = 0.493	−0.018 p = 0.638	0.018 p = 0.509	0.019 p = 0.359	0.023 p = 0.749
Gender: female	0.058 p = 0.264	0.048 p = 0.359	−0.043 p = 0.000***	−0.041 p = 0.112	0.018 p = 0.249	0.018 p = 0.260	0.004 p = 0.749
Age	0.003 p = 0.253	0.002 p = 1.000	−0.002 p = 0.490	−0.002 p = 0.743	−0.001 p = 0.509	−0.001 p = 0.638	0.009 p = 0.484
Years of schooling	0.003 p = 0.517	0.005 p = 0.512	−0.004 p = 0.493	−0.001 p = 1.000	−0.0002 p = 0.743	0.00003 p = 0.898	0.012 p = 0.513
Ever married	−0.027 p = 0.517	−0.055 p = 0.122	−0.018 p = 0.740	−0.036 p = 0.374	−0.012 p = 0.483	−0.013 p = 0.628	0.003 p = 0.749
Experience in sector (yrs)	−0.004 p = 0.480	−0.004 p = 0.215	−0.001 p = 0.740	−0.002 p = 0.604	0.002 p = 0.509	0.001 p = 0.367	−0.008 p = 0.501
Tenure at factory (yrs)	0.004 p = 0.517	0.010 p = 0.152	−0.004 p = 0.243	0.005 p = 0.387	−0.001 p = 0.483	−0.0002 p = 0.888	−0.006 p = 0.501
7.1: position helper/lineman	−0.112 p = 0.264	−0.077 p = 0.498	−0.052 p = 0.493	−0.013 p = 1.000	0.010 p = 0.743	0.013 p = 1.000	0.006 p = 0.749
7.1: position operator	−0.079 p = 0.264	−0.068 p = 0.492	−0.036 p = 0.493	−0.022 p = 1.000	−0.002 p = 0.494	−0.001 p = 1.000	0.017 p = 0.749
Constant	0.129 p = 0.000***	0.070 p = 0.500	0.390 p = 0.000***	0.287 p = 0.000***	0.012 p = 0.743	0.004 p = 0.521	−0.035 p = 0.749
Observations	389	389	389	389	389	389	389
Adjusted R^2	0.057	0.014	0.020	0.004	−0.019	−0.014	0.010

Note: *p<

Clustered by factory. Omitted category

Table 138: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
9.2: Good supervisor rship (index)	0.027	0.040	0.038	0.040	0.0002	−0.001	0.039	0.0
	p = 0.016**	p = 0.0001***	p = 0.011**	p = 0.004***	p = 0.984	p = 0.836	p = 0.022**	p = 0.(
Gender: female	0.043	0.039	−0.032	−0.011	0.005	0.010	−0.021	−0.(
	p = 0.060*	p = 0.057*	p = 0.292	p = 0.691	p = 0.753	p = 0.474	p = 0.544	p = (
Age	0.001	−0.0004	−0.002	−0.001	−0.002	−0.002	0.005	0.0
	p = 0.537	p = 0.832	p = 0.448	p = 0.715	p = 0.184	p = 0.087*	p = 0.054*	p = 0
Years of schooling	0.004	0.004	−0.001	0.004	−0.001	−0.001	0.009	0.0
	p = 0.220	p = 0.153	p = 0.744	p = 0.307	p = 0.497	p = 0.660	p = 0.052*	p = 0.
Ever married	0.002	−0.015	−0.021	−0.019	0.0003	−0.006	0.039	0.0
	p = 0.936	p = 0.511	p = 0.535	p = 0.527	p = 0.988	p = 0.699	p = 0.317	p = (
Experience in sector (yrs)	−0.001	−0.0003	−0.002	−0.001	0.001	0.001	−0.010	−0.(
	p = 0.816	p = 0.910	p = 0.638	p = 0.714	p = 0.592	p = 0.498	p = 0.025**	p = 0.
Tenure at factory (yrs)	0.004	0.009	−0.008	0.002	0.001	−0.001	−0.003	0.0
	p = 0.359	p = 0.010***	p = 0.151	p = 0.664	p = 0.822	p = 0.570	p = 0.671	p = (
7.1: position helper/lineman	−0.063	−0.047	−0.001	−0.006	0.026	0.033	0.013	0.0
	p = 0.092*	p = 0.164	p = 0.980	p = 0.899	p = 0.301	p = 0.149	p = 0.820	p = (
7.1: position operator	−0.031	−0.039	−0.002	−0.008	0.006	0.010	0.062	0.0
	p = 0.342	p = 0.206	p = 0.959	p = 0.845	p = 0.776	p = 0.631	p = 0.216	p = (
Constant	0.036	0.031	0.119	0.132	0.030	0.057	−0.201	−0.(
	p = 0.694	p = 0.564	p = 0.333	p = 0.070*	p = 0.630	p = 0.118	p = 0.157	p = (
Observations	888	888	888	888	888	888	888	88
Adjusted R^2	0.028	0.025	0.012	0.005	−0.001	0.002	−0.010	0.0

Note: *p<0.1; **p<0.05; **
Clustered by factory. Omitted category for 7.1: position

Table 139: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
9.2: Good supervisor rship (index)	0.019	0.042	0.034	0.047	−0.013	−0.012	0.040	0.0
	p = 0.491	p = 0.253	p = 0.477	p = 0.239	p = 0.255	p = 0.503	p = 0.493	p = 0
Gender: female	0.062	0.051	−0.043	−0.041	0.018	0.018	0.006	0.00
	p = 0.259	p = 0.515	p = 0.000***	p = 0.131	p = 0.255	p = 0.146	p = 0.748	p = 0
Age	0.003	0.002	−0.003	−0.002	−0.001	−0.001	0.008	0.0
	p = 0.239	p = 0.638	p = 0.477	p = 0.383	p = 0.508	p = 0.742	p = 0.493	p = 0
Years of schooling	0.003	0.004	−0.004	−0.001	−0.0002	0.0002	0.011	0.0
	p = 0.498	p = 0.611	p = 0.502	p = 0.747	p = 0.734	p = 0.347	p = 0.515	p = 0
Ever married	−0.031	−0.063	−0.026	−0.051	−0.013	−0.015	−0.012	−0.0
	p = 0.239	p = 0.125	p = 0.502	p = 0.134	p = 0.481	p = 0.871	p = 0.493	p = 0
Experience in sector (yrs)	−0.004	−0.004	−0.002	−0.003	0.002	0.002	−0.007	−0.0
	p = 0.491	p = 0.121	p = 0.748	p = 0.613	p = 0.255	p = 0.136	p = 0.488	p = 0
Tenure at factory (yrs)	0.002	0.008	−0.004	0.006	−0.001	−0.0001	−0.008	−0.0
	p = 0.498	p = 0.518	p = 0.231	p = 0.742	p = 0.481	p = 1.000	p = 0.233	p = 0
7.1: position helper/lineman	−0.108	−0.071	−0.056	−0.012	0.010	0.013	0.006	0.0
	p = 0.259	p = 0.359	p = 0.502	p = 0.880	p = 0.481	p = 0.881	p = 0.748	p = 0
7.1: position operator	−0.075	−0.064	−0.042	−0.027	−0.002	−0.0004	0.015	0.0
	p = 0.259	p = 0.495	p = 0.502	p = 0.733	p = 0.479	p = 0.762	p = 0.748	p = 0
Constant	0.117	0.047	0.379	0.270	0.030	0.020	−0.019	−0.0
	p = 0.000***	p = 0.520	p = 0.000***	p = 0.000***	p = 0.481	p = 0.781	p = 0.748	p = 0
Observations	389	389	389	389	389	389	389	38
Adjusted R^2	0.061	0.016	0.019	0.001	−0.016	−0.012	0.007	0.0

