Predicting harassment

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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 dummy)	0.287	0.453	0	0	1	1
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.310	0.463	0	0	1	1
9.2: Supervisor will side with me (disagree dummy)	0.694	0.461	0	0	1	1
9.2: Respect supervisor (disagree dummy)	0.066	0.249	0	0	0	1
9.2: Supervisor speaks openly (disagree dummy)	0.178	0.383	0	0	0	1
9.2: I get fair salary (disagree dummy)	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 + factory FE

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.449		−0.296		−0.173	
	p = 0.0004***		p = 0.002***		p = 0.081*	
Factory code 63	−0.274		−0.044		−0.058	
	p = 0.030**		p = 0.624		p = 0.559	
Factory code 90	−0.375		−0.079		−0.178	
	p = 0.003***		p = 0.380		p = 0.073*	
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. Includes factory fixed effects.

Table 3: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.014	−0.012	0.016	0.030	0.008	0.004
	p = 0.481	p = 0.760	p = 0.497	p = 0.749	p = 0.779	p = 0.871
Age	−0.001	−0.001	−0.003	−0.001	−0.001	−0.001
	p = 0.238	p = 0.771	p = 0.258	p = 0.511	p = 0.536	p = 0.389
Years of schooling	0.006	0.004	0.0004	−0.002	0.012	0.009
	p = 0.243	p = 0.363	p = 0.742	p = 0.257	p = 0.000***	p = 0.116
Ever married	0.040	0.070	0.015	0.082	0.016	0.036
	p = 0.000***	p = 0.241	p = 0.742	p = 0.359	p = 0.522	p = 0.619
Experience in sector (yrs)	0.016	0.016	−0.001	−0.002	0.003	0.003
	p = 0.500	p = 0.346	p = 0.742	p = 1.000	p = 0.536	p = 0.615
Tenure at factory (yrs)	−0.009	−0.016	0.010	0.001	−0.001	−0.009
	p = 0.738	p = 1.000	p = 0.000***	p = 0.865	p = 0.522	p = 0.882
7.1: position helper/lineman	−0.002	−0.038	−0.044	−0.101	0.026	−0.007
	p = 0.738	p = 0.755	p = 0.258	p = 0.478	p = 0.779	p = 1.000
7.1: position operator	0.038	0.031	−0.095	−0.101	0.031	0.023
	p = 0.481	p = 1.000	p = 0.258	p = 0.356	p = 0.522	p = 0.605
Factory code 63	0.137		0.264		0.108	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.059		0.212		0.004	
	p = 0.000***		p = 0.000***		p = 0.779	
9.1: Factory has rules	0.080	0.104	0.080	0.133	0.031	0.048
	p = 0.000***	p = 0.270	p = 0.484	p = 0.766	p = 0.279	p = 0.469
9.1: Management consults workers	0.170	0.184	−0.021	0.002	0.047	0.060
	p = 0.257	p = 0.274	p = 0.742	p = 0.894	p = 0.279	p = 0.377
9.1: Must obey orders	0.106	0.128	0.095	0.159	0.070	0.078
	p = 0.000***	p = 0.246	p = 0.484	p = 0.123	p = 0.279	p = 0.250
Constant	−0.124	−0.055	0.731	0.803	−0.107	−0.027
	p = 0.481	p = 0.764	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. Includes factory fixed effects.

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

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.449		−0.284		−0.156	
	p = 0.0004***		p = 0.002***		p = 0.112	
Factory code 63	−0.308		−0.059		−0.072	
	p = 0.015**		p = 0.519		p = 0.468	
Factory code 90	−0.394		−0.078		−0.179	
	p = 0.002***		p = 0.390		p = 0.069*	
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. Includes factory fixed effects.

Table 5: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(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 = 0.497	p = 0.751	p = 0.505	p = 0.502	p = 0.255	p = 0.480
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 = 0.742	p = 0.758	p = 0.137	p = 0.741	p = 1.000
9.2: Supervisor will side with me (numeric)	−0.022	−0.022	−0.014	−0.011	−0.007	−0.008
	p = 0.507	p = 0.761	p = 0.253	p = 0.771	p = 0.253	p = 0.509
9.2: Respect supervisor (numeric)	−0.013	−0.010	−0.025	−0.014	0.034	0.033
	p = 0.507	p = 0.608	p = 0.000***	p = 0.251	p = 0.255	p = 0.241
9.2: Supervisor speaks openly (numeric)	−0.051	−0.044	0.050	0.057	−0.026	−0.017
	p = 0.497	p = 0.481	p = 0.242	p = 0.241	p = 0.741	p = 0.859
9.2: I get fair salary (numeric)	0.011	0.010	−0.042	−0.053	−0.007	−0.003
	p = 0.472	p = 0.780	p = 0.263	p = 0.268	p = 0.508	p = 0.622
Gender: female	−0.013	−0.007	0.037	0.059	0.009	0.007
	p = 0.738	p = 0.875	p = 0.505	p = 0.625	p = 0.741	p = 0.885
Age	−0.002	−0.001	−0.002	−0.001	−0.001	−0.001
	p = 0.241	p = 0.638	p = 0.505	p = 0.623	p = 0.741	p = 0.624
Years of schooling	0.006	0.004	−0.001	−0.004	0.012	0.009
	p = 0.231	p = 0.529	p = 0.505	p = 0.243	p = 0.000***	p = 0.280
Ever married	0.038	0.062	0.005	0.053	0.010	0.027
	p = 0.000***	p = 0.399	p = 0.758	p = 0.650	p = 0.508	p = 0.390
Experience in sector (yrs)	0.018	0.019	0.001	0.001	0.003	0.004
	p = 0.497	p = 0.508	p = 0.758	p = 0.862	p = 0.233	p = 0.257
Tenure at factory (yrs)	−0.010	−0.016	0.007	−0.001	−0.002	−0.009
	p = 0.472	p = 0.884	p = 0.000***	p = 0.623	p = 0.508	p = 1.000
7.1: position helper/lineman	−0.002	−0.039	−0.080	−0.141	0.025	−0.008
	p = 0.507	p = 0.362	p = 0.263	p = 0.360	p = 0.741	p = 1.000
7.1: position operator	0.026	0.012	−0.131	−0.152	0.025	0.013
	p = 0.472	p = 1.000	p = 0.263	p = 0.501	p = 0.508	p = 1.000
Factory code 63	0.127		0.223		0.099	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.060		0.180		−0.002	
	p = 0.000***		p = 0.000***		p = 0.741	
Constant	0.261	0.378	1.080	1.258	−0.017	0.091
	p = 0.241	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.486	p = 0.517
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. Includes factory fixed effects.

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

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	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 dummy)	−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 dummy)	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 dummy)	−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 dummy)	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 dummy)	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
Factory code 13	−0.450		−0.286		−0.166	
	p = 0.0004***		p = 0.002***		p = 0.092*	
Factory code 63	−0.312		−0.062		−0.082	
	p = 0.014**		p = 0.495		p = 0.411	
Factory code 90	−0.397		−0.093		−0.190	
	p = 0.002***		p = 0.301		p = 0.054*	
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. Includes factory fixed effects.

Table 7: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	0.183	0.196	0.011	0.018	0.009	0.039
	p = 0.255	p = 0.125	p = 0.754	p = 0.758	p = 0.736	p = 0.755
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.126	−0.114	0.118	0.156	0.057	0.053
	p = 0.000***	p = 0.342	p = 0.000***	p = 0.360	p = 0.000***	p = 0.239
9.2: Supervisor will side with me (disagree dummy)	0.042	0.041	0.025	0.021	0.017	0.017
	p = 0.259	p = 0.233	p = 0.491	p = 0.629	p = 0.000***	p = 0.123
9.2: Respect supervisor (disagree dummy)	−0.026	−0.019	0.005	0.015	−0.094	−0.086
	p = 0.747	p = 1.000	p = 0.491	p = 0.731	p = 0.000***	p = 0.119
9.2: Supervisor speaks openly (disagree dummy)	0.110	0.105	−0.062	−0.064	0.006	−0.005
	p = 0.492	p = 0.389	p = 0.263	p = 0.147	p = 0.736	p = 0.874
9.2: I get fair salary (disagree dummy)	−0.020	−0.012	0.115	0.145	0.012	0.005
	p = 0.000***	p = 0.738	p = 0.228	p = 0.130	p = 0.736	p = 0.736
Gender: female	−0.005	0.0005	0.032	0.049	0.010	0.008
	p = 0.747	p = 0.884	p = 0.491	p = 0.765	p = 0.736	p = 1.000
Age	−0.001	−0.001	−0.002	−0.001	−0.001	−0.002
	p = 0.514	p = 0.621	p = 0.491	p = 0.761	p = 0.736	p = 0.760
Years of schooling	0.005	0.003	−0.001	−0.004	0.011	0.008
	p = 0.233	p = 0.479	p = 0.491	p = 0.392	p = 0.000***	p = 0.243
Ever married	0.030	0.051	−0.006	0.038	0.013	0.029
	p = 0.233	p = 0.220	p = 0.754	p = 0.621	p = 0.251	p = 0.485
Experience in sector (yrs)	0.019	0.019	0.0005	0.0005	0.003	0.003
	p = 0.492	p = 0.520	p = 0.754	p = 1.000	p = 0.236	p = 0.123
Tenure at factory (yrs)	−0.012	−0.018	0.007	−0.002	−0.001	−0.009
	p = 0.233	p = 0.869	p = 0.000***	p = 0.873	p = 0.500	p = 0.747
7.1: position helper/lineman	0.004	−0.027	−0.074	−0.128	0.021	−0.012
	p = 0.747	p = 0.499	p = 0.228	p = 0.364	p = 0.736	p = 1.000
7.1: position operator	0.031	0.021	−0.134	−0.151	0.022	0.011
	p = 0.488	p = 0.772	p = 0.228	p = 0.498	p = 0.500	p = 0.909
Factory code 63	0.113		0.219		0.097	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.057		0.167		−0.003	
	p = 0.255		p = 0.000***		p = 0.736	
Constant	−0.065	−0.001	0.748	0.839	−0.076	0.009
	p = 0.488	p = 0.741	p = 0.000***	p = 0.000***	p = 0.487	p = 0.495
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. Includes factory fixed effects.

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

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.448		−0.302		−0.167	
	p = 0.0004***		p = 0.001***		p = 0.089*	
Factory code 63	−0.309		−0.065		−0.091	
	p = 0.014**		p = 0.471		p = 0.359	
Factory code 90	−0.401		−0.090		−0.188	
	p = 0.002***		p = 0.316		p = 0.056*	
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. Includes factory fixed effects.

Table 9: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(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 = 0.243	p = 0.000***	p = 0.134	p = 0.275	p = 0.123
Gender: female	−0.001	0.001	0.025	0.044	0.013	0.011
	p = 0.729	p = 0.875	p = 0.505	p = 0.765	p = 0.782	p = 0.890
Age	−0.002	−0.002	−0.002	−0.0002	−0.001	−0.001
	p = 0.501	p = 0.631	p = 0.505	p = 0.733	p = 0.507	p = 0.509
Years of schooling	0.005	0.003	−0.001	−0.003	0.011	0.008
	p = 0.508	p = 0.643	p = 0.756	p = 0.510	p = 0.000***	p = 0.119
Ever married	0.039	0.062	0.001	0.055	0.010	0.028
	p = 0.000***	p = 0.132	p = 0.756	p = 0.740	p = 0.519	p = 0.364
Experience in sector (yrs)	0.018	0.018	0.001	0.001	0.003	0.004
	p = 0.449	p = 0.520	p = 0.756	p = 1.000	p = 0.507	p = 0.257
Tenure at factory (yrs)	−0.010	−0.017	0.007	−0.002	−0.002	−0.009
	p = 0.508	p = 0.889	p = 0.256	p = 1.000	p = 0.519	p = 0.755
7.1: position helper/lineman	−0.013	−0.048	−0.068	−0.126	0.023	−0.011
	p = 0.501	p = 0.473	p = 0.249	p = 0.524	p = 0.782	p = 0.877
7.1: position operator	0.020	0.009	−0.126	−0.143	0.025	0.013
	p = 0.729	p = 0.883	p = 0.249	p = 0.506	p = 0.519	p = 0.879
Factory code 63	0.115		0.238		0.098	
	p = 0.228		p = 0.000***		p = 0.000***	
Factory code 90	0.040		0.198		0.002	
	p = 0.280		p = 0.000***		p = 0.782	
Constant	−0.011	0.070	0.823	0.930	−0.055	0.032
	p = 0.729	p = 0.516	p = 0.000***	p = 0.000***	p = 0.263	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. Includes factory fixed effects.

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

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	−0.086	−0.113	−0.052	−0.070	−0.078	−0.080
	p = 0.00004***	p = 0.00000***	p = 0.001***	p = 0.00000***	p = 0.00001***	p = 0.00000***
Gender: female	0.013	−0.045	−0.020	−0.017	−0.065	−0.085
	p = 0.731	p = 0.219	p = 0.472	p = 0.512	p = 0.035**	p = 0.003***
Age	−0.003	−0.004	−0.001	−0.0003	0.0004	−0.002
	p = 0.325	p = 0.200	p = 0.767	p = 0.875	p = 0.864	p = 0.397
Years of schooling	0.001	−0.008	−0.002	−0.004	0.001	−0.002
	p = 0.862	p = 0.092*	p = 0.644	p = 0.207	p = 0.708	p = 0.609
Ever married	−0.031	−0.032	−0.014	−0.008	−0.009	0.005
	p = 0.466	p = 0.427	p = 0.644	p = 0.766	p = 0.789	p = 0.864
Experience in sector (yrs)	0.015	0.015	0.002	0.001	0.0004	0.003
	p = 0.002***	p = 0.002***	p = 0.647	p = 0.851	p = 0.923	p = 0.328
Tenure at factory (yrs)	−0.003	−0.014	−0.001	−0.007	0.008	−0.005
	p = 0.636	p = 0.027**	p = 0.828	p = 0.105	p = 0.145	p = 0.273
7.1: position helper/lineman	0.035	0.081	0.016	0.011	0.018	0.038
	p = 0.577	p = 0.180	p = 0.732	p = 0.791	p = 0.723	p = 0.415
7.1: position operator	−0.003	0.020	−0.044	−0.026	0.028	0.046
	p = 0.958	p = 0.716	p = 0.266	p = 0.497	p = 0.524	p = 0.265
Factory code 13	−0.449		−0.296		−0.173	
	p = 0.0004***		p = 0.001***		p = 0.077*	
Factory code 63	−0.311		−0.066		−0.092	
	p = 0.013**		p = 0.462		p = 0.353	
Factory code 90	−0.397		−0.092		−0.198	
	p = 0.002***		p = 0.304		p = 0.044**	
9.1: Factory has rules	0.001	−0.003	0.057	0.085	−0.006	−0.003
	p = 0.977	p = 0.938	p = 0.057*	p = 0.004***	p = 0.856	p = 0.918
9.1: Management consults workers	0.098	0.080	−0.023	−0.020	0.016	0.022
	p = 0.097*	p = 0.181	p = 0.584	p = 0.633	p = 0.732	p = 0.636
9.1: Must obey orders	−0.008	−0.005	0.051	0.068	0.066	0.071
	p = 0.875	p = 0.925	p = 0.147	p = 0.047**	p = 0.085*	p = 0.058*
Constant	0.522	0.336	1.058	0.938	0.194	0.169
	p = 0.002***	p = 0.001***	p = 0.000***	p = 0.000***	p = 0.123	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. Includes factory fixed effects.

Table 11: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Physical abuse		Verbal abuse		Sexual harassment	
	OLS		*OLS*		*OLS*	
	(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 = 0.126	p = 0.000***	p = 0.114	p = 0.268	p = 0.134
Gender: female	−0.007	−0.004	0.024	0.040	0.010	0.008
	p = 0.748	p = 1.000	p = 0.537	p = 0.619	p = 0.756	p = 1.000
Age	−0.001	−0.001	−0.003	−0.001	−0.001	−0.001
	p = 0.232	p = 0.745	p = 0.537	p = 0.501	p = 0.526	p = 0.382
Years of schooling	0.006	0.003	−0.001	−0.003	0.012	0.009
	p = 0.261	p = 0.383	p = 0.537	p = 0.498	p = 0.000***	p = 0.116
Ever married	0.031	0.052	0.004	0.056	0.013	0.028
	p = 0.000***	p = 0.352	p = 0.766	p = 0.752	p = 0.488	p = 0.630
Experience in sector (yrs)	0.018	0.018	0.001	0.0005	0.003	0.004
	p = 0.516	p = 0.487	p = 0.766	p = 1.000	p = 0.526	p = 0.623
Tenure at factory (yrs)	−0.010	−0.017	0.008	0.0001	−0.001	−0.009
	p = 0.516	p = 0.644	p = 0.274	p = 1.000	p = 0.488	p = 0.872
7.1: position helper/lineman	−0.017	−0.048	−0.062	−0.116	0.020	−0.012
	p = 0.487	p = 0.519	p = 0.263	p = 0.387	p = 0.756	p = 0.890
7.1: position operator	0.016	0.006	−0.120	−0.135	0.024	0.012
	p = 0.748	p = 1.000	p = 0.263	p = 0.353	p = 0.756	p = 0.881
Factory code 63	0.111		0.232		0.098	
	p = 0.261		p = 0.000***		p = 0.000***	
Factory code 90	0.042		0.193		−0.002	
	p = 0.232		p = 0.000***		p = 0.756	
9.1: Factory has rules	0.051	0.064	0.047	0.078	0.021	0.031
	p = 0.000***	p = 0.236	p = 0.503	p = 0.650	p = 0.756	p = 0.361
9.1: Management consults workers	0.157	0.165	−0.036	−0.024	0.043	0.053
	p = 0.255	p = 0.474	p = 0.503	p = 1.000	p = 0.258	p = 0.400
9.1: Must obey orders	0.052	0.057	0.032	0.061	0.051	0.048
	p = 0.232	p = 0.228	p = 0.503	p = 0.616	p = 0.258	p = 0.129
Constant	−0.063	0.006	0.803	0.887	−0.085	−0.002
	p = 0.493	p = 0.737	p = 0.000***	p = 0.000***	p = 0.268	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. Includes factory fixed effects.

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

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.196		−0.199		−0.872	
	p = 0.180		p = 0.194		p = 0.00002***	
Factory code 63	0.198		0.154		−0.121	
	p = 0.178		p = 0.316		p = 0.542	
Factory code 90	0.088		0.053		−0.364	
	p = 0.547		p = 0.730		p = 0.066*	
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. Includes factory fixed effects.

Table 13: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.112	−0.094	0.029	0.042	−0.020	0.010
	p = 0.000***	p = 0.488	p = 0.493	p = 0.770	p = 0.508	p = 0.733
Age	−0.008	−0.005	−0.006	−0.004	−0.006	−0.002
	p = 0.000***	p = 0.387	p = 0.499	p = 0.752	p = 0.000***	p = 0.856
Years of schooling	−0.003	−0.007	0.004	−0.001	0.007	−0.003
	p = 0.741	p = 0.242	p = 0.763	p = 1.000	p = 0.000***	p = 1.000
Ever married	0.056	0.153	0.036	0.123	0.104	0.281
	p = 0.509	p = 0.509	p = 0.534	p = 0.487	p = 0.480	p = 0.495
Experience in sector (yrs)	−0.008	−0.009	0.004	0.004	0.013	0.011
	p = 0.474	p = 0.374	p = 0.763	p = 1.000	p = 0.508	p = 0.617
Tenure at factory (yrs)	0.022	0.007	0.030	0.015	0.010	−0.019
	p = 0.232	p = 0.880	p = 0.000***	p = 0.505	p = 0.750	p = 0.747
7.1: position helper/lineman	0.073	−0.015	0.032	−0.052	−0.014	−0.181
	p = 0.499	p = 0.867	p = 0.763	p = 0.884	p = 0.750	p = 0.358
7.1: position operator	0.080	0.068	0.038	0.026	0.020	−0.004
	p = 0.000***	p = 0.128	p = 0.493	p = 0.890	p = 0.512	p = 0.862
Factory code 63	0.392		0.358		0.726	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.282		0.231		0.497	
	p = 0.000***		p = 0.000***		p = 0.000***	
9.1: Factory has rules	0.194	0.271	0.193	0.262	0.231	0.372
	p = 0.000***	p = 0.130	p = 0.499	p = 0.231	p = 0.000***	p = 0.129
9.1: Management consults workers	0.006	0.041	0.176	0.209	0.107	0.174
	p = 0.474	p = 0.598	p = 0.270	p = 0.272	p = 0.000***	p = 0.223
9.1: Must obey orders	0.257	0.344	0.423	0.497	0.352	0.509
	p = 0.000***	p = 0.252	p = 0.270	p = 0.109	p = 0.000***	p = 0.117
Constant	0.409	0.535	−0.086	0.046	−0.802	−0.551
	p = 0.000***	p = 0.000***	p = 0.499	p = 0.730	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. Includes factory fixed effects.

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

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.164		−0.208		−0.869	
	p = 0.234		p = 0.157		p = 0.00001***	
Factory code 63	0.115		0.037		−0.279	
	p = 0.409		p = 0.804		p = 0.138	
Factory code 90	0.092		0.031		−0.411	
	p = 0.506		p = 0.834		p = 0.028**	
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. Includes factory fixed effects.

Table 15: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(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 = 0.118	p = 0.000***	p = 0.126	p = 0.260	p = 0.396
9.2: Supervisor doesn't use bad lang (numeric)	0.007	−0.036	−0.031	−0.070	−0.021	−0.101
	p = 0.490	p = 0.614	p = 0.762	p = 0.386	p = 0.523	p = 0.639
9.2: Supervisor will side with me (numeric)	−0.093	−0.088	−0.088	−0.084	−0.122	−0.114
	p = 0.238	p = 0.123	p = 0.000***	p = 0.108	p = 0.260	p = 0.000***
9.2: Respect supervisor (numeric)	0.020	0.036	0.008	0.023	0.037	0.065
	p = 0.751	p = 0.760	p = 0.514	p = 0.506	p = 0.506	p = 0.359
9.2: Supervisor speaks openly (numeric)	0.083	0.091	−0.042	−0.036	−0.007	0.013
	p = 0.000***	p = 0.290	p = 0.498	p = 0.874	p = 0.769	p = 0.748
9.2: I get fair salary (numeric)	−0.028	−0.046	0.020	0.003	0.005	−0.026
	p = 0.513	p = 0.389	p = 0.264	p = 0.615	p = 0.769	p = 0.655
Gender: female	−0.087	−0.055	0.047	0.077	−0.002	0.056
	p = 0.261	p = 0.494	p = 0.498	p = 0.600	p = 0.506	p = 0.259
Age	−0.006	−0.003	−0.004	−0.002	−0.004	−0.0002
	p = 0.490	p = 0.482	p = 0.000***	p = 0.602	p = 0.000***	p = 0.742
Years of schooling	−0.005	−0.008	0.001	−0.002	0.004	−0.004
	p = 0.490	p = 0.381	p = 0.762	p = 1.000	p = 0.506	p = 0.511
Ever married	0.038	0.101	−0.007	0.050	0.073	0.199
	p = 0.499	p = 0.767	p = 0.762	p = 0.890	p = 0.506	p = 0.515
Experience in sector (yrs)	−0.004	−0.005	0.010	0.009	0.019	0.019
	p = 0.490	p = 0.762	p = 0.000***	p = 0.371	p = 0.523	p = 0.513
Tenure at factory (yrs)	0.013	0.004	0.019	0.011	−0.001	−0.023
	p = 0.490	p = 0.868	p = 0.000***	p = 0.508	p = 0.769	p = 0.757
7.1: position helper/lineman	0.014	−0.064	0.003	−0.065	−0.073	−0.238
	p = 0.751	p = 0.615	p = 0.762	p = 0.884	p = 0.509	p = 0.128
7.1: position operator	0.005	−0.022	−0.027	−0.051	−0.075	−0.132
	p = 0.751	p = 0.641	p = 0.762	p = 0.353	p = 0.246	p = 0.114
Factory code 63	0.294		0.259		0.601	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.263		0.241		0.478	
	p = 0.000***		p = 0.000***		p = 0.000***	
Constant	1.041	1.266	0.970	1.164	0.237	0.718
	p = 0.000***	p = 0.000***	p = 0.250	p = 0.251	p = 0.506	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. Includes factory fixed effects.

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

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	0.265	0.194	0.146	0.126	0.290	0.293
	p = 0.004***	p = 0.032**	p = 0.124	p = 0.170	p = 0.016**	p = 0.017**
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.002	0.107	0.087	0.136	0.136	0.182
	p = 0.982	p = 0.222	p = 0.338	p = 0.126	p = 0.242	p = 0.125
9.2: Supervisor will side with me (disagree dummy)	0.143	0.119	0.124	0.119	0.152	0.165
	p = 0.0002***	p = 0.002***	p = 0.002***	p = 0.002***	p = 0.002***	p = 0.001***
9.2: Respect supervisor (disagree dummy)	0.008	0.043	0.0002	−0.023	−0.141	−0.149
	p = 0.902	p = 0.514	p = 0.998	p = 0.728	p = 0.107	p = 0.096*
9.2: Supervisor speaks openly (disagree dummy)	−0.056	−0.013	0.190	0.201	0.121	0.170
	p = 0.267	p = 0.799	p = 0.0003***	p = 0.0001***	p = 0.068*	p = 0.011**
9.2: I get fair salary (disagree dummy)	0.067	0.092	0.006	0.050	0.069	0.146
	p = 0.045**	p = 0.005***	p = 0.870	p = 0.121	p = 0.116	p = 0.001***
Gender: female	−0.047	−0.046	−0.015	−0.006	−0.075	−0.107
	p = 0.294	p = 0.275	p = 0.747	p = 0.882	p = 0.202	p = 0.059*
Age	−0.006	−0.004	−0.006	−0.003	−0.005	−0.006
	p = 0.098*	p = 0.283	p = 0.126	p = 0.350	p = 0.259	p = 0.222
Years of schooling	−0.010	−0.009	−0.004	−0.007	−0.010	−0.018
	p = 0.061*	p = 0.083*	p = 0.475	p = 0.190	p = 0.157	p = 0.013**
Ever married	−0.023	−0.014	−0.044	−0.043	−0.043	−0.019
	p = 0.632	p = 0.760	p = 0.388	p = 0.354	p = 0.504	p = 0.763
Experience in sector (yrs)	0.005	0.003	0.012	0.011	0.019	0.019
	p = 0.319	p = 0.529	p = 0.034**	p = 0.037**	p = 0.007***	p = 0.009***
Tenure at factory (yrs)	0.006	0.001	0.011	0.002	0.002	−0.022
	p = 0.443	p = 0.850	p = 0.168	p = 0.751	p = 0.860	p = 0.018**
7.1: position helper/lineman	0.017	−0.019	0.081	0.058	0.079	0.084
	p = 0.818	p = 0.779	p = 0.283	p = 0.410	p = 0.409	p = 0.370
7.1: position operator	−0.029	−0.034	0.010	−0.005	−0.027	0.005
	p = 0.645	p = 0.582	p = 0.883	p = 0.936	p = 0.743	p = 0.952
Factory code 13	−0.182		−0.212		−0.869	
	p = 0.198		p = 0.151		p = 0.00001***	
Factory code 63	0.125		0.050		−0.256	
	p = 0.383		p = 0.735		p = 0.175	
Factory code 90	0.081		0.014		−0.419	
	p = 0.567		p = 0.926		p = 0.026**	
Constant	0.684	0.607	0.390	0.316	0.332	−0.060
	p = 0.0002***	p = 0.00000***	p = 0.038**	p = 0.007***	p = 0.163	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. Includes factory fixed effects.

Table 17: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	0.271	0.271	0.125	0.127	0.293	0.313
	p = 0.000***	p = 0.120	p = 0.258	p = 0.244	p = 0.238	p = 0.122
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.023	0.039	0.096	0.149	0.106	0.211
	p = 0.484	p = 0.750	p = 0.505	p = 0.737	p = 0.489	p = 0.770
9.2: Supervisor will side with me (disagree dummy)	0.132	0.126	0.116	0.111	0.185	0.174
	p = 0.484	p = 0.356	p = 0.252	p = 0.385	p = 0.489	p = 0.240
9.2: Respect supervisor (disagree dummy)	0.022	0.035	0.014	0.026	−0.208	−0.180
	p = 0.757	p = 0.879	p = 0.763	p = 0.742	p = 0.500	p = 0.606
9.2: Supervisor speaks openly (disagree dummy)	−0.048	−0.048	0.221	0.220	0.092	0.085
	p = 0.273	p = 0.751	p = 0.253	p = 0.255	p = 0.489	p = 1.000
9.2: I get fair salary (disagree dummy)	0.071	0.121	−0.039	0.004	0.021	0.105
	p = 0.518	p = 0.474	p = 0.000***	p = 0.752	p = 0.500	p = 0.240
Gender: female	−0.082	−0.056	0.050	0.072	0.003	0.047
	p = 0.273	p = 0.517	p = 0.505	p = 0.593	p = 0.738	p = 0.761
Age	−0.006	−0.003	−0.004	−0.002	−0.005	−0.001
	p = 0.484	p = 0.376	p = 0.252	p = 0.871	p = 0.000***	p = 0.859
Years of schooling	−0.006	−0.009	−0.0001	−0.003	0.002	−0.006
	p = 0.484	p = 0.284	p = 0.763	p = 0.766	p = 0.500	p = 1.000
Ever married	0.009	0.072	−0.037	0.018	0.049	0.169
	p = 0.757	p = 0.604	p = 0.511	p = 0.755	p = 0.738	p = 0.477
Experience in sector (yrs)	−0.004	−0.004	0.009	0.008	0.018	0.018
	p = 0.484	p = 0.861	p = 0.510	p = 0.502	p = 0.489	p = 0.481
Tenure at factory (yrs)	0.012	0.0002	0.017	0.007	−0.001	−0.026
	p = 0.484	p = 0.874	p = 0.000***	p = 0.340	p = 0.738	p = 1.000
7.1: position helper/lineman	0.036	−0.038	0.037	−0.028	−0.057	−0.207
	p = 0.757	p = 1.000	p = 0.763	p = 0.869	p = 0.487	p = 0.358
7.1: position operator	0.020	−0.003	0.0001	−0.020	−0.062	−0.109
	p = 0.484	p = 1.000	p = 0.763	p = 1.000	p = 0.249	p = 0.108
Factory code 63	0.313		0.275		0.610	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.264		0.226		0.459	
	p = 0.000***		p = 0.000***		p = 0.000***	
Constant	0.468	0.583	0.086	0.190	−0.686	−0.430
	p = 0.239	p = 0.000***	p = 0.510	p = 0.497	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. Includes factory fixed effects.

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

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.197		−0.196		−0.873	
	p = 0.162		p = 0.182		p = 0.00001***	
Factory code 63	0.116		0.067		−0.249	
	p = 0.414		p = 0.652		p = 0.186	
Factory code 90	0.051		0.016		−0.428	
	p = 0.718		p = 0.912		p = 0.023**	
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. Includes factory fixed effects.

Table 19: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(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 = 0.129	p = 0.236	p = 0.256	p = 0.000***	p = 0.127
Gender: female	−0.087	−0.064	0.066	0.084	0.017	0.057
	p = 0.262	p = 0.478	p = 0.523	p = 0.734	p = 0.000***	p = 0.247
Age	−0.006	−0.004	−0.004	−0.003	−0.004	−0.001
	p = 0.259	p = 0.117	p = 0.250	p = 0.751	p = 0.000***	p = 0.878
Years of schooling	−0.005	−0.009	−0.001	−0.004	0.002	−0.006
	p = 0.259	p = 0.483	p = 0.759	p = 0.618	p = 0.468	p = 0.770
Ever married	0.025	0.099	−0.010	0.051	0.062	0.201
	p = 0.521	p = 0.629	p = 0.759	p = 1.000	p = 0.468	p = 0.519
Experience in sector (yrs)	−0.004	−0.004	0.009	0.009	0.019	0.019
	p = 0.514	p = 0.646	p = 0.250	p = 0.489	p = 0.520	p = 0.509
Tenure at factory (yrs)	0.015	0.002	0.020	0.009	0.001	−0.026
	p = 0.514	p = 0.875	p = 0.000***	p = 0.502	p = 0.748	p = 0.869
7.1: position helper/lineman	0.023	−0.061	−0.006	−0.076	−0.079	−0.241
	p = 0.776	p = 0.626	p = 0.759	p = 1.000	p = 0.508	p = 0.119
7.1: position operator	0.014	−0.012	−0.026	−0.048	−0.071	−0.121
	p = 0.776	p = 0.615	p = 0.759	p = 0.525	p = 0.228	p = 0.360
Factory code 63	0.334		0.276		0.630	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.254		0.202		0.445	
	p = 0.000***		p = 0.000***		p = 0.000***	
Constant	0.640	0.804	0.245	0.385	−0.470	−0.142
	p = 0.000***	p = 0.000***	p = 0.486	p = 0.233	p = 0.000***	p = 0.726
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. Includes factory fixed effects.