Note: *p<0.1; **p<0.05; **
Clustered by factory. Omitted category for 7.1: position

Table 140: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
9.2: Good supervisor rship (index)	0.018	0.031	0.043	0.042	−0.004	−0.004	0.037	0.0
	p = 0.137	p = 0.007***	p = 0.009***	p = 0.006***	p = 0.607	p = 0.607	p = 0.049**	p = 0.
Gender: female	0.041	0.036	−0.037	−0.019	0.003	0.009	−0.024	−0.
	p = 0.073*	p = 0.076*	p = 0.222	p = 0.487	p = 0.857	p = 0.514	p = 0.503	p = 0
Age	0.001	−0.0001	−0.002	−0.001	−0.001	−0.002	0.006	0.0
	p = 0.469	p = 0.940	p = 0.447	p = 0.704	p = 0.251	p = 0.119	p = 0.041**	p = 0.
Years of schooling	0.003	0.004	−0.001	0.004	−0.001	−0.001	0.009	0.0
	p = 0.232	p = 0.179	p = 0.868	p = 0.266	p = 0.488	p = 0.634	p = 0.053*	p = 0.
Ever married	0.001	−0.016	−0.020	−0.019	0.001	−0.006	0.041	0.0
	p = 0.965	p = 0.468	p = 0.556	p = 0.524	p = 0.973	p = 0.672	p = 0.297	p = 0
Experience in sector (yrs)	−0.0004	−0.0001	−0.002	−0.001	0.001	0.001	−0.010	−0.
	p = 0.872	p = 0.965	p = 0.659	p = 0.765	p = 0.533	p = 0.501	p = 0.027**	p = 0.
Tenure at factory (yrs)	0.003	0.008	−0.008	0.002	0.0002	−0.002	−0.003	0.0
	p = 0.421	p = 0.016**	p = 0.162	p = 0.727	p = 0.936	p = 0.489	p = 0.618	p = 0
7.1: position helper/lineman	−0.064	−0.046	−0.009	−0.011	0.024	0.032	0.012	0.0
	p = 0.086*	p = 0.172	p = 0.854	p = 0.804	p = 0.324	p = 0.163	p = 0.831	p = 0
7.1: position operator	−0.030	−0.037	−0.003	−0.007	0.004	0.008	0.057	0.0
	p = 0.355	p = 0.225	p = 0.944	p = 0.869	p = 0.841	p = 0.691	p = 0.254	p = 0
9.1: Factory has rules	−0.056	−0.059	−0.059	−0.078	−0.006	0.0001	0.050	0.0
	p = 0.022**	p = 0.012**	p = 0.074*	p = 0.013**	p = 0.704	p = 0.993	p = 0.186	p = 0
9.1: Management consults workers	−0.011	−0.006	0.001	−0.005	0.059	0.054	0.148	0.1
	p = 0.745	p = 0.861	p = 0.981	p = 0.916	p = 0.012**	p = 0.017**	p = 0.007***	p = 0.
9.1: Must obey orders	−0.050	−0.052	0.012	−0.004	−0.011	−0.002	0.026	0.0
	p = 0.078*	p = 0.058*	p = 0.758	p = 0.903	p = 0.579	p = 0.891	p = 0.557	p = 0
Constant	0.076	0.074	0.150	0.179	0.028	0.053	−0.251	−0.
	p = 0.415	p = 0.192	p = 0.233	p = 0.020**	p = 0.660	p = 0.168	p = 0.083*	p = 0
Observations	888	888	888	888	888	888	888	88
Adjusted R^2	0.032	0.031	0.020	0.017	0.009	0.008	−0.003	0.0

Note: *p<0.1; **p<0.05; **

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like

Table 141: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With fact
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8
9.2: Good supervisor rship (index)	0.010	0.028	0.033	0.046	−0.018	−0.017	0.040	0.0
	p = 0.490	p = 0.256	p = 0.733	p = 0.112	p = 0.250	p = 0.524	p = 0.274	p = 0
Gender: female	0.065	0.056	−0.042	−0.040	0.017	0.018	0.005	−0.0
	p = 0.266	p = 0.488	p = 0.000***	p = 0.257	p = 0.479	p = 0.268	p = 0.769	p = 1
Age	0.003	0.002	−0.003	−0.002	−0.0003	−0.0002	0.008	0.0
	p = 0.234	p = 0.512	p = 0.502	p = 0.363	p = 0.735	p = 0.873	p = 0.500	p = 0
Years of schooling	0.003	0.004	−0.004	−0.001	−0.0003	0.0002	0.011	0.0
	p = 0.500	p = 0.618	p = 0.477	p = 0.894	p = 0.735	p = 0.889	p = 0.543	p = 0
Ever married	−0.033	−0.064	−0.024	−0.044	−0.020	−0.021	−0.018	−0.0
	p = 0.234	p = 0.130	p = 0.477	p = 0.224	p = 0.250	p = 0.652	p = 0.769	p = 1
Experience in sector (yrs)	−0.004	−0.003	−0.002	−0.002	0.002	0.002	−0.007	−0.0
	p = 0.234	p = 0.235	p = 0.733	p = 1.000	p = 0.250	p = 0.122	p = 0.495	p = 0
Tenure at factory (yrs)	0.001	0.007	−0.004	0.005	−0.002	−0.001	−0.008	−0.0
	p = 0.500	p = 0.481	p = 0.502	p = 0.770	p = 0.506	p = 1.000	p = 0.500	p = 0
7.1: position helper/lineman	−0.111	−0.078	−0.060	−0.020	0.007	0.011	0.011	0.0
	p = 0.266	p = 0.483	p = 0.477	p = 1.000	p = 0.506	p = 0.764	p = 0.769	p = 0
7.1: position operator	−0.078	−0.069	−0.045	−0.031	−0.005	−0.003	0.018	0.0
	p = 0.266	p = 0.768	p = 0.477	p = 0.639	p = 0.485	p = 0.761	p = 0.769	p = 0
9.1: Factory has rules	−0.057	−0.076	−0.037	−0.050	0.004	0.003	0.053	0.0
	p = 0.000***	p = 0.237	p = 0.000***	p = 0.258	p = 0.735	p = 1.000	p = 0.226	p = 0
9.1: Management consults workers	−0.015	−0.023	−0.011	−0.023	0.075	0.074	0.032	0.0
	p = 0.500	p = 0.347	p = 0.733	p = 1.000	p = 0.229	p = 0.481	p = 0.500	p = 0
9.1: Must obey orders	−0.057	−0.073	−0.010	−0.008	−0.009	−0.008	0.010	0.0
	p = 0.266	p = 0.482	p = 0.733	p = 0.899	p = 0.506	p = 1.000	p = 0.769	p = 1
Constant	0.156	0.100	0.394	0.295	0.024	0.011	−0.040	−0.0
	p = 0.000***	p = 0.477	p = 0.000***	p = 0.000***	p = 0.506	p = 0.751	p = 0.769	p = 0
Observations	389	389	389	389	389	389	389	38
Adjusted R^2	0.061	0.021	0.014	−0.003	0.010	0.013	0.003	0.0

Note: *p<0.1; **p<0.05; **

Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like

Table 142: 19.2: Feel happy because of certain aspects of job, Specification 1: 9.1 raw data + covariates.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
Gender: female	0.053	0.034	0.038	0.052
	p = 0.269	p = 0.443	p = 0.107	p = 0.015**
Age	0.001	−0.001	0.001	0.002
	p = 0.874	p = 0.820	p = 0.567	p = 0.364
Years of schooling	−0.001	0.001	−0.003	−0.0003
	p = 0.861	p = 0.868	p = 0.311	p = 0.908
Ever married	0.013	0.058	−0.002	0.004
	p = 0.804	p = 0.234	p = 0.945	p = 0.878
Experience in sector (yrs)	−0.001	−0.003	−0.004	−0.004
	p = 0.851	p = 0.633	p = 0.116	p = 0.096*
Tenure at factory (yrs)	−0.006	0.002	−0.002	−0.001
	p = 0.476	p = 0.770	p = 0.688	p = 0.843
7.1: position helper/lineman	0.019	−0.007	−0.051	−0.054
	p = 0.805	p = 0.920	p = 0.178	p = 0.121
7.1: position operator	−0.013	−0.027	−0.047	−0.052
	p = 0.853	p = 0.680	p = 0.157	p = 0.095*
9.1: Factory has rules	−0.289	−0.309	−0.024	−0.031
	p = 0.000***	p = 0.000***	p = 0.326	p = 0.176
9.1: Management consults workers	−0.030	−0.014	0.005	0.012
	p = 0.679	p = 0.844	p = 0.880	p = 0.729
9.1: Must obey orders	−0.331	−0.382	−0.039	−0.053
	p = 0.000***	p = 0.000***	p = 0.140	p = 0.039**
Constant	0.595	0.701	0.965	0.967
	p = 0.003***	p = 0.00000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888
Adjusted R^2	0.128	0.071	0.026	0.010

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 143: 19.2: Feel happy because of certain aspects of job, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
Gender: female	0.086 p = 0.512	0.049 p = 0.748	0.002 p = 0.770	−0.0003 p = 1.000
Age	0.006 p = 0.487	0.001 p = 1.000	0.004 p = 0.000***	0.003 p = 0.482
Years of schooling	−0.007 p = 0.487	−0.014 p = 0.517	−0.004 p = 0.245	−0.004 p = 0.539
Ever married	−0.006 p = 0.763	−0.056 p = 0.122	0.041 p = 0.520	0.032 p = 0.629
Experience in sector (yrs)	−0.004 p = 0.487	−0.001 p = 1.000	−0.011 p = 0.245	−0.011 p = 0.351
Tenure at factory (yrs)	−0.004 p = 0.276	−0.016 p = 0.646	0.007 p = 0.495	0.008 p = 0.521
7.1: position helper/lineman	−0.059 p = 0.251	−0.072 p = 0.625	−0.019 p = 0.770	−0.012 p = 1.000
7.1: position operator	−0.078 p = 0.487	−0.097 p = 0.610	−0.041 p = 0.525	−0.041 p = 0.359
9.1: Factory has rules	−0.204 p = 0.527	−0.241 p = 0.232	0.017 p = 0.520	0.010 p = 0.782
9.1: Management consults workers	−0.071 p = 0.527	−0.066 p = 0.250	0.029 p = 0.770	0.027 p = 0.741
9.1: Must obey orders	−0.244 p = 0.527	−0.332 p = 0.140	−0.007 p = 0.770	−0.016 p = 0.732
Constant	0.795 p = 0.251	0.944 p = 0.000***	0.924 p = 0.000***	0.917 p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.125	0.036	0.013	0.014

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 144: 19.2: Feel happy because of certain aspects of job, Specification 2: 9.2 raw data + covariates.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	−0.023	−0.027	0.004	0.006
	p = 0.126	p = 0.059*	p = 0.827	p = 0.688
9.2: Supervisor doesn't use bad lang (numeric)	0.005	0.006	0.005	0.008
	p = 0.760	p = 0.680	p = 0.766	p = 0.636
9.2: Supervisor will side with me (numeric)	−0.019	−0.014	−0.002	−0.007
	p = 0.030**	p = 0.068*	p = 0.848	p = 0.448
9.2: Respect supervisor (numeric)	0.028	0.025	0.010	0.010
	p = 0.046**	p = 0.054*	p = 0.518	p = 0.472
9.2: Supervisor speaks openly (numeric)	−0.007	−0.011	−0.012	−0.007
	p = 0.542	p = 0.312	p = 0.360	p = 0.579
9.2: I get fair salary (numeric)	0.338	0.341	0.021	0.021
	p = 0.000***	p = 0.000***	p = 0.003***	p = 0.001***
Gender: female	−0.037	−0.029	0.030	0.045
	p = 0.084*	p = 0.118	p = 0.206	p = 0.032**
Age	−0.001	−0.001	0.001	0.001
	p = 0.669	p = 0.526	p = 0.614	p = 0.398
Years of schooling	0.0002	0.0002	−0.003	0.0002
	p = 0.943	p = 0.935	p = 0.376	p = 0.949
Ever married	0.006	0.007	−0.002	0.003
	p = 0.785	p = 0.728	p = 0.930	p = 0.890
Experience in sector (yrs)	−0.001	−0.002	−0.005	−0.005
	p = 0.582	p = 0.471	p = 0.104	p = 0.080*
Tenure at factory (yrs)	0.001	0.003	−0.001	−0.0001
	p = 0.872	p = 0.392	p = 0.833	p = 0.989
7.1: position helper/lineman	0.047	0.032	−0.049	−0.054
	p = 0.171	p = 0.304	p = 0.195	p = 0.124
7.1: position operator	0.013	0.006	−0.044	−0.049
	p = 0.677	p = 0.821	p = 0.181	p = 0.114
Constant	−0.373	−0.401	0.873	0.832
	p = 0.0003***	p = 0.00000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888
Adjusted R^2	0.832	0.838	0.034	0.020