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

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.196		−0.199		−0.872	
	p = 0.162		p = 0.174		p = 0.00001***	
Factory code 63	0.115		0.062		−0.252	
	p = 0.415		p = 0.672		p = 0.181	
Factory code 90	0.039		−0.002		−0.442	
	p = 0.783		p = 0.989		p = 0.019**	
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. Includes factory fixed effects.

Table 21: 10.1: Likelihood of reporting ever experiencing different types of abuse, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Humiliation		Threats		Abuse and harassment, index	
	OLS		*OLS*		*OLS*	
	(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 = 0.126	p = 0.000***	p = 0.109	p = 0.000***	p = 0.267
Gender: female	−0.093	−0.074	0.051	0.064	0.009	0.042
	p = 0.247	p = 0.390	p = 0.491	p = 0.609	p = 0.259	p = 0.247
Age	−0.007	−0.005	−0.005	−0.003	−0.005	−0.001
	p = 0.247	p = 0.258	p = 0.255	p = 0.744	p = 0.000***	p = 0.879
Years of schooling	−0.005	−0.009	0.001	−0.003	0.003	−0.005
	p = 0.491	p = 0.127	p = 0.744	p = 0.622	p = 0.500	p = 0.746
Ever married	0.033	0.104	0.009	0.067	0.068	0.202
	p = 0.494	p = 0.640	p = 0.744	p = 0.746	p = 0.500	p = 0.405
Experience in sector (yrs)	−0.005	−0.005	0.008	0.008	0.018	0.018
	p = 0.491	p = 0.615	p = 0.255	p = 0.375	p = 0.490	p = 0.250
Tenure at factory (yrs)	0.018	0.005	0.025	0.013	0.003	−0.022
	p = 0.244	p = 1.000	p = 0.000***	p = 0.516	p = 0.749	p = 1.000
7.1: position helper/lineman	0.034	−0.044	−0.014	−0.084	−0.074	−0.227
	p = 0.738	p = 0.616	p = 0.491	p = 0.753	p = 0.259	p = 0.268
7.1: position operator	0.024	0.002	−0.028	−0.048	−0.065	−0.110
	p = 0.491	p = 0.870	p = 0.744	p = 0.396	p = 0.259	p = 0.245
Factory code 63	0.322		0.276		0.620	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.239		0.180		0.431	
	p = 0.000***		p = 0.000***		p = 0.000***	
9.1: Factory has rules	0.119	0.161	0.105	0.140	0.117	0.196
	p = 0.244	p = 0.480	p = 0.253	p = 0.123	p = 0.000***	p = 0.109
9.1: Management consults workers	−0.029	−0.010	0.135	0.152	0.055	0.091
	p = 0.491	p = 0.877	p = 0.253	p = 0.262	p = 0.259	p = 0.112
9.1: Must obey orders	0.115	0.151	0.256	0.282	0.137	0.200
	p = 0.000***	p = 0.122	p = 0.000***	p = 0.237	p = 0.000***	p = 0.239
Constant	0.567	0.700	0.101	0.229	−0.561	−0.288
	p = 0.000***	p = 0.000***	p = 0.508	p = 0.484	p = 0.000***	p = 0.235
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. Includes factory fixed effects.

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

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(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**
Factory code 13	0.066	
	p = 0.621	
Factory code 63	0.043	
	p = 0.750	
Factory code 90	−0.035	
	p = 0.796	
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. Includes factory fixed effects.

Table 23: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(1)	(2)
Gender: female	0.013	0.003
	p = 0.743	p = 1.000
Age	−0.001	−0.003
	p = 0.743	p = 0.470
Years of schooling	0.002	−0.00005
	p = 0.743	p = 1.000
Ever married	−0.077	−0.087
	p = 0.227	p = 0.369
Experience in sector (yrs)	−0.0005	0.0003
	p = 0.743	p = 0.872
Tenure at factory (yrs)	0.022	0.018
	p = 0.000***	p = 0.248
7.1: position helper/lineman	−0.005	−0.013
	p = 0.481	p = 1.000
7.1: position operator	0.151	0.145
	p = 0.000***	p = 0.230
Factory code 63	−0.013	
	p = 0.743	
Factory code 90	−0.097	
	p = 0.000***	
9.1: Factory has rules	0.038	0.031
	p = 0.262	p = 0.377
9.1: Management consults workers	−0.013	−0.010
	p = 0.743	p = 0.613
9.1: Must obey orders	0.026	0.004
	p = 0.254	p = 0.636
Constant	0.128	0.178
	p = 0.516	p = 0.513
Observations	389	389
Adjusted R^2	0.033	0.028
Note:		*p<0.1; **p<0.05; ***p<0.01
	Clustered by factory. Includes factory fixed effects.	

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

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(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**
Factory code 13	0.102	
	p = 0.448	
Factory code 63	0.080	
	p = 0.553	
Factory code 90	0.017	
	p = 0.897	
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. Includes factory fixed effects.

Table 25: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (numeric)	−0.106	−0.117
	p = 0.241	p = 0.226
9.2: Supervisor doesn't use bad lang (numeric)	0.100	0.111
	p = 0.241	p = 0.269
9.2: Supervisor will side with me (numeric)	−0.010	−0.013
	p = 0.471	p = 0.647
9.2: Respect supervisor (numeric)	−0.001	−0.007
	p = 0.733	p = 0.870
9.2: Supervisor speaks openly (numeric)	0.045	0.050
	p = 0.492	p = 0.514
9.2: I get fair salary (numeric)	−0.026	−0.017
	p = 0.471	p = 1.000
Gender: female	0.012	0.001
	p = 0.733	p = 0.876
Age	−0.001	−0.002
	p = 0.733	p = 0.369
Years of schooling	0.002	0.0003
	p = 0.733	p = 0.887
Ever married	−0.074	−0.081
	p = 0.262	p = 0.522
Experience in sector (yrs)	0.0001	0.001
	p = 0.733	p = 0.883
Tenure at factory (yrs)	0.020	0.017
	p = 0.262	p = 0.251
7.1: position helper/lineman	−0.007	−0.009
	p = 0.733	p = 1.000
7.1: position operator	0.151	0.149
	p = 0.000***	p = 0.135
Factory code 63	−0.013	
	p = 0.492	
Factory code 90	−0.083	
	p = 0.000***	
Constant	0.114	0.130
	p = 0.471	p = 0.478
Observations	389	389
Adjusted R^2	0.050	0.049
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.042	0.095
	p = 0.625	p = 0.251
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.049	−0.092
	p = 0.553	p = 0.249
9.2: Supervisor will side with me (disagree dummy)	0.008	0.004
	p = 0.816	p = 0.900
9.2: Respect supervisor (disagree dummy)	0.040	0.007
	p = 0.528	p = 0.902
9.2: Supervisor speaks openly (disagree dummy)	−0.013	−0.008
	p = 0.782	p = 0.854
9.2: I get fair salary (disagree dummy)	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**
Factory code 13	0.071	
	p = 0.597	
Factory code 63	0.050	
	p = 0.710	
Factory code 90	−0.026	
	p = 0.846	
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. Includes factory fixed effects.

Table 27: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.095	0.125
	p = 0.000***	p = 0.237
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.068	−0.093
	p = 0.500	p = 0.365
9.2: Supervisor will side with me (disagree dummy)	0.016	0.019
	p = 0.490	p = 0.634
9.2: Respect supervisor (disagree dummy)	−0.039	−0.036
	p = 0.758	p = 1.000
9.2: Supervisor speaks openly (disagree dummy)	−0.056	−0.067
	p = 0.258	p = 0.370
9.2: I get fair salary (disagree dummy)	0.040	0.016
	p = 0.490	p = 0.862
Gender: female	0.019	0.009
	p = 0.758	p = 0.881
Age	−0.001	−0.002
	p = 0.758	p = 0.489
Years of schooling	0.002	0.0001
	p = 0.758	p = 1.000
Ever married	−0.073	−0.080
	p = 0.526	p = 0.502
Experience in sector (yrs)	−0.00003	0.001
	p = 0.758	p = 1.000
Tenure at factory (yrs)	0.021	0.017
	p = 0.000***	p = 0.248
7.1: position helper/lineman	−0.015	−0.022
	p = 0.526	p = 1.000
7.1: position operator	0.144	0.141
	p = 0.000***	p = 0.239
Factory code 63	−0.012	
	p = 0.758	
Factory code 90	−0.095	
	p = 0.000***	
Constant	0.122	0.167
	p = 0.490	p = 0.478
Observations	389	389
Adjusted R^2	0.029	0.025
Note:		*p<0.1; **p<0.05; ***p<0.01
	Clustered by factory. Includes factory fixed effects.	

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

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(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**
Factory code 13	0.065	
	p = 0.629	
Factory code 63	0.043	
	p = 0.750	
Factory code 90	−0.034	
	p = 0.801	
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. Includes factory fixed effects.

Table 29: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(1)	(2)
9.2: Good supervisor rship (index)	−0.003	0.005
	p = 0.740	p = 1.000
Gender: female	0.014	0.003
	p = 0.740	p = 1.000
Age	−0.001	−0.002
	p = 0.740	p = 0.480
Years of schooling	0.002	0.0001
	p = 0.740	p = 0.879
Ever married	−0.078	−0.084
	p = 0.237	p = 0.496
Experience in sector (yrs)	−0.0002	0.0005
	p = 0.740	p = 0.895
Tenure at factory (yrs)	0.021	0.018
	p = 0.000***	p = 0.259
7.1: position helper/lineman	−0.009	−0.018
	p = 0.740	p = 0.752
7.1: position operator	0.148	0.143
	p = 0.000***	p = 0.230
Factory code 63	−0.007	
	p = 0.740	
Factory code 90	−0.092	
	p = 0.000***	
Constant	0.145	0.187
	p = 0.503	p = 0.515
Observations	389	389
Adjusted R^2	0.036	0.032
Note:		*p<0.1; **p<0.05; ***p<0.01
	Clustered by factory. Includes factory fixed effects.	

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

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(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**
Factory code 13	0.066	
	p = 0.621	
Factory code 63	0.041	
	p = 0.760	
Factory code 90	−0.036	
	p = 0.790	
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. Includes factory fixed effects.	

Table 31: 10.12: Likelihood of reporting ever having been injured at the factory, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:	
	Ever injured in factory	
	OLS	
	(1)	(2)
9.2: Good supervisor rship (index)	0.002	0.007
	p = 0.754	p = 1.000
Gender: female	0.013	0.002
	p = 0.754	p = 1.000
Age	−0.001	−0.003
	p = 0.754	p = 0.368
Years of schooling	0.002	0.00001
	p = 0.754	p = 0.877
Ever married	−0.076	−0.086
	p = 0.240	p = 0.517
Experience in sector (yrs)	−0.001	0.0002
	p = 0.754	p = 0.877
Tenure at factory (yrs)	0.022	0.018
	p = 0.000***	p = 0.247
7.1: position helper/lineman	−0.004	−0.012
	p = 0.754	p = 1.000
7.1: position operator	0.151	0.147
	p = 0.000***	p = 0.138
Factory code 63	−0.012	
	p = 0.754	
Factory code 90	−0.096	
	p = 0.000***	
9.1: Factory has rules	0.039	0.035
	p = 0.514	p = 0.600
9.1: Management consults workers	−0.013	−0.008
	p = 0.495	p = 0.874
9.1: Must obey orders	0.028	0.010
	p = 0.514	p = 0.625
Constant	0.126	0.172
	p = 0.514	p = 0.512
Observations	389	389
Adjusted R^2	0.030	0.026
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(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
Factory code 13	0.079	
	p = 0.235	
Factory code 63	0.040	
	p = 0.548	
Factory code 90	0.051	
	p = 0.443	
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. Includes factory fixed effects.

Table 33: 10.16: Likelihood of reporting feeling safe in factory, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(1)	(2)
Gender: female	0.024	0.022
	p = 0.512	p = 0.497
Age	0.002	0.002
	p = 0.000***	p = 0.272
Years of schooling	−0.003	−0.003
	p = 0.479	p = 0.370
Ever married	0.017	0.007
	p = 0.265	p = 0.641
Experience in sector (yrs)	−0.013	−0.013
	p = 0.232	p = 0.526
Tenure at factory (yrs)	0.010	0.011
	p = 0.265	p = 0.124
7.1: position helper/lineman	−0.033	−0.025
	p = 0.247	p = 0.621
7.1: position operator	−0.028	−0.028
	p = 0.247	p = 0.255
Factory code 63	−0.037	
	p = 0.265	
Factory code 90	−0.034	
	p = 0.000***	
9.1: Factory has rules	−0.002	−0.009
	p = 0.479	p = 0.644
9.1: Management consults workers	0.021	0.018
	p = 0.000***	p = 0.269
9.1: Must obey orders	−0.028	−0.038
	p = 0.497	p = 0.377
Constant	0.991	0.983
	p = 0.232	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. Includes factory fixed effects.

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

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(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
Factory code 13	0.064	
	p = 0.335	
Factory code 63	0.035	
	p = 0.599	
Factory code 90	0.056	
	p = 0.399	
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. Includes factory fixed effects.

Table 35: 10.16: Likelihood of reporting feeling safe in factory, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (numeric)	−0.007	−0.006
	p = 0.724	p = 0.879
9.2: Supervisor doesn't use bad lang (numeric)	0.031	0.032
	p = 0.489	p = 0.649
9.2: Supervisor will side with me (numeric)	−0.010	−0.010
	p = 0.489	p = 0.378
9.2: Respect supervisor (numeric)	0.00001	0.0002
	p = 0.724	p = 1.000
9.2: Supervisor speaks openly (numeric)	−0.003	−0.004
	p = 0.724	p = 1.000
9.2: I get fair salary (numeric)	0.024	0.024
	p = 0.235	p = 0.256
Gender: female	0.011	0.011
	p = 0.724	p = 0.371
Age	0.002	0.002
	p = 0.239	p = 0.126
Years of schooling	−0.002	−0.002
	p = 0.489	p = 0.628
Ever married	0.025	0.023
	p = 0.000***	p = 0.381
Experience in sector (yrs)	−0.013	−0.013
	p = 0.250	p = 0.387
Tenure at factory (yrs)	0.011	0.012
	p = 0.485	p = 0.500
7.1: position helper/lineman	−0.015	−0.010
	p = 0.474	p = 0.628
7.1: position operator	−0.011	−0.009
	p = 0.485	p = 0.368
Factory code 63	−0.013	
	p = 0.485	
Factory code 90	−0.0003	
	p = 0.724	
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. Includes factory fixed effects.

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

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.061	0.069
	p = 0.151	p = 0.090*
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.070	−0.081
	p = 0.084*	p = 0.040**
9.2: Supervisor will side with me (disagree dummy)	0.026	0.024
	p = 0.134	p = 0.144
9.2: Respect supervisor (disagree dummy)	−0.054	−0.048
	p = 0.077*	p = 0.112
9.2: Supervisor speaks openly (disagree dummy)	−0.016	−0.028
	p = 0.480	p = 0.212
9.2: I get fair salary (disagree dummy)	−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
Factory code 13	0.070	
	p = 0.289	
Factory code 63	0.043	
	p = 0.519	
Factory code 90	0.064	
	p = 0.331	
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. Includes factory fixed effects.

Table 37: 10.16: Likelihood of reporting feeling safe in factory, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.102	0.099
	p = 0.000***	p = 0.124
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.112	−0.112
	p = 0.241	p = 0.620
9.2: Supervisor will side with me (disagree dummy)	0.017	0.017
	p = 0.514	p = 0.482
9.2: Respect supervisor (disagree dummy)	−0.077	−0.078
	p = 0.496	p = 0.237
9.2: Supervisor speaks openly (disagree dummy)	−0.024	−0.023
	p = 0.496	p = 0.527
9.2: I get fair salary (disagree dummy)	−0.054	−0.054
	p = 0.255	p = 0.222
Gender: female	0.019	0.019
	p = 0.496	p = 0.379
Age	0.002	0.002
	p = 0.241	p = 0.237
Years of schooling	−0.002	−0.002
	p = 0.514	p = 0.634
Ever married	0.033	0.031
	p = 0.000***	p = 0.529
Experience in sector (yrs)	−0.013	−0.013
	p = 0.273	p = 0.498
Tenure at factory (yrs)	0.011	0.012
	p = 0.528	p = 0.371
7.1: position helper/lineman	−0.029	−0.024
	p = 0.496	p = 0.382
7.1: position operator	−0.017	−0.015
	p = 0.496	p = 0.378
Factory code 63	−0.016	
	p = 0.255	
Factory code 90	−0.003	
	p = 0.769	
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. Includes factory fixed effects.	

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

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(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
Factory code 13	0.081	
	p = 0.219	
Factory code 63	0.051	
	p = 0.446	
Factory code 90	0.057	
	p = 0.385	
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. Includes factory fixed effects.	

Table 39: 10.16: Likelihood of reporting feeling safe in factory, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(1)	(2)
9.2: Good supervisor rship (index)	0.039	0.043
	p = 0.234	p = 0.125
Gender: female	0.021	0.018
	p = 0.474	p = 0.484
Age	0.002	0.001
	p = 0.000***	p = 0.109
Years of schooling	−0.002	−0.002
	p = 0.526	p = 0.772
Ever married	0.025	0.020
	p = 0.000***	p = 0.116
Experience in sector (yrs)	−0.014	−0.014
	p = 0.287	p = 0.356
Tenure at factory (yrs)	0.011	0.011
	p = 0.520	p = 0.138
7.1: position helper/lineman	−0.024	−0.021
	p = 0.474	p = 0.759
7.1: position operator	−0.015	−0.014
	p = 0.474	p = 0.510
Factory code 63	−0.019	
	p = 0.234	
Factory code 90	−0.025	
	p = 0.234	
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. Includes factory fixed effects.	

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

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(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
Factory code 13	0.079	
	p = 0.234	
Factory code 63	0.051	
	p = 0.444	
Factory code 90	0.057	
	p = 0.386	
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. Includes factory fixed effects.	

Table 41: 10.16: Likelihood of reporting feeling safe in factory, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:	
	Feel safe in factory	
	OLS	
	(1)	(2)
9.2: Good supervisor rship (index)	0.038	0.041
	p = 0.249	p = 0.258
Gender: female	0.020	0.018
	p = 0.484	p = 0.518
Age	0.002	0.002
	p = 0.000***	p = 0.134
Years of schooling	−0.002	−0.002
	p = 0.480	p = 0.622
Ever married	0.022	0.017
	p = 0.000***	p = 0.363
Experience in sector (yrs)	−0.014	−0.014
	p = 0.245	p = 0.233
Tenure at factory (yrs)	0.011	0.011
	p = 0.249	p = 0.120
7.1: position helper/lineman	−0.024	−0.020
	p = 0.484	p = 0.874
7.1: position operator	−0.015	−0.014
	p = 0.729	p = 0.883
Factory code 63	−0.021	
	p = 0.249	
Factory code 90	−0.024	
	p = 0.249	
9.1: Factory has rules	0.015	0.012
	p = 0.729	p = 0.760
9.1: Management consults workers	0.029	0.028
	p = 0.000***	p = 0.255
9.1: Must obey orders	0.004	0.001
	p = 0.729	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. Includes factory fixed effects.

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

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	0.074		−0.015		0.078	
	p = 0.284		p = 0.838		p = 0.244	
Factory code 63	0.061		−0.051		0.106	
	p = 0.378		p = 0.507		p = 0.114	
Factory code 90	0.077		−0.041		0.059	
	p = 0.263		p = 0.593		p = 0.382	
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. Includes factory fixed effects.

Table 43: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.033	−0.031	−0.017	−0.019	0.027	0.024
	p = 0.471	p = 0.764	p = 0.525	p = 0.616	p = 0.252	p = 0.263
Age	0.003	0.003	−0.0003	−0.001	0.0003	−0.0001
	p = 0.000***	p = 0.127	p = 0.760	p = 0.872	p = 0.531	p = 1.000
Years of schooling	−0.005	−0.004	−0.002	−0.002	−0.004	−0.005
	p = 0.234	p = 0.501	p = 0.526	p = 0.741	p = 0.000***	p = 0.129
Ever married	0.028	0.026	0.093	0.083	0.026	0.027
	p = 0.265	p = 0.363	p = 0.235	p = 0.361	p = 0.279	p = 0.253
Experience in sector (yrs)	−0.0005	−0.001	−0.010	−0.010	−0.005	−0.005
	p = 0.000***	p = 0.262	p = 0.000***	p = 0.116	p = 0.516	p = 0.119
Tenure at factory (yrs)	−0.006	−0.004	0.003	0.005	0.003	0.001
	p = 0.265	p = 0.381	p = 0.469	p = 0.623	p = 0.768	p = 1.000
7.1: position helper/lineman	0.018	0.025	−0.029	−0.020	−0.017	−0.025
	p = 0.471	p = 0.750	p = 0.526	p = 1.000	p = 0.000***	p = 0.251
7.1: position operator	−0.002	−0.0002	−0.004	−0.003	−0.013	−0.016
	p = 0.736	p = 1.000	p = 0.760	p = 0.877	p = 0.531	p = 0.507
Factory code 63	−0.019		−0.038		0.019	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.007		−0.024		−0.024	
	p = 0.471		p = 0.234		p = 0.252	
9.1: Factory has rules	0.010	0.008	0.023	0.016	−0.025	−0.024
	p = 0.499	p = 0.750	p = 0.469	p = 0.744	p = 0.000***	p = 0.511
9.1: Management consults workers	0.038	0.035	0.006	0.003	−0.009	−0.005
	p = 0.000***	p = 0.249	p = 0.760	p = 1.000	p = 0.000***	p = 0.479
9.1: Must obey orders	−0.030	−0.030	−0.082	−0.090	−0.039	−0.043
	p = 0.237	p = 0.493	p = 0.234	p = 0.371	p = 0.000***	p = 0.504
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. Includes factory fixed effects.

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

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	0.048		−0.029		0.063	
	p = 0.485		p = 0.705		p = 0.352	
Factory code 63	0.054		−0.065		0.097	
	p = 0.433		p = 0.404		p = 0.155	
Factory code 90	0.068		−0.046		0.039	
	p = 0.320		p = 0.552		p = 0.559	
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. Includes factory fixed effects.

Table 45: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(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 = 0.500	p = 0.112	p = 0.512	p = 0.593	p = 0.501	p = 0.876
9.2: Supervisor doesn't use bad lang (numeric)	−0.005	−0.007	0.052	0.053	−0.028	−0.023
	p = 0.754	p = 0.874	p = 0.512	p = 0.613	p = 0.265	p = 0.397
9.2: Supervisor will side with me (numeric)	0.011	0.011	0.001	0.001	0.008	0.007
	p = 0.500	p = 0.368	p = 0.751	p = 0.872	p = 0.501	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 = 0.274	p = 0.247	p = 0.501	p = 0.764
9.2: Supervisor speaks openly (numeric)	−0.027	−0.028	0.008	0.005	−0.007	−0.004
	p = 0.000***	p = 0.250	p = 0.274	p = 0.109	p = 0.501	p = 0.744
9.2: I get fair salary (numeric)	0.012	0.010	0.016	0.016	0.004	0.009
	p = 0.266	p = 0.365	p = 0.238	p = 0.270	p = 0.241	p = 0.118
Gender: female	−0.036	−0.034	−0.027	−0.027	0.029	0.024
	p = 0.500	p = 0.775	p = 0.512	p = 0.765	p = 0.000***	p = 0.242
Age	0.003	0.003	−0.001	−0.001	−0.0001	−0.001
	p = 0.000***	p = 0.267	p = 0.751	p = 0.863	p = 0.742	p = 0.606
Years of schooling	−0.005	−0.004	−0.002	−0.001	−0.004	−0.004
	p = 0.500	p = 0.514	p = 0.513	p = 0.751	p = 0.000***	p = 0.140
Ever married	0.033	0.033	0.104	0.099	0.025	0.025
	p = 0.520	p = 0.401	p = 0.239	p = 0.361	p = 0.236	p = 0.128
Experience in sector (yrs)	−0.0003	−0.0004	−0.009	−0.009	−0.005	−0.005
	p = 0.254	p = 0.504	p = 0.239	p = 0.116	p = 0.477	p = 0.370
Tenure at factory (yrs)	−0.004	−0.004	0.004	0.006	0.004	0.002
	p = 0.520	p = 0.379	p = 0.477	p = 0.612	p = 0.236	p = 1.000
7.1: position helper/lineman	0.021	0.023	−0.032	−0.022	−0.023	−0.028
	p = 0.500	p = 0.746	p = 0.513	p = 0.613	p = 0.000***	p = 0.227
7.1: position operator	0.001	0.002	−0.006	−0.003	−0.020	−0.022
	p = 0.754	p = 1.000	p = 0.513	p = 0.754	p = 0.000***	p = 0.117
Factory code 63	−0.004		−0.030		0.006	
	p = 0.520		p = 0.477		p = 0.241	
Factory code 90	0.011		−0.004		−0.037	
	p = 0.754		p = 0.751		p = 0.000***	
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. Includes factory fixed effects.

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

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−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 dummy)	−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 dummy)	−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 dummy)	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 dummy)	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 dummy)	−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
Factory code 13	0.060		−0.027		0.075	
	p = 0.381		p = 0.721		p = 0.265	
Factory code 63	0.063		−0.059		0.113	
	p = 0.366		p = 0.446		p = 0.095*	
Factory code 90	0.078		−0.050		0.062	
	p = 0.256		p = 0.519		p = 0.357	
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. Includes factory fixed effects.

Table 47: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	0.003	−0.003	0.141	0.139	0.074	0.085
	p = 0.733	p = 1.000	p = 0.000***	p = 0.115	p = 0.000***	p = 0.127
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.038	−0.035	−0.142	−0.146	−0.057	−0.064
	p = 0.479	p = 0.867	p = 0.000***	p = 0.618	p = 0.000***	p = 0.144
9.2: Supervisor will side with me (disagree dummy)	−0.007	−0.008	0.012	0.012	−0.016	−0.015
	p = 0.479	p = 0.729	p = 0.494	p = 0.375	p = 0.507	p = 0.615
9.2: Respect supervisor (disagree dummy)	0.016	0.015	−0.028	−0.030	0.013	0.015
	p = 0.733	p = 0.858	p = 0.493	p = 0.863	p = 0.510	p = 0.379
9.2: Supervisor speaks openly (disagree dummy)	0.035	0.037	0.001	0.002	−0.015	−0.019
	p = 0.484	p = 0.367	p = 0.754	p = 1.000	p = 0.753	p = 0.882
9.2: I get fair salary (disagree dummy)	−0.021	−0.018	−0.020	−0.023	0.001	−0.006
	p = 0.484	p = 0.613	p = 0.494	p = 0.389	p = 0.753	p = 0.486
Gender: female	−0.035	−0.034	−0.019	−0.021	0.028	0.025
	p = 0.503	p = 0.753	p = 0.494	p = 0.761	p = 0.000***	p = 0.263
Age	0.003	0.003	−0.0005	−0.001	0.0001	−0.0003
	p = 0.000***	p = 0.116	p = 0.754	p = 0.858	p = 0.753	p = 0.848
Years of schooling	−0.004	−0.004	−0.001	−0.001	−0.004	−0.004
	p = 0.249	p = 0.502	p = 0.493	p = 0.607	p = 0.264	p = 0.124
Ever married	0.036	0.035	0.109	0.102	0.026	0.027
	p = 0.230	p = 0.368	p = 0.000***	p = 0.343	p = 0.264	p = 0.251
Experience in sector (yrs)	−0.0003	−0.0005	−0.009	−0.009	−0.005	−0.005
	p = 0.254	p = 0.144	p = 0.260	p = 0.119	p = 0.510	p = 0.256
Tenure at factory (yrs)	−0.005	−0.004	0.004	0.005	0.003	0.001
	p = 0.484	p = 0.378	p = 0.521	p = 0.608	p = 0.507	p = 1.000
7.1: position helper/lineman	0.022	0.026	−0.038	−0.029	−0.019	−0.025
	p = 0.503	p = 0.600	p = 0.493	p = 0.743	p = 0.000***	p = 0.132
7.1: position operator	0.003	0.005	−0.008	−0.005	−0.013	−0.016
	p = 0.733	p = 0.883	p = 0.754	p = 1.000	p = 0.264	p = 0.379
Factory code 63	−0.009		−0.032		0.010	
	p = 0.484		p = 0.521		p = 0.000***	
Factory code 90	0.010		−0.020		−0.026	
	p = 0.484		p = 0.261		p = 0.000***	
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. Includes factory fixed effects.

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

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	0.073		−0.023		0.076	
	p = 0.289		p = 0.762		p = 0.255	
Factory code 63	0.067		−0.056		0.108	
	p = 0.335		p = 0.469		p = 0.108	
Factory code 90	0.078		−0.057		0.056	
	p = 0.260		p = 0.457		p = 0.400	
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. Includes factory fixed effects.

Table 49: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(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 = 0.503	p = 0.611	p = 0.493	p = 0.370	p = 0.263	p = 0.100*
Gender: female	−0.033	−0.033	−0.020	−0.024	0.026	0.022
	p = 0.506	p = 0.740	p = 0.513	p = 0.752	p = 0.000***	p = 0.107
Age	0.003	0.003	−0.001	−0.001	0.0002	−0.0004
	p = 0.000***	p = 0.130	p = 0.744	p = 0.888	p = 0.770	p = 0.761
Years of schooling	−0.005	−0.004	−0.001	−0.001	−0.003	−0.005
	p = 0.246	p = 0.247	p = 0.482	p = 0.626	p = 0.000***	p = 0.132
Ever married	0.036	0.033	0.106	0.098	0.027	0.027
	p = 0.243	p = 0.349	p = 0.231	p = 0.359	p = 0.268	p = 0.140
Experience in sector (yrs)	−0.0004	−0.001	−0.009	−0.009	−0.005	−0.005
	p = 0.000***	p = 0.251	p = 0.000***	p = 0.130	p = 0.531	p = 0.238
Tenure at factory (yrs)	−0.005	−0.003	0.005	0.006	0.004	0.002
	p = 0.503	p = 0.375	p = 0.493	p = 0.748	p = 0.507	p = 1.000
7.1: position helper/lineman	0.016	0.022	−0.041	−0.033	−0.021	−0.028
	p = 0.506	p = 0.759	p = 0.482	p = 1.000	p = 0.000***	p = 0.255
7.1: position operator	−0.002	−0.0004	−0.012	−0.010	−0.018	−0.022
	p = 0.749	p = 0.873	p = 0.744	p = 0.896	p = 0.000***	p = 0.129
Factory code 63	−0.016		−0.035		0.008	
	p = 0.503		p = 0.493		p = 0.239	
Factory code 90	0.002		−0.038		−0.035	
	p = 0.749		p = 0.231		p = 0.000***	
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. Includes factory fixed effects.

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

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	0.074		−0.015		0.078	
	p = 0.284		p = 0.838		p = 0.244	
Factory code 63	0.066		−0.055		0.109	
	p = 0.342		p = 0.472		p = 0.107	
Factory code 90	0.080		−0.043		0.060	
	p = 0.245		p = 0.570		p = 0.370	
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. Includes factory fixed effects.

Table 51: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Building safety		Fire/electricity safety		Healthy work environment	
	OLS		*OLS*		*OLS*	
	(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 = 0.506	p = 1.000	p = 0.525	p = 0.624	p = 0.245	p = 0.126
Gender: female	−0.032	−0.031	−0.016	−0.018	0.029	0.026
	p = 0.481	p = 0.751	p = 0.524	p = 0.747	p = 0.232	p = 0.231
Age	0.003	0.003	−0.0003	−0.0005	0.0004	−0.00005
	p = 0.000***	p = 0.114	p = 0.764	p = 0.869	p = 0.751	p = 0.869
Years of schooling	−0.005	−0.004	−0.003	−0.002	−0.004	−0.005
	p = 0.230	p = 0.489	p = 0.479	p = 0.615	p = 0.000***	p = 0.123
Ever married	0.028	0.026	0.090	0.081	0.023	0.022
	p = 0.255	p = 0.392	p = 0.240	p = 0.503	p = 0.274	p = 0.255
Experience in sector (yrs)	−0.0004	−0.001	−0.009	−0.009	−0.005	−0.005
	p = 0.255	p = 0.253	p = 0.000***	p = 0.361	p = 0.519	p = 0.215
Tenure at factory (yrs)	−0.006	−0.004	0.003	0.005	0.003	0.0004
	p = 0.506	p = 0.380	p = 0.525	p = 0.625	p = 0.751	p = 1.000
7.1: position helper/lineman	0.017	0.025	−0.032	−0.021	−0.021	−0.028
	p = 0.481	p = 0.758	p = 0.479	p = 0.861	p = 0.000***	p = 0.264
7.1: position operator	−0.003	−0.0003	−0.009	−0.006	−0.020	−0.023
	p = 0.736	p = 1.000	p = 0.764	p = 1.000	p = 0.000***	p = 0.367
Factory code 63	−0.020		−0.044		0.010	
	p = 0.506		p = 0.240		p = 0.232	
Factory code 90	0.007		−0.028		−0.029	
	p = 0.485		p = 0.000***		p = 0.000***	
9.1: Factory has rules	0.009	0.008	0.016	0.010	−0.034	−0.034
	p = 0.736	p = 1.000	p = 0.525	p = 0.751	p = 0.000***	p = 0.499
9.1: Management consults workers	0.038	0.035	0.003	0.0004	−0.013	−0.010
	p = 0.000***	p = 0.234	p = 0.764	p = 1.000	p = 0.000***	p = 0.392
9.1: Must obey orders	−0.031	−0.030	−0.095	−0.099	−0.056	−0.062
	p = 0.506	p = 0.739	p = 0.286	p = 0.490	p = 0.000***	p = 0.244
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. Includes factory fixed effects.