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 145: 19.2: Feel happy because of certain aspects of job, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	−0.002	−0.005	0.003	0.004
	p = 0.498	p = 0.728	p = 0.486	p = 0.758
9.2: Supervisor doesn't use bad lang (numeric)	−0.007	−0.001	0.004	0.005
	p = 0.000***	p = 0.882	p = 0.726	p = 0.736
9.2: Supervisor will side with me (numeric)	−0.011	−0.012	0.017	0.017
	p = 0.263	p = 0.117	p = 0.499	p = 0.377
9.2: Respect supervisor (numeric)	0.005	0.003	−0.00003	−0.0002
	p = 0.486	p = 0.766	p = 0.726	p = 1.000
9.2: Supervisor speaks openly (numeric)	−0.015	−0.015	−0.014	−0.014
	p = 0.749	p = 1.000	p = 0.227	p = 0.244
9.2: I get fair salary (numeric)	0.336	0.339	0.022	0.022
	p = 0.000***	p = 0.232	p = 0.259	p = 0.130
Gender: female	−0.015	−0.020	−0.004	−0.005
	p = 0.486	p = 0.359	p = 0.726	p = 0.878
Age	−0.0001	−0.0005	0.003	0.003
	p = 0.749	p = 0.879	p = 0.000***	p = 0.404
Years of schooling	−0.001	−0.001	−0.004	−0.003
	p = 0.749	p = 0.863	p = 0.227	p = 0.493
Ever married	0.006	−0.0001	0.044	0.042
	p = 0.514	p = 0.863	p = 0.486	p = 0.612
Experience in sector (yrs)	−0.005	−0.005	−0.012	−0.012
	p = 0.486	p = 0.753	p = 0.227	p = 0.488
Tenure at factory (yrs)	−0.003	−0.003	0.007	0.008
	p = 0.235	p = 0.262	p = 0.467	p = 0.344
7.1: position helper/lineman	0.067	0.073	−0.008	−0.004
	p = 0.498	p = 0.374	p = 0.726	p = 1.000
7.1: position operator	0.035	0.037	−0.027	−0.026
	p = 0.498	p = 0.644	p = 0.259	p = 0.513
Constant	−0.325	−0.341	0.834	0.823
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.808	0.809	0.032	0.037

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 146: 19.2: Feel happy because of certain aspects of job, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree = 1)	0.059	0.072	−0.007	0.017
	p = 0.081*	p = 0.021**	p = 0.892	p = 0.718
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.039	−0.040	−0.016	−0.039
	p = 0.227	p = 0.188	p = 0.731	p = 0.384
9.2: Supervisor will side with me (disagree = 1)	0.004	−0.002	0.009	0.010
	p = 0.790	p = 0.854	p = 0.649	p = 0.585
9.2: Respect supervisor (disagree = 1)	−0.011	0.004	−0.042	−0.040
	p = 0.666	p = 0.853	p = 0.233	p = 0.226
9.2: Supervisor speaks openly (disagree = 1)	−0.044	−0.044	0.020	0.008
	p = 0.016**	p = 0.010***	p = 0.442	p = 0.763
9.2: I get fair salary (disagree = 1)	−0.936	−0.950	−0.048	−0.050
	p = 0.000***	p = 0.000***	p = 0.006***	p = 0.002***
Gender: female	0.004	0.007	0.033	0.050
	p = 0.812	p = 0.628	p = 0.158	p = 0.018**
Age	−0.0005	−0.001	0.001	0.001
	p = 0.714	p = 0.639	p = 0.602	p = 0.379
Years of schooling	0.00001	0.0003	−0.003	0.0003
	p = 0.995	p = 0.864	p = 0.391	p = 0.919
Ever married	0.006	0.012	−0.001	0.004
	p = 0.723	p = 0.455	p = 0.973	p = 0.853
Experience in sector (yrs)	−0.002	−0.002	−0.005	−0.005
	p = 0.448	p = 0.240	p = 0.098*	p = 0.080*
Tenure at factory (yrs)	0.002	0.002	−0.001	−0.0001
	p = 0.591	p = 0.491	p = 0.855	p = 0.968
7.1: position helper/lineman	0.018	0.003	−0.051	−0.058
	p = 0.509	p = 0.913	p = 0.176	p = 0.098*
7.1: position operator	0.021	0.016	−0.044	−0.050
	p = 0.370	p = 0.442	p = 0.183	p = 0.111
Constant	0.948	0.980	0.971	0.965
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	888	888	888	888
Adjusted R^2	0.900	0.904	0.033	0.017

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 147: 19.2: Feel happy because of certain aspects of job, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree = 1)	0.025 p = 0.752	0.047 p = 0.753	0.029 p = 0.263	0.030 p = 0.464
9.2: Supervisor doesn't use bad lang (disagree = 1)	0.001 p = 0.752	−0.013 p = 0.756	−0.051 p = 0.494	−0.054 p = 0.874
9.2: Supervisor will side with me (disagree = 1)	−0.009 p = 0.262	−0.007 p = 0.377	−0.009 p = 0.523	−0.008 p = 0.614
9.2: Respect supervisor (disagree = 1)	0.019 p = 0.000***	0.022 p = 0.500	−0.058 p = 0.000***	−0.059 p = 0.242
9.2: Supervisor speaks openly (disagree = 1)	−0.058 p = 0.514	−0.066 p = 0.633	0.004 p = 0.000***	0.004 p = 0.343
9.2: I get fair salary (disagree = 1)	−0.907 p = 0.000***	−0.921 p = 0.147	−0.031 p = 0.234	−0.034 p = 0.250
Gender: female	0.004 p = 0.752	−0.002 p = 1.000	−0.003 p = 0.757	−0.004 p = 1.000
Age	0.0004 p = 0.752	−0.0003 p = 1.000	0.003 p = 0.000***	0.003 p = 0.248
Years of schooling	−0.002 p = 0.752	−0.003 p = 0.378	−0.003 p = 0.263	−0.003 p = 0.342
Ever married	0.026 p = 0.000***	0.025 p = 0.374	0.054 p = 0.497	0.052 p = 0.372
Experience in sector (yrs)	−0.006 p = 0.238	−0.005 p = 0.488	−0.012 p = 0.263	−0.012 p = 0.512
Tenure at factory (yrs)	0.002 p = 0.514	−0.001 p = 0.393	0.008 p = 0.523	0.008 p = 0.502
7.1: position helper/lineman	0.002 p = 0.514	−0.008 p = 0.735	−0.015 p = 0.494	−0.013 p = 0.876
7.1: position operator	0.025 p = 0.752	0.021 p = 1.000	−0.030 p = 0.234	−0.030 p = 0.378
Constant	0.976 p = 0.000***	1.017 p = 0.000***	0.940 p = 0.000***	0.938 p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.863	0.862	0.024	0.028

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 148: 19.2: Feel happy because of certain aspects of job, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.332	0.330	0.026	0.032
	p = 0.000***	p = 0.000***	p = 0.021**	p = 0.002***
Gender: female	0.050	0.044	0.037	0.052
	p = 0.249	p = 0.273	p = 0.109	p = 0.014**
Age	−0.002	−0.002	0.001	0.001
	p = 0.657	p = 0.467	p = 0.654	p = 0.454
Years of schooling	−0.003	0.0001	−0.003	−0.0002
	p = 0.601	p = 0.990	p = 0.313	p = 0.939
Ever married	0.036	0.083	0.0001	0.006
	p = 0.452	p = 0.062*	p = 0.997	p = 0.782
Experience in sector (yrs)	−0.003	−0.006	−0.005	−0.005
	p = 0.507	p = 0.205	p = 0.099*	p = 0.073*
Tenure at factory (yrs)	0.002	0.006	−0.001	−0.0001
	p = 0.746	p = 0.342	p = 0.836	p = 0.979
7.1: position helper/lineman	0.081	0.004	−0.048	−0.055
	p = 0.252	p = 0.951	p = 0.204	p = 0.116
7.1: position operator	0.015	−0.009	−0.045	−0.051
	p = 0.813	p = 0.879	p = 0.172	p = 0.105
Constant	0.278	0.446	0.939	0.941
	p = 0.109	p = 0.00004***	p = 0.000***	p = 0.000***
Observations	888	888	888	888
Adjusted R^2	0.297	0.234	0.031	0.016

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 149: 19.2: Feel happy because of certain aspects of job, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.297	0.319	0.037	0.039
	p = 0.000***	p = 0.244	p = 0.000***	p = 0.124
Gender: female	0.052	0.016	−0.0004	−0.002
	p = 0.514	p = 0.757	p = 0.746	p = 0.877
Age	0.004	0.0001	0.003	0.003
	p = 0.521	p = 0.875	p = 0.254	p = 0.127
Years of schooling	−0.004	−0.011	−0.003	−0.004
	p = 0.521	p = 0.114	p = 0.240	p = 0.370
Ever married	0.028	0.016	0.048	0.045
	p = 0.514	p = 0.858	p = 0.494	p = 0.365
Experience in sector (yrs)	−0.010	−0.008	−0.012	−0.012
	p = 0.521	p = 0.497	p = 0.240	p = 0.388
Tenure at factory (yrs)	0.003	−0.012	0.008	0.008
	p = 0.521	p = 0.514	p = 0.492	p = 0.508
7.1: position helper/lineman	0.022	−0.018	−0.011	−0.009
	p = 0.514	p = 0.877	p = 0.746	p = 0.883
7.1: position operator	0.027	0.009	−0.029	−0.028
	p = 0.777	p = 0.886	p = 0.254	p = 0.510
Constant	0.496	0.658	0.910	0.909
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.277	0.208	0.030	0.034

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 150: 19.2: Feel happy because of certain aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.333	0.321	0.022	0.027
	p = 0.000***	p = 0.000***	p = 0.076*	p = 0.020**
Gender: female	0.038	0.031	0.037	0.052
	p = 0.370	p = 0.440	p = 0.117	p = 0.015**
Age	−0.001	−0.002	0.001	0.001
	p = 0.721	p = 0.554	p = 0.612	p = 0.393
Years of schooling	−0.002	0.0001	−0.003	−0.0004
	p = 0.732	p = 0.981	p = 0.302	p = 0.887
Ever married	0.038	0.081	−0.0002	0.005
	p = 0.424	p = 0.066*	p = 0.996	p = 0.814
Experience in sector (yrs)	−0.003	−0.006	−0.005	−0.005
	p = 0.557	p = 0.229	p = 0.106	p = 0.076*
Tenure at factory (yrs)	0.002	0.005	−0.001	−0.0005
	p = 0.765	p = 0.463	p = 0.790	p = 0.895
7.1: position helper/lineman	0.065	−0.004	−0.048	−0.054
	p = 0.349	p = 0.958	p = 0.205	p = 0.122
7.1: position operator	0.012	−0.010	−0.045	−0.051
	p = 0.848	p = 0.874	p = 0.172	p = 0.104
9.1: Factory has rules	−0.127	−0.140	−0.013	−0.017
	p = 0.006***	p = 0.003***	p = 0.601	p = 0.474
9.1: Management consults workers	0.059	0.088	0.011	0.021
	p = 0.368	p = 0.181	p = 0.751	p = 0.552
9.1: Must obey orders	−0.010	−0.052	−0.018	−0.025
	p = 0.850	p = 0.331	p = 0.536	p = 0.373
Constant	0.343	0.530	0.948	0.953
	p = 0.051*	p = 0.00001***	p = 0.000***	p = 0.000***
Observations	888	888	888	888
Adjusted R^2	0.312	0.251	0.028	0.015

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 151: 19.2: Feel happy because of certain aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.299	0.309	0.040	0.042
	p = 0.000***	p = 0.251	p = 0.000***	p = 0.121
Gender: female	0.053	0.019	−0.003	−0.004
	p = 0.481	p = 0.631	p = 0.744	p = 1.000
Age	0.004	0.001	0.003	0.003
	p = 0.496	p = 0.868	p = 0.242	p = 0.266
Years of schooling	−0.003	−0.011	−0.003	−0.003
	p = 0.496	p = 0.393	p = 0.244	p = 0.502
Ever married	0.036	0.017	0.047	0.043
	p = 0.481	p = 1.000	p = 0.486	p = 0.618
Experience in sector (yrs)	−0.010	−0.007	−0.012	−0.012
	p = 0.496	p = 0.375	p = 0.244	p = 0.501
Tenure at factory (yrs)	0.003	−0.013	0.008	0.008
	p = 0.240	p = 0.358	p = 0.502	p = 0.489
7.1: position helper/lineman	0.012	−0.029	−0.009	−0.007
	p = 0.721	p = 1.000	p = 0.744	p = 0.883
7.1: position operator	0.021	0.001	−0.028	−0.027
	p = 0.721	p = 0.861	p = 0.500	p = 0.479
9.1: Factory has rules	−0.071	−0.079	0.034	0.032
	p = 0.721	p = 1.000	p = 0.486	p = 0.344
9.1: Management consults workers	−0.009	0.010	0.038	0.037
	p = 0.721	p = 1.000	p = 0.486	p = 0.378
9.1: Must obey orders	0.007	−0.047	0.026	0.023
	p = 0.721	p = 1.000	p = 0.502	p = 0.605
Constant	0.512	0.701	0.886	0.884
	p = 0.240	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.277	0.206	0.025	0.029