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

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(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*
Factory code 13	0.162		0.027		−0.251	
	p = 0.237		p = 0.850		p = 0.093*	
Factory code 63	0.381		0.173		−0.438	
	p = 0.006***		p = 0.221		p = 0.004***	
Factory code 90	0.016		0.066		−0.358	
	p = 0.908		p = 0.637		p = 0.017**	
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. Includes factory fixed effects.

Table 53: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.011	−0.014	0.008	0.005	0.048	0.042
	p = 0.757	p = 1.000	p = 0.753	p = 1.000	p = 0.759	p = 0.855
Age	0.007	0.004	−0.001	−0.002	−0.002	−0.002
	p = 0.249	p = 0.368	p = 0.753	p = 1.000	p = 0.538	p = 0.867
Years of schooling	0.007	−0.004	0.009	0.005	0.010	0.013
	p = 0.511	p = 0.611	p = 0.262	p = 0.501	p = 0.538	p = 0.507
Ever married	−0.064	−0.042	−0.018	0.010	−0.045	−0.088
	p = 0.495	p = 0.761	p = 0.753	p = 0.887	p = 0.259	p = 0.135
Experience in sector (yrs)	−0.004	−0.002	0.009	0.009	0.007	0.007
	p = 0.511	p = 0.728	p = 0.511	p = 0.485	p = 0.480	p = 0.766
Tenure at factory (yrs)	0.012	−0.012	0.005	−0.005	−0.009	−0.0005
	p = 0.511	p = 0.121	p = 0.504	p = 0.489	p = 0.480	p = 1.000
7.1: position helper/lineman	0.063	−0.019	−0.024	−0.067	−0.044	−0.0004
	p = 0.495	p = 0.873	p = 0.753	p = 0.525	p = 0.759	p = 0.872
7.1: position operator	−0.009	−0.037	−0.045	−0.056	−0.146	−0.140
	p = 0.757	p = 0.865	p = 0.491	p = 0.768	p = 0.538	p = 0.876
Factory code 63	0.196		0.144		−0.180	
	p = 0.000***		p = 0.262		p = 0.259	
Factory code 90	−0.174		0.015		−0.108	
	p = 0.000***		p = 0.511		p = 0.000***	
9.1: Factory has rules	−0.126	−0.106	−0.252	−0.229	−0.190	−0.224
	p = 0.495	p = 0.869	p = 0.000***	p = 0.251	p = 0.279	p = 0.132
9.1: Management consults workers	−0.197	−0.165	−0.229	−0.212	−0.151	−0.168
	p = 0.249	p = 0.385	p = 0.000***	p = 0.536	p = 0.000***	p = 0.126
9.1: Must obey orders	−0.148	−0.174	−0.230	−0.218	−0.360	−0.395
	p = 0.495	p = 0.613	p = 0.262	p = 0.247	p = 0.259	p = 0.116
Constant	0.187	0.444	0.375	0.477	1.009	0.937
	p = 0.495	p = 0.502	p = 0.000***	p = 0.251	p = 0.279	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. Includes factory fixed effects.

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

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(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*
Factory code 13	0.103		0.048		−0.248	
	p = 0.444		p = 0.725		p = 0.075*	
Factory code 63	0.295		0.247		−0.348	
	p = 0.030**		p = 0.076*		p = 0.014**	
Factory code 90	0.026		0.136		−0.268	
	p = 0.850		p = 0.323		p = 0.055*	
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. Includes factory fixed effects.

Table 55: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(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 = 0.237	p = 0.253	p = 0.750	p = 0.634	p = 0.497	p = 0.140
9.2: Supervisor doesn't use bad lang (numeric)	0.041	0.041	0.075	0.055	0.154	0.158
	p = 0.237	p = 0.119	p = 0.497	p = 0.778	p = 0.000***	p = 0.129
9.2: Supervisor will side with me (numeric)	−0.018	−0.022	−0.010	−0.009	0.075	0.076
	p = 0.508	p = 0.750	p = 0.486	p = 0.751	p = 0.245	p = 0.121
9.2: Respect supervisor (numeric)	−0.038	−0.045	0.086	0.091	−0.069	−0.068
	p = 0.000***	p = 0.476	p = 0.000***	p = 0.127	p = 0.489	p = 0.417
9.2: Supervisor speaks openly (numeric)	0.093	0.115	0.037	0.048	0.129	0.121
	p = 0.237	p = 0.238	p = 0.517	p = 0.379	p = 0.245	p = 0.252
9.2: I get fair salary (numeric)	0.102	0.115	0.058	0.054	0.034	0.031
	p = 0.000***	p = 0.120	p = 0.000***	p = 0.385	p = 0.244	p = 0.125
Gender: female	−0.023	−0.032	−0.041	−0.028	0.015	0.016
	p = 0.759	p = 0.863	p = 0.517	p = 1.000	p = 0.741	p = 0.869
Age	0.006	0.004	−0.002	−0.001	−0.004	−0.004
	p = 0.271	p = 0.499	p = 0.750	p = 0.752	p = 0.496	p = 0.754
Years of schooling	0.009	0.002	0.012	0.008	0.013	0.016
	p = 0.000***	p = 0.759	p = 0.253	p = 0.379	p = 0.244	p = 0.359
Ever married	−0.060	−0.026	−0.003	0.038	−0.009	−0.026
	p = 0.251	p = 0.639	p = 0.750	p = 0.879	p = 0.741	p = 0.885
Experience in sector (yrs)	−0.006	−0.004	0.004	0.005	0.003	0.002
	p = 0.508	p = 0.758	p = 0.486	p = 0.521	p = 0.741	p = 0.879
Tenure at factory (yrs)	0.011	−0.007	0.008	−0.002	−0.003	0.003
	p = 0.508	p = 0.382	p = 0.517	p = 1.000	p = 0.741	p = 0.740
7.1: position helper/lineman	0.099	0.026	0.050	−0.012	0.010	0.041
	p = 0.271	p = 0.900	p = 0.264	p = 0.121	p = 0.741	p = 1.000
7.1: position operator	0.029	0.001	0.035	0.013	−0.061	−0.050
	p = 0.522	p = 0.846	p = 0.750	p = 1.000	p = 0.496	p = 0.880
Factory code 63	0.208		0.210		−0.095	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.044		0.108		−0.005	
	p = 0.000***		p = 0.000***		p = 0.741	
Constant	−0.338	−0.096	−0.820	−0.631	−0.019	−0.120
	p = 0.237	p = 0.237	p = 0.000***	p = 0.000***	p = 0.741	p = 0.475
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. Includes factory fixed effects.

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

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	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 dummy)	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 dummy)	−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 dummy)	−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 dummy)	−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 dummy)	−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*
Factory code 13	0.118		0.020		−0.273	
	p = 0.378		p = 0.885		p = 0.052*	
Factory code 63	0.329		0.222		−0.370	
	p = 0.015**		p = 0.110		p = 0.009***	
Factory code 90	0.035		0.106		−0.294	
	p = 0.794		p = 0.440		p = 0.036**	
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. Includes factory fixed effects.

Table 57: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	0.137	0.223	−0.080	−0.050	0.044	0.024
	p = 0.250	p = 0.517	p = 0.753	p = 0.725	p = 0.509	p = 0.623
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.049	−0.074	−0.076	−0.057	−0.224	−0.227
	p = 0.502	p = 0.365	p = 0.753	p = 0.866	p = 0.000***	p = 0.249
9.2: Supervisor will side with me (disagree dummy)	−0.055	−0.052	0.004	0.002	−0.172	−0.172
	p = 0.502	p = 0.614	p = 0.753	p = 1.000	p = 0.000***	p = 0.112
9.2: Respect supervisor (disagree dummy)	0.020	0.042	−0.146	−0.133	0.205	0.198
	p = 0.000***	p = 0.121	p = 0.000***	p = 0.114	p = 0.497	p = 0.250
9.2: Supervisor speaks openly (disagree dummy)	−0.146	−0.177	−0.046	−0.057	−0.266	−0.258
	p = 0.250	p = 0.123	p = 0.489	p = 0.622	p = 0.246	p = 0.244
9.2: I get fair salary (disagree dummy)	−0.263	−0.293	−0.167	−0.155	−0.123	−0.123
	p = 0.000***	p = 0.143	p = 0.247	p = 0.348	p = 0.258	p = 0.238
Gender: female	−0.012	−0.022	−0.031	−0.023	0.031	0.030
	p = 0.740	p = 1.000	p = 0.753	p = 1.000	p = 0.755	p = 0.861
Age	0.006	0.004	−0.002	−0.002	−0.004	−0.004
	p = 0.252	p = 0.379	p = 0.753	p = 0.621	p = 0.509	p = 0.758
Years of schooling	0.008	0.0001	0.011	0.007	0.014	0.016
	p = 0.252	p = 0.881	p = 0.247	p = 0.376	p = 0.509	p = 0.496
Ever married	−0.061	−0.030	0.016	0.054	0.003	−0.014
	p = 0.490	p = 0.890	p = 0.753	p = 0.738	p = 0.504	p = 0.623
Experience in sector (yrs)	−0.005	−0.003	0.005	0.005	0.004	0.004
	p = 0.502	p = 0.629	p = 0.511	p = 0.376	p = 0.755	p = 0.617
Tenure at factory (yrs)	0.012	−0.007	0.012	−0.0001	−0.002	0.005
	p = 0.502	p = 0.381	p = 0.489	p = 1.000	p = 0.755	p = 0.630
7.1: position helper/lineman	0.064	−0.016	0.009	−0.050	−0.031	−0.002
	p = 0.490	p = 1.000	p = 0.753	p = 0.495	p = 0.755	p = 0.867
7.1: position operator	0.016	−0.012	0.006	−0.013	−0.084	−0.074
	p = 0.740	p = 0.876	p = 0.753	p = 0.870	p = 0.509	p = 0.881
Factory code 63	0.217		0.210		−0.095	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.065		0.092		−0.021	
	p = 0.000***		p = 0.247		p = 0.509	
Constant	0.223	0.446	0.234	0.360	0.958	0.889
	p = 0.250	p = 0.230	p = 0.000***	p = 0.242	p = 0.251	p = 0.261
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. Includes factory fixed effects.

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

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.102	0.089	0.208	0.186	0.270	0.288
	p = 0.00000***	p = 0.00002***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Gender: female	−0.023	−0.068	0.001	−0.002	0.061	0.044
	p = 0.588	p = 0.097*	p = 0.980	p = 0.964	p = 0.165	p = 0.273
Age	0.004	0.003	−0.002	−0.002	−0.001	−0.002
	p = 0.271	p = 0.352	p = 0.461	p = 0.499	p = 0.687	p = 0.561
Years of schooling	0.007	0.006	0.001	0.001	0.007	0.011
	p = 0.197	p = 0.253	p = 0.836	p = 0.879	p = 0.237	p = 0.041**
Ever married	−0.060	−0.023	0.006	0.019	0.003	0.001
	p = 0.208	p = 0.611	p = 0.894	p = 0.654	p = 0.953	p = 0.978
Experience in sector (yrs)	−0.010	−0.011	0.0004	−0.002	−0.003	−0.002
	p = 0.047**	p = 0.031**	p = 0.931	p = 0.725	p = 0.573	p = 0.739
Tenure at factory (yrs)	0.015	0.006	0.012	0.010	0.003	0.007
	p = 0.043**	p = 0.369	p = 0.122	p = 0.137	p = 0.695	p = 0.268
7.1: position helper/lineman	0.095	0.073	−0.037	−0.077	−0.069	−0.068
	p = 0.174	p = 0.280	p = 0.592	p = 0.229	p = 0.338	p = 0.312
7.1: position operator	−0.001	0.019	−0.044	−0.057	−0.120	−0.103
	p = 0.982	p = 0.756	p = 0.465	p = 0.324	p = 0.057*	p = 0.088*
Factory code 13	0.172		0.043		−0.253	
	p = 0.211		p = 0.756		p = 0.074*	
Factory code 63	0.406		0.244		−0.344	
	p = 0.004***		p = 0.077*		p = 0.017**	
Factory code 90	0.036		0.112		−0.318	
	p = 0.792		p = 0.413		p = 0.025**	
Constant	−0.007	0.243	0.175	0.326	0.977	0.643
	p = 0.966	p = 0.024**	p = 0.306	p = 0.002***	p = 0.00000***	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. Includes factory fixed effects.

Table 59: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(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 = 0.241	p = 0.000***	p = 0.254	p = 0.000***	p = 0.253
Gender: female	−0.008	−0.031	−0.022	−0.018	0.011	0.006
	p = 0.752	p = 1.000	p = 0.736	p = 0.871	p = 0.748	p = 0.892
Age	0.007	0.004	−0.002	−0.002	−0.003	−0.003
	p = 0.268	p = 0.373	p = 0.736	p = 0.746	p = 0.482	p = 0.888
Years of schooling	0.008	−0.002	0.011	0.006	0.015	0.016
	p = 0.539	p = 0.625	p = 0.241	p = 0.533	p = 0.482	p = 0.520
Ever married	−0.059	−0.021	−0.007	0.035	−0.003	−0.021
	p = 0.481	p = 1.000	p = 0.736	p = 0.870	p = 0.482	p = 0.577
Experience in sector (yrs)	−0.007	−0.005	0.004	0.004	0.002	0.001
	p = 0.539	p = 0.752	p = 0.481	p = 0.393	p = 0.748	p = 0.866
Tenure at factory (yrs)	0.014	−0.011	0.009	−0.003	0.0003	0.004
	p = 0.539	p = 0.117	p = 0.496	p = 0.759	p = 0.748	p = 0.609
7.1: position helper/lineman	0.090	−0.009	0.037	−0.027	0.010	0.031
	p = 0.481	p = 1.000	p = 0.495	p = 0.270	p = 0.748	p = 1.000
7.1: position operator	0.028	−0.009	0.030	0.009	−0.066	−0.060
	p = 0.752	p = 0.863	p = 0.736	p = 1.000	p = 0.482	p = 0.869
Factory code 63	0.238		0.211		−0.083	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.140		0.072		−0.058	
	p = 0.000***		p = 0.000***		p = 0.000***	
Constant	0.016	0.301	0.092	0.242	0.686	0.643
	p = 0.752	p = 0.531	p = 0.000***	p = 0.484	p = 0.482	p = 0.256
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. Includes factory fixed effects.

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

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.081	0.064	0.183	0.155	0.233	0.246
	p = 0.0004***	p = 0.005***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***
Gender: female	−0.022	−0.068	−0.004	−0.009	0.064	0.051
	p = 0.601	p = 0.095*	p = 0.922	p = 0.823	p = 0.147	p = 0.207
Age	0.004	0.003	−0.002	−0.001	−0.001	−0.001
	p = 0.263	p = 0.315	p = 0.544	p = 0.634	p = 0.835	p = 0.787
Years of schooling	0.006	0.005	0.001	−0.0001	0.005	0.009
	p = 0.226	p = 0.322	p = 0.865	p = 0.986	p = 0.350	p = 0.081*
Ever married	−0.065	−0.026	0.003	0.014	−0.002	−0.005
	p = 0.168	p = 0.554	p = 0.951	p = 0.739	p = 0.968	p = 0.907
Experience in sector (yrs)	−0.010	−0.011	0.001	−0.001	−0.003	−0.001
	p = 0.050**	p = 0.038**	p = 0.846	p = 0.822	p = 0.632	p = 0.775
Tenure at factory (yrs)	0.015	0.005	0.010	0.008	0.001	0.006
	p = 0.050**	p = 0.457	p = 0.162	p = 0.235	p = 0.889	p = 0.409
7.1: position helper/lineman	0.097	0.085	−0.041	−0.070	−0.059	−0.051
	p = 0.160	p = 0.208	p = 0.552	p = 0.267	p = 0.411	p = 0.439
7.1: position operator	0.008	0.030	−0.040	−0.049	−0.117	−0.098
	p = 0.892	p = 0.623	p = 0.509	p = 0.391	p = 0.063*	p = 0.099*
Factory code 13	0.162		0.027		−0.251	
	p = 0.233		p = 0.844		p = 0.075*	
Factory code 63	0.415		0.251		−0.340	
	p = 0.003***		p = 0.066*		p = 0.017**	
Factory code 90	0.036		0.113		−0.299	
	p = 0.789		p = 0.404		p = 0.035**	
9.1: Factory has rules	−0.180	−0.154	−0.197	−0.203	−0.076	−0.084
	p = 0.0001***	p = 0.001***	p = 0.00002***	p = 0.00001***	p = 0.109	p = 0.063*
9.1: Management consults workers	−0.238	−0.208	−0.098	−0.091	−0.021	−0.020
	p = 0.0003***	p = 0.002***	p = 0.129	p = 0.145	p = 0.755	p = 0.761
9.1: Must obey orders	−0.168	−0.175	−0.164	−0.190	−0.185	−0.212
	p = 0.002***	p = 0.002***	p = 0.002***	p = 0.0002***	p = 0.001***	p = 0.0001***
Constant	0.147	0.378	0.321	0.482	1.050	0.727
	p = 0.400	p = 0.001***	p = 0.065*	p = 0.00001***	p = 0.000***	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. Includes factory fixed effects.

Table 61: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Working hours/overtime		Production target		Behaviour of management	
	OLS		*OLS*		*OLS*	
	(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 = 0.248	p = 0.000***	p = 0.132	p = 0.000***	p = 0.265
Gender: female	−0.002	−0.024	−0.016	−0.013	0.021	0.018
	p = 0.773	p = 0.878	p = 0.749	p = 1.000	p = 0.741	p = 1.000
Age	0.007	0.004	−0.002	−0.002	−0.003	−0.003
	p = 0.253	p = 0.346	p = 0.749	p = 0.634	p = 0.741	p = 1.000
Years of schooling	0.008	−0.003	0.012	0.006	0.014	0.015
	p = 0.515	p = 0.753	p = 0.234	p = 0.359	p = 0.506	p = 0.513
Ever married	−0.047	−0.018	0.012	0.055	−0.012	−0.028
	p = 0.258	p = 0.749	p = 0.749	p = 1.000	p = 0.236	p = 0.496
Experience in sector (yrs)	−0.007	−0.004	0.005	0.006	0.002	0.002
	p = 0.515	p = 0.649	p = 0.494	p = 0.363	p = 0.741	p = 0.887
Tenure at factory (yrs)	0.015	−0.012	0.010	−0.004	−0.002	0.002
	p = 0.515	p = 0.254	p = 0.489	p = 0.633	p = 0.741	p = 1.000
7.1: position helper/lineman	0.091	−0.006	0.027	−0.041	0.013	0.034
	p = 0.511	p = 1.000	p = 0.749	p = 0.110	p = 0.741	p = 1.000
7.1: position operator	0.031	−0.005	0.026	0.004	−0.066	−0.060
	p = 0.773	p = 1.000	p = 0.515	p = 0.885	p = 0.506	p = 0.749
Factory code 63	0.246		0.233		−0.080	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.143		0.070		−0.045	
	p = 0.000***		p = 0.234		p = 0.000***	
9.1: Factory has rules	−0.073	−0.052	−0.157	−0.130	−0.082	−0.092
	p = 0.773	p = 0.864	p = 0.000***	p = 0.129	p = 0.236	p = 0.119
9.1: Management consults workers	−0.172	−0.140	−0.185	−0.166	−0.101	−0.106
	p = 0.511	p = 0.512	p = 0.000***	p = 0.129	p = 0.000***	p = 0.254
9.1: Must obey orders	−0.047	−0.081	−0.050	−0.044	−0.157	−0.163
	p = 0.773	p = 0.859	p = 0.515	p = 0.641	p = 0.000***	p = 0.243
Constant	0.073	0.364	0.174	0.329	0.781	0.740
	p = 0.773	p = 0.535	p = 0.000***	p = 0.000***	p = 0.236	p = 0.234
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. Includes factory fixed effects.

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

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.127	0.114	0.083	0.050	0.013	−0.029
	p = 0.006***	p = 0.009***	p = 0.085*	p = 0.268	p = 0.716	p = 0.430
Age	0.003	0.003	0.001	−0.0003	0.003	0.006
	p = 0.427	p = 0.388	p = 0.701	p = 0.930	p = 0.352	p = 0.048**
Years of schooling	0.004	0.013	−0.003	0.001	−0.008	0.006
	p = 0.461	p = 0.017**	p = 0.610	p = 0.877	p = 0.065*	p = 0.225
Ever married	−0.040	0.023	0.005	0.053	0.015	0.105
	p = 0.431	p = 0.628	p = 0.921	p = 0.279	p = 0.713	p = 0.009***
Experience in sector (yrs)	−0.010	−0.009	−0.001	−0.001	0.002	−0.003
	p = 0.064*	p = 0.081*	p = 0.815	p = 0.799	p = 0.600	p = 0.476
Tenure at factory (yrs)	0.017	0.025	−0.001	0.006	−0.002	0.012
	p = 0.039**	p = 0.0005***	p = 0.940	p = 0.421	p = 0.725	p = 0.050**
7.1: position helper/lineman	−0.242	−0.241	−0.071	−0.090	−0.070	−0.067
	p = 0.002***	p = 0.001***	p = 0.363	p = 0.227	p = 0.231	p = 0.269
7.1: position operator	−0.185	−0.180	−0.055	−0.058	−0.050	−0.038
	p = 0.005***	p = 0.005***	p = 0.422	p = 0.385	p = 0.328	p = 0.482
Factory code 13	0.181		0.281		0.276	
	p = 0.220		p = 0.069*		p = 0.017**	
Factory code 63	0.105		0.233		0.211	
	p = 0.479		p = 0.132		p = 0.067*	
Factory code 90	0.102		−0.076		0.302	
	p = 0.490		p = 0.620		p = 0.009***	
9.1: Factory has rules	0.012	0.030	−0.300	−0.313	−0.063	−0.052
	p = 0.806	p = 0.520	p = 0.000***	p = 0.000***	p = 0.093*	p = 0.194
9.1: Management consults workers	0.020	0.075	−0.070	−0.043	−0.0003	0.053
	p = 0.778	p = 0.281	p = 0.341	p = 0.556	p = 0.996	p = 0.370
9.1: Must obey orders	−0.171	−0.170	−0.319	−0.370	0.015	0.017
	p = 0.002***	p = 0.001***	p = 0.000***	p = 0.000***	p = 0.716	p = 0.707
Constant	0.642	0.554	0.608	0.700	0.640	0.589
	p = 0.001***	p = 0.00001***	p = 0.002***	p = 0.00000***	p = 0.00002***	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. Includes factory fixed effects.

Table 63: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.107	0.101	0.096	0.057	0.024	0.028
	p = 0.516	p = 0.507	p = 0.494	p = 0.753	p = 0.474	p = 0.754
Age	−0.0002	−0.001	0.006	0.001	0.0003	0.001
	p = 0.762	p = 0.678	p = 0.486	p = 0.871	p = 0.502	p = 0.768
Years of schooling	0.010	0.008	−0.011	−0.019	−0.019	−0.016
	p = 0.267	p = 0.394	p = 0.249	p = 0.137	p = 0.231	p = 0.135
Ever married	−0.070	−0.076	−0.016	−0.063	0.100	0.081
	p = 0.000***	p = 0.244	p = 0.494	p = 0.624	p = 0.271	p = 0.354
Experience in sector (yrs)	−0.008	−0.008	−0.004	−0.001	−0.002	−0.003
	p = 0.516	p = 0.637	p = 0.486	p = 0.896	p = 0.745	p = 0.872
Tenure at factory (yrs)	0.030	0.028	0.001	−0.013	−0.004	0.004
	p = 0.000***	p = 0.140	p = 0.494	p = 0.522	p = 0.000***	p = 0.752
7.1: position helper/lineman	−0.148	−0.153	−0.159	−0.182	−0.171	−0.138
	p = 0.249	p = 0.382	p = 0.000***	p = 0.239	p = 0.000***	p = 0.104
7.1: position operator	−0.189	−0.192	−0.162	−0.184	−0.110	−0.101
	p = 0.249	p = 0.369	p = 0.486	p = 0.501	p = 0.474	p = 0.765
Factory code 63	−0.006		−0.073		−0.106	
	p = 0.000***		p = 0.249		p = 0.000***	
Factory code 90	−0.055		−0.384		0.005	
	p = 0.000***		p = 0.000***		p = 0.745	
9.1: Factory has rules	−0.101	−0.105	−0.203	−0.237	−0.045	−0.061
	p = 0.513	p = 0.237	p = 0.506	p = 0.251	p = 0.745	p = 0.350
9.1: Management consults workers	−0.058	−0.056	−0.071	−0.062	−0.067	−0.080
	p = 0.267	p = 0.130	p = 0.000***	p = 0.384	p = 0.474	p = 0.509
9.1: Must obey orders	−0.263	−0.275	−0.199	−0.289	0.085	0.079
	p = 0.000***	p = 0.151	p = 0.506	p = 0.125	p = 0.271	p = 0.259
Constant	0.885	0.914	0.867	1.047	1.054	0.970
	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	0.069	0.071	0.137	0.035	0.053	0.040

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	0.166		0.015		0.255	
	p = 0.249		p = 0.865		p = 0.020**	
Factory code 63	0.144		0.019		0.190	
	p = 0.323		p = 0.836		p = 0.085*	
Factory code 90	0.118		−0.062		0.336	
	p = 0.414		p = 0.487		p = 0.003***	
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. Includes factory fixed effects.

Table 65: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	0.005	−0.005	0.002	−0.012	−0.054	−0.025
	p = 0.767	p = 0.594	p = 0.741	p = 0.644	p = 0.526	p = 0.631
9.2: Supervisor doesn't use bad lang (numeric)	−0.040	−0.033	0.010	0.022	0.016	0.008
	p = 0.000***	p = 0.514	p = 0.512	p = 0.625	p = 0.526	p = 0.871
9.2: Supervisor will side with me (numeric)	0.100	0.097	−0.036	−0.039	−0.094	−0.090
	p = 0.000***	p = 0.250	p = 0.256	p = 0.402	p = 0.235	p = 0.129
9.2: Respect supervisor (numeric)	−0.017	−0.021	0.061	0.054	0.093	0.101
	p = 0.524	p = 0.392	p = 0.000***	p = 0.125	p = 0.000***	p = 0.236
9.2: Supervisor speaks openly (numeric)	0.116	0.121	−0.016	−0.009	0.033	0.015
	p = 0.000***	p = 0.138	p = 0.485	p = 0.865	p = 0.473	p = 0.761
9.2: I get fair salary (numeric)	0.001	0.008	0.293	0.303	0.066	0.052
	p = 0.767	p = 0.762	p = 0.000***	p = 0.139	p = 0.235	p = 0.236
Gender: female	0.117	0.109	−0.001	−0.013	−0.002	0.011
	p = 0.271	p = 0.361	p = 0.741	p = 1.000	p = 0.761	p = 0.635
Age	−0.003	−0.004	0.002	0.0003	0.001	0.003
	p = 0.243	p = 0.494	p = 0.741	p = 1.000	p = 0.526	p = 0.748
Years of schooling	0.010	0.009	−0.005	−0.007	−0.018	−0.012
	p = 0.271	p = 0.504	p = 0.741	p = 0.740	p = 0.289	p = 0.740
Ever married	−0.045	−0.046	−0.003	−0.006	0.091	0.073
	p = 0.514	p = 0.742	p = 0.741	p = 0.870	p = 0.238	p = 0.397
Experience in sector (yrs)	−0.012	−0.011	−0.006	−0.005	−0.002	−0.003
	p = 0.271	p = 0.361	p = 0.485	p = 0.754	p = 0.761	p = 0.875
Tenure at factory (yrs)	0.036	0.033	0.002	−0.002	−0.009	0.005
	p = 0.000***	p = 0.256	p = 0.741	p = 0.740	p = 0.238	p = 0.505
7.1: position helper/lineman	−0.154	−0.162	−0.032	−0.040	−0.143	−0.093
	p = 0.271	p = 0.397	p = 0.485	p = 0.152	p = 0.000***	p = 0.228
7.1: position operator	−0.161	−0.165	−0.049	−0.052	−0.100	−0.081
	p = 0.271	p = 0.371	p = 0.256	p = 0.490	p = 0.523	p = 0.635
Factory code 63	0.012		0.005		−0.131	
	p = 0.243		p = 0.485		p = 0.000***	
Factory code 90	−0.058		−0.088		0.082	
	p = 0.000***		p = 0.000***		p = 0.235	
Constant	0.222	0.256	−0.375	−0.338	0.732	0.561
	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.250
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. Includes factory fixed effects.

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

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−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 dummy)	−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 dummy)	−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 dummy)	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 dummy)	−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 dummy)	−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
Factory code 13	0.177		0.065		0.228	
	p = 0.223		p = 0.423		p = 0.040**	
Factory code 63	0.154		0.114		0.175	
	p = 0.291		p = 0.166		p = 0.117	
Factory code 90	0.127		−0.020		0.318	
	p = 0.381		p = 0.806		p = 0.005***	
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. Includes factory fixed effects.

Table 67: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−0.102	−0.075	−0.115	−0.067	0.028	−0.035
	p = 0.504	p = 1.000	p = 0.254	p = 0.743	p = 0.241	p = 0.217
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.078	0.062	0.050	0.022	−0.039	−0.009
	p = 0.504	p = 0.760	p = 0.531	p = 0.749	p = 0.518	p = 1.000
9.2: Supervisor will side with me (disagree dummy)	−0.144	−0.142	0.049	0.053	0.133	0.130
	p = 0.244	p = 0.260	p = 0.254	p = 0.526	p = 0.241	p = 0.118
9.2: Respect supervisor (disagree dummy)	0.036	0.041	0.022	0.031	0.090	0.077
	p = 0.000***	p = 1.000	p = 0.000***	p = 0.117	p = 0.000***	p = 0.264
9.2: Supervisor speaks openly (disagree dummy)	−0.179	−0.189	−0.078	−0.096	−0.010	0.013
	p = 0.235	p = 0.246	p = 0.532	p = 0.874	p = 0.759	p = 0.746
9.2: I get fair salary (disagree dummy)	−0.019	−0.035	−0.792	−0.820	−0.214	−0.183
	p = 0.504	p = 0.521	p = 0.000***	p = 0.118	p = 0.241	p = 0.128
Gender: female	0.095	0.089	0.020	0.008	0.013	0.025
	p = 0.235	p = 0.504	p = 0.785	p = 1.000	p = 0.475	p = 0.890
Age	−0.002	−0.003	0.002	0.00005	0.001	0.002
	p = 0.479	p = 0.518	p = 0.278	p = 1.000	p = 0.759	p = 1.000
Years of schooling	0.012	0.010	−0.006	−0.009	−0.019	−0.014
	p = 0.244	p = 0.493	p = 0.785	p = 0.258	p = 0.234	p = 0.521
Ever married	−0.032	−0.030	0.018	0.021	0.077	0.066
	p = 0.495	p = 0.495	p = 0.507	p = 1.000	p = 0.285	p = 0.748
Experience in sector (yrs)	−0.011	−0.010	−0.006	−0.005	−0.001	−0.003
	p = 0.479	p = 0.772	p = 0.532	p = 0.791	p = 0.475	p = 0.394
Tenure at factory (yrs)	0.038	0.034	0.009	0.0003	−0.008	0.004
	p = 0.000***	p = 0.127	p = 0.253	p = 0.873	p = 0.000***	p = 1.000
7.1: position helper/lineman	−0.165	−0.180	−0.093	−0.121	−0.143	−0.099
	p = 0.000***	p = 0.363	p = 0.278	p = 0.242	p = 0.000***	p = 0.245
7.1: position operator	−0.174	−0.180	−0.061	−0.072	−0.091	−0.074
	p = 0.235	p = 0.367	p = 0.532	p = 0.488	p = 0.475	p = 0.773
Factory code 63	0.027		0.050		−0.100	
	p = 0.244		p = 0.278		p = 0.000***	
Factory code 90	−0.054		−0.097		0.097	
	p = 0.260		p = 0.000***		p = 0.000***	
Constant	0.875	0.929	0.972	1.070	1.043	0.902
	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	0.096	0.096	0.723	0.713	0.136	0.095

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	0.167		0.302		0.287	
	p = 0.249		p = 0.032**		p = 0.013**	
Factory code 63	0.165		0.362		0.228	
	p = 0.257		p = 0.011**		p = 0.049**	
Factory code 90	0.121		0.015		0.325	
	p = 0.404		p = 0.914		p = 0.005***	
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. Includes factory fixed effects.

Table 69: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(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 = 0.117	p = 0.000***	p = 0.255	p = 0.747	p = 0.738
Gender: female	0.084	0.078	0.065	0.027	0.025	0.031
	p = 0.495	p = 0.374	p = 0.521	p = 1.000	p = 0.513	p = 0.636
Age	−0.001	−0.002	0.005	0.0001	0.001	0.002
	p = 0.495	p = 0.351	p = 0.488	p = 0.879	p = 0.484	p = 0.651
Years of schooling	0.013	0.011	−0.008	−0.017	−0.020	−0.016
	p = 0.240	p = 0.122	p = 0.503	p = 0.122	p = 0.250	p = 0.127
Ever married	−0.035	−0.027	0.010	0.002	0.081	0.062
	p = 0.495	p = 0.728	p = 0.521	p = 1.000	p = 0.234	p = 0.509
Experience in sector (yrs)	−0.011	−0.011	−0.010	−0.007	−0.003	−0.004
	p = 0.495	p = 0.607	p = 0.488	p = 0.732	p = 0.497	p = 1.000
Tenure at factory (yrs)	0.037	0.031	0.007	−0.010	−0.007	0.003
	p = 0.000***	p = 0.105	p = 0.503	p = 0.247	p = 0.234	p = 0.867
7.1: position helper/lineman	−0.122	−0.145	−0.076	−0.125	−0.157	−0.116
	p = 0.255	p = 0.379	p = 0.000***	p = 0.238	p = 0.250	p = 0.135
7.1: position operator	−0.145	−0.153	−0.057	−0.079	−0.100	−0.085
	p = 0.255	p = 0.394	p = 0.488	p = 0.629	p = 0.513	p = 0.619
Factory code 63	0.052		0.035		−0.107	
	p = 0.000***		p = 0.488		p = 0.000***	
Factory code 90	−0.036		−0.302		0.026	
	p = 0.000***		p = 0.000***		p = 0.000***	
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. Includes factory fixed effects.

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

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	0.181		0.281		0.276	
	p = 0.210		p = 0.044**		p = 0.016**	
Factory code 63	0.163		0.365		0.228	
	p = 0.261		p = 0.010***		p = 0.048**	
Factory code 90	0.137		0.002		0.312	
	p = 0.344		p = 0.987		p = 0.007***	
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. Includes factory fixed effects.

Table 71: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Opportunities to complain		Salary/bonus		Salary payment date	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.133	0.129	0.296	0.303	0.026	0.035
	p = 0.000***	p = 0.135	p = 0.000***	p = 0.271	p = 0.255	p = 0.129
Gender: female	0.092	0.088	0.063	0.027	0.021	0.025
	p = 0.505	p = 0.513	p = 0.529	p = 1.000	p = 0.513	p = 0.710
Age	−0.001	−0.001	0.005	0.0004	0.0002	0.001
	p = 0.750	p = 0.359	p = 0.528	p = 1.000	p = 0.760	p = 0.766
Years of schooling	0.011	0.009	−0.007	−0.016	−0.019	−0.015
	p = 0.236	p = 0.507	p = 0.475	p = 0.131	p = 0.258	p = 0.119
Ever married	−0.052	−0.045	0.025	0.009	0.104	0.089
	p = 0.269	p = 0.489	p = 0.529	p = 0.739	p = 0.000***	p = 0.489
Experience in sector (yrs)	−0.011	−0.010	−0.009	−0.007	−0.003	−0.003
	p = 0.505	p = 0.639	p = 0.528	p = 0.760	p = 0.502	p = 1.000
Tenure at factory (yrs)	0.034	0.029	0.009	−0.011	−0.003	0.004
	p = 0.000***	p = 0.125	p = 0.475	p = 0.133	p = 0.258	p = 0.624
7.1: position helper/lineman	−0.116	−0.135	−0.089	−0.140	−0.165	−0.133
	p = 0.269	p = 0.358	p = 0.000***	p = 0.236	p = 0.000***	p = 0.246
7.1: position operator	−0.145	−0.151	−0.064	−0.088	−0.101	−0.090
	p = 0.269	p = 0.480	p = 0.528	p = 0.613	p = 0.513	p = 0.644
Factory code 63	0.049		0.050		−0.095	
	p = 0.000***		p = 0.528		p = 0.000***	
Factory code 90	−0.021		−0.307		0.011	
	p = 0.000***		p = 0.000***		p = 0.502	
9.1: Factory has rules	−0.042	−0.038	−0.072	−0.078	−0.033	−0.042
	p = 0.481	p = 1.000	p = 0.475	p = 0.875	p = 0.505	p = 0.378
9.1: Management consults workers	−0.031	−0.024	−0.010	0.013	−0.062	−0.072
	p = 0.481	p = 0.750	p = 0.475	p = 0.106	p = 0.513	p = 0.522
9.1: Must obey orders	−0.151	−0.156	0.050	−0.009	0.107	0.112
	p = 0.000***	p = 0.234	p = 0.475	p = 0.868	p = 0.502	p = 0.124
Constant	0.759	0.813	0.587	0.809	1.029	0.942
	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	0.107	0.108	0.286	0.199	0.053	0.043

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(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***
Factory code 13	0.005		0.366		−0.045	
	p = 0.973		p = 0.005***		p = 0.743	
Factory code 63	−0.140		0.062		−0.141	
	p = 0.362		p = 0.635		p = 0.309	
Factory code 90	−0.063		0.201		−0.090	
	p = 0.682		p = 0.122		p = 0.516	
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. Includes factory fixed effects.

Table 73: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.010	−0.015	−0.063	−0.072	0.041	0.039
	p = 0.512	p = 0.617	p = 0.494	p = 0.467	p = 0.750	p = 1.000
Age	0.009	0.008	−0.005	−0.006	−0.002	−0.002
	p = 0.000***	p = 0.118	p = 0.494	p = 0.127	p = 0.514	p = 0.519
Years of schooling	0.002	0.004	0.004	0.009	−0.014	−0.013
	p = 0.759	p = 0.646	p = 0.733	p = 0.391	p = 0.252	p = 0.142
Ever married	0.050	0.017	0.118	0.048	−0.091	−0.111
	p = 0.494	p = 0.606	p = 0.494	p = 0.852	p = 0.236	p = 0.145
Experience in sector (yrs)	−0.015	−0.014	0.003	0.003	−0.010	−0.010
	p = 0.512	p = 0.875	p = 0.733	p = 0.722	p = 0.000***	p = 0.265
Tenure at factory (yrs)	0.023	0.029	0.025	0.038	0.042	0.047
	p = 0.265	p = 0.124	p = 0.224	p = 0.119	p = 0.000***	p = 0.124
7.1: position helper/lineman	−0.099	−0.067	−0.314	−0.242	−0.064	−0.041
	p = 0.247	p = 1.000	p = 0.494	p = 0.257	p = 0.000***	p = 0.251
7.1: position operator	−0.066	−0.062	−0.276	−0.264	0.181	0.186
	p = 0.512	p = 0.628	p = 0.000***	p = 0.247	p = 0.000***	p = 0.245
Factory code 63	−0.139		−0.297		−0.089	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.091		−0.174		−0.042	
	p = 0.000***		p = 0.000***		p = 0.000***	
9.1: Factory has rules	−0.213	−0.240	−0.136	−0.192	0.027	0.011
	p = 0.247	p = 0.253	p = 0.000***	p = 0.247	p = 0.488	p = 0.761
9.1: Management consults workers	−0.071	−0.084	−0.112	−0.141	−0.021	−0.030
	p = 0.247	p = 0.402	p = 0.224	p = 0.143	p = 0.750	p = 0.623
9.1: Must obey orders	−0.177	−0.206	−0.098	−0.155	−0.064	−0.079
	p = 0.247	p = 0.242	p = 0.270	p = 0.252	p = 0.262	p = 0.118
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 = 0.252	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. Includes factory fixed effects.

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

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(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***
Factory code 13	−0.076		0.319		−0.094	
	p = 0.606		p = 0.014**		p = 0.490	
Factory code 63	−0.193		0.053		−0.145	
	p = 0.197		p = 0.684		p = 0.290	
Factory code 90	−0.064		0.195		−0.067	
	p = 0.666		p = 0.130		p = 0.622	
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. Includes factory fixed effects.

Table 75: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(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 = 0.480	p = 0.754	p = 0.000***	p = 0.238	p = 0.506	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 = 0.259	p = 0.233	p = 0.747	p = 1.000	p = 0.746	p = 1.000
9.2: Supervisor will side with me (numeric)	−0.017	−0.016	−0.006	−0.006	−0.049	−0.046
	p = 0.489	p = 0.858	p = 0.462	p = 1.000	p = 0.000***	p = 0.219
9.2: Respect supervisor (numeric)	0.008	0.010	0.016	0.011	0.021	0.026
	p = 0.739	p = 0.861	p = 0.747	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 = 0.480	p = 0.613	p = 0.237	p = 0.135	p = 0.000***	p = 0.494
9.2: I get fair salary (numeric)	0.108	0.103	0.076	0.079	0.082	0.074
	p = 0.000***	p = 0.225	p = 0.000***	p = 0.257	p = 0.240	p = 0.132
Gender: female	−0.044	−0.043	−0.103	−0.114	0.016	0.024
	p = 0.509	p = 0.378	p = 0.462	p = 0.491	p = 0.506	p = 0.726
Age	0.006	0.007	−0.005	−0.005	−0.003	−0.002
	p = 0.000***	p = 0.237	p = 0.000***	p = 0.250	p = 0.506	p = 0.477
Years of schooling	0.004	0.008	0.007	0.012	−0.011	−0.009
	p = 0.739	p = 0.643	p = 0.522	p = 0.490	p = 0.240	p = 0.125
Ever married	0.058	0.035	0.115	0.068	−0.069	−0.078
	p = 0.489	p = 0.757	p = 0.462	p = 1.000	p = 0.000***	p = 0.234
Experience in sector (yrs)	−0.017	−0.018	0.001	0.001	−0.010	−0.011
	p = 0.480	p = 0.750	p = 0.747	p = 0.872	p = 0.506	p = 0.248
Tenure at factory (yrs)	0.025	0.035	0.027	0.040	0.042	0.049
	p = 0.000***	p = 0.127	p = 0.225	p = 0.120	p = 0.000***	p = 0.246
7.1: position helper/lineman	−0.049	−0.004	−0.259	−0.186	−0.044	−0.018
	p = 0.489	p = 0.878	p = 0.462	p = 0.251	p = 0.240	p = 0.386
7.1: position operator	−0.020	−0.004	−0.230	−0.203	0.203	0.213
	p = 0.480	p = 1.000	p = 0.237	p = 0.259	p = 0.000***	p = 0.098*
Factory code 63	−0.134		−0.244		−0.067	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	0.0002		−0.104		0.047	
	p = 0.739		p = 0.000***		p = 0.506	
Constant	0.052	−0.093	0.363	0.135	−0.180	−0.269
	p = 0.739	p = 0.458	p = 0.000***	p = 0.000***	p = 0.506	p = 0.242
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. Includes factory fixed effects.

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

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−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 dummy)	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 dummy)	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 dummy)	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 dummy)	−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 dummy)	−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***
Factory code 13	−0.055		0.327		−0.085	
	p = 0.709		p = 0.011**		p = 0.534	
Factory code 63	−0.168		0.051		−0.131	
	p = 0.261		p = 0.691		p = 0.338	
Factory code 90	−0.053		0.202		−0.063	
	p = 0.719		p = 0.115		p = 0.645	
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. Includes factory fixed effects.

Table 77: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−0.186	−0.220	−0.079	−0.115	−0.031	−0.058
	p = 0.259	p = 0.612	p = 0.000***	p = 0.119	p = 0.753	p = 0.871
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.165	0.167	−0.122	−0.143	0.014	0.026
	p = 0.000***	p = 0.127	p = 0.000***	p = 0.518	p = 0.533	p = 0.742
9.2: Supervisor will side with me (disagree dummy)	0.010	0.010	0.025	0.026	0.110	0.109
	p = 0.755	p = 1.000	p = 0.510	p = 0.761	p = 0.000***	p = 0.128
9.2: Respect supervisor (disagree dummy)	0.143	0.133	−0.010	−0.026	−0.027	−0.033
	p = 0.507	p = 0.511	p = 0.757	p = 1.000	p = 0.753	p = 0.722
9.2: Supervisor speaks openly (disagree dummy)	−0.059	−0.046	0.238	0.251	−0.073	−0.064
	p = 0.755	p = 0.749	p = 0.000***	p = 0.240	p = 0.283	p = 0.642
9.2: I get fair salary (disagree dummy)	−0.313	−0.307	−0.214	−0.227	−0.217	−0.205
	p = 0.000***	p = 0.248	p = 0.000***	p = 0.264	p = 0.220	p = 0.131
Gender: female	−0.042	−0.041	−0.097	−0.106	0.019	0.024
	p = 0.496	p = 0.377	p = 0.495	p = 0.489	p = 0.471	p = 0.742
Age	0.006	0.007	−0.005	−0.005	−0.002	−0.002
	p = 0.259	p = 0.114	p = 0.247	p = 0.114	p = 0.533	p = 0.622
Years of schooling	0.004	0.007	0.007	0.012	−0.012	−0.009
	p = 0.755	p = 0.499	p = 0.509	p = 0.505	p = 0.283	p = 0.393
Ever married	0.051	0.030	0.121	0.076	−0.067	−0.072
	p = 0.507	p = 0.888	p = 0.495	p = 0.743	p = 0.283	p = 0.217
Experience in sector (yrs)	−0.016	−0.017	0.002	0.001	−0.009	−0.010
	p = 0.507	p = 0.628	p = 0.757	p = 1.000	p = 0.533	p = 0.232
Tenure at factory (yrs)	0.027	0.037	0.026	0.040	0.045	0.051
	p = 0.248	p = 0.126	p = 0.248	p = 0.236	p = 0.000***	p = 0.121
7.1: position helper/lineman	−0.071	−0.030	−0.262	−0.191	−0.063	−0.043
	p = 0.259	p = 0.874	p = 0.495	p = 0.239	p = 0.000***	p = 0.230
7.1: position operator	−0.031	−0.017	−0.228	−0.205	0.192	0.199
	p = 0.507	p = 1.000	p = 0.247	p = 0.114	p = 0.000***	p = 0.138
Factory code 63	−0.127		−0.248		−0.047	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.008		−0.105		0.036	
	p = 0.507		p = 0.000***		p = 0.471	
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 = 0.249
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. Includes factory fixed effects.

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

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.185	0.196	0.084	0.101	0.111	0.100
	p = 0.000***	p = 0.000***	p = 0.00002***	p = 0.00000***	p = 0.00000***	p = 0.00000***
Gender: female	0.041	0.029	−0.029	−0.030	0.003	0.036
	p = 0.379	p = 0.500	p = 0.465	p = 0.429	p = 0.947	p = 0.352
Age	0.004	0.003	−0.005	−0.001	0.001	0.002
	p = 0.226	p = 0.371	p = 0.156	p = 0.668	p = 0.772	p = 0.530
Years of schooling	0.007	0.011	0.005	0.010	−0.005	−0.0005
	p = 0.248	p = 0.036**	p = 0.365	p = 0.035**	p = 0.343	p = 0.920
Ever married	0.053	0.072	0.060	0.043	−0.094	−0.078
	p = 0.309	p = 0.126	p = 0.176	p = 0.300	p = 0.045**	p = 0.064*
Experience in sector (yrs)	−0.018	−0.013	−0.005	−0.009	−0.015	−0.021
	p = 0.002***	p = 0.015**	p = 0.355	p = 0.045**	p = 0.004***	p = 0.00002***
Tenure at factory (yrs)	0.022	0.026	0.024	0.036	0.039	0.042
	p = 0.008***	p = 0.0003***	p = 0.001***	p = 0.000***	p = 0.00000***	p = 0.000***
7.1: position helper/lineman	−0.124	−0.124	−0.249	−0.226	−0.050	−0.104
	p = 0.105	p = 0.082*	p = 0.0002***	p = 0.0003***	p = 0.472	p = 0.101
7.1: position operator	−0.060	−0.047	−0.167	−0.148	0.202	0.185
	p = 0.372	p = 0.465	p = 0.004***	p = 0.009***	p = 0.001***	p = 0.002***
Factory code 13	0.017		0.369		−0.048	
	p = 0.912		p = 0.005***		p = 0.722	
Factory code 63	−0.074		0.091		−0.084	
	p = 0.625		p = 0.482		p = 0.540	
Factory code 90	−0.025		0.219		−0.051	
	p = 0.870		p = 0.090*		p = 0.708	
Constant	0.512	0.422	0.231	0.283	0.242	0.131
	p = 0.007***	p = 0.0002***	p = 0.153	p = 0.005***	p = 0.156	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. Includes factory fixed effects.

Table 79: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(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 = 0.248	p = 0.000***	p = 0.248	p = 0.000***	p = 0.255
Gender: female	−0.028	−0.034	−0.077	−0.089	0.032	0.031
	p = 0.520	p = 0.729	p = 0.494	p = 0.743	p = 0.739	p = 1.000
Age	0.008	0.007	−0.005	−0.006	−0.002	−0.002
	p = 0.274	p = 0.128	p = 0.254	p = 0.256	p = 0.000***	p = 0.135
Years of schooling	0.003	0.005	0.005	0.010	−0.013	−0.012
	p = 0.761	p = 0.624	p = 0.517	p = 0.380	p = 0.243	p = 0.132
Ever married	0.060	0.035	0.119	0.061	−0.075	−0.083
	p = 0.487	p = 0.615	p = 0.494	p = 0.731	p = 0.000***	p = 0.256
Experience in sector (yrs)	−0.018	−0.018	0.0005	−0.0002	−0.011	−0.011
	p = 0.515	p = 0.756	p = 0.757	p = 1.000	p = 0.504	p = 0.126
Tenure at factory (yrs)	0.027	0.032	0.026	0.040	0.044	0.047
	p = 0.274	p = 0.117	p = 0.240	p = 0.255	p = 0.000***	p = 0.150
7.1: position helper/lineman	−0.058	−0.027	−0.285	−0.209	−0.052	−0.039
	p = 0.487	p = 0.893	p = 0.494	p = 0.126	p = 0.243	p = 0.113
7.1: position operator	−0.019	−0.009	−0.241	−0.217	0.205	0.209
	p = 0.515	p = 0.639	p = 0.254	p = 0.132	p = 0.000***	p = 0.113
Factory code 63	−0.115		−0.273		−0.043	
	p = 0.000***		p = 0.000***		p = 0.261	
Factory code 90	−0.071		−0.149		−0.017	
	p = 0.274		p = 0.000***		p = 0.261	
Constant	0.475	0.410	0.608	0.444	0.236	0.207
	p = 0.241	p = 0.276	p = 0.000***	p = 0.000***	p = 0.243	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. Includes factory fixed effects.

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

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Good supervisor rship (index)	0.165	0.177	0.075	0.085	0.128	0.116
	p = 0.000***	p = 0.000***	p = 0.001***	p = 0.00004***	p = 0.00000***	p = 0.00000***
Gender: female	0.036	0.024	−0.030	−0.032	0.003	0.035
	p = 0.445	p = 0.576	p = 0.464	p = 0.397	p = 0.939	p = 0.358
Age	0.005	0.004	−0.004	−0.001	0.001	0.002
	p = 0.175	p = 0.284	p = 0.166	p = 0.729	p = 0.846	p = 0.618
Years of schooling	0.007	0.011	0.004	0.010	−0.005	0.0001
	p = 0.260	p = 0.045**	p = 0.388	p = 0.045**	p = 0.394	p = 0.992
Ever married	0.051	0.069	0.059	0.040	−0.092	−0.076
	p = 0.323	p = 0.144	p = 0.188	p = 0.328	p = 0.051*	p = 0.072*
Experience in sector (yrs)	−0.018	−0.013	−0.004	−0.009	−0.015	−0.021
	p = 0.002***	p = 0.016**	p = 0.369	p = 0.052*	p = 0.003***	p = 0.00002***
Tenure at factory (yrs)	0.021	0.025	0.023	0.035	0.040	0.043
	p = 0.012**	p = 0.0005***	p = 0.002***	p = 0.00000***	p = 0.00000***	p = 0.000***
7.1: position helper/lineman	−0.127	−0.123	−0.248	−0.221	−0.052	−0.109
	p = 0.094*	p = 0.084*	p = 0.0002***	p = 0.0005***	p = 0.452	p = 0.087*
7.1: position operator	−0.059	−0.046	−0.165	−0.142	0.199	0.184
	p = 0.377	p = 0.471	p = 0.005***	p = 0.011**	p = 0.001***	p = 0.002***
Factory code 13	0.005		0.366		−0.045	
	p = 0.972		p = 0.005***		p = 0.738	
Factory code 63	−0.070		0.094		−0.087	
	p = 0.640		p = 0.470		p = 0.525	
Factory code 90	−0.021		0.220		−0.057	
	p = 0.889		p = 0.089*		p = 0.673	
9.1: Factory has rules	−0.127	−0.097	−0.057	−0.103	0.072	0.050
	p = 0.012**	p = 0.045**	p = 0.189	p = 0.016**	p = 0.115	p = 0.245
9.1: Management consults workers	0.007	0.053	−0.055	−0.085	0.033	0.004
	p = 0.924	p = 0.446	p = 0.368	p = 0.166	p = 0.608	p = 0.949
9.1: Must obey orders	−0.113	−0.094	−0.059	−0.104	0.099	0.081
	p = 0.053*	p = 0.096*	p = 0.244	p = 0.037**	p = 0.062*	p = 0.110
Constant	0.599	0.490	0.278	0.367	0.183	0.088
	p = 0.002***	p = 0.00004***	p = 0.093*	p = 0.0005***	p = 0.293	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. Includes factory fixed effects.

Table 81: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Job security		Skill development opportunities		Promotion opportunities	
	OLS		*OLS*		*OLS*	
	(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 = 0.239	p = 0.124	p = 0.000***	p = 0.128	p = 0.000***	p = 0.250
Gender: female	−0.022	−0.027	−0.074	−0.084	0.031	0.030
	p = 0.521	p = 0.760	p = 0.495	p = 0.514	p = 0.485	p = 0.862
Age	0.008	0.008	−0.005	−0.006	−0.002	−0.002
	p = 0.000***	p = 0.122	p = 0.000***	p = 0.268	p = 0.245	p = 0.125
Years of schooling	0.003	0.005	0.006	0.010	−0.013	−0.012
	p = 0.760	p = 0.507	p = 0.492	p = 0.358	p = 0.269	p = 0.258
Ever married	0.065	0.045	0.131	0.077	−0.079	−0.089
	p = 0.494	p = 0.376	p = 0.495	p = 0.609	p = 0.000***	p = 0.123
Experience in sector (yrs)	−0.017	−0.017	0.001	0.001	−0.012	−0.012
	p = 0.505	p = 0.593	p = 0.759	p = 1.000	p = 0.269	p = 0.116
Tenure at factory (yrs)	0.026	0.030	0.027	0.039	0.044	0.047
	p = 0.521	p = 0.129	p = 0.267	p = 0.272	p = 0.000***	p = 0.130
7.1: position helper/lineman	−0.074	−0.050	−0.292	−0.225	−0.043	−0.028
	p = 0.494	p = 0.871	p = 0.495	p = 0.122	p = 0.509	p = 0.256
7.1: position operator	−0.030	−0.023	−0.245	−0.225	0.211	0.215
	p = 0.505	p = 0.729	p = 0.000***	p = 0.142	p = 0.000***	p = 0.110
Factory code 63	−0.094		−0.259		−0.053	
	p = 0.000***		p = 0.000***		p = 0.245	
Factory code 90	−0.062		−0.150		−0.019	
	p = 0.000***		p = 0.000***		p = 0.000***	
9.1: Factory has rules	−0.165	−0.177	−0.095	−0.127	0.066	0.060
	p = 0.239	p = 0.234	p = 0.000***	p = 0.124	p = 0.509	p = 0.379
9.1: Management consults workers	−0.049	−0.055	−0.093	−0.110	−0.003	−0.007
	p = 0.505	p = 0.480	p = 0.000***	p = 0.124	p = 0.754	p = 0.875
9.1: Must obey orders	−0.086	−0.095	−0.020	−0.041	0.010	0.008
	p = 0.494	p = 1.000	p = 0.759	p = 0.740	p = 0.485	p = 0.747
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 = 0.269	p = 0.268
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. Includes factory fixed effects.

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

	Dependent variable:	
	Satisfied overall	
	OLS	
	(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
Factory code 13	0.447	
	p = 0.004***	
Factory code 63	0.174	
	p = 0.258	
Factory code 90	0.153	
	p = 0.320	
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. Includes factory fixed effects.	

Table 83: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:	
	Satisfied overall	
	OLS	
	(1)	(2)
Gender: female	0.086	0.061
	p = 0.246	p = 0.489
Age	0.006	0.003
	p = 0.000***	p = 0.505
Years of schooling	−0.007	−0.006
	p = 0.480	p = 0.734
Ever married	−0.139	−0.217
	p = 0.486	p = 0.132
Experience in sector (yrs)	−0.001	0.0003
	p = 0.480	p = 0.872
Tenure at factory (yrs)	0.005	0.010
	p = 0.480	p = 0.743
7.1: position helper/lineman	−0.143	−0.095
	p = 0.234	p = 0.639
7.1: position operator	−0.134	−0.134
	p = 0.480	p = 0.757
Factory code 63	−0.274	
	p = 0.252	
Factory code 90	−0.312	
	p = 0.000***	
9.1: Factory has rules	−0.142	−0.202
	p = 0.486	p = 0.229
9.1: Management consults workers	−0.020	−0.039
	p = 0.486	p = 0.758
9.1: Must obey orders	−0.163	−0.249
	p = 0.252	p = 0.118
Constant	1.006	0.988
	p = 0.234	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. Includes factory fixed effects.

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

	Dependent variable:	
	Satisfied overall	
	OLS	
	(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
Factory code 13	0.306	
	p = 0.021**	
Factory code 63	0.101	
	p = 0.450	
Factory code 90	0.173	
	p = 0.193	
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. Includes factory fixed effects.

Table 85: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:	
	Satisfied overall	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (numeric)	0.028	0.035
	p = 0.510	p = 0.643
9.2: Supervisor doesn't use bad lang (numeric)	−0.003	0.019
	p = 0.760	p = 0.607
9.2: Supervisor will side with me (numeric)	−0.025	−0.027
	p = 0.247	p = 1.000
9.2: Respect supervisor (numeric)	0.030	0.024
	p = 0.497	p = 0.616
9.2: Supervisor speaks openly (numeric)	0.039	0.029
	p = 0.000***	p = 0.258
9.2: I get fair salary (numeric)	0.179	0.184
	p = 0.000***	p = 0.122
Gender: female	0.028	0.013
	p = 0.497	p = 0.761
Age	0.002	0.002
	p = 0.247	p = 0.230
Years of schooling	−0.002	0.001
	p = 0.760	p = 1.000
Ever married	−0.117	−0.159
	p = 0.510	p = 0.116
Experience in sector (yrs)	−0.004	−0.004
	p = 0.760	p = 0.754
Tenure at factory (yrs)	0.008	0.017
	p = 0.513	p = 0.751
7.1: position helper/lineman	−0.056	0.004
	p = 0.000***	p = 1.000
7.1: position operator	−0.047	−0.026
	p = 0.513	p = 0.753
Factory code 63	−0.207	
	p = 0.000***	
Factory code 90	−0.125	
	p = 0.263	
Constant	−0.014	−0.194
	p = 0.760	p = 0.741
Observations	389	389
Adjusted R^2	0.350	0.331
Note:		*p<0.1; **p<0.05; ***p<0.01
		Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:	
	Satisfied overall	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	−0.104	−0.074
	p = 0.219	p = 0.368
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.041	0.023
	p = 0.613	p = 0.773
9.2: Supervisor will side with me (disagree dummy)	−0.006	−0.018
	p = 0.871	p = 0.579
9.2: Respect supervisor (disagree dummy)	−0.073	−0.067
	p = 0.235	p = 0.264
9.2: Supervisor speaks openly (disagree dummy)	−0.094	−0.122
	p = 0.045**	p = 0.007***
9.2: I get fair salary (disagree dummy)	−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
Factory code 13	0.330	
	p = 0.013**	
Factory code 63	0.145	
	p = 0.275	
Factory code 90	0.195	
	p = 0.141	
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. Includes factory fixed effects.

Table 87: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:	
	Satisfied overall	
	OLS	
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	−0.058	−0.066
	p = 0.264	p = 0.361
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.019	−0.050
	p = 0.756	p = 0.899
9.2: Supervisor will side with me (disagree dummy)	0.079	0.082
	p = 0.000***	p = 0.250
9.2: Respect supervisor (disagree dummy)	−0.074	−0.083
	p = 0.519	p = 0.868
9.2: Supervisor speaks openly (disagree dummy)	−0.078	−0.075
	p = 0.519	p = 0.528
9.2: I get fair salary (disagree dummy)	−0.482	−0.506
	p = 0.000***	p = 0.127
Gender: female	0.035	0.022
	p = 0.501	p = 0.633
Age	0.003	0.002
	p = 0.519	p = 0.624
Years of schooling	−0.002	0.0002
	p = 0.756	p = 1.000
Ever married	−0.098	−0.134
	p = 0.492	p = 0.516
Experience in sector (yrs)	−0.003	−0.003
	p = 0.519	p = 0.747
Tenure at factory (yrs)	0.012	0.020
	p = 0.519	p = 0.621
7.1: position helper/lineman	−0.101	−0.055
	p = 0.000***	p = 0.744
7.1: position operator	−0.067	−0.053
	p = 0.519	p = 0.754
Factory code 63	−0.183	
	p = 0.000***	
Factory code 90	−0.134	
	p = 0.237	
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. Includes factory fixed effects.	

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

	Dependent variable:	
	Satisfied overall	
	OLS	
	(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
Factory code 13	0.459	
	p = 0.002***	
Factory code 63	0.290	
	p = 0.044**	
Factory code 90	0.225	
	p = 0.115	
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. Includes factory fixed effects.	

Table 89: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:	
	Satisfied overall	
	OLS	
	(1)	(2)
9.2: Good supervisor rship (index)	0.229	0.265
	p = 0.000***	p = 0.241
Gender: female	0.062	0.035
	p = 0.000***	p = 0.248
Age	0.004	0.001
	p = 0.245	p = 0.626
Years of schooling	−0.004	−0.004
	p = 0.483	p = 0.597
Ever married	−0.113	−0.160
	p = 0.500	p = 0.249
Experience in sector (yrs)	−0.006	−0.005
	p = 0.483	p = 0.623
Tenure at factory (yrs)	0.011	0.013
	p = 0.483	p = 0.755
7.1: position helper/lineman	−0.078	−0.046
	p = 0.000***	p = 0.877
7.1: position operator	−0.050	−0.043
	p = 0.483	p = 0.604
Factory code 63	−0.185	
	p = 0.000***	
Factory code 90	−0.249	
	p = 0.000***	
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. Includes factory fixed effects.	

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

	Dependent variable:	
	Satisfied overall	
	OLS	
	(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
Factory code 13	0.447	
	p = 0.002***	
Factory code 63	0.289	
	p = 0.044**	
Factory code 90	0.221	
	p = 0.120	
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. Includes factory fixed effects.	

Table 91: 17.1: Likelihood of reporting satisfaction with different aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:	
	Satisfied overall	
	OLS	
	(1)	(2)
9.2: Good supervisor rship (index)	0.235	0.262
	p = 0.000***	p = 0.256
Gender: female	0.060	0.036
	p = 0.000***	p = 0.254
Age	0.004	0.002
	p = 0.235	p = 0.620
Years of schooling	−0.003	−0.004
	p = 0.509	p = 0.750
Ever married	−0.107	−0.155
	p = 0.487	p = 0.117
Experience in sector (yrs)	−0.006	−0.005
	p = 0.509	p = 0.763
Tenure at factory (yrs)	0.011	0.012
	p = 0.509	p = 0.619
7.1: position helper/lineman	−0.088	−0.059
	p = 0.235	p = 0.881
7.1: position operator	−0.056	−0.051
	p = 0.509	p = 0.761
Factory code 63	−0.176	
	p = 0.000***	
Factory code 90	−0.251	
	p = 0.000***	
9.1: Factory has rules	−0.037	−0.065
	p = 0.509	p = 0.369
9.1: Management consults workers	0.028	0.025
	p = 0.487	p = 0.755
9.1: Must obey orders	0.034	−0.007
	p = 0.526	p = 0.620
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. Includes factory fixed effects.

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

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.281		0.248		0.033	
	p = 0.072*		p = 0.112		p = 0.602	
Factory code 63	−0.422		0.400		0.022	
	p = 0.008***		p = 0.011**		p = 0.735	
Factory code 90	−0.313		0.301		0.012	
	p = 0.045**		p = 0.054*		p = 0.852	
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. Includes factory fixed effects.