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 152: 19.2: Feel unhappy because of certain aspects of job, Specification 1: 9.1 raw data + covariates.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
Gender: female	−0.022	−0.008	0.076	0.075
	p = 0.639	p = 0.847	p = 0.061*	p = 0.041**
Age	−0.006	−0.005	−0.004	−0.004
	p = 0.085*	p = 0.120	p = 0.205	p = 0.167
Years of schooling	−0.004	−0.008	0.013	0.009
	p = 0.486	p = 0.137	p = 0.013**	p = 0.055*
Ever married	−0.027	−0.017	−0.014	−0.026
	p = 0.596	p = 0.723	p = 0.751	p = 0.515
Experience in sector (yrs)	0.014	0.010	−0.007	−0.005
	p = 0.016**	p = 0.065*	p = 0.149	p = 0.306
Tenure at factory (yrs)	−0.007	−0.015	0.006	0.006
	p = 0.371	p = 0.033**	p = 0.400	p = 0.318
7.1: position helper/lineman	0.056	0.012	0.035	0.057
	p = 0.465	p = 0.871	p = 0.590	p = 0.351
7.1: position operator	−0.022	−0.043	0.046	0.028
	p = 0.745	p = 0.502	p = 0.426	p = 0.603
9.1: Factory has rules	0.206	0.224	0.131	0.148
	p = 0.00003***	p = 0.00001***	p = 0.002***	p = 0.0003***
9.1: Management consults workers	0.090	0.089	0.005	0.030
	p = 0.206	p = 0.208	p = 0.936	p = 0.609
9.1: Must obey orders	0.252	0.284	0.061	0.060
	p = 0.00001***	p = 0.00000***	p = 0.186	p = 0.176
Constant	0.215	0.382	0.092	0.096
	p = 0.261	p = 0.002***	p = 0.577	p = 0.344
Observations	888	888	888	888
Adjusted R^2	0.097	0.043	0.048	0.030

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 153: 19.2: Feel unhappy because of certain aspects of job, Specification 1: 9.1 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
Gender: female	0.057	0.065	0.052	0.048
	p = 0.514	p = 0.756	p = 0.493	p = 0.607
Age	−0.009	−0.008	−0.009	−0.010
	p = 0.000***	p = 0.132	p = 0.000***	p = 0.242
Years of schooling	−0.004	−0.007	0.016	0.015
	p = 0.507	p = 0.388	p = 0.266	p = 0.236
Ever married	−0.056	0.004	−0.017	−0.019
	p = 0.254	p = 1.000	p = 0.759	p = 1.000
Experience in sector (yrs)	0.014	0.014	−0.008	−0.008
	p = 0.515	p = 0.772	p = 0.245	p = 0.378
Tenure at factory (yrs)	−0.021	−0.033	0.005	0.003
	p = 0.261	p = 0.359	p = 0.511	p = 0.728
7.1: position helper/lineman	0.048	−0.013	0.079	0.075
	p = 0.515	p = 1.000	p = 0.248	p = 0.249
7.1: position operator	−0.042	−0.052	0.119	0.116
	p = 0.515	p = 0.756	p = 0.000***	p = 0.259
9.1: Factory has rules	0.179	0.227	0.078	0.077
	p = 0.254	p = 0.137	p = 0.493	p = 0.368
9.1: Management consults workers	0.060	0.084	−0.025	−0.023
	p = 0.515	p = 0.399	p = 0.514	p = 0.620
9.1: Must obey orders	0.116	0.166	−0.061	−0.068
	p = 0.507	p = 0.490	p = 0.514	p = 0.379
Constant	0.379	0.479	0.248	0.269
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.073	0.040	0.044	0.048

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 154: 19.2: Feel unhappy because of certain aspects of job, Specification 2: 9.2 raw data + covariates.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	−0.040	−0.054	0.042	0.042
	p = 0.207	p = 0.078*	p = 0.144	p = 0.123
9.2: Supervisor doesn't use bad lang (numeric)	0.024	0.015	−0.027	−0.014
	p = 0.465	p = 0.632	p = 0.343	p = 0.599
9.2: Supervisor will side with me (numeric)	0.015	0.025	0.070	0.059
	p = 0.417	p = 0.154	p = 0.00002***	p = 0.0002***
9.2: Respect supervisor (numeric)	−0.018	−0.008	−0.082	−0.087
	p = 0.537	p = 0.766	p = 0.002***	p = 0.0005***
9.2: Supervisor speaks openly (numeric)	−0.063	−0.071	−0.046	−0.039
	p = 0.014**	p = 0.004***	p = 0.042**	p = 0.068*
9.2: I get fair salary (numeric)	−0.099	−0.101	−0.044	−0.041
	p = 0.000***	p = 0.000***	p = 0.0002***	p = 0.0002***
Gender: female	0.0001	0.005	0.092	0.069
	p = 0.999	p = 0.902	p = 0.022**	p = 0.057*
Age	−0.006	−0.005	−0.005	−0.005
	p = 0.110	p = 0.133	p = 0.126	p = 0.087*
Years of schooling	−0.005	−0.009	0.011	0.006
	p = 0.390	p = 0.085*	p = 0.028**	p = 0.193
Ever married	−0.037	−0.019	−0.022	−0.029
	p = 0.456	p = 0.674	p = 0.618	p = 0.463
Experience in sector (yrs)	0.015	0.012	−0.006	−0.004
	p = 0.006***	p = 0.020**	p = 0.207	p = 0.383
Tenure at factory (yrs)	−0.012	−0.019	0.005	0.003
	p = 0.115	p = 0.006***	p = 0.496	p = 0.570
7.1: position helper/lineman	0.032	−0.002	0.005	0.041
	p = 0.663	p = 0.977	p = 0.942	p = 0.494
7.1: position operator	−0.033	−0.058	0.035	0.027
	p = 0.607	p = 0.339	p = 0.528	p = 0.618
Constant	0.985	1.260	0.599	0.620
	p = 0.00001***	p = 0.000***	p = 0.002***	p = 0.00001***
Observations	888	888	888	888
Adjusted R^2	0.179	0.147	0.086	0.058