Table 93: 17.2: Likelihood of describing relationship with colleagues as..., Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.085	−0.087	0.058	0.059	0.028	0.028
	p = 0.482	p = 0.365	p = 0.484	p = 0.629	p = 0.000***	p = 0.115
Age	−0.002	−0.002	0.005	0.005	−0.002	−0.002
	p = 0.512	p = 0.485	p = 0.000***	p = 0.118	p = 0.272	p = 0.247
Years of schooling	0.018	0.021	−0.013	−0.016	−0.006	−0.005
	p = 0.000***	p = 0.127	p = 0.239	p = 0.492	p = 0.233	p = 0.248
Ever married	−0.170	−0.197	0.183	0.214	−0.013	−0.016
	p = 0.512	p = 0.511	p = 0.249	p = 0.503	p = 0.755	p = 1.000
Experience in sector (yrs)	0.016	0.016	−0.020	−0.020	0.004	0.004
	p = 0.234	p = 0.484	p = 0.000***	p = 0.382	p = 0.000***	p = 0.234
Tenure at factory (yrs)	−0.009	−0.002	0.013	0.006	−0.004	−0.004
	p = 0.498	p = 1.000	p = 0.488	p = 0.627	p = 0.233	p = 0.539
7.1: position helper/lineman	−0.126	−0.094	0.146	0.109	−0.020	−0.016
	p = 0.234	p = 0.509	p = 0.239	p = 0.385	p = 0.233	p = 0.105
7.1: position operator	−0.125	−0.118	0.150	0.143	−0.025	−0.024
	p = 0.000***	p = 0.247	p = 0.000***	p = 0.117	p = 0.250	p = 0.536
Factory code 63	−0.124		0.139		−0.015	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.050		0.054		−0.004	
	p = 0.000***		p = 0.000***		p = 0.755	
9.1: Factory has rules	0.045	0.023	−0.025	−0.0001	−0.021	−0.023
	p = 0.498	p = 0.627	p = 0.494	p = 0.876	p = 0.505	p = 0.604
9.1: Management consults workers	0.229	0.216	−0.203	−0.188	−0.026	−0.028
	p = 0.248	p = 0.250	p = 0.245	p = 0.263	p = 0.505	p = 0.618
9.1: Must obey orders	0.162	0.143	−0.138	−0.117	−0.023	−0.025
	p = 0.234	p = 0.497	p = 0.239	p = 0.255	p = 0.483	p = 0.730
Constant	0.591	0.527	0.252	0.325	0.157	0.148
	p = 0.248	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.225
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. Includes factory fixed effects.

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

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.300		0.261		0.038	
	p = 0.057*		p = 0.097*		p = 0.542	
Factory code 63	−0.398		0.379		0.019	
	p = 0.013**		p = 0.018**		p = 0.764	
Factory code 90	−0.299		0.293		0.006	
	p = 0.058*		p = 0.063*		p = 0.923	
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. Includes factory fixed effects.

Table 95: 17.2: Likelihood of describing relationship with colleagues as..., Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(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 = 0.479	p = 0.119	p = 0.507	p = 0.123	p = 0.524	p = 0.647
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 = 0.363	p = 0.238	p = 0.506	p = 0.524	p = 0.596
9.2: Supervisor will side with me (numeric)	−0.019	−0.019	0.051	0.052	−0.033	−0.033
	p = 0.244	p = 0.464	p = 0.238	p = 0.120	p = 0.000***	p = 0.263
9.2: Respect supervisor (numeric)	0.087	0.085	−0.077	−0.074	−0.010	−0.011
	p = 0.235	p = 0.253	p = 0.269	p = 0.123	p = 0.000***	p = 0.243
9.2: Supervisor speaks openly (numeric)	−0.096	−0.102	0.084	0.092	0.011	0.010
	p = 0.258	p = 0.271	p = 0.272	p = 0.496	p = 0.769	p = 0.888
9.2: I get fair salary (numeric)	0.032	0.033	−0.025	−0.027	−0.007	−0.006
	p = 0.258	p = 0.132	p = 0.269	p = 0.263	p = 0.496	p = 0.747
Gender: female	−0.088	−0.093	0.062	0.069	0.026	0.024
	p = 0.479	p = 0.500	p = 0.507	p = 0.505	p = 0.000***	p = 0.134
Age	−0.002	−0.002	0.004	0.004	−0.002	−0.002
	p = 0.502	p = 0.140	p = 0.000***	p = 0.121	p = 0.524	p = 1.000
Years of schooling	0.018	0.021	−0.013	−0.016	−0.005	−0.005
	p = 0.000***	p = 0.111	p = 0.000***	p = 0.253	p = 0.273	p = 0.142
Ever married	−0.175	−0.196	0.185	0.212	−0.010	−0.016
	p = 0.502	p = 0.506	p = 0.272	p = 0.494	p = 0.524	p = 0.747
Experience in sector (yrs)	0.016	0.016	−0.021	−0.020	0.004	0.004
	p = 0.235	p = 0.524	p = 0.269	p = 0.354	p = 0.000***	p = 0.251
Tenure at factory (yrs)	−0.009	−0.003	0.013	0.006	−0.004	−0.003
	p = 0.493	p = 1.000	p = 0.541	p = 0.765	p = 0.251	p = 0.385
7.1: position helper/lineman	−0.100	−0.066	0.125	0.083	−0.025	−0.017
	p = 0.000***	p = 0.391	p = 0.000***	p = 0.370	p = 0.273	p = 0.490
7.1: position operator	−0.111	−0.099	0.147	0.132	−0.036	−0.033
	p = 0.000***	p = 0.137	p = 0.238	p = 0.248	p = 0.245	p = 0.503
Factory code 63	−0.111		0.140		−0.029	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.046		0.065		−0.019	
	p = 0.235		p = 0.269		p = 0.524	
Constant	0.591	0.487	0.187	0.316	0.222	0.197
	p = 0.235	p = 0.241	p = 0.541	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. Includes factory fixed effects.

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

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−0.140	−0.078	0.117	0.050	0.023	0.028
	p = 0.163	p = 0.420	p = 0.243	p = 0.609	p = 0.570	p = 0.479
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.051	−0.040	−0.022	0.075	−0.029	−0.036
	p = 0.598	p = 0.674	p = 0.823	p = 0.425	p = 0.452	p = 0.359
9.2: Supervisor will side with me (disagree dummy)	0.038	0.078	−0.070	−0.106	0.033	0.028
	p = 0.358	p = 0.045**	p = 0.086*	p = 0.007***	p = 0.047**	p = 0.083*
9.2: Respect supervisor (disagree dummy)	0.013	−0.015	−0.027	−0.009	0.014	0.024
	p = 0.859	p = 0.838	p = 0.713	p = 0.899	p = 0.636	p = 0.423
9.2: Supervisor speaks openly (disagree dummy)	0.062	0.036	−0.091	−0.072	0.028	0.036
	p = 0.261	p = 0.500	p = 0.102	p = 0.175	p = 0.203	p = 0.097*
9.2: I get fair salary (disagree dummy)	−0.070	−0.043	0.047	0.034	0.023	0.010
	p = 0.057*	p = 0.206	p = 0.200	p = 0.327	p = 0.124	p = 0.500
Gender: female	−0.199	−0.258	0.198	0.248	0.001	0.009
	p = 0.0001***	p = 0.000***	p = 0.0001***	p = 0.00000***	p = 0.964	p = 0.621
Age	−0.008	−0.007	0.008	0.007	0.001	−0.0001
	p = 0.033**	p = 0.057*	p = 0.051*	p = 0.056*	p = 0.639	p = 0.970
Years of schooling	0.012	0.006	−0.009	−0.003	−0.002	−0.003
	p = 0.060*	p = 0.308	p = 0.134	p = 0.647	p = 0.338	p = 0.177
Ever married	−0.087	−0.114	0.092	0.120	−0.005	−0.006
	p = 0.107	p = 0.022**	p = 0.088*	p = 0.016**	p = 0.810	p = 0.757
Experience in sector (yrs)	0.014	0.013	−0.014	−0.013	0.001	−0.0001
	p = 0.023**	p = 0.026**	p = 0.017**	p = 0.028**	p = 0.776	p = 0.983
Tenure at factory (yrs)	−0.009	−0.009	0.006	0.006	0.003	0.003
	p = 0.305	p = 0.234	p = 0.467	p = 0.442	p = 0.460	p = 0.315
7.1: position helper/lineman	−0.001	0.090	0.014	−0.075	−0.013	−0.015
	p = 0.993	p = 0.227	p = 0.862	p = 0.315	p = 0.683	p = 0.633
7.1: position operator	0.004	0.046	0.018	−0.028	−0.023	−0.019
	p = 0.949	p = 0.486	p = 0.795	p = 0.680	p = 0.421	p = 0.496
Factory code 13	−0.303		0.265		0.039	
	p = 0.053*		p = 0.092*		p = 0.539	
Factory code 63	−0.407		0.389		0.018	
	p = 0.011**		p = 0.014**		p = 0.781	
Factory code 90	−0.308		0.297		0.011	
	p = 0.050**		p = 0.058*		p = 0.859	
Constant	1.104	0.819	−0.080	0.146	−0.024	0.035
	p = 0.00000***	p = 0.000***	p = 0.689	p = 0.236	p = 0.762	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. Includes factory fixed effects.

Table 97: 17.2: Likelihood of describing relationship with colleagues as..., Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−0.144	−0.166	0.105	0.130	0.039	0.036
	p = 0.000***	p = 0.768	p = 0.511	p = 0.751	p = 0.000***	p = 0.237
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.011	0.009	0.027	0.032	−0.037	−0.041
	p = 0.747	p = 1.000	p = 0.757	p = 1.000	p = 0.261	p = 0.118
9.2: Supervisor will side with me (disagree dummy)	0.052	0.052	−0.092	−0.092	0.040	0.040
	p = 0.489	p = 0.750	p = 0.498	p = 0.485	p = 0.000***	p = 0.112
9.2: Respect supervisor (disagree dummy)	0.076	0.069	−0.099	−0.090	0.024	0.022
	p = 0.747	p = 0.890	p = 0.246	p = 0.492	p = 0.261	p = 0.361
9.2: Supervisor speaks openly (disagree dummy)	0.148	0.156	−0.135	−0.144	−0.013	−0.011
	p = 0.258	p = 0.478	p = 0.505	p = 0.493	p = 0.500	p = 0.865
9.2: I get fair salary (disagree dummy)	−0.085	−0.084	0.063	0.064	0.021	0.019
	p = 0.258	p = 0.132	p = 0.000***	p = 0.259	p = 0.511	p = 1.000
Gender: female	−0.087	−0.088	0.056	0.059	0.030	0.029
	p = 0.489	p = 0.378	p = 0.498	p = 0.613	p = 0.261	p = 0.247
Age	−0.002	−0.002	0.004	0.004	−0.002	−0.002
	p = 0.515	p = 0.624	p = 0.259	p = 0.137	p = 0.261	p = 0.494
Years of schooling	0.018	0.021	−0.013	−0.016	−0.005	−0.005
	p = 0.000***	p = 0.233	p = 0.252	p = 0.120	p = 0.239	p = 0.132
Ever married	−0.175	−0.191	0.192	0.213	−0.016	−0.022
	p = 0.515	p = 0.485	p = 0.259	p = 0.474	p = 0.500	p = 0.749
Experience in sector (yrs)	0.016	0.016	−0.021	−0.020	0.005	0.005
	p = 0.232	p = 0.501	p = 0.000***	p = 0.498	p = 0.000***	p = 0.256
Tenure at factory (yrs)	−0.010	−0.003	0.015	0.007	−0.005	−0.003
	p = 0.490	p = 1.000	p = 0.511	p = 0.619	p = 0.261	p = 0.516
7.1: position helper/lineman	−0.080	−0.051	0.103	0.066	−0.023	−0.015
	p = 0.000***	p = 0.411	p = 0.000***	p = 0.492	p = 0.239	p = 0.517
7.1: position operator	−0.092	−0.082	0.125	0.113	−0.033	−0.030
	p = 0.000***	p = 0.477	p = 0.246	p = 0.255	p = 0.250	p = 0.494
Factory code 63	−0.093		0.124		−0.031	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.017		0.033		−0.015	
	p = 0.000***		p = 0.000***		p = 0.261	
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 = 0.241
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. Includes factory fixed effects.

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

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.280		0.246		0.034	
	p = 0.073*		p = 0.116		p = 0.586	
Factory code 63	−0.392		0.386		0.007	
	p = 0.013**		p = 0.015**		p = 0.913	
Factory code 90	−0.294		0.288		0.006	
	p = 0.061*		p = 0.067*		p = 0.924	
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. Includes factory fixed effects.

Table 99: 17.2: Likelihood of describing relationship with colleagues as..., Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(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 = 0.484	p = 1.000	p = 0.243	p = 0.128	p = 0.000***	p = 0.266
Gender: female	−0.074	−0.076	0.045	0.049	0.029	0.027
	p = 0.471	p = 0.385	p = 0.501	p = 0.759	p = 0.000***	p = 0.286
Age	−0.003	−0.003	0.005	0.005	−0.002	−0.002
	p = 0.511	p = 0.515	p = 0.243	p = 0.248	p = 0.236	p = 0.351
Years of schooling	0.017	0.020	−0.011	−0.014	−0.006	−0.005
	p = 0.000***	p = 0.252	p = 0.257	p = 0.414	p = 0.250	p = 0.131
Ever married	−0.173	−0.198	0.189	0.221	−0.016	−0.023
	p = 0.511	p = 0.516	p = 0.243	p = 0.487	p = 0.486	p = 0.760
Experience in sector (yrs)	0.016	0.016	−0.021	−0.020	0.004	0.004
	p = 0.222	p = 0.377	p = 0.000***	p = 0.481	p = 0.000***	p = 0.000***
Tenure at factory (yrs)	−0.010	−0.003	0.015	0.006	−0.005	−0.003
	p = 0.484	p = 1.000	p = 0.500	p = 0.747	p = 0.486	p = 0.605
7.1: position helper/lineman	−0.108	−0.071	0.137	0.090	−0.029	−0.020
	p = 0.000***	p = 0.390	p = 0.000***	p = 0.375	p = 0.250	p = 0.389
7.1: position operator	−0.112	−0.099	0.149	0.134	−0.038	−0.035
	p = 0.000***	p = 0.237	p = 0.000***	p = 0.134	p = 0.276	p = 0.383
Factory code 63	−0.122		0.156		−0.034	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.040		0.058		−0.019	
	p = 0.000***		p = 0.000***		p = 0.000***	
Constant	0.689	0.600	0.153	0.261	0.158	0.138
	p = 0.000***	p = 0.000***	p = 0.244	p = 0.000***	p = 0.000***	p = 0.275
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. Includes factory fixed effects.

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

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.281		0.248		0.033	
	p = 0.071*		p = 0.112		p = 0.600	
Factory code 63	−0.400		0.392		0.008	
	p = 0.011**		p = 0.013**		p = 0.905	
Factory code 90	−0.300		0.296		0.003	
	p = 0.055*		p = 0.058*		p = 0.956	
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. Includes factory fixed effects.

Table 101: 17.2: Likelihood of describing relationship with colleagues as..., Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Like friends		Like family		Conflicted	
	OLS		*OLS*		*OLS*	
	(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 = 0.508	p = 0.509	p = 0.452	p = 0.861	p = 0.000***	p = 0.250
Gender: female	−0.086	−0.089	0.054	0.058	0.032	0.031
	p = 0.481	p = 0.366	p = 0.503	p = 0.753	p = 0.000***	p = 0.241
Age	−0.002	−0.002	0.004	0.005	−0.002	−0.002
	p = 0.471	p = 0.498	p = 0.000***	p = 0.244	p = 0.248	p = 0.277
Years of schooling	0.019	0.021	−0.013	−0.016	−0.006	−0.005
	p = 0.000***	p = 0.240	p = 0.234	p = 0.394	p = 0.256	p = 0.123
Ever married	−0.169	−0.192	0.187	0.216	−0.019	−0.025
	p = 0.471	p = 0.477	p = 0.218	p = 0.476	p = 0.504	p = 1.000
Experience in sector (yrs)	0.016	0.015	−0.021	−0.020	0.005	0.005
	p = 0.259	p = 0.371	p = 0.000***	p = 0.351	p = 0.000***	p = 0.206
Tenure at factory (yrs)	−0.009	−0.002	0.014	0.006	−0.005	−0.004
	p = 0.508	p = 1.000	p = 0.452	p = 0.770	p = 0.256	p = 0.742
7.1: position helper/lineman	−0.124	−0.090	0.153	0.111	−0.029	−0.020
	p = 0.259	p = 0.496	p = 0.234	p = 0.378	p = 0.256	p = 0.268
7.1: position operator	−0.121	−0.111	0.160	0.146	−0.038	−0.036
	p = 0.000***	p = 0.228	p = 0.000***	p = 0.257	p = 0.245	p = 0.495
Factory code 63	−0.119		0.151		−0.031	
	p = 0.000***		p = 0.000***		p = 0.000***	
Factory code 90	−0.047		0.061		−0.014	
	p = 0.000***		p = 0.000***		p = 0.000***	
9.1: Factory has rules	0.050	0.036	−0.012	0.006	−0.038	−0.042
	p = 0.508	p = 0.647	p = 0.721	p = 0.892	p = 0.504	p = 0.354
9.1: Management consults workers	0.231	0.222	−0.197	−0.185	−0.034	−0.037
	p = 0.222	p = 0.229	p = 0.269	p = 0.125	p = 0.504	p = 0.497
9.1: Must obey orders	0.170	0.165	−0.114	−0.107	−0.056	−0.058
	p = 0.259	p = 0.488	p = 0.234	p = 0.499	p = 0.501	p = 0.375
Constant	0.581	0.508	0.224	0.316	0.194	0.176
	p = 0.000***	p = 0.000***	p = 0.269	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. Includes factory fixed effects.

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

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.373		0.010		−0.022	
	p = 0.018**		p = 0.948		p = 0.461	
Factory code 63	−0.553		−0.092		−0.032	
	p = 0.0005***		p = 0.556		p = 0.284	
Factory code 90	−0.509		0.113		−0.003	
	p = 0.002***		p = 0.468		p = 0.916	
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. Includes factory fixed effects.

Table 103: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	−0.075	−0.085	0.101	0.116	0.007	0.010
	p = 0.233	p = 0.261	p = 0.252	p = 0.129	p = 0.748	p = 0.862
Age	−0.003	−0.004	0.004	0.006	0.0003	0.001
	p = 0.465	p = 0.146	p = 0.466	p = 0.402	p = 0.488	p = 0.249
Years of schooling	−0.005	−0.004	−0.001	0.004	−0.001	−0.0004
	p = 0.465	p = 0.617	p = 0.737	p = 0.741	p = 0.499	p = 1.000
Ever married	0.044	0.001	−0.074	−0.076	−0.024	−0.022
	p = 0.493	p = 1.000	p = 0.737	p = 0.884	p = 0.000***	p = 0.374
Experience in sector (yrs)	0.005	0.005	0.003	0.002	−0.004	−0.004
	p = 0.493	p = 1.000	p = 0.737	p = 0.877	p = 0.249	p = 0.254
Tenure at factory (yrs)	0.014	0.020	0.003	0.014	0.006	0.007
	p = 0.465	p = 0.260	p = 0.737	p = 0.269	p = 0.249	p = 0.238
7.1: position helper/lineman	0.129	0.165	0.114	0.150	0.009	0.012
	p = 0.494	p = 0.474	p = 0.523	p = 0.353	p = 0.509	p = 0.360
7.1: position operator	0.061	0.064	0.081	0.095	−0.004	−0.003
	p = 0.726	p = 0.611	p = 0.523	p = 0.763	p = 0.499	p = 0.762
Factory code 63	−0.165		−0.067		−0.002	
	p = 0.000***		p = 0.523		p = 0.488	
Factory code 90	−0.137		0.120		0.021	
	p = 0.261		p = 0.252		p = 0.000***	
9.1: Factory has rules	0.090	0.056	0.147	0.144	−0.017	−0.016
	p = 0.233	p = 0.384	p = 0.523	p = 0.753	p = 0.499	p = 0.371
9.1: Management consults workers	0.201	0.187	0.222	0.208	0.003	0.002
	p = 0.000***	p = 0.399	p = 0.000***	p = 0.258	p = 0.000***	p = 0.617
9.1: Must obey orders	0.282	0.241	0.232	0.255	−0.020	−0.016
	p = 0.000***	p = 0.133	p = 0.252	p = 0.260	p = 0.239	p = 0.362
Constant	0.294	0.252	0.056	−0.070	1.002	0.987
	p = 0.493	p = 0.502	p = 0.523	p = 0.752	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. Includes factory fixed effects.

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

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.302		0.048		−0.019	
	p = 0.049**		p = 0.753		p = 0.531	
Factory code 63	−0.537		−0.038		−0.025	
	p = 0.001***		p = 0.805		p = 0.409	
Factory code 90	−0.494		0.085		−0.005	
	p = 0.002***		p = 0.582		p = 0.881	
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. Includes factory fixed effects.

Table 105: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(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 = 0.125	p = 0.477	p = 0.766	p = 0.247	p = 0.241
9.2: Supervisor doesn't use bad lang (numeric)	0.036	0.067	0.005	−0.0005	−0.002	−0.003
	p = 0.252	p = 0.514	p = 0.254	p = 0.738	p = 0.519	p = 1.000
9.2: Supervisor will side with me (numeric)	−0.043	−0.046	−0.035	−0.033	0.004	0.005
	p = 0.500	p = 0.517	p = 0.254	p = 0.128	p = 0.247	p = 0.240
9.2: Respect supervisor (numeric)	0.097	0.085	0.103	0.108	0.014	0.015
	p = 0.252	p = 0.389	p = 0.249	p = 0.257	p = 0.494	p = 0.624
9.2: Supervisor speaks openly (numeric)	−0.064	−0.071	−0.090	−0.101	−0.014	−0.015
	p = 0.000***	p = 0.133	p = 0.254	p = 0.257	p = 0.494	p = 0.360
9.2: I get fair salary (numeric)	−0.050	−0.038	−0.058	−0.067	−0.003	−0.005
	p = 0.241	p = 0.280	p = 0.503	p = 0.490	p = 0.247	p = 0.364
Gender: female	−0.059	−0.082	0.115	0.124	0.006	0.007
	p = 0.500	p = 0.356	p = 0.223	p = 0.281	p = 0.766	p = 0.884
Age	−0.001	−0.003	0.006	0.007	0.0003	0.001
	p = 0.511	p = 0.482	p = 0.472	p = 0.516	p = 0.519	p = 0.213
Years of schooling	−0.008	−0.005	−0.002	0.001	−0.001	−0.001
	p = 0.252	p = 0.863	p = 0.726	p = 0.867	p = 0.519	p = 0.757
Ever married	0.019	−0.030	−0.081	−0.092	−0.022	−0.021
	p = 0.493	p = 0.648	p = 0.726	p = 0.876	p = 0.000***	p = 0.241
Experience in sector (yrs)	0.008	0.008	0.005	0.004	−0.004	−0.004
	p = 0.493	p = 0.741	p = 0.726	p = 0.852	p = 0.247	p = 0.129
Tenure at factory (yrs)	0.008	0.016	0.001	0.009	0.007	0.007
	p = 0.511	p = 0.231	p = 0.726	p = 0.491	p = 0.247	p = 0.245
7.1: position helper/lineman	0.115	0.178	0.102	0.132	0.012	0.012
	p = 0.500	p = 0.354	p = 0.477	p = 0.529	p = 0.247	p = 0.498
7.1: position operator	0.024	0.046	0.055	0.067	−0.001	−0.001
	p = 0.752	p = 0.635	p = 0.726	p = 0.891	p = 0.766	p = 0.880
Factory code 63	−0.230		−0.080		0.004	
	p = 0.000***		p = 0.223		p = 0.519	
Factory code 90	−0.187		0.053		0.014	
	p = 0.000***		p = 0.503		p = 0.000***	
Constant	0.827	0.644	0.402	0.296	0.942	0.941
	p = 0.252	p = 0.498	p = 0.472	p = 0.514	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. Includes factory fixed effects.

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

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−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 dummy)	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 dummy)	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 dummy)	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 dummy)	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 dummy)	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
Factory code 13	−0.347		0.057		−0.019	
	p = 0.026**		p = 0.711		p = 0.517	
Factory code 63	−0.570		−0.038		−0.027	
	p = 0.0003***		p = 0.805		p = 0.372	
Factory code 90	−0.537		0.106		−0.005	
	p = 0.001***		p = 0.488		p = 0.855	
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. Includes factory fixed effects.

Table 107: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	0.048	0.049	0.109	0.059	−0.021	−0.025
	p = 0.474	p = 0.763	p = 0.258	p = 0.745	p = 0.238	p = 0.371
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.009	−0.051	−0.049	−0.027	0.007	0.010
	p = 0.752	p = 1.000	p = 0.235	p = 0.122	p = 0.756	p = 0.872
9.2: Supervisor will side with me (disagree dummy)	0.066	0.070	0.007	0.004	−0.016	−0.016
	p = 0.474	p = 0.638	p = 0.497	p = 1.000	p = 0.518	p = 0.883
9.2: Respect supervisor (disagree dummy)	−0.013	−0.022	−0.167	−0.178	−0.049	−0.049
	p = 0.752	p = 1.000	p = 0.235	p = 0.379	p = 0.501	p = 0.134
9.2: Supervisor speaks openly (disagree dummy)	0.148	0.147	0.108	0.126	0.044	0.045
	p = 0.218	p = 0.131	p = 0.493	p = 0.500	p = 0.238	p = 0.128
9.2: I get fair salary (disagree dummy)	0.124	0.089	0.168	0.191	0.007	0.011
	p = 0.256	p = 0.164	p = 0.493	p = 0.397	p = 0.493	p = 0.384
Gender: female	−0.051	−0.069	0.123	0.132	0.004	0.005
	p = 0.474	p = 0.614	p = 0.262	p = 0.257	p = 0.756	p = 0.877
Age	−0.002	−0.003	0.005	0.006	0.0002	0.0003
	p = 0.496	p = 0.383	p = 0.520	p = 0.505	p = 0.756	p = 0.375
Years of schooling	−0.009	−0.006	−0.003	0.001	−0.001	−0.001
	p = 0.278	p = 0.652	p = 0.755	p = 0.880	p = 0.501	p = 0.509
Ever married	0.008	−0.034	−0.081	−0.091	−0.019	−0.018
	p = 0.534	p = 0.752	p = 0.755	p = 1.000	p = 0.263	p = 0.373
Experience in sector (yrs)	0.007	0.007	0.004	0.003	−0.004	−0.005
	p = 0.534	p = 0.617	p = 0.755	p = 0.881	p = 0.255	p = 0.221
Tenure at factory (yrs)	0.008	0.015	−0.001	0.009	0.007	0.007
	p = 0.752	p = 0.380	p = 0.755	p = 0.496	p = 0.255	p = 0.255
7.1: position helper/lineman	0.146	0.195	0.113	0.150	0.012	0.013
	p = 0.474	p = 0.357	p = 0.497	p = 0.359	p = 0.255	p = 0.494
7.1: position operator	0.047	0.062	0.065	0.078	−0.002	−0.001
	p = 0.752	p = 0.625	p = 0.755	p = 1.000	p = 0.756	p = 1.000
Factory code 63	−0.212		−0.087		0.001	
	p = 0.000***		p = 0.235		p = 0.756	
Factory code 90	−0.181		0.069		0.012	
	p = 0.000***		p = 0.493		p = 0.255	
Constant	0.348	0.271	0.135	0.022	0.995	0.989
	p = 0.256	p = 0.499	p = 0.497	p = 0.765	p = 0.000***	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. Includes factory fixed effects.

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

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.367		−0.002		−0.021	
	p = 0.018**		p = 0.988		p = 0.473	
Factory code 63	−0.614		−0.124		−0.031	
	p = 0.0001***		p = 0.426		p = 0.303	
Factory code 90	−0.540		0.088		−0.003	
	p = 0.0005***		p = 0.571		p = 0.925	
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. Includes factory fixed effects.

Table 109: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(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 = 0.257	p = 0.249	p = 0.502	p = 0.510	p = 0.539	p = 1.000
Gender: female	−0.049	−0.063	0.123	0.138	0.006	0.009
	p = 0.526	p = 0.856	p = 0.523	p = 0.410	p = 0.762	p = 1.000
Age	−0.003	−0.004	0.004	0.006	0.0002	0.0004
	p = 0.497	p = 0.387	p = 0.517	p = 0.517	p = 0.496	p = 0.225
Years of schooling	−0.009	−0.006	−0.003	0.002	−0.001	−0.0003
	p = 0.240	p = 0.751	p = 0.771	p = 1.000	p = 0.266	p = 1.000
Ever married	0.015	−0.035	−0.087	−0.100	−0.021	−0.021
	p = 0.509	p = 0.598	p = 0.771	p = 1.000	p = 0.000***	p = 0.491
Experience in sector (yrs)	0.008	0.007	0.006	0.004	−0.004	−0.004
	p = 0.509	p = 0.746	p = 0.771	p = 1.000	p = 0.223	p = 0.135
Tenure at factory (yrs)	0.008	0.018	−0.001	0.011	0.006	0.007
	p = 0.497	p = 0.507	p = 0.771	p = 0.492	p = 0.223	p = 0.262
7.1: position helper/lineman	0.113	0.171	0.097	0.144	0.012	0.014
	p = 0.526	p = 0.523	p = 0.523	p = 0.385	p = 0.489	p = 0.374
7.1: position operator	0.024	0.042	0.053	0.071	−0.001	0.00003
	p = 0.766	p = 0.631	p = 0.771	p = 0.877	p = 0.539	p = 1.000
Factory code 63	−0.229		−0.099		−0.001	
	p = 0.000***		p = 0.254		p = 0.762	
Factory code 90	−0.163		0.104		0.021	
	p = 0.257		p = 0.502		p = 0.000***	
Constant	0.517	0.399	0.256	0.113	0.987	0.976
	p = 0.269	p = 0.504	p = 0.523	p = 0.770	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. Includes factory fixed effects.

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

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.373		0.010		−0.022	
	p = 0.016**		p = 0.947		p = 0.462	
Factory code 63	−0.616		−0.131		−0.031	
	p = 0.0001***		p = 0.396		p = 0.307	
Factory code 90	−0.547		0.089		−0.002	
	p = 0.0005***		p = 0.564		p = 0.938	
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. Includes factory fixed effects.

Table 111: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Supportive		Worried		Afraid	
	OLS		*OLS*		*OLS*	
	(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 = 0.491	p = 0.247	p = 0.215	p = 0.359	p = 0.502	p = 1.000
Gender: female	−0.060	−0.074	0.111	0.125	0.007	0.009
	p = 0.483	p = 0.245	p = 0.263	p = 0.239	p = 0.739	p = 0.886
Age	−0.002	−0.004	0.005	0.006	0.0003	0.001
	p = 0.491	p = 0.380	p = 0.478	p = 0.379	p = 0.498	p = 0.126
Years of schooling	−0.007	−0.005	−0.002	0.004	−0.001	−0.0003
	p = 0.491	p = 0.629	p = 0.734	p = 0.879	p = 0.261	p = 0.857
Ever married	0.025	−0.024	−0.087	−0.097	−0.023	−0.021
	p = 0.512	p = 0.894	p = 0.734	p = 1.000	p = 0.000***	p = 0.400
Experience in sector (yrs)	0.007	0.007	0.005	0.003	−0.004	−0.004
	p = 0.512	p = 0.746	p = 0.734	p = 0.886	p = 0.237	p = 0.235
Tenure at factory (yrs)	0.011	0.019	0.0002	0.013	0.006	0.007
	p = 0.260	p = 0.247	p = 0.734	p = 0.255	p = 0.237	p = 0.257
7.1: position helper/lineman	0.097	0.150	0.092	0.138	0.010	0.013
	p = 0.483	p = 0.376	p = 0.519	p = 0.347	p = 0.478	p = 0.493
7.1: position operator	0.015	0.030	0.050	0.067	−0.002	−0.001
	p = 0.743	p = 0.640	p = 0.734	p = 0.869	p = 0.502	p = 0.878
Factory code 63	−0.223		−0.106		0.001	
	p = 0.000***		p = 0.256		p = 0.739	
Factory code 90	−0.173		0.096		0.023	
	p = 0.000***		p = 0.256		p = 0.000***	
9.1: Factory has rules	0.029	−0.001	0.105	0.098	−0.014	−0.013
	p = 0.231	p = 1.000	p = 0.519	p = 1.000	p = 0.502	p = 0.119
9.1: Management consults workers	0.172	0.160	0.202	0.186	0.004	0.003
	p = 0.231	p = 0.486	p = 0.263	p = 0.105	p = 0.478	p = 0.350
9.1: Must obey orders	0.167	0.141	0.154	0.174	−0.015	−0.011
	p = 0.000***	p = 0.135	p = 0.478	p = 0.367	p = 0.498	p = 0.759
Constant	0.424	0.337	0.144	−0.001	0.996	0.983
	p = 0.252	p = 0.494	p = 0.519	p = 0.748	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. Includes factory fixed effects.

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

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.015		0.177		0.100	
	p = 0.732		p = 0.025**		p = 0.061*	
Factory code 63	−0.045		0.103		0.095	
	p = 0.318		p = 0.194		p = 0.073*	
Factory code 90	0.004		0.126		0.071	
	p = 0.934		p = 0.110		p = 0.184	
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. Includes factory fixed effects.

Table 113: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
Gender: female	0.054	0.056	0.022	0.019	−0.002	−0.005
	p = 0.000***	p = 0.128	p = 0.256	p = 0.132	p = 0.531	p = 0.247
Age	0.001	0.001	0.003	0.002	0.003	0.003
	p = 0.767	p = 0.626	p = 0.255	p = 0.354	p = 0.265	p = 0.498
Years of schooling	−0.003	−0.002	−0.002	−0.002	0.0004	−0.00002
	p = 0.510	p = 0.637	p = 0.486	p = 0.389	p = 0.767	p = 0.865
Ever married	−0.035	−0.038	−0.057	−0.073	−0.019	−0.026
	p = 0.255	p = 0.274	p = 0.485	p = 0.393	p = 0.501	p = 0.136
Experience in sector (yrs)	0.003	0.003	0.001	0.001	−0.003	−0.002
	p = 0.255	p = 0.266	p = 0.741	p = 1.000	p = 0.265	p = 0.497
Tenure at factory (yrs)	−0.0003	0.002	0.003	0.006	−0.002	−0.003
	p = 0.767	p = 0.630	p = 0.486	p = 0.363	p = 0.531	p = 0.618
7.1: position helper/lineman	−0.023	−0.014	−0.010	0.006	−0.040	−0.039
	p = 0.767	p = 0.884	p = 0.511	p = 1.000	p = 0.265	p = 0.371
7.1: position operator	−0.010	−0.007	−0.069	−0.067	0.003	0.002
	p = 0.512	p = 0.625	p = 0.000***	p = 0.260	p = 0.531	p = 0.875
Factory code 63	−0.020		−0.068		−0.019	
	p = 0.255		p = 0.000***		p = 0.265	
Factory code 90	0.018		−0.047		−0.041	
	p = 0.000***		p = 0.000***		p = 0.000***	
9.1: Factory has rules	−0.027	−0.029	−0.032	−0.045	0.009	0.003
	p = 0.255	p = 0.404	p = 0.000***	p = 0.247	p = 0.265	p = 0.250
9.1: Management consults workers	−0.002	−0.005	−0.010	−0.016	0.022	0.022
	p = 0.000***	p = 0.252	p = 0.486	p = 0.761	p = 0.501	p = 0.222
9.1: Must obey orders	−0.026	−0.024	−0.103	−0.117	−0.013	−0.023
	p = 0.255	p = 0.501	p = 0.000***	p = 0.133	p = 0.266	p = 0.266
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. Includes factory fixed effects.

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

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.012		0.163		0.082	
	p = 0.781		p = 0.037**		p = 0.117	
Factory code 63	−0.034		0.119		0.098	
	p = 0.444		p = 0.130		p = 0.064*	
Factory code 90	0.005		0.123		0.069	
	p = 0.912		p = 0.114		p = 0.188	
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. Includes factory fixed effects.

Table 115: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (numeric)	−0.001	0.003	0.021	0.019	0.016	0.013
	p = 0.743	p = 1.000	p = 0.514	p = 0.732	p = 0.500	p = 0.734
9.2: Supervisor doesn't use bad lang (numeric)	0.018	0.015	0.041	0.046	−0.015	−0.012
	p = 0.494	p = 0.140	p = 0.514	p = 0.756	p = 0.253	p = 1.000
9.2: Supervisor will side with me (numeric)	−0.004	−0.003	−0.014	−0.015	0.007	0.006
	p = 0.494	p = 1.000	p = 0.000***	p = 0.250	p = 0.241	p = 0.492
9.2: Respect supervisor (numeric)	0.033	0.035	0.048	0.046	−0.004	−0.006
	p = 0.236	p = 0.241	p = 0.514	p = 0.756	p = 0.741	p = 0.884
9.2: Supervisor speaks openly (numeric)	−0.008	−0.010	−0.013	−0.013	0.043	0.045
	p = 0.485	p = 0.768	p = 0.514	p = 1.000	p = 0.253	p = 0.140
9.2: I get fair salary (numeric)	0.0004	−0.002	0.009	0.012	0.007	0.010
	p = 0.743	p = 0.767	p = 0.246	p = 0.246	p = 0.500	p = 0.113
Gender: female	0.046	0.049	0.001	−0.003	0.001	−0.002
	p = 0.000***	p = 0.243	p = 0.749	p = 0.618	p = 0.741	p = 0.760
Age	0.001	0.001	0.003	0.003	0.003	0.002
	p = 0.743	p = 1.000	p = 0.235	p = 0.383	p = 0.253	p = 0.253
Years of schooling	−0.002	−0.002	0.0001	−0.00004	0.001	0.0004
	p = 0.236	p = 0.609	p = 0.749	p = 1.000	p = 0.494	p = 0.733
Ever married	−0.031	−0.030	−0.035	−0.040	−0.010	−0.011
	p = 0.249	p = 0.264	p = 0.503	p = 0.385	p = 0.000***	p = 0.254
Experience in sector (yrs)	0.002	0.002	−0.0001	0.00003	−0.004	−0.003
	p = 0.236	p = 0.484	p = 0.749	p = 1.000	p = 0.500	p = 0.238
Tenure at factory (yrs)	0.001	0.002	0.007	0.007	−0.001	−0.002
	p = 0.258	p = 0.126	p = 0.246	p = 0.108	p = 0.494	p = 0.634
7.1: position helper/lineman	−0.010	−0.007	0.017	0.020	−0.033	−0.035
	p = 0.743	p = 0.874	p = 0.481	p = 0.476	p = 0.253	p = 0.245
7.1: position operator	0.003	0.005	−0.038	−0.037	0.018	0.017
	p = 0.507	p = 0.624	p = 0.246	p = 0.529	p = 0.741	p = 1.000
Factory code 63	−0.005		−0.016		−0.002	
	p = 0.507		p = 0.481		p = 0.000***	
Factory code 90	0.022		−0.030		−0.025	
	p = 0.000***		p = 0.268		p = 0.253	
Constant	0.782	0.768	0.536	0.529	0.745	0.752
	p = 0.000***	p = 0.000***	p = 0.246	p = 0.000***	p = 0.000***	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. Includes factory fixed effects.

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

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−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 dummy)	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 dummy)	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 dummy)	−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 dummy)	−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 dummy)	−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
Factory code 13	−0.013		0.168		0.091	
	p = 0.766		p = 0.031**		p = 0.081*	
Factory code 63	−0.035		0.132		0.107	
	p = 0.438		p = 0.090*		p = 0.043**	
Factory code 90	0.007		0.142		0.075	
	p = 0.868		p = 0.067*		p = 0.153	
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. Includes factory fixed effects.

Table 117: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree dummy)	−0.020	−0.028	0.065	0.070	−0.037	−0.026
	p = 0.263	p = 0.540	p = 0.509	p = 1.000	p = 0.494	p = 1.000
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.018	−0.013	−0.174	−0.181	0.017	0.010
	p = 0.263	p = 0.510	p = 0.000***	p = 0.233	p = 0.000***	p = 0.379
9.2: Supervisor will side with me (disagree dummy)	0.001	0.0001	−0.008	−0.007	0.002	0.003
	p = 0.762	p = 1.000	p = 0.509	p = 0.640	p = 0.000***	p = 0.276
9.2: Respect supervisor (disagree dummy)	−0.088	−0.089	−0.173	−0.173	−0.032	−0.031
	p = 0.234	p = 0.127	p = 0.252	p = 0.241	p = 0.494	p = 0.616
9.2: Supervisor speaks openly (disagree dummy)	0.030	0.033	0.025	0.024	−0.072	−0.076
	p = 0.528	p = 0.335	p = 0.509	p = 0.891	p = 0.248	p = 0.117
9.2: I get fair salary (disagree dummy)	−0.002	0.003	−0.014	−0.020	−0.008	−0.015
	p = 0.762	p = 1.000	p = 0.759	p = 1.000	p = 0.000***	p = 0.124
Gender: female	0.047	0.049	0.008	0.006	−0.004	−0.007
	p = 0.000***	p = 0.129	p = 0.759	p = 0.890	p = 0.483	p = 0.137
Age	0.0004	0.001	0.003	0.002	0.003	0.002
	p = 0.762	p = 1.000	p = 0.250	p = 0.344	p = 0.485	p = 0.510
Years of schooling	−0.003	−0.002	−0.001	−0.001	0.001	0.0003
	p = 0.499	p = 0.755	p = 0.759	p = 1.000	p = 0.485	p = 1.000
Ever married	−0.023	−0.023	−0.018	−0.022	−0.003	−0.004
	p = 0.497	p = 0.243	p = 0.507	p = 0.732	p = 0.731	p = 0.766
Experience in sector (yrs)	0.002	0.002	−0.0003	−0.0001	−0.003	−0.003
	p = 0.265	p = 0.522	p = 0.502	p = 0.885	p = 0.248	p = 0.269
Tenure at factory (yrs)	0.001	0.003	0.007	0.007	−0.0003	−0.002
	p = 0.499	p = 0.115	p = 0.252	p = 0.257	p = 0.731	p = 0.627
7.1: position helper/lineman	−0.016	−0.012	0.001	0.003	−0.041	−0.045
	p = 0.528	p = 1.000	p = 0.759	p = 0.880	p = 0.248	p = 0.366
7.1: position operator	−0.001	0.0003	−0.045	−0.044	0.010	0.009
	p = 0.762	p = 0.888	p = 0.000***	p = 0.120	p = 0.485	p = 1.000
Factory code 63	−0.004		−0.016		0.003	
	p = 0.762		p = 0.759		p = 0.000***	
Factory code 90	0.019		−0.026		−0.027	
	p = 0.000***		p = 0.250		p = 0.494	
Constant	0.964	0.949	0.963	0.964	0.966	0.984
	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	0.070	0.070	0.130	0.133	0.090	0.086

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.014		0.175		0.097	
	p = 0.746		p = 0.026**		p = 0.064*	
Factory code 63	−0.037		0.123		0.116	
	p = 0.408		p = 0.117		p = 0.027**	
Factory code 90	0.009		0.133		0.079	
	p = 0.841		p = 0.090*		p = 0.128	
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. Includes factory fixed effects.

Table 119: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(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 = 0.262	p = 0.239	p = 0.000***	p = 0.136	p = 0.237	p = 0.130
Gender: female	0.050	0.053	0.012	0.009	−0.006	−0.009
	p = 0.000***	p = 0.124	p = 0.000***	p = 0.133	p = 0.502	p = 0.262
Age	0.0003	0.001	0.002	0.002	0.003	0.003
	p = 0.770	p = 0.762	p = 0.235	p = 0.497	p = 0.489	p = 0.240
Years of schooling	−0.003	−0.002	−0.001	−0.001	0.001	0.0003
	p = 0.248	p = 0.737	p = 0.508	p = 1.000	p = 0.489	p = 1.000
Ever married	−0.032	−0.032	−0.040	−0.047	−0.011	−0.011
	p = 0.260	p = 0.249	p = 0.508	p = 0.392	p = 0.237	p = 0.371
Experience in sector (yrs)	0.002	0.002	−0.0002	−0.0002	−0.003	−0.003
	p = 0.248	p = 0.500	p = 0.759	p = 1.000	p = 0.502	p = 0.130
Tenure at factory (yrs)	0.0005	0.002	0.006	0.007	−0.001	−0.003
	p = 0.770	p = 0.388	p = 0.251	p = 0.110	p = 0.502	p = 0.610
7.1: position helper/lineman	−0.014	−0.007	0.006	0.013	−0.027	−0.033
	p = 0.770	p = 0.882	p = 0.486	p = 0.606	p = 0.489	p = 0.225
7.1: position operator	0.002	0.004	−0.044	−0.042	0.021	0.019
	p = 0.770	p = 1.000	p = 0.251	p = 0.240	p = 0.502	p = 0.757
Factory code 63	−0.010		−0.033		0.008	
	p = 0.510		p = 0.486		p = 0.237	
Factory code 90	0.025		−0.031		−0.023	
	p = 0.262		p = 0.000***		p = 0.237	
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. Includes factory fixed effects.

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

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(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
Factory code 13	−0.015		0.177		0.100	
	p = 0.732		p = 0.024**		p = 0.056*	
Factory code 63	−0.037		0.124		0.116	
	p = 0.409		p = 0.116		p = 0.028**	
Factory code 90	0.008		0.139		0.083	
	p = 0.852		p = 0.077*		p = 0.113	
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. Includes factory fixed effects.

Table 121: 18.1: Likelihood of reporting experiencing different emotions at work, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:					
	Alert		Enthusiastic		Proud	
	OLS		*OLS*		*OLS*	
	(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 = 0.257	p = 0.270	p = 0.000***	p = 0.107	p = 0.228	p = 0.142
Gender: female	0.050	0.053	0.014	0.011	−0.008	−0.011
	p = 0.000***	p = 0.123	p = 0.000***	p = 0.098*	p = 0.503	p = 0.493
Age	0.0004	0.001	0.002	0.002	0.003	0.003
	p = 0.780	p = 0.882	p = 0.250	p = 0.497	p = 0.000***	p = 0.257
Years of schooling	−0.003	−0.002	−0.001	−0.001	0.001	0.0005
	p = 0.239	p = 0.738	p = 0.510	p = 0.766	p = 0.462	p = 1.000
Ever married	−0.031	−0.030	−0.046	−0.054	−0.011	−0.013
	p = 0.285	p = 0.251	p = 0.510	p = 0.388	p = 0.000***	p = 0.137
Experience in sector (yrs)	0.002	0.002	−0.0002	−0.0002	−0.004	−0.004
	p = 0.239	p = 0.518	p = 0.751	p = 0.879	p = 0.503	p = 0.250
Tenure at factory (yrs)	0.0005	0.002	0.005	0.007	−0.001	−0.003
	p = 0.496	p = 0.361	p = 0.000***	p = 0.124	p = 0.503	p = 0.657
7.1: position helper/lineman	−0.016	−0.010	0.008	0.017	−0.026	−0.031
	p = 0.780	p = 0.868	p = 0.491	p = 0.643	p = 0.462	p = 0.610
7.1: position operator	0.0003	0.003	−0.043	−0.041	0.022	0.020
	p = 0.780	p = 0.860	p = 0.241	p = 0.121	p = 0.503	p = 0.764
Factory code 63	−0.007		−0.036		0.004	
	p = 0.496		p = 0.491		p = 0.503	
Factory code 90	0.025		−0.027		−0.026	
	p = 0.257		p = 0.241		p = 0.228	
9.1: Factory has rules	−0.014	−0.013	0.003	−0.002	0.034	0.034
	p = 0.257	p = 0.256	p = 0.510	p = 0.764	p = 0.228	p = 0.267
9.1: Management consults workers	0.004	0.002	0.006	0.004	0.034	0.036
	p = 0.496	p = 1.000	p = 0.501	p = 0.776	p = 0.462	p = 0.244
9.1: Must obey orders	−0.001	0.004	−0.038	−0.042	0.035	0.030
	p = 0.780	p = 0.858	p = 0.000***	p = 0.244	p = 0.462	p = 0.756
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. Includes factory fixed effects.

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

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay raise	
	OLS		*OLS*		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Gender: female	0.023	0.015	0.056	0.022	0.035	0.033	−0.123	−0.075
	p = 0.652	p = 0.737	p = 0.266	p = 0.637	p = 0.465	p = 0.451	p = 0.014**	p = 0.10
Age	−0.0004	−0.003	−0.001	−0.0004	−0.003	−0.001	0.006	0.004
	p = 0.924	p = 0.435	p = 0.812	p = 0.920	p = 0.438	p = 0.813	p = 0.112	p = 0.32
Years of schooling	−0.003	−0.005	−0.009	−0.008	−0.007	−0.003	0.008	0.003
	p = 0.648	p = 0.370	p = 0.157	p = 0.151	p = 0.279	p = 0.590	p = 0.214	p = 0.55
Ever married	−0.043	−0.019	0.106	0.123	−0.075	−0.058	0.054	0.011
	p = 0.433	p = 0.701	p = 0.057*	p = 0.016**	p = 0.164	p = 0.237	p = 0.330	p = 0.82
Experience in sector (yrs)	−0.009	−0.005	0.004	0.005	0.003	−0.001	−0.003	0.004
	p = 0.150	p = 0.414	p = 0.491	p = 0.396	p = 0.553	p = 0.847	p = 0.641	p = 0.50
Tenure at factory (yrs)	0.008	0.007	0.005	−0.003	0.004	0.012	−0.008	−0.021
	p = 0.359	p = 0.378	p = 0.565	p = 0.654	p = 0.675	p = 0.112	p = 0.374	p = 0.008*
7.1: position helper/lineman	−0.004	−0.001	−0.155	−0.083	−0.006	−0.053	0.212	0.167
	p = 0.957	p = 0.992	p = 0.060*	p = 0.281	p = 0.938	p = 0.468	p = 0.010***	p = 0.031
7.1: position operator	−0.003	0.016	−0.122	−0.068	−0.077	−0.108	0.155	0.124
	p = 0.969	p = 0.815	p = 0.092*	p = 0.320	p = 0.267	p = 0.103	p = 0.029**	p = 0.073
Factory code 13	−0.055		−0.261		−0.084		−0.394	
	p = 0.734		p = 0.107		p = 0.587		p = 0.014**	
Factory code 63	0.019		−0.107		0.022		−0.352	
	p = 0.906		p = 0.512		p = 0.889		p = 0.028**	
Factory code 90	0.024		−0.074		−0.013		−0.297	
	p = 0.884		p = 0.647		p = 0.935		p = 0.063*	
9.1: Factory has rules	0.014	0.022	−0.145	−0.114	0.024	0.038	−0.013	−0.034
	p = 0.788	p = 0.656	p = 0.007***	p = 0.024**	p = 0.631	p = 0.439	p = 0.804	p = 0.49
9.1: Management consults workers	−0.085	−0.059	−0.010	0.028	−0.084	−0.085	0.076	0.018
	p = 0.266	p = 0.424	p = 0.896	p = 0.710	p = 0.254	p = 0.237	p = 0.318	p = 0.81
9.1: Must obey orders	−0.055	−0.030	−0.146	−0.113	−0.045	−0.030	0.081	0.060
	p = 0.337	p = 0.589	p = 0.012**	p = 0.043**	p = 0.418	p = 0.571	p = 0.156	p = 0.28
Constant	0.483	0.491	0.729	0.568	0.879	0.754	0.517	0.367
	p = 0.019**	p = 0.0001***	p = 0.0005***	p = 0.00001***	p = 0.00001***	p = 0.000***	p = 0.012**	p = 0.005*
Observations	888	888	888	888	888	888	888	888
Adjusted R^2	0.013	−0.006	0.041	0.013	0.041	0.003	0.068	0.010

Note: *p<0.1; **p<0.05; ***p<0.
Clustered by factory. Includes factory fixed effec

Table 123: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay raise	
	OLS		*OLS*		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Gender: female	0.133	0.142	0.152	0.167	−0.074	−0.071	−0.044	−0.033
	p = 0.515	p = 0.103	p = 0.000***	p = 0.239	p = 0.249	p = 0.365	p = 0.274	p = 0.479
Age	0.0003	0.001	0.0002	0.002	−0.008	−0.007	0.010	0.011
	p = 0.751	p = 0.623	p = 0.743	p = 0.759	p = 0.000***	p = 0.261	p = 0.247	p = 0.515
Years of schooling	0.012	0.012	−0.017	−0.017	−0.016	−0.016	0.015	0.016
	p = 0.498	p = 0.127	p = 0.244	p = 0.251	p = 0.511	p = 0.254	p = 0.525	p = 0.364
Ever married	−0.038	−0.010	0.090	0.129	−0.019	−0.003	−0.085	−0.059
	p = 0.515	p = 0.749	p = 0.245	p = 0.123	p = 0.511	p = 0.876	p = 0.525	p = 0.734
Experience in sector (yrs)	0.005	0.004	−0.002	−0.003	−0.001	−0.001	−0.005	−0.006
	p = 0.489	p = 0.874	p = 0.743	p = 0.855	p = 0.749	p = 0.758	p = 0.498	p = 0.479
Tenure at factory (yrs)	−0.007	−0.009	0.004	0.003	0.009	0.007	−0.013	−0.013
	p = 0.515	p = 0.635	p = 0.743	p = 1.000	p = 0.262	p = 0.756	p = 0.521	p = 0.490
7.1: position helper/lineman	0.024	0.007	−0.294	−0.314	0.038	0.024	0.221	0.211
	p = 0.751	p = 0.869	p = 0.000***	p = 0.130	p = 0.262	p = 0.128	p = 0.525	p = 0.219
7.1: position operator	0.045	0.045	−0.226	−0.224	−0.010	−0.012	0.112	0.115
	p = 0.498	p = 0.861	p = 0.489	p = 0.274	p = 0.511	p = 0.738	p = 0.274	p = 0.224
Factory code 63	0.097		0.131		0.065		0.082	
	p = 0.262		p = 0.498		p = 0.000***		p = 0.247	
Factory code 90	0.113		0.178		0.048		0.128	
	p = 0.000***		p = 0.000***		p = 0.000***		p = 0.000***	
9.1: Factory has rules	−0.125	−0.104	−0.104	−0.073	0.193	0.205	−0.089	−0.069
	p = 0.498	p = 0.859	p = 0.498	p = 0.656	p = 0.249	p = 0.255	p = 0.498	p = 0.523
9.1: Management consults workers	−0.160	−0.153	0.024	0.032	0.010	0.016	0.222	0.226
	p = 0.751	p = 0.879	p = 0.743	p = 0.856	p = 0.511	p = 0.625	p = 0.274	p = 0.510
9.1: Must obey orders	−0.341	−0.310	−0.112	−0.064	0.152	0.167	0.031	0.065
	p = 0.262	p = 0.381	p = 0.498	p = 0.593	p = 0.511	p = 0.241	p = 0.000***	p = 0.130
Constant	0.301	0.307	0.547	0.538	0.842	0.862	0.125	0.110
	p = 0.262	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.262	p = 0.000***	p = 0.521	p = 0.481
Observations	389	389	389	389	389	389	389	389
Adjusted R^2	0.038	0.033	0.035	0.018	0.013	0.015	0.040	0.034

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:						
	Contented		Good management behaviour		Management looking out for workers		Good ann
	OLS		*OLS*		*OLS*		
	(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**
Factory code 13	−0.024		−0.243		−0.103		−0.279
	p = 0.882		p = 0.131		p = 0.510		p = 0.064*
Factory code 63	0.028		−0.107		0.021		−0.254
	p = 0.861		p = 0.509		p = 0.894		p = 0.095*
Factory code 90	0.024		−0.017		0.005		−0.316
	p = 0.881		p = 0.915		p = 0.976		p = 0.036**
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. Includes fa

Table 125: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay r	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	0
	p = 0.771	p = 0.880	p = 0.000***	p = 0.379	p = 0.512	p = 0.381	p = 0.242	p =
9.2: Supervisor doesn't use bad lang (numeric)	0.039	0.029	0.084	0.050	0.001	−0.009	−0.023	−(
	p = 0.771	p = 0.872	p = 0.000***	p = 0.397	p = 0.758	p = 1.000	p = 0.746	p =
9.2: Supervisor will side with me (numeric)	0.111	0.112	−0.021	−0.015	0.007	0.008	−0.012	−(
	p = 0.255	p = 0.254	p = 0.508	p = 1.000	p = 0.512	p = 0.396	p = 0.746	p =
9.2: Respect supervisor (numeric)	0.015	0.018	0.111	0.127	−0.032	−0.028	0.098	0
	p = 0.514	p = 0.255	p = 0.000***	p = 0.129	p = 0.512	p = 0.748	p = 0.258	p =
9.2: Supervisor speaks openly (numeric)	−0.031	−0.026	−0.021	−0.025	0.023	0.024	−0.090	−(
	p = 0.512	p = 0.751	p = 0.753	p = 1.000	p = 0.506	p = 0.765	p = 0.246	p =
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 = 0.135	p = 0.258	p = 0.606	p = 0.758	p = 0.619	p = 0.000***	p =
Gender: female	0.127	0.133	0.116	0.146	−0.058	−0.050	−0.023	−(
	p = 0.512	p = 0.542	p = 0.000***	p = 0.150	p = 0.512	p = 0.642	p = 0.504	p =
Age	−0.001	−0.001	−0.001	0.002	−0.007	−0.007	0.011	0
	p = 0.771	p = 1.000	p = 0.753	p = 0.867	p = 0.000***	p = 0.105	p = 0.246	p =
Years of schooling	0.013	0.011	−0.016	−0.015	−0.017	−0.017	0.014	0
	p = 0.516	p = 0.867	p = 0.250	p = 0.358	p = 0.498	p = 0.364	p = 0.242	p =
Ever married	−0.025	−0.005	0.100	0.132	−0.029	−0.016	−0.079	−(
	p = 0.771	p = 0.881	p = 0.508	p = 0.125	p = 0.498	p = 0.640	p = 0.242	p =
Experience in sector (yrs)	0.003	0.003	−0.002	−0.003	0.001	0.001	−0.007	−(
	p = 0.771	p = 1.000	p = 0.753	p = 0.886	p = 0.512	p = 0.886	p = 0.500	p =
Tenure at factory (yrs)	−0.001	−0.006	0.004	0.005	0.005	0.004	−0.008	−(
	p = 0.771	p = 0.636	p = 0.753	p = 1.000	p = 0.252	p = 0.528	p = 0.500	p =
7.1: position helper/lineman	−0.0004	−0.030	−0.262	−0.287	0.006	−0.008	0.221	0
	p = 0.771	p = 0.739	p = 0.000***	p = 0.249	p = 0.000***	p = 0.370	p = 0.242	p =
7.1: position operator	0.042	0.032	−0.201	−0.208	−0.039	−0.044	0.104	0
	p = 0.516	p = 0.770	p = 0.000***	p = 0.246	p = 0.498	p = 0.618	p = 0.500	p =
Factory code 63	0.101		0.125		0.055		0.065	
	p = 0.000***		p = 0.000***		p = 0.252		p = 0.504	
Factory code 90	0.054		0.225		0.061		−0.025	
	p = 0.516		p = 0.000***		p = 0.000***		p = 0.746	
Constant	0.026	0.116	0.061	0.116	1.226	1.264	0.206	0
	p = 0.771	p = 0.756	p = 0.753	p = 0.766	p = 0.000***	p = 0.000***	p = 0.504	p = (
Observations	389	389	389	389	389	389	389	3
Adjusted R^2	0.026	0.026	0.061	0.037	−0.010	−0.007	0.106	0

Note: *p<0.1; **p<0.05; ***
Clustered by factory. Includes factory fixed

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

	Dependent variable:						
	Contented		Good management behaviour		Management looking out for workers		G
	OLS		*OLS*		*OLS*		
	(1)	(2)	(3)	(4)	(5)	(6)	
9.2: Supervisor respects me (disagree dummy)	0.311	0.274	0.010	−0.016	−0.131	−0.164	−
	p = 0.003***	p = 0.005***	p = 0.921	p = 0.870	p = 0.186	p = 0.088*	p =
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.161	−0.138	0.008	0.027	0.060	0.114	−
	p = 0.100*	p = 0.140	p = 0.932	p = 0.779	p = 0.527	p = 0.220	p =
9.2: Supervisor will side with me (disagree dummy)	−0.099	−0.095	−0.097	−0.081	0.059	0.042	−
	p = 0.017**	p = 0.015**	p = 0.022**	p = 0.043**	p = 0.143	p = 0.268	p =
9.2: Respect supervisor (disagree dummy)	−0.247	−0.262	0.012	0.044	0.208	0.214	−
	p = 0.001***	p = 0.0003***	p = 0.870	p = 0.549	p = 0.005***	p = 0.003***	p =
9.2: Supervisor speaks openly (disagree dummy)	0.014	0.036	0.043	0.060	0.026	0.021	0
	p = 0.801	p = 0.493	p = 0.452	p = 0.269	p = 0.639	p = 0.687	p =
9.2: I get fair salary (disagree dummy)	0.119	0.137	−0.157	−0.125	−0.072	−0.084	0
	p = 0.002***	p = 0.0001***	p = 0.00004***	p = 0.0005***	p = 0.048**	p = 0.014**	p =
Gender: female	0.047	0.033	0.060	0.023	0.011	0.009	−
	p = 0.340	p = 0.455	p = 0.232	p = 0.620	p = 0.816	p = 0.840	p =
Age	−0.0003	−0.003	−0.002	−0.001	−0.003	−0.001	0
	p = 0.946	p = 0.405	p = 0.627	p = 0.794	p = 0.459	p = 0.814	p =
Years of schooling	−0.003	−0.005	−0.010	−0.010	−0.005	−0.003	0
	p = 0.679	p = 0.412	p = 0.125	p = 0.101	p = 0.395	p = 0.613	p =
Ever married	−0.045	−0.018	0.103	0.111	−0.075	−0.065	0
	p = 0.405	p = 0.707	p = 0.064*	p = 0.029**	p = 0.160	p = 0.181	p =
Experience in sector (yrs)	−0.008	−0.004	0.004	0.005	0.004	−0.0005	−
	p = 0.158	p = 0.460	p = 0.514	p = 0.356	p = 0.487	p = 0.936	p =
Tenure at factory (yrs)	0.005	0.006	0.006	−0.004	0.004	0.011	−
	p = 0.554	p = 0.448	p = 0.502	p = 0.587	p = 0.636	p = 0.129	p =
7.1: position helper/lineman	−0.051	−0.034	−0.170	−0.086	0.002	−0.045	0
	p = 0.524	p = 0.644	p = 0.038**	p = 0.263	p = 0.983	p = 0.538	p =
7.1: position operator	−0.036	−0.013	−0.126	−0.068	−0.065	−0.097	0
	p = 0.611	p = 0.841	p = 0.079*	p = 0.318	p = 0.345	p = 0.140	p =
Factory code 13	−0.024		−0.296		−0.120		−
	p = 0.881		p = 0.067*		p = 0.438		p =
Factory code 63	0.023		−0.144		−0.014		−
	p = 0.886		p = 0.375		p = 0.930		p =
Factory code 90	0.015		−0.078		−0.037		−
	p = 0.923		p = 0.628		p = 0.809		p =
Constant	0.462	0.470	0.801	0.620	0.888	0.782	0
	p = 0.021**	p = 0.0002***	p = 0.0001***	p = 0.00001***	p = 0.00001***	p = 0.000***	p =
Observations	888	888	888	888	888	888	
Adjusted R^2	0.050	0.038	0.056	0.021	0.049	0.013	0

Note: *p<

Clustered by factory. Incl

Table 127: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:						
	Contented		Good management behaviour		Management looking out for workers		Good annua
	OLS		*OLS*		*OLS*		*OL*
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
9.2: Supervisor respects me (disagree dummy)	0.280	0.288	−0.023	−0.060	−0.056	−0.057	−0.046
	p = 0.000***	p = 0.143	p = 0.493	p = 0.628	p = 0.245	p = 0.347	p = 0.000***
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.176	−0.168	−0.009	0.047	0.126	0.137	−0.058
	p = 0.000***	p = 0.388	p = 0.493	p = 0.620	p = 0.000***	p = 0.364	p = 0.740
9.2: Supervisor will side with me (disagree dummy)	−0.168	−0.169	−0.018	−0.025	0.015	0.014	−0.044
	p = 0.239	p = 0.266	p = 0.511	p = 0.741	p = 0.487	p = 0.745	p = 0.510
9.2: Respect supervisor (disagree dummy)	−0.272	−0.268	0.099	0.100	0.137	0.139	−0.226
	p = 0.000***	p = 0.130	p = 0.000***	p = 0.251	p = 0.000***	p = 0.140	p = 0.000***
9.2: Supervisor speaks openly (disagree dummy)	−0.019	−0.022	0.016	0.029	0.039	0.039	0.136
	p = 0.763	p = 1.000	p = 0.493	p = 0.745	p = 0.503	p = 0.499	p = 0.510
9.2: I get fair salary (disagree dummy)	0.132	0.138	−0.177	−0.127	−0.006	0.003	0.271
	p = 0.000***	p = 0.146	p = 0.267	p = 0.138	p = 0.748	p = 1.000	p = 0.246
Gender: female	0.125	0.129	0.137	0.160	−0.063	−0.058	−0.032
	p = 0.524	p = 0.227	p = 0.000***	p = 0.267	p = 0.487	p = 0.367	p = 0.740
Age	−0.001	−0.0004	−0.001	0.001	−0.007	−0.006	0.010
	p = 0.763	p = 0.889	p = 0.511	p = 0.641	p = 0.242	p = 0.249	p = 0.000***
Years of schooling	0.013	0.011	−0.016	−0.016	−0.016	−0.017	0.013
	p = 0.524	p = 0.748	p = 0.511	p = 0.133	p = 0.506	p = 0.387	p = 0.476
Ever married	0.002	0.015	0.094	0.127	−0.047	−0.036	−0.065
	p = 0.763	p = 1.000	p = 0.244	p = 0.145	p = 0.506	p = 0.246	p = 0.476
Experience in sector (yrs)	0.003	0.003	−0.002	−0.003	0.001	0.001	−0.008
	p = 0.763	p = 1.000	p = 0.760	p = 0.900	p = 0.748	p = 0.886	p = 0.264
Tenure at factory (yrs)	−0.002	−0.006	0.006	0.006	0.005	0.003	−0.010
	p = 0.763	p = 0.746	p = 0.511	p = 1.000	p = 0.506	p = 0.600	p = 0.264
7.1: position helper/lineman	−0.019	−0.040	−0.274	−0.295	0.018	0.007	0.245
	p = 0.763	p = 1.000	p = 0.000***	p = 0.220	p = 0.000***	p = 0.623	p = 0.230
7.1: position operator	0.024	0.017	−0.200	−0.205	−0.038	−0.042	0.123
	p = 0.763	p = 1.000	p = 0.267	p = 0.103	p = 0.506	p = 0.641	p = 0.494
Factory code 63	0.075		0.140		0.051		0.071
	p = 0.000***		p = 0.267		p = 0.245		p = 0.510
Factory code 90	0.041		0.223		0.045		0.024
	p = 0.268		p = 0.000***		p = 0.261		p = 0.740
Constant	0.219	0.259	0.558	0.549	0.947	0.964	0.055
	p = 0.524	p = 0.735	p = 0.511	p = 0.276	p = 0.000***	p = 0.000***	p = 0.246
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<0.1; **p<0.0