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 155: 19.2: Feel unhappy because of certain aspects of job, Specification 2: 9.2 raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	−0.037	−0.059	−0.0002	−0.015
	p = 0.474	p = 0.601	p = 0.755	p = 0.861
9.2: Supervisor doesn't use bad lang (numeric)	0.024	0.010	0.004	0.015
	p = 0.744	p = 1.000	p = 0.755	p = 0.883
9.2: Supervisor will side with me (numeric)	0.051	0.050	0.077	0.074
	p = 0.226	p = 0.134	p = 0.000***	p = 0.147
9.2: Respect supervisor (numeric)	−0.010	−0.009	−0.007	−0.014
	p = 0.744	p = 1.000	p = 0.468	p = 0.756
9.2: Supervisor speaks openly (numeric)	−0.039	−0.021	−0.036	−0.029
	p = 0.474	p = 0.589	p = 0.468	p = 0.770
9.2: I get fair salary (numeric)	−0.105	−0.102	−0.053	−0.042
	p = 0.000***	p = 0.107	p = 0.238	p = 0.355
Gender: female	0.092	0.096	0.066	0.054
	p = 0.518	p = 0.218	p = 0.000***	p = 0.257
Age	−0.008	−0.008	−0.009	−0.010
	p = 0.226	p = 0.125	p = 0.468	p = 0.406
Years of schooling	−0.006	−0.012	0.015	0.013
	p = 0.744	p = 0.491	p = 0.238	p = 0.339
Ever married	−0.064	−0.019	−0.014	−0.014
	p = 0.226	p = 0.484	p = 0.755	p = 0.775
Experience in sector (yrs)	0.016	0.017	−0.008	−0.007
	p = 0.474	p = 0.511	p = 0.288	p = 0.261
Tenure at factory (yrs)	−0.023	−0.038	0.007	0.002
	p = 0.248	p = 0.249	p = 0.525	p = 1.000
7.1: position helper/lineman	−0.006	−0.083	0.047	0.034
	p = 0.744	p = 0.488	p = 0.468	p = 0.368
7.1: position operator	−0.087	−0.115	0.103	0.097
	p = 0.474	p = 0.511	p = 0.000***	p = 0.252
Constant	0.944	1.189	0.366	0.420
	p = 0.000***	p = 0.000***	p = 0.288	p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.135	0.107	0.060	0.055

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 156: 19.2: Feel unhappy because of certain aspects of job, Specification 3: 9.2 dummies for don't agree + covariates.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree = 1)	0.236	0.207	0.130	0.110
	p = 0.011**	p = 0.021**	p = 0.112	p = 0.162
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.141	−0.101	−0.130	−0.134
	p = 0.112	p = 0.245	p = 0.101	p = 0.080*
9.2: Supervisor will side with me (disagree = 1)	−0.039	−0.054	−0.042	−0.033
	p = 0.301	p = 0.130	p = 0.207	p = 0.298
9.2: Respect supervisor (disagree = 1)	−0.108	−0.079	−0.042	−0.061
	p = 0.108	p = 0.228	p = 0.481	p = 0.289
9.2: Supervisor speaks openly (disagree = 1)	0.108	0.137	0.037	0.035
	p = 0.033**	p = 0.006***	p = 0.411	p = 0.422
9.2: I get fair salary (disagree = 1)	0.263	0.278	0.161	0.153
	p = 0.000***	p = 0.000***	p = 0.00000***	p = 0.00000***
Gender: female	0.001	0.006	0.083	0.074
	p = 0.982	p = 0.886	p = 0.038**	p = 0.044**
Age	−0.006	−0.005	−0.004	−0.004
	p = 0.120	p = 0.147	p = 0.222	p = 0.160
Years of schooling	−0.005	−0.009	0.013	0.009
	p = 0.376	p = 0.083*	p = 0.012**	p = 0.045**
Ever married	−0.039	−0.022	−0.013	−0.018
	p = 0.437	p = 0.624	p = 0.767	p = 0.658
Experience in sector (yrs)	0.015	0.012	−0.007	−0.004
	p = 0.007***	p = 0.026**	p = 0.178	p = 0.334
Tenure at factory (yrs)	−0.014	−0.019	0.004	0.005
	p = 0.089*	p = 0.007***	p = 0.607	p = 0.395
7.1: position helper/lineman	0.044	0.012	0.021	0.043
	p = 0.544	p = 0.862	p = 0.751	p = 0.475
7.1: position operator	−0.035	−0.060	0.037	0.022
	p = 0.584	p = 0.327	p = 0.515	p = 0.685
Constant	0.230	0.416	0.103	0.139
	p = 0.207	p = 0.0003***	p = 0.524	p = 0.163
Observations	888	888	888	888
Adjusted R^2	0.171	0.136	0.070	0.044

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 157: 19.2: Feel unhappy because of certain aspects of job, Specification 3: 9.2 dummies for don't agree + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree = 1)	0.206	0.251	0.141	0.170
	p = 0.485	p = 0.764	p = 0.000***	p = 0.390
9.2: Supervisor doesn't use bad lang (disagree = 1)	−0.108	−0.097	−0.078	−0.100
	p = 0.000***	p = 0.117	p = 0.247	p = 0.493
9.2: Supervisor will side with me (disagree = 1)	−0.083	−0.084	−0.102	−0.100
	p = 0.000***	p = 0.109	p = 0.000***	p = 0.264
9.2: Respect supervisor (disagree = 1)	−0.192	−0.176	−0.154	−0.150
	p = 0.252	p = 0.346	p = 0.000***	p = 0.513
9.2: Supervisor speaks openly (disagree = 1)	0.053	0.036	0.003	−0.007
	p = 0.485	p = 0.626	p = 0.760	p = 0.877
9.2: I get fair salary (disagree = 1)	0.285	0.288	0.150	0.128
	p = 0.000***	p = 0.127	p = 0.251	p = 0.233
Gender: female	0.084	0.089	0.060	0.050
	p = 0.503	p = 0.271	p = 0.251	p = 0.505
Age	−0.008	−0.008	−0.009	−0.010
	p = 0.234	p = 0.133	p = 0.513	p = 0.468
Years of schooling	−0.006	−0.011	0.015	0.014
	p = 0.486	p = 0.399	p = 0.251	p = 0.142
Ever married	−0.054	−0.014	0.002	−0.003
	p = 0.486	p = 0.877	p = 0.760	p = 1.000
Experience in sector (yrs)	0.015	0.016	−0.009	−0.008
	p = 0.485	p = 0.480	p = 0.498	p = 0.128
Tenure at factory (yrs)	−0.025	−0.039	0.006	0.002
	p = 0.251	p = 0.254	p = 0.498	p = 0.868
7.1: position helper/lineman	0.011	−0.059	0.045	0.036
	p = 0.485	p = 0.752	p = 0.000***	p = 0.263
7.1: position operator	−0.080	−0.104	0.096	0.092
	p = 0.485	p = 0.527	p = 0.000***	p = 0.113
Constant	0.434	0.593	0.268	0.316
	p = 0.000***	p = 0.000***	p = 0.262	p = 0.242
Observations	389	389	389	389
Adjusted R^2	0.155	0.130	0.067	0.064