Clustered by factory. Includes factory

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

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay raise	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	−0.129
	p = 0.370	p = 0.133	p = 0.033**	p = 0.171	p = 0.374	p = 0.451	p = 0.00000***	p = 0.000
Gender: female	0.018	0.009	0.060	0.027	0.028	0.026	−0.112	−0.069
	p = 0.723	p = 0.843	p = 0.235	p = 0.560	p = 0.559	p = 0.563	p = 0.023**	p = 0.1
Age	−0.0002	−0.003	−0.002	−0.001	−0.003	−0.001	0.007	0.004
	p = 0.955	p = 0.428	p = 0.681	p = 0.792	p = 0.448	p = 0.831	p = 0.086*	p = 0.2
Years of schooling	−0.002	−0.004	−0.009	−0.008	−0.006	−0.003	0.008	0.004
	p = 0.779	p = 0.447	p = 0.162	p = 0.175	p = 0.325	p = 0.621	p = 0.193	p = 0.4
Ever married	−0.043	−0.021	0.111	0.127	−0.071	−0.057	0.044	0.003
	p = 0.442	p = 0.678	p = 0.049**	p = 0.013**	p = 0.183	p = 0.245	p = 0.421	p = 0.9
Experience in sector (yrs)	−0.009	−0.004	0.004	0.004	0.004	−0.001	−0.002	0.005
	p = 0.162	p = 0.464	p = 0.566	p = 0.443	p = 0.543	p = 0.844	p = 0.691	p = 0.3
Tenure at factory (yrs)	0.008	0.007	0.007	−0.002	0.004	0.011	−0.011	−0.021
	p = 0.380	p = 0.387	p = 0.427	p = 0.805	p = 0.641	p = 0.124	p = 0.221	p = 0.006
7.1: position helper/lineman	−0.021	−0.011	−0.147	−0.084	−0.013	−0.060	0.198	0.163
	p = 0.798	p = 0.880	p = 0.075*	p = 0.274	p = 0.872	p = 0.411	p = 0.014**	p = 0.03
7.1: position operator	−0.011	0.010	−0.120	−0.069	−0.079	−0.109	0.146	0.112
	p = 0.883	p = 0.884	p = 0.096*	p = 0.315	p = 0.253	p = 0.099*	p = 0.037**	p = 0.09
Factory code 13	−0.063		−0.250		−0.093		−0.384	
	p = 0.695		p = 0.124		p = 0.548		p = 0.015**	
Factory code 63	0.0002		−0.097		0.028		−0.413	
	p = 1.000		p = 0.554		p = 0.860		p = 0.010***	
Factory code 90	0.003		−0.070		−0.015		−0.333	
	p = 0.988		p = 0.668		p = 0.925		p = 0.035**	
Constant	0.484	0.497	0.616	0.485	0.870	0.764	0.574	0.363
	p = 0.017**	p = 0.00004***	p = 0.003***	p = 0.0001***	p = 0.00001***	p = 0.000***	p = 0.004***	p = 0.003
Observations	888	888	888	888	888	888	888	888
Adjusted R^2	0.012	−0.004	0.036	0.006	0.038	−0.001	0.097	0.043

Note: *p<0.1; **p<0.05; ***p<0
Clustered by factory. Includes factory fixed effe

Table 129: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay raise	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	−0.086
	p = 0.000***	p = 0.125	p = 0.250	p = 0.233	p = 0.000***	p = 0.121	p = 0.516	p = 0.388
Gender: female	0.112	0.120	0.144	0.162	−0.063	−0.058	−0.033	−0.023
	p = 0.493	p = 0.385	p = 0.000***	p = 0.128	p = 0.500	p = 0.463	p = 0.000***	p = 0.488
Age	−0.0002	0.001	−0.001	0.001	−0.007	−0.006	0.008	0.010
	p = 0.743	p = 0.876	p = 0.774	p = 1.000	p = 0.000***	p = 0.131	p = 0.516	p = 0.384
Years of schooling	0.015	0.014	−0.017	−0.017	−0.016	−0.017	0.013	0.014
	p = 0.511	p = 0.505	p = 0.248	p = 0.138	p = 0.501	p = 0.512	p = 0.489	p = 0.499
Ever married	−0.009	0.015	0.101	0.136	−0.026	−0.011	−0.089	−0.080
	p = 0.743	p = 0.873	p = 0.276	p = 0.112	p = 0.501	p = 0.589	p = 0.489	p = 0.472
Experience in sector (yrs)	0.003	0.003	−0.003	−0.004	0.001	0.001	−0.005	−0.005
	p = 0.743	p = 1.000	p = 0.774	p = 1.000	p = 0.745	p = 0.891	p = 0.477	p = 0.594
Tenure at factory (yrs)	−0.001	−0.004	0.007	0.005	0.006	0.003	−0.013	−0.010
	p = 0.743	p = 1.000	p = 0.774	p = 1.000	p = 0.245	p = 0.755	p = 0.516	p = 0.389
7.1: position helper/lineman	0.014	−0.012	−0.276	−0.302	0.013	−0.005	0.225	0.227
	p = 0.511	p = 0.755	p = 0.248	p = 0.248	p = 0.000***	p = 0.379	p = 0.225	p = 0.127
7.1: position operator	0.045	0.038	−0.204	−0.211	−0.036	−0.041	0.102	0.104
	p = 0.511	p = 0.616	p = 0.276	p = 0.129	p = 0.501	p = 0.639	p = 0.225	p = 0.131
Factory code 63	0.104		0.139		0.070		0.025	
	p = 0.000***		p = 0.000***		p = 0.000***		p = 0.516	
Factory code 90	0.085		0.177		0.054		0.086	
	p = 0.000***		p = 0.000***		p = 0.000***		p = 0.516	
Constant	0.111	0.158	0.460	0.491	0.970	1.004	0.186	0.163
	p = 0.743	p = 0.736	p = 0.248	p = 0.000***	p = 0.000***	p = 0.000***	p = 0.264	p = 0.502
Observations	389	389	389	389	389	389	389	389
Adjusted R^2	−0.002	−0.004	0.036	0.020	−0.001	0.001	0.022	0.022

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay raise	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	−0.1
	p = 0.151	p = 0.053*	p = 0.237	p = 0.629	p = 0.537	p = 0.561	p = 0.00000***	p = 0.0
Gender: female	0.024	0.016	0.055	0.022	0.035	0.033	−0.117	−0.0
	p = 0.628	p = 0.728	p = 0.278	p = 0.639	p = 0.475	p = 0.453	p = 0.018**	p = 0.
Age	−0.0002	−0.003	−0.001	−0.0004	−0.003	−0.001	0.007	0.00
	p = 0.967	p = 0.462	p = 0.778	p = 0.911	p = 0.425	p = 0.802	p = 0.070*	p = 0.
Years of schooling	−0.003	−0.005	−0.009	−0.008	−0.007	−0.003	0.008	0.00
	p = 0.659	p = 0.381	p = 0.153	p = 0.150	p = 0.277	p = 0.586	p = 0.188	p = 0.
Ever married	−0.046	−0.023	0.109	0.124	−0.073	−0.057	0.043	0.00
	p = 0.404	p = 0.651	p = 0.052*	p = 0.015**	p = 0.171	p = 0.246	p = 0.424	p = 0.
Experience in sector (yrs)	−0.009	−0.004	0.004	0.005	0.003	−0.001	−0.002	0.00
	p = 0.161	p = 0.466	p = 0.511	p = 0.410	p = 0.564	p = 0.826	p = 0.736	p = 0.
Tenure at factory (yrs)	0.007	0.006	0.006	−0.003	0.004	0.012	−0.011	−0.0
	p = 0.420	p = 0.407	p = 0.507	p = 0.664	p = 0.642	p = 0.109	p = 0.193	p = 0.0
7.1: position helper/lineman	−0.010	−0.001	−0.150	−0.083	−0.004	−0.053	0.193	0.16
	p = 0.905	p = 0.985	p = 0.068*	p = 0.282	p = 0.961	p = 0.470	p = 0.016**	p = 0.0
7.1: position operator	−0.006	0.013	−0.119	−0.068	−0.075	−0.107	0.145	0.11
	p = 0.938	p = 0.846	p = 0.099*	p = 0.325	p = 0.274	p = 0.106	p = 0.038**	p = 0.0
Factory code 13	−0.055		−0.261		−0.084		−0.394	
	p = 0.734		p = 0.107		p = 0.588		p = 0.013**	
Factory code 63	0.003		−0.093		0.029		−0.412	
	p = 0.986		p = 0.568		p = 0.855		p = 0.010***	
Factory code 90	0.014		−0.066		−0.009		−0.332	
	p = 0.932		p = 0.684		p = 0.956		p = 0.035**	
9.1: Factory has rules	−0.005	−0.003	−0.129	−0.108	0.032	0.045	−0.081	−0.1
	p = 0.931	p = 0.949	p = 0.018**	p = 0.040**	p = 0.538	p = 0.370	p = 0.124	p = 0.0
9.1: Management consults workers	−0.095	−0.075	−0.001	0.032	−0.080	−0.081	0.038	−0.0
	p = 0.214	p = 0.316	p = 0.985	p = 0.674	p = 0.281	p = 0.266	p = 0.609	p = 0.
9.1: Must obey orders	−0.092	−0.079	−0.115	−0.100	−0.029	−0.016	−0.054	−0.0
	p = 0.143	p = 0.189	p = 0.068*	p = 0.103	p = 0.628	p = 0.791	p = 0.380	p = 0.
Constant	0.512	0.517	0.705	0.561	0.867	0.746	0.622	0.44
	p = 0.013**	p = 0.00005***	p = 0.001***	p = 0.00002***	p = 0.00002***	p = 0.000***	p = 0.003***	p = 0.00
Observations	888	888	888	888	888	888	888	888
Adjusted R^2	0.015	−0.002	0.041	0.012	0.040	0.002	0.099	0.04

Note: *p<0.1; **p<0.05; ***p
Clustered by factory. Includes factory fixed e

Table 131: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:							
	Contented		Good management behaviour		Management looking out for workers		Good annual pay raise	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	−0.102
	p = 0.750	p = 0.756	p = 0.525	p = 0.640	p = 0.233	p = 0.116	p = 0.500	p = 0.378
Gender: female	0.132	0.142	0.147	0.165	−0.070	−0.067	−0.034	−0.023
	p = 0.487	p = 0.128	p = 0.000***	p = 0.124	p = 0.238	p = 0.362	p = 0.500	p = 0.751
Age	0.0003	0.001	0.00000	0.002	−0.008	−0.007	0.010	0.011
	p = 0.750	p = 0.746	p = 0.764	p = 0.759	p = 0.000***	p = 0.255	p = 0.251	p = 0.514
Years of schooling	0.012	0.012	−0.017	−0.017	−0.016	−0.017	0.013	0.015
	p = 0.248	p = 0.265	p = 0.246	p = 0.119	p = 0.471	p = 0.252	p = 0.485	p = 0.505
Ever married	−0.036	−0.011	0.095	0.133	−0.024	−0.013	−0.098	−0.083
	p = 0.487	p = 0.761	p = 0.239	p = 0.271	p = 0.471	p = 0.614	p = 0.000***	p = 0.469
Experience in sector (yrs)	0.005	0.004	−0.003	−0.003	−0.001	−0.001	−0.004	−0.004
	p = 0.502	p = 1.000	p = 0.764	p = 1.000	p = 0.747	p = 0.865	p = 0.487	p = 0.724
Tenure at factory (yrs)	−0.007	−0.009	0.005	0.003	0.009	0.007	−0.015	−0.013
	p = 0.487	p = 0.764	p = 0.485	p = 1.000	p = 0.233	p = 0.508	p = 0.500	p = 0.357
7.1: position helper/lineman	0.026	0.006	−0.285	−0.311	0.030	0.018	0.199	0.197
	p = 0.750	p = 1.000	p = 0.000***	p = 0.126	p = 0.233	p = 0.382	p = 0.485	p = 0.257
7.1: position operator	0.048	0.043	−0.212	−0.218	−0.022	−0.025	0.081	0.082
	p = 0.511	p = 1.000	p = 0.239	p = 0.124	p = 0.471	p = 0.384	p = 0.485	p = 0.488
Factory code 63	0.102		0.148		0.050		0.043	
	p = 0.248		p = 0.246		p = 0.233		p = 0.500	
Factory code 90	0.115		0.188		0.039		0.104	
	p = 0.000***		p = 0.000***		p = 0.000***		p = 0.249	
9.1: Factory has rules	−0.121	−0.106	−0.086	−0.064	0.177	0.183	−0.131	−0.123
	p = 0.511	p = 1.000	p = 0.525	p = 0.627	p = 0.238	p = 0.238	p = 0.236	p = 0.245
9.1: Management consults workers	−0.158	−0.154	0.033	0.037	0.003	0.006	0.203	0.201
	p = 0.750	p = 0.851	p = 0.764	p = 0.878	p = 0.747	p = 0.856	p = 0.249	p = 0.381
9.1: Must obey orders	−0.333	−0.314	−0.078	−0.047	0.122	0.128	−0.047	−0.029
	p = 0.248	p = 0.512	p = 0.525	p = 0.756	p = 0.471	p = 0.258	p = 0.736	p = 0.869
Constant	0.292	0.311	0.508	0.523	0.876	0.895	0.214	0.190
	p = 0.000***	p = 0.000***	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	389	389
Adjusted R^2	0.035	0.031	0.035	0.016	0.013	0.016	0.053	0.051

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Gender: female	0.042	0.037	−0.035	−0.019	0.003	0.009	−0.022	−0.032
	p = 0.068*	p = 0.075*	p = 0.248	p = 0.499	p = 0.866	p = 0.516	p = 0.534	p = 0.305
Age	0.001	−0.00002	−0.002	−0.001	−0.001	−0.002	0.006	0.005
	p = 0.436	p = 0.991	p = 0.508	p = 0.753	p = 0.242	p = 0.116	p = 0.035**	p = 0.041**
Years of schooling	0.003	0.004	−0.001	0.004	−0.001	−0.001	0.009	0.008
	p = 0.226	p = 0.171	p = 0.889	p = 0.255	p = 0.484	p = 0.630	p = 0.051*	p = 0.041**
Ever married	−0.0002	−0.018	−0.023	−0.022	0.001	−0.006	0.038	0.035
	p = 0.993	p = 0.412	p = 0.496	p = 0.463	p = 0.958	p = 0.685	p = 0.331	p = 0.310
Experience in sector (yrs)	−0.0003	0.0002	−0.001	−0.001	0.001	0.001	−0.009	−0.008
	p = 0.902	p = 0.936	p = 0.710	p = 0.865	p = 0.542	p = 0.515	p = 0.031**	p = 0.052*
Tenure at factory (yrs)	0.003	0.008	−0.009	0.001	0.0003	−0.002	−0.004	0.001
	p = 0.488	p = 0.020**	p = 0.111	p = 0.787	p = 0.905	p = 0.498	p = 0.516	p = 0.858
7.1: position helper/lineman	−0.066	−0.047	−0.015	−0.012	0.025	0.032	0.007	0.037
	p = 0.074*	p = 0.170	p = 0.762	p = 0.796	p = 0.312	p = 0.163	p = 0.902	p = 0.483
7.1: position operator	−0.031	−0.039	−0.006	−0.009	0.005	0.008	0.055	0.055
	p = 0.334	p = 0.206	p = 0.888	p = 0.825	p = 0.830	p = 0.683	p = 0.278	p = 0.239
Factory code 13	0.044		0.177		0.010		0.216	
	p = 0.544		p = 0.072*		p = 0.836		p = 0.057*	
Factory code 63	−0.098		0.040		0.011		0.116	
	p = 0.182		p = 0.685		p = 0.827		p = 0.308	
Factory code 90	−0.067		0.156		0.022		0.146	
	p = 0.358		p = 0.113		p = 0.645		p = 0.198	
9.1: Factory has rules	−0.065	−0.075	−0.080	−0.100	−0.004	0.002	0.032	0.020
	p = 0.007***	p = 0.001***	p = 0.013**	p = 0.001***	p = 0.792	p = 0.885	p = 0.385	p = 0.563
9.1: Management consults workers	−0.016	−0.016	−0.010	−0.018	0.060	0.055	0.138	0.135
	p = 0.640	p = 0.640	p = 0.825	p = 0.685	p = 0.010***	p = 0.014**	p = 0.011**	p = 0.009***
9.1: Must obey orders	−0.068	−0.083	−0.029	−0.048	−0.007	0.001	−0.010	−0.017
	p = 0.010***	p = 0.001***	p = 0.401	p = 0.150	p = 0.706	p = 0.928	p = 0.806	p = 0.647
Constant	0.090	0.091	0.182	0.202	0.024	0.051	−0.223	−0.073
	p = 0.334	p = 0.111	p = 0.146	p = 0.009***	p = 0.696	p = 0.183	p = 0.123	p = 0.400
Observations	888	888	888	888	888	888	888	888
Adjusted R^2	0.031	0.024	0.013	0.009	0.010	0.009	−0.007	0.014

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

Table 133: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Gender: female	0.066	0.059	−0.038	−0.036	0.015	0.016	0.009	0.005
	p = 0.269	p = 0.486	p = 0.000***	p = 0.241	p = 0.000***	p = 0.115	p = 0.750	p = 1.000
Age	0.003	0.003	−0.002	−0.002	−0.0004	−0.0002	0.009	0.008
	p = 0.244	p = 0.380	p = 0.487	p = 0.520	p = 0.489	p = 1.000	p = 0.492	p = 0.532
Years of schooling	0.002	0.004	−0.005	−0.001	−0.00001	0.0004	0.010	0.011
	p = 0.513	p = 0.779	p = 0.500	p = 0.874	p = 0.748	p = 0.491	p = 0.511	p = 0.484
Ever married	−0.034	−0.071	−0.028	−0.055	−0.018	−0.017	−0.023	−0.047
	p = 0.244	p = 0.000***	p = 0.500	p = 0.127	p = 0.489	p = 0.864	p = 0.253	p = 0.249
Experience in sector (yrs)	−0.003	−0.003	−0.001	−0.001	0.001	0.001	−0.007	−0.006
	p = 0.244	p = 0.759	p = 0.750	p = 1.000	p = 0.259	p = 0.107	p = 0.497	p = 0.388
Tenure at factory (yrs)	0.001	0.006	−0.005	0.005	−0.001	−0.001	−0.009	−0.005
	p = 0.513	p = 0.376	p = 0.250	p = 1.000	p = 0.518	p = 0.867	p = 0.000***	p = 0.148
7.1: position helper/lineman	−0.114	−0.082	−0.067	−0.027	0.011	0.014	0.002	0.024
	p = 0.269	p = 0.391	p = 0.237	p = 1.000	p = 0.748	p = 0.888	p = 0.750	p = 1.000
7.1: position operator	−0.082	−0.078	−0.056	−0.046	0.001	0.002	0.005	0.008
	p = 0.269	p = 0.745	p = 0.500	p = 0.503	p = 0.518	p = 0.757	p = 0.750	p = 1.000
Factory code 63	−0.145		−0.138		−0.004		−0.097	
	p = 0.000***		p = 0.000***		p = 0.748		p = 0.000***	
Factory code 90	−0.110		−0.019		0.011		−0.071	
	p = 0.000***		p = 0.263		p = 0.259		p = 0.000***	
9.1: Factory has rules	−0.062	−0.090	−0.052	−0.074	0.012	0.012	0.036	0.016
	p = 0.000***	p = 0.248	p = 0.000***	p = 0.252	p = 0.259	p = 0.248	p = 0.258	p = 0.611
9.1: Management consults workers	−0.017	−0.030	−0.018	−0.034	0.079	0.078	0.023	0.015
	p = 0.513	p = 0.480	p = 0.750	p = 0.635	p = 0.230	p = 0.362	p = 0.750	p = 1.000
9.1: Must obey orders	−0.065	−0.099	−0.038	−0.051	0.006	0.008	−0.023	−0.045
	p = 0.000***	p = 0.243	p = 0.237	p = 0.246	p = 0.518	p = 1.000	p = 0.497	p = 0.502
Constant	0.165	0.122	0.425	0.331	0.007	−0.003	−0.003	−0.034
	p = 0.000***	p = 0.508	p = 0.000***	p = 0.000***	p = 0.748	p = 0.763	p = 0.750	p = 0.761
Observations	389	389	389	389	389	389	389	389
Adjusted R^2	0.063	0.018	0.012	−0.009	0.004	0.007	0.001	−0.005

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
9.2: Supervisor respects me (numeric)	0.031	0.034	0.005	0.007	0.014	0.018	0.019	0.017
	p = 0.058*	p = 0.030**	p = 0.815	p = 0.721	p = 0.190	p = 0.088*	p = 0.456	p = 0.482
9.2: Supervisor doesn't use bad lang (numeric)	−0.014	−0.009	0.021	0.020	−0.017	−0.021	0.008	0.012
	p = 0.413	p = 0.570	p = 0.349	p = 0.348	p = 0.118	p = 0.048**	p = 0.759	p = 0.621
9.2: Supervisor will side with me (numeric)	−0.001	−0.003	−0.019	−0.011	0.002	−0.003	0.013	0.017
	p = 0.955	p = 0.749	p = 0.138	p = 0.356	p = 0.750	p = 0.656	p = 0.377	p = 0.192
9.2: Respect supervisor (numeric)	0.012	0.008	0.009	0.001	−0.005	−0.003	−0.042	−0.038
	p = 0.413	p = 0.579	p = 0.661	p = 0.951	p = 0.619	p = 0.723	p = 0.072*	p = 0.078*
9.2: Supervisor speaks openly (numeric)	−0.009	−0.007	0.009	0.004	0.002	0.005	0.015	0.008
	p = 0.509	p = 0.550	p = 0.585	p = 0.787	p = 0.855	p = 0.552	p = 0.443	p = 0.664
9.2: I get fair salary (numeric)	0.007	0.014	0.012	0.012	0.003	0.003	0.004	0.006
	p = 0.297	p = 0.025**	p = 0.195	p = 0.141	p = 0.443	p = 0.465	p = 0.712	p = 0.538
Gender: female	0.041	0.035	−0.042	−0.017	0.006	0.011	−0.021	−0.035
	p = 0.078*	p = 0.095*	p = 0.181	p = 0.542	p = 0.680	p = 0.444	p = 0.565	p = 0.265
Age	0.001	−0.0002	−0.002	−0.001	−0.002	−0.002	0.005	0.004
	p = 0.484	p = 0.884	p = 0.500	p = 0.740	p = 0.188	p = 0.095*	p = 0.076*	p = 0.086*
Years of schooling	0.004	0.004	−0.001	0.004	−0.001	−0.001	0.008	0.007
	p = 0.187	p = 0.136	p = 0.876	p = 0.253	p = 0.479	p = 0.659	p = 0.072*	p = 0.082*
Ever married	0.001	−0.017	−0.020	−0.018	−0.001	−0.007	0.039	0.038
	p = 0.985	p = 0.452	p = 0.565	p = 0.558	p = 0.970	p = 0.637	p = 0.321	p = 0.277
Experience in sector (yrs)	−0.001	−0.0005	−0.002	−0.001	0.001	0.001	−0.009	−0.008
	p = 0.751	p = 0.857	p = 0.609	p = 0.686	p = 0.615	p = 0.537	p = 0.028**	p = 0.047**
Tenure at factory (yrs)	0.004	0.009	−0.007	0.002	0.001	−0.001	−0.002	0.001
	p = 0.305	p = 0.009***	p = 0.171	p = 0.605	p = 0.778	p = 0.606	p = 0.696	p = 0.824
7.1: position helper/lineman	−0.061	−0.047	0.005	−0.005	0.025	0.034	0.012	0.040
	p = 0.103	p = 0.171	p = 0.922	p = 0.911	p = 0.321	p = 0.135	p = 0.837	p = 0.447
7.1: position operator	−0.029	−0.036	0.001	−0.007	0.006	0.011	0.061	0.063
	p = 0.378	p = 0.234	p = 0.984	p = 0.865	p = 0.779	p = 0.584	p = 0.223	p = 0.176
Factory code 13	0.039		0.181		0.003		0.208	
	p = 0.600		p = 0.067*		p = 0.953		p = 0.069*	
Factory code 63	−0.097		0.056		−0.0005		0.136	
	p = 0.190		p = 0.573		p = 0.993		p = 0.239	
Factory code 90	−0.077		0.179		0.009		0.149	
	p = 0.296		p = 0.071*		p = 0.859		p = 0.191	
Constant	−0.064	−0.098	−0.034	0.004	0.046	0.057	−0.218	−0.072
	p = 0.566	p = 0.208	p = 0.820	p = 0.968	p = 0.539	p = 0.272	p = 0.204	p = 0.545
Observations	888	888	888	888	888	888	888	888
Adjusted R^2	0.026	0.026	0.011	0.003	−0.003	0.002	−0.009	0.015

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

Table 135: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
9.2: Supervisor respects me (numeric)	0.040	0.041	−0.003	0.013	−0.012	−0.010	0.040	0.039
	p = 0.274	p = 0.109	p = 0.481	p = 0.739	p = 0.489	p = 0.515	p = 0.503	p = 0.384
9.2: Supervisor doesn't use bad lang (numeric)	−0.025	−0.006	0.036	0.038	0.007	0.007	0.037	0.045
	p = 0.506	p = 0.876	p = 0.000***	p = 0.262	p = 0.000***	p = 0.251	p = 0.503	p = 0.524
9.2: Supervisor will side with me (numeric)	−0.019	−0.021	−0.007	−0.006	0.003	0.003	−0.002	−0.003
	p = 0.470	p = 0.505	p = 0.481	p = 0.625	p = 0.768	p = 0.372	p = 0.762	p = 1.000
9.2: Respect supervisor (numeric)	0.018	0.011	−0.0003	0.002	−0.004	−0.003	−0.077	−0.080
	p = 0.274	p = 0.639	p = 0.733	p = 0.748	p = 0.525	p = 0.743	p = 0.266	p = 0.255
9.2: Supervisor speaks openly (numeric)	−0.0004	−0.005	−0.011	−0.022	−0.005	−0.006	−0.006	−0.007
	p = 0.744	p = 0.264	p = 0.733	p = 0.138	p = 0.768	p = 0.882	p = 0.503	p = 1.000
9.2: I get fair salary (numeric)	0.012	0.020	0.014	0.009	−0.004	−0.005	0.002	0.005
	p = 0.470	p = 0.138	p = 0.485	p = 0.870	p = 0.522	p = 0.414	p = 0.762	p = 0.603
Gender: female	0.059	0.045	−0.052	−0.050	0.018	0.018	0.003	−0.004
	p = 0.506	p = 0.358	p = 0.000***	p = 0.133	p = 0.522	p = 0.112	p = 0.762	p = 0.887
Age	0.003	0.002	−0.002	−0.002	−0.001	−0.001	0.009	0.008
	p = 0.232	p = 0.743	p = 0.500	p = 0.483	p = 0.279	p = 0.742	p = 0.503	p = 0.502
Years of schooling	0.003	0.005	−0.004	−0.001	−0.0003	0.00001	0.011	0.012
	p = 0.506	p = 0.526	p = 0.485	p = 0.893	p = 0.768	p = 1.000	p = 0.525	p = 0.475
Ever married	−0.027	−0.057	−0.025	−0.046	−0.014	−0.016	−0.010	−0.020
	p = 0.232	p = 0.239	p = 0.485	p = 0.128	p = 0.279	p = 0.858	p = 0.762	p = 1.000
Experience in sector (yrs)	−0.004	−0.004	−0.001	−0.002	0.002	0.002	−0.007	−0.007
	p = 0.470	p = 0.247	p = 0.733	p = 1.000	p = 0.279	p = 0.261	p = 0.496	p = 0.508
Tenure at factory (yrs)	0.003	0.008	−0.004	0.005	−0.001	−0.0003	−0.007	−0.006
	p = 0.512	p = 0.142	p = 0.252	p = 0.383	p = 0.525	p = 1.000	p = 0.000***	p = 0.269
7.1: position helper/lineman	−0.105	−0.066	−0.046	−0.006	0.010	0.013	0.018	0.029
	p = 0.274	p = 0.383	p = 0.485	p = 0.866	p = 0.525	p = 0.622	p = 0.525	p = 1.000
7.1: position operator	−0.075	−0.061	−0.037	−0.021	−0.001	−0.00001	0.025	0.029
	p = 0.274	p = 0.646	p = 0.485	p = 0.736	p = 0.489	p = 1.000	p = 0.762	p = 0.848
Factory code 63	−0.143		−0.119		−0.010		−0.044	
	p = 0.000***		p = 0.000***		p = 0.525		p = 0.259	
Factory code 90	−0.115		0.005		0.001		−0.049	
	p = 0.000***		p = 0.733		p = 0.768		p = 0.503	
Constant	−0.014	−0.128	0.274	0.143	0.088	0.077	0.016	−0.014
	p = 0.744	p = 0.000***	p = 0.252	p = 0.525	p = 0.279	p = 0.247	p = 0.762	p = 0.501
Observations	389	389	389	389	389	389	389	389
Adjusted R^2	0.062	0.020	0.012	−0.004	−0.026	−0.022	0.017	0.020

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
9.2: Supervisor respects me (disagree dummy)	−0.096	−0.093	0.063	0.078	−0.011	−0.019	−0.115	−0.123
	p = 0.042**	p = 0.038**	p = 0.314	p = 0.193	p = 0.718	p = 0.536	p = 0.114	p = 0.071
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.075	0.062	−0.106	−0.118	0.005	0.017	0.056	0.060
	p = 0.098*	p = 0.149	p = 0.080*	p = 0.042**	p = 0.863	p = 0.557	p = 0.420	p = 0.363
9.2: Supervisor will side with me (disagree dummy)	−0.014	−0.009	0.012	0.001	0.013	0.018	0.003	−0.008
	p = 0.462	p = 0.609	p = 0.635	p = 0.957	p = 0.296	p = 0.135	p = 0.926	p = 0.771
9.2: Respect supervisor (disagree dummy)	0.010	−0.009	−0.054	−0.042	−0.015	−0.022	−0.077	−0.075
	p = 0.773	p = 0.782	p = 0.242	p = 0.336	p = 0.507	p = 0.304	p = 0.147	p = 0.131
9.2: Supervisor speaks openly (disagree dummy)	−0.006	−0.005	−0.032	−0.034	−0.007	−0.005	−0.041	−0.026
	p = 0.820	p = 0.830	p = 0.349	p = 0.304	p = 0.695	p = 0.783	p = 0.306	p = 0.477
9.2: I get fair salary (disagree dummy)	−0.018	−0.037	−0.030	−0.031	0.001	−0.001	0.003	−0.007
	p = 0.286	p = 0.019**	p = 0.187	p = 0.142	p = 0.962	p = 0.918	p = 0.909	p = 0.760
Gender: female	0.042	0.036	−0.034	−0.009	0.004	0.009	−0.023	−0.033
	p = 0.070*	p = 0.083*	p = 0.266	p = 0.738	p = 0.820	p = 0.508	p = 0.521	p = 0.295
Age	0.001	−0.0003	−0.002	−0.001	−0.002	−0.002	0.005	0.005
	p = 0.569	p = 0.836	p = 0.493	p = 0.783	p = 0.202	p = 0.099*	p = 0.053*	p = 0.059
Years of schooling	0.003	0.004	−0.001	0.004	−0.001	−0.0004	0.009	0.008
	p = 0.240	p = 0.174	p = 0.818	p = 0.254	p = 0.553	p = 0.801	p = 0.052*	p = 0.044
Ever married	0.002	−0.016	−0.018	−0.017	0.001	−0.005	0.045	0.044
	p = 0.925	p = 0.476	p = 0.599	p = 0.585	p = 0.941	p = 0.766	p = 0.245	p = 0.198
Experience in sector (yrs)	−0.001	−0.0004	−0.002	−0.001	0.001	0.001	−0.010	−0.009
	p = 0.767	p = 0.878	p = 0.637	p = 0.717	p = 0.633	p = 0.576	p = 0.017**	p = 0.026
Tenure at factory (yrs)	0.004	0.009	−0.007	0.002	0.001	−0.001	−0.001	0.002
	p = 0.309	p = 0.010***	p = 0.169	p = 0.646	p = 0.728	p = 0.687	p = 0.868	p = 0.672
7.1: position helper/lineman	−0.067	−0.051	−0.002	−0.009	0.028	0.033	0.011	0.032
	p = 0.072*	p = 0.134	p = 0.971	p = 0.837	p = 0.270	p = 0.154	p = 0.847	p = 0.535
7.1: position operator	−0.033	−0.039	−0.0001	−0.007	0.007	0.010	0.061	0.062
	p = 0.314	p = 0.204	p = 0.998	p = 0.864	p = 0.744	p = 0.615	p = 0.227	p = 0.184
Factory code 13	0.043		0.183		0.012		0.218	
	p = 0.554		p = 0.062*		p = 0.803		p = 0.054*	
Factory code 63	−0.100		0.065		0.013		0.156	
	p = 0.177		p = 0.508		p = 0.787		p = 0.173	
Factory code 90	−0.074		0.190		0.021		0.152	
	p = 0.311		p = 0.054*		p = 0.677		p = 0.178	
Constant	0.070	0.073	0.137	0.160	0.019	0.043	−0.190	−0.019
	p = 0.452	p = 0.198	p = 0.270	p = 0.036**	p = 0.758	p = 0.259	p = 0.185	p = 0.827
Observations	888	888	888	888	888	888	888	888
Adjusted R^2	0.025	0.022	0.018	0.011	−0.004	0.001	−0.004	0.020