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 158: 19.2: Feel unhappy because of certain aspects of job, Specification 4: 9.2 index over raw data + covariates.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	−0.176	−0.198	−0.046	−0.034
	p = 0.000***	p = 0.000***	p = 0.019**	p = 0.059*
Gender: female	−0.019	−0.013	0.070	0.063
	p = 0.676	p = 0.757	p = 0.084*	p = 0.086*
Age	−0.005	−0.004	−0.004	−0.004
	p = 0.151	p = 0.187	p = 0.256	p = 0.182
Years of schooling	−0.004	−0.008	0.013	0.009
	p = 0.514	p = 0.130	p = 0.009***	p = 0.045**
Ever married	−0.041	−0.032	−0.017	−0.029
	p = 0.416	p = 0.482	p = 0.710	p = 0.473
Experience in sector (yrs)	0.015	0.012	−0.006	−0.004
	p = 0.007***	p = 0.019**	p = 0.185	p = 0.396
Tenure at factory (yrs)	−0.012	−0.018	0.005	0.005
	p = 0.132	p = 0.010***	p = 0.506	p = 0.408
7.1: position helper/lineman	0.030	0.010	0.018	0.049
	p = 0.691	p = 0.881	p = 0.786	p = 0.422
7.1: position operator	−0.031	−0.050	0.041	0.029
	p = 0.631	p = 0.426	p = 0.472	p = 0.595
Constant	0.428	0.572	0.188	0.197
	p = 0.020**	p = 0.00000***	p = 0.246	p = 0.043**
Observations	888	888	888	888
Adjusted R^2	0.139	0.101	0.041	0.015

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 159: 19.2: Feel unhappy because of certain aspects of job, Specification 4: 9.2 index over raw data + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	−0.103	−0.134	0.001	0.003
	p = 0.267	p = 0.229	p = 0.731	p = 0.879
Gender: female	0.071	0.082	0.049	0.044
	p = 0.526	p = 0.369	p = 0.500	p = 0.382
Age	−0.009	−0.008	−0.009	−0.010
	p = 0.000***	p = 0.240	p = 0.231	p = 0.506
Years of schooling	−0.004	−0.008	0.017	0.016
	p = 0.509	p = 0.508	p = 0.231	p = 0.117
Ever married	−0.060	−0.011	−0.004	−0.003
	p = 0.517	p = 0.615	p = 0.731	p = 1.000
Experience in sector (yrs)	0.017	0.018	−0.008	−0.007
	p = 0.517	p = 0.764	p = 0.245	p = 0.368
Tenure at factory (yrs)	−0.024	−0.035	0.007	0.004
	p = 0.267	p = 0.128	p = 0.476	p = 0.614
7.1: position helper/lineman	0.009	−0.055	0.060	0.050
	p = 0.776	p = 0.732	p = 0.486	p = 0.379
7.1: position operator	−0.085	−0.106	0.105	0.101
	p = 0.517	p = 0.522	p = 0.000***	p = 0.136
Constant	0.525	0.663	0.247	0.279
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.083	0.058	0.027	0.030

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other.

Table 160: 19.2: Feel unhappy because of certain aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	−0.161	−0.183	−0.047	−0.035
	p = 0.000***	p = 0.000***	p = 0.030**	p = 0.082*
Gender: female	−0.015	−0.006	0.078	0.075
	p = 0.746	p = 0.877	p = 0.054*	p = 0.040**
Age	−0.005	−0.005	−0.004	−0.004
	p = 0.128	p = 0.155	p = 0.234	p = 0.180
Years of schooling	−0.004	−0.008	0.013	0.009
	p = 0.516	p = 0.146	p = 0.012**	p = 0.052*
Ever married	−0.039	−0.030	−0.018	−0.029
	p = 0.435	p = 0.517	p = 0.692	p = 0.476
Experience in sector (yrs)	0.015	0.012	−0.007	−0.004
	p = 0.008***	p = 0.023**	p = 0.164	p = 0.345
Tenure at factory (yrs)	−0.011	−0.017	0.005	0.006
	p = 0.157	p = 0.015**	p = 0.498	p = 0.341
7.1: position helper/lineman	0.033	0.009	0.029	0.056
	p = 0.653	p = 0.892	p = 0.659	p = 0.355
7.1: position operator	−0.034	−0.054	0.042	0.026
	p = 0.605	p = 0.390	p = 0.460	p = 0.628
9.1: Factory has rules	0.127	0.127	0.108	0.130
	p = 0.010***	p = 0.008***	p = 0.013**	p = 0.002***
9.1: Management consults workers	0.047	0.030	−0.008	0.019
	p = 0.501	p = 0.657	p = 0.902	p = 0.747
9.1: Must obey orders	0.097	0.096	0.016	0.024
	p = 0.089*	p = 0.085*	p = 0.753	p = 0.626
Constant	0.337	0.480	0.127	0.114
	p = 0.072*	p = 0.00004***	p = 0.441	p = 0.260
Observations	888	888	888	888
Adjusted R^2	0.144	0.107	0.053	0.032

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".

Table 161: 19.2: Feel unhappy because of certain aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates. Factories 13, 63 and 90 only.

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	−0.100	−0.127	−0.012	−0.011
	p = 0.252	p = 0.116	p = 0.744	p = 1.000
Gender: female	0.068	0.078	0.053	0.049
	p = 0.492	p = 0.755	p = 0.506	p = 0.744
Age	−0.009	−0.008	−0.009	−0.009
	p = 0.000***	p = 0.132	p = 0.238	p = 0.125
Years of schooling	−0.005	−0.008	0.016	0.015
	p = 0.500	p = 0.471	p = 0.238	p = 0.124
Ever married	−0.070	−0.026	−0.019	−0.022
	p = 0.496	p = 0.355	p = 0.744	p = 1.000
Experience in sector (yrs)	0.016	0.016	−0.008	−0.008
	p = 0.496	p = 0.738	p = 0.268	p = 0.514
Tenure at factory (yrs)	−0.024	−0.034	0.005	0.003
	p = 0.244	p = 0.241	p = 0.506	p = 0.635
7.1: position helper/lineman	0.025	−0.030	0.077	0.074
	p = 0.744	p = 1.000	p = 0.238	p = 0.000***
7.1: position operator	−0.075	−0.092	0.115	0.113
	p = 0.496	p = 0.380	p = 0.000***	p = 0.113
9.1: Factory has rules	0.134	0.160	0.073	0.071
	p = 0.252	p = 0.258	p = 0.506	p = 0.607
9.1: Management consults workers	0.039	0.053	−0.027	−0.025
	p = 0.744	p = 0.859	p = 0.744	p = 0.624
9.1: Must obey orders	0.032	0.049	−0.072	−0.078
	p = 0.744	p = 0.633	p = 0.476	p = 0.409
Constant	0.474	0.579	0.260	0.277
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Observations	389	389	389	389
Adjusted R^2	0.090	0.070	0.042	0.046

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Omitted category for 7.1: position = other. Omitted category for 9.1: "Workers treated like family".