Note: *p<0.1; **p<0.05; ***p<0.0
Clustered by factory. Includes factory fixed effect

Table 137: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
9.2: Supervisor respects me (disagree dummy)	−0.069	−0.072	0.057	0.021	0.034	0.031	−0.081	−0.0
	p = 0.254	p = 0.254	p = 0.232	p = 0.266	p = 0.000***	p = 0.262	p = 0.000***	p = 0.
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.062	0.036	−0.126	−0.120	−0.017	−0.017	−0.026	−0.0
	p = 0.506	p = 0.241	p = 0.000***	p = 0.489	p = 0.492	p = 0.603	p = 0.511	p = 0.
9.2: Supervisor will side with me (disagree dummy)	0.014	0.016	0.003	0.002	0.010	0.010	0.016	0.01
	p = 0.748	p = 1.000	p = 0.758	p = 0.891	p = 0.492	p = 0.745	p = 0.500	p = 0.
9.2: Respect supervisor (disagree dummy)	−0.018	−0.025	−0.018	−0.028	−0.033	−0.034	−0.064	−0.0
	p = 0.254	p = 0.483	p = 0.758	p = 0.507	p = 0.000***	p = 0.127	p = 0.000***	p = 0.
9.2: Supervisor speaks openly (disagree dummy)	−0.026	−0.025	−0.005	0.008	0.002	0.003	−0.007	−0.0
	p = 0.000***	p = 0.112	p = 0.758	p = 0.743	p = 0.745	p = 0.730	p = 0.756	p = 1.
9.2: I get fair salary (disagree dummy)	−0.029	−0.050	−0.027	−0.018	0.018	0.019	0.023	0.00
	p = 0.494	p = 0.240	p = 0.488	p = 0.616	p = 0.522	p = 0.355	p = 0.756	p = 1.
Gender: female	0.058	0.048	−0.043	−0.041	0.018	0.018	0.004	−0.0
	p = 0.254	p = 0.371	p = 0.000***	p = 0.120	p = 0.253	p = 0.266	p = 0.756	p = 0.
Age	0.003	0.002	−0.002	−0.002	−0.001	−0.001	0.009	0.00
	p = 0.252	p = 1.000	p = 0.526	p = 0.764	p = 0.522	p = 0.618	p = 0.501	p = 0.
Years of schooling	0.003	0.005	−0.004	−0.001	−0.0002	0.00003	0.012	0.01
	p = 0.506	p = 0.514	p = 0.488	p = 1.000	p = 0.745	p = 0.881	p = 0.511	p = 0.
Ever married	−0.027	−0.055	−0.018	−0.036	−0.012	−0.013	0.003	−0.0
	p = 0.506	p = 0.122	p = 0.758	p = 0.391	p = 0.476	p = 0.641	p = 0.756	p = 1.
Experience in sector (yrs)	−0.004	−0.004	−0.001	−0.002	0.002	0.001	−0.008	−0.0
	p = 0.494	p = 0.245	p = 0.758	p = 0.628	p = 0.522	p = 0.381	p = 0.500	p = 0.
Tenure at factory (yrs)	0.004	0.010	−0.004	0.005	−0.001	−0.0002	−0.006	−0.0
	p = 0.506	p = 0.107	p = 0.256	p = 0.352	p = 0.476	p = 0.866	p = 0.500	p = 0.
7.1: position helper/lineman	−0.112	−0.077	−0.052	−0.013	0.010	0.013	0.006	0.01
	p = 0.254	p = 0.507	p = 0.488	p = 1.000	p = 0.745	p = 1.000	p = 0.756	p = 0.
7.1: position operator	−0.079	−0.068	−0.036	−0.022	−0.002	−0.001	0.017	0.01
	p = 0.254	p = 0.505	p = 0.488	p = 1.000	p = 0.492	p = 1.000	p = 0.756	p = 0.
Factory code 63	−0.145		−0.116		−0.010		−0.053	
	p = 0.000***		p = 0.000***		p = 0.476		p = 0.255	
Factory code 90	−0.111		0.007		−0.002		−0.066	
	p = 0.000***		p = 0.758		p = 0.522		p = 0.256	
Constant	0.129	0.070	0.390	0.287	0.012	0.004	−0.035	−0.0
	p = 0.000***	p = 0.495	p = 0.000***	p = 0.000***	p = 0.745	p = 0.492	p = 0.756	p = 0.
Observations	389	389	389	389	389	389	389	389
Adjusted R^2	0.057	0.014	0.020	0.004	−0.019	−0.014	0.010	0.01

Note: *p<0.1; **p<0.05; ***p<0

Clustered by factory. Includes factory fixed effe

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

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	0.044
	p = 0.016**	p = 0.0001***	p = 0.011**	p = 0.004***	p = 0.984	p = 0.836	p = 0.022**	p = 0.005***
Gender: female	0.043	0.039	−0.032	−0.011	0.005	0.010	−0.021	−0.033
	p = 0.060*	p = 0.057*	p = 0.292	p = 0.691	p = 0.753	p = 0.474	p = 0.544	p = 0.300
Age	0.001	−0.0004	−0.002	−0.001	−0.002	−0.002	0.005	0.005
	p = 0.537	p = 0.832	p = 0.448	p = 0.715	p = 0.184	p = 0.087*	p = 0.054*	p = 0.062*
Years of schooling	0.004	0.004	−0.001	0.004	−0.001	−0.001	0.009	0.008
	p = 0.220	p = 0.153	p = 0.744	p = 0.307	p = 0.497	p = 0.660	p = 0.052*	p = 0.042**
Ever married	0.002	−0.015	−0.021	−0.019	0.0003	−0.006	0.039	0.039
	p = 0.936	p = 0.511	p = 0.535	p = 0.527	p = 0.988	p = 0.699	p = 0.317	p = 0.265
Experience in sector (yrs)	−0.001	−0.0003	−0.002	−0.001	0.001	0.001	−0.010	−0.008
	p = 0.816	p = 0.910	p = 0.638	p = 0.714	p = 0.592	p = 0.498	p = 0.025**	p = 0.044**
Tenure at factory (yrs)	0.004	0.009	−0.008	0.002	0.001	−0.001	−0.003	0.002
	p = 0.359	p = 0.010***	p = 0.151	p = 0.664	p = 0.822	p = 0.570	p = 0.671	p = 0.757
7.1: position helper/lineman	−0.063	−0.047	−0.001	−0.006	0.026	0.033	0.013	0.041
	p = 0.092*	p = 0.164	p = 0.980	p = 0.899	p = 0.301	p = 0.149	p = 0.820	p = 0.436
7.1: position operator	−0.031	−0.039	−0.002	−0.008	0.006	0.010	0.062	0.063
	p = 0.342	p = 0.206	p = 0.959	p = 0.845	p = 0.776	p = 0.631	p = 0.216	p = 0.176
Factory code 13	0.049		0.187		0.012		0.213	
	p = 0.503		p = 0.057*		p = 0.812		p = 0.060*	
Factory code 63	−0.092		0.057		0.010		0.135	
	p = 0.212		p = 0.563		p = 0.844		p = 0.235	
Factory code 90	−0.064		0.175		0.019		0.150	
	p = 0.383		p = 0.076*		p = 0.698		p = 0.185	
Constant	0.036	0.031	0.119	0.132	0.030	0.057	−0.201	−0.055
	p = 0.694	p = 0.564	p = 0.333	p = 0.070*	p = 0.630	p = 0.118	p = 0.157	p = 0.507
Observations	888	888	888	888	888	888	888	888
Adjusted R^2	0.028	0.025	0.012	0.005	−0.001	0.002	−0.010	0.013

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

Table 139: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	0.051
	p = 0.488	p = 0.259	p = 0.484	p = 0.254	p = 0.271	p = 0.525	p = 0.502	p = 0.377
Gender: female	0.062	0.051	−0.043	−0.041	0.018	0.018	0.006	0.0003
	p = 0.256	p = 0.487	p = 0.000***	p = 0.117	p = 0.271	p = 0.136	p = 0.752	p = 0.877
Age	0.003	0.002	−0.003	−0.002	−0.001	−0.001	0.008	0.008
	p = 0.215	p = 0.609	p = 0.484	p = 0.378	p = 0.524	p = 0.747	p = 0.502	p = 0.626
Years of schooling	0.003	0.004	−0.004	−0.001	−0.0002	0.0002	0.011	0.012
	p = 0.471	p = 0.634	p = 0.494	p = 0.750	p = 0.757	p = 0.400	p = 0.508	p = 0.497
Ever married	−0.031	−0.063	−0.026	−0.051	−0.013	−0.015	−0.012	−0.029
	p = 0.215	p = 0.118	p = 0.494	p = 0.147	p = 0.504	p = 0.877	p = 0.502	p = 0.626
Experience in sector (yrs)	−0.004	−0.004	−0.002	−0.003	0.002	0.002	−0.007	−0.007
	p = 0.488	p = 0.134	p = 0.751	p = 0.615	p = 0.271	p = 0.128	p = 0.494	p = 0.398
Tenure at factory (yrs)	0.002	0.008	−0.004	0.006	−0.001	−0.0001	−0.008	−0.005
	p = 0.471	p = 0.499	p = 0.227	p = 0.769	p = 0.504	p = 1.000	p = 0.244	p = 0.137
7.1: position helper/lineman	−0.108	−0.071	−0.056	−0.012	0.010	0.013	0.006	0.024
	p = 0.256	p = 0.366	p = 0.494	p = 0.880	p = 0.504	p = 0.860	p = 0.752	p = 0.880
7.1: position operator	−0.075	−0.064	−0.042	−0.027	−0.002	−0.0004	0.015	0.020
	p = 0.256	p = 0.486	p = 0.494	p = 0.762	p = 0.486	p = 0.738	p = 0.752	p = 0.873
Factory code 63	−0.146		−0.130		−0.010		−0.073	
	p = 0.000***		p = 0.000***		p = 0.504		p = 0.244	
Factory code 90	−0.114		−0.012		0.001		−0.061	
	p = 0.000***		p = 0.494		p = 0.524		p = 0.000***	
Constant	0.117	0.047	0.379	0.270	0.030	0.020	−0.019	−0.053
	p = 0.000***	p = 0.495	p = 0.000***	p = 0.000***	p = 0.504	p = 0.748	p = 0.752	p = 0.746
Observations	389	389	389	389	389	389	389	389
Adjusted R^2	0.061	0.016	0.019	0.001	−0.016	−0.012	0.007	0.006

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	0.043
	p = 0.137	p = 0.007***	p = 0.009***	p = 0.006***	p = 0.607	p = 0.607	p = 0.049**	p = 0.012**
Gender: female	0.041	0.036	−0.037	−0.019	0.003	0.009	−0.024	−0.033
	p = 0.073*	p = 0.076*	p = 0.222	p = 0.487	p = 0.857	p = 0.514	p = 0.503	p = 0.297
Age	0.001	−0.0001	−0.002	−0.001	−0.001	−0.002	0.006	0.005
	p = 0.469	p = 0.940	p = 0.447	p = 0.704	p = 0.251	p = 0.119	p = 0.041**	p = 0.047**
Years of schooling	0.003	0.004	−0.001	0.004	−0.001	−0.001	0.009	0.008
	p = 0.232	p = 0.179	p = 0.868	p = 0.266	p = 0.488	p = 0.634	p = 0.053*	p = 0.043**
Ever married	0.001	−0.016	−0.020	−0.019	0.001	−0.006	0.041	0.038
	p = 0.965	p = 0.468	p = 0.556	p = 0.524	p = 0.973	p = 0.672	p = 0.297	p = 0.269
Experience in sector (yrs)	−0.0004	−0.0001	−0.002	−0.001	0.001	0.001	−0.010	−0.008
	p = 0.872	p = 0.965	p = 0.659	p = 0.765	p = 0.533	p = 0.501	p = 0.027**	p = 0.039**
Tenure at factory (yrs)	0.003	0.008	−0.008	0.002	0.0002	−0.002	−0.003	0.001
	p = 0.421	p = 0.016**	p = 0.162	p = 0.727	p = 0.936	p = 0.489	p = 0.618	p = 0.802
7.1: position helper/lineman	−0.064	−0.046	−0.009	−0.011	0.024	0.032	0.012	0.037
	p = 0.086*	p = 0.172	p = 0.854	p = 0.804	p = 0.324	p = 0.163	p = 0.831	p = 0.475
7.1: position operator	−0.030	−0.037	−0.003	−0.007	0.004	0.008	0.057	0.058
	p = 0.355	p = 0.225	p = 0.944	p = 0.869	p = 0.841	p = 0.691	p = 0.254	p = 0.217
Factory code 13	0.044		0.177		0.010		0.216	
	p = 0.544		p = 0.071*		p = 0.836		p = 0.056*	
Factory code 63	−0.090		0.058		0.009		0.132	
	p = 0.220		p = 0.555		p = 0.856		p = 0.247	
Factory code 90	−0.062		0.166		0.021		0.155	
	p = 0.392		p = 0.090*		p = 0.661		p = 0.170	
9.1: Factory has rules	−0.056	−0.059	−0.059	−0.078	−0.006	0.0001	0.050	0.043
	p = 0.022**	p = 0.012**	p = 0.074*	p = 0.013**	p = 0.704	p = 0.993	p = 0.186	p = 0.228
9.1: Management consults workers	−0.011	−0.006	0.001	−0.005	0.059	0.054	0.148	0.149
	p = 0.745	p = 0.861	p = 0.981	p = 0.916	p = 0.012**	p = 0.017**	p = 0.007***	p = 0.004***
9.1: Must obey orders	−0.050	−0.052	0.012	−0.004	−0.011	−0.002	0.026	0.027
	p = 0.078*	p = 0.058*	p = 0.758	p = 0.903	p = 0.579	p = 0.891	p = 0.557	p = 0.513
Constant	0.076	0.074	0.150	0.179	0.028	0.053	−0.251	−0.096
	p = 0.415	p = 0.192	p = 0.233	p = 0.020**	p = 0.660	p = 0.168	p = 0.083*	p = 0.269
Observations	888	888	888	888	888	888	888	888
Adjusted R^2	0.032	0.031	0.020	0.017	0.009	0.008	−0.003	0.020

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

Table 141: 18.2: Likelihood of thinking different job aspects are important for happiness, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:							
	Fair salary		Festival leave		Paid leave		Auto machine	
	OLS		*OLS*		*OLS*		*OLS*	
	(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	0.050
	p = 0.516	p = 0.295	p = 0.747	p = 0.139	p = 0.249	p = 0.496	p = 0.228	p = 0.364
Gender: female	0.065	0.056	−0.042	−0.040	0.017	0.018	0.005	−0.0001
	p = 0.242	p = 0.515	p = 0.000***	p = 0.247	p = 0.519	p = 0.235	p = 0.738	p = 1.000
Age	0.003	0.002	−0.003	−0.002	−0.0003	−0.0002	0.008	0.008
	p = 0.276	p = 0.517	p = 0.494	p = 0.382	p = 0.753	p = 0.873	p = 0.476	p = 0.647
Years of schooling	0.003	0.004	−0.004	−0.001	−0.0003	0.0002	0.011	0.012
	p = 0.518	p = 0.650	p = 0.507	p = 0.878	p = 0.753	p = 0.886	p = 0.490	p = 0.362
Ever married	−0.033	−0.064	−0.024	−0.044	−0.020	−0.021	−0.018	−0.035
	p = 0.276	p = 0.129	p = 0.507	p = 0.235	p = 0.249	p = 0.661	p = 0.738	p = 1.000
Experience in sector (yrs)	−0.004	−0.003	−0.002	−0.002	0.002	0.002	−0.007	−0.007
	p = 0.276	p = 0.251	p = 0.747	p = 1.000	p = 0.249	p = 0.135	p = 0.510	p = 0.377
Tenure at factory (yrs)	0.001	0.007	−0.004	0.005	−0.002	−0.001	−0.008	−0.005
	p = 0.518	p = 0.516	p = 0.494	p = 0.771	p = 0.483	p = 1.000	p = 0.476	p = 0.128
7.1: position helper/lineman	−0.111	−0.078	−0.060	−0.020	0.007	0.011	0.011	0.031
	p = 0.242	p = 0.497	p = 0.507	p = 1.000	p = 0.483	p = 0.720	p = 0.738	p = 0.873
7.1: position operator	−0.078	−0.069	−0.045	−0.031	−0.005	−0.003	0.018	0.023
	p = 0.242	p = 0.742	p = 0.507	p = 0.625	p = 0.504	p = 0.743	p = 0.738	p = 0.879
Factory code 63	−0.141		−0.124		−0.011		−0.081	
	p = 0.000***		p = 0.000***		p = 0.483		p = 0.248	
Factory code 90	−0.108		−0.011		0.006		−0.061	
	p = 0.000***		p = 0.507		p = 0.000***		p = 0.000***	
9.1: Factory has rules	−0.057	−0.076	−0.037	−0.050	0.004	0.003	0.053	0.043
	p = 0.000***	p = 0.258	p = 0.000***	p = 0.234	p = 0.753	p = 1.000	p = 0.248	p = 0.485
9.1: Management consults workers	−0.015	−0.023	−0.011	−0.023	0.075	0.074	0.032	0.027
	p = 0.518	p = 0.391	p = 0.747	p = 1.000	p = 0.270	p = 0.501	p = 0.476	p = 0.746
9.1: Must obey orders	−0.057	−0.073	−0.010	−0.008	−0.009	−0.008	0.010	0.001
	p = 0.242	p = 0.504	p = 0.747	p = 0.873	p = 0.483	p = 1.000	p = 0.738	p = 1.000
Constant	0.156	0.100	0.394	0.295	0.024	0.011	−0.040	−0.073
	p = 0.000***	p = 0.488	p = 0.000***	p = 0.000***	p = 0.483	p = 0.752	p = 0.738	p = 0.734
Observations	389	389	389	389	389	389	389	389
Adjusted R^2	0.061	0.021	0.014	−0.003	0.010	0.013	0.003	0.001

Note: *p<0.1; **p<0.05; ***p<0.01
Clustered by factory. Includes factory fixed effects.

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

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(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*
Factory code 13	0.278		0.061	
	p = 0.072*		p = 0.412	
Factory code 63	0.203		0.029	
	p = 0.190		p = 0.702	
Factory code 90	−0.061		0.044	
	p = 0.694		p = 0.556	
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. Includes factory fixed effects.

Table 143: 19.2: Feel happy because of certain aspects of job, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
Gender: female	0.086	0.049	0.002	−0.0003
	p = 0.480	p = 0.750	p = 0.767	p = 1.000
Age	0.006	0.001	0.004	0.003
	p = 0.487	p = 1.000	p = 0.000***	p = 0.516
Years of schooling	−0.007	−0.014	−0.004	−0.004
	p = 0.487	p = 0.520	p = 0.246	p = 0.515
Ever married	−0.006	−0.056	0.041	0.032
	p = 0.726	p = 0.114	p = 0.495	p = 0.651
Experience in sector (yrs)	−0.004	−0.001	−0.011	−0.011
	p = 0.487	p = 1.000	p = 0.246	p = 0.371
Tenure at factory (yrs)	−0.004	−0.016	0.007	0.008
	p = 0.239	p = 0.630	p = 0.518	p = 0.502
7.1: position helper/lineman	−0.059	−0.072	−0.019	−0.012
	p = 0.246	p = 0.622	p = 0.767	p = 1.000
7.1: position operator	−0.078	−0.097	−0.041	−0.041
	p = 0.487	p = 0.634	p = 0.521	p = 0.384
Factory code 63	−0.101		−0.032	
	p = 0.246		p = 0.000***	
Factory code 90	−0.368		−0.030	
	p = 0.000***		p = 0.000***	
9.1: Factory has rules	−0.204	−0.241	0.017	0.010
	p = 0.485	p = 0.253	p = 0.495	p = 0.758
9.1: Management consults workers	−0.071	−0.066	0.029	0.027
	p = 0.485	p = 0.242	p = 0.767	p = 0.746
9.1: Must obey orders	−0.244	−0.332	−0.007	−0.016
	p = 0.485	p = 0.126	p = 0.767	p = 0.745
Constant	0.795	0.944	0.924	0.917
	p = 0.246	p = 0.000***	p = 0.000***	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. Includes factory fixed effects.

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

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(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
Factory code 13	−0.020		0.043	
	p = 0.770		p = 0.561	
Factory code 63	−0.042		0.019	
	p = 0.542		p = 0.798	
Factory code 90	−0.053		0.043	
	p = 0.441		p = 0.567	
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. Includes factory fixed effects.

Table 145: 19.2: Feel happy because of certain aspects of job, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	−0.002	−0.005	0.003	0.004
	p = 0.512	p = 0.770	p = 0.506	p = 0.753
9.2: Supervisor doesn't use bad lang (numeric)	−0.007	−0.001	0.004	0.005
	p = 0.000***	p = 0.861	p = 0.752	p = 0.740
9.2: Supervisor will side with me (numeric)	−0.011	−0.012	0.017	0.017
	p = 0.257	p = 0.149	p = 0.502	p = 0.380
9.2: Respect supervisor (numeric)	0.005	0.003	−0.00003	−0.0002
	p = 0.489	p = 0.752	p = 0.752	p = 1.000
9.2: Supervisor speaks openly (numeric)	−0.015	−0.015	−0.014	−0.014
	p = 0.746	p = 1.000	p = 0.250	p = 0.244
9.2: I get fair salary (numeric)	0.336	0.339	0.022	0.022
	p = 0.000***	p = 0.226	p = 0.256	p = 0.117
Gender: female	−0.015	−0.020	−0.004	−0.005
	p = 0.489	p = 0.360	p = 0.752	p = 0.876
Age	−0.0001	−0.0005	0.003	0.003
	p = 0.746	p = 0.869	p = 0.000***	p = 0.386
Years of schooling	−0.001	−0.001	−0.004	−0.003
	p = 0.746	p = 0.885	p = 0.250	p = 0.485
Ever married	0.006	−0.0001	0.044	0.042
	p = 0.491	p = 0.883	p = 0.506	p = 0.623
Experience in sector (yrs)	−0.005	−0.005	−0.012	−0.012
	p = 0.489	p = 0.753	p = 0.250	p = 0.506
Tenure at factory (yrs)	−0.003	−0.003	0.007	0.008
	p = 0.255	p = 0.270	p = 0.496	p = 0.372
7.1: position helper/lineman	0.067	0.073	−0.008	−0.004
	p = 0.512	p = 0.369	p = 0.752	p = 1.000
7.1: position operator	0.035	0.037	−0.027	−0.026
	p = 0.512	p = 0.609	p = 0.256	p = 0.514
Factory code 63	−0.028		−0.011	
	p = 0.255		p = 0.496	
Factory code 90	−0.038		−0.004	
	p = 0.489		p = 0.506	
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. Includes factory fixed effects.

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

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	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 dummy)	−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 dummy)	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 dummy)	−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 dummy)	−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 dummy)	−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
Factory code 13	0.036		0.049	
	p = 0.495		p = 0.513	
Factory code 63	0.065		0.028	
	p = 0.218		p = 0.712	
Factory code 90	0.003		0.045	
	p = 0.959		p = 0.545	
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. Includes factory fixed effects.

Table 147: 19.2: Feel happy because of certain aspects of job, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	0.025	0.047	0.029	0.030
	p = 0.761	p = 0.729	p = 0.246	p = 0.494
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.001	−0.013	−0.051	−0.054
	p = 0.761	p = 0.735	p = 0.497	p = 0.877
9.2: Supervisor will side with me (disagree dummy)	−0.009	−0.007	−0.009	−0.008
	p = 0.259	p = 0.381	p = 0.479	p = 0.625
9.2: Respect supervisor (disagree dummy)	0.019	0.022	−0.058	−0.059
	p = 0.000***	p = 0.503	p = 0.000***	p = 0.250
9.2: Supervisor speaks openly (disagree dummy)	−0.058	−0.066	0.004	0.004
	p = 0.516	p = 0.632	p = 0.000***	p = 0.397
9.2: I get fair salary (disagree dummy)	−0.907	−0.921	−0.031	−0.034
	p = 0.000***	p = 0.122	p = 0.264	p = 0.248
Gender: female	0.004	−0.002	−0.003	−0.004
	p = 0.761	p = 1.000	p = 0.743	p = 1.000
Age	0.0004	−0.0003	0.003	0.003
	p = 0.761	p = 1.000	p = 0.000***	p = 0.252
Years of schooling	−0.002	−0.003	−0.003	−0.003
	p = 0.761	p = 0.364	p = 0.246	p = 0.372
Ever married	0.026	0.025	0.054	0.052
	p = 0.000***	p = 0.379	p = 0.510	p = 0.373
Experience in sector (yrs)	−0.006	−0.005	−0.012	−0.012
	p = 0.245	p = 0.508	p = 0.246	p = 0.501
Tenure at factory (yrs)	0.002	−0.001	0.008	0.008
	p = 0.516	p = 0.376	p = 0.479	p = 0.507
7.1: position helper/lineman	0.002	−0.008	−0.015	−0.013
	p = 0.516	p = 0.738	p = 0.497	p = 0.877
7.1: position operator	0.025	0.021	−0.030	−0.030
	p = 0.761	p = 1.000	p = 0.264	p = 0.367
Factory code 63	0.014		−0.009	
	p = 0.502		p = 0.479	
Factory code 90	−0.051		−0.011	
	p = 0.245		p = 0.510	
Constant	0.976	1.017	0.940	0.938
	p = 0.000***	p = 0.000***	p = 0.000***	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. Includes factory fixed effects.

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

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(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
Factory code 13	0.298		0.062	
	p = 0.032**		p = 0.404	
Factory code 63	0.342		0.038	
	p = 0.015**		p = 0.614	
Factory code 90	0.034		0.048	
	p = 0.804		p = 0.519	
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. Includes factory fixed effects.

Table 149: 19.2: Feel happy because of certain aspects of job, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.297	0.319	0.037	0.039
	p = 0.000***	p = 0.267	p = 0.000***	p = 0.122
Gender: female	0.052	0.016	−0.0004	−0.002
	p = 0.517	p = 0.748	p = 0.755	p = 0.867
Age	0.004	0.0001	0.003	0.003
	p = 0.503	p = 0.877	p = 0.265	p = 0.105
Years of schooling	−0.004	−0.011	−0.003	−0.004
	p = 0.503	p = 0.122	p = 0.233	p = 0.349
Ever married	0.028	0.016	0.048	0.045
	p = 0.517	p = 0.878	p = 0.498	p = 0.363
Experience in sector (yrs)	−0.010	−0.008	−0.012	−0.012
	p = 0.503	p = 0.521	p = 0.233	p = 0.383
Tenure at factory (yrs)	0.003	−0.012	0.008	0.008
	p = 0.503	p = 0.489	p = 0.490	p = 0.520
7.1: position helper/lineman	0.022	−0.018	−0.011	−0.009
	p = 0.517	p = 0.869	p = 0.755	p = 0.886
7.1: position operator	0.027	0.009	−0.029	−0.028
	p = 0.745	p = 0.879	p = 0.265	p = 0.533
Factory code 63	0.012		−0.012	
	p = 0.503		p = 0.490	
Factory code 90	−0.290		−0.018	
	p = 0.000***		p = 0.233	
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. Includes factory fixed effects.

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

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(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
Factory code 13	0.278		0.061	
	p = 0.043**		p = 0.412	
Factory code 63	0.344		0.038	
	p = 0.013**		p = 0.612	
Factory code 90	0.024		0.050	
	p = 0.864		p = 0.506	
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. Includes factory fixed effects.

Table 151: 19.2: Feel happy because of certain aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:			
	Safe building		Salary is good	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.299	0.309	0.040	0.042
	p = 0.000***	p = 0.272	p = 0.000***	p = 0.135
Gender: female	0.053	0.019	−0.003	−0.004
	p = 0.489	p = 0.617	p = 0.753	p = 1.000
Age	0.004	0.001	0.003	0.003
	p = 0.502	p = 0.884	p = 0.263	p = 0.255
Years of schooling	−0.003	−0.011	−0.003	−0.003
	p = 0.502	p = 0.370	p = 0.236	p = 0.503
Ever married	0.036	0.017	0.047	0.043
	p = 0.489	p = 1.000	p = 0.499	p = 0.629
Experience in sector (yrs)	−0.010	−0.007	−0.012	−0.012
	p = 0.502	p = 0.365	p = 0.236	p = 0.463
Tenure at factory (yrs)	0.003	−0.013	0.008	0.008
	p = 0.249	p = 0.357	p = 0.490	p = 0.481
7.1: position helper/lineman	0.012	−0.029	−0.009	−0.007
	p = 0.738	p = 1.000	p = 0.753	p = 0.881
7.1: position operator	0.021	0.001	−0.028	−0.027
	p = 0.738	p = 0.870	p = 0.517	p = 0.509
Factory code 63	0.024		−0.016	
	p = 0.502		p = 0.254	
Factory code 90	−0.290		−0.020	
	p = 0.000***		p = 0.000***	
9.1: Factory has rules	−0.071	−0.079	0.034	0.032
	p = 0.738	p = 1.000	p = 0.499	p = 0.362
9.1: Management consults workers	−0.009	0.010	0.038	0.037
	p = 0.738	p = 1.000	p = 0.499	p = 0.376
9.1: Must obey orders	0.007	−0.047	0.026	0.023
	p = 0.738	p = 1.000	p = 0.490	p = 0.642
Constant	0.512	0.701	0.886	0.884
	p = 0.249	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. Includes factory fixed effects.

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

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(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
Factory code 13	0.015		0.021	
	p = 0.920		p = 0.874	
Factory code 63	0.274		0.008	
	p = 0.069*		p = 0.949	
Factory code 90	0.137		−0.041	
	p = 0.362		p = 0.748	
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. Includes factory fixed effects.

Table 153: 19.2: Feel unhappy because of certain aspects of job, Specification 1: 9.1 raw data + covariates + factory FE

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
Gender: female	0.057	0.065	0.052	0.048
	p = 0.500	p = 0.742	p = 0.496	p = 0.607
Age	−0.009	−0.008	−0.009	−0.010
	p = 0.000***	p = 0.108	p = 0.000***	p = 0.259
Years of schooling	−0.004	−0.007	0.016	0.015
	p = 0.499	p = 0.368	p = 0.261	p = 0.250
Ever married	−0.056	0.004	−0.017	−0.019
	p = 0.246	p = 1.000	p = 0.757	p = 1.000
Experience in sector (yrs)	0.014	0.014	−0.008	−0.008
	p = 0.493	p = 0.731	p = 0.253	p = 0.386
Tenure at factory (yrs)	−0.021	−0.033	0.005	0.003
	p = 0.247	p = 0.354	p = 0.514	p = 0.773
7.1: position helper/lineman	0.048	−0.013	0.079	0.075
	p = 0.493	p = 1.000	p = 0.243	p = 0.257
7.1: position operator	−0.042	−0.052	0.119	0.116
	p = 0.493	p = 0.736	p = 0.000***	p = 0.246
Factory code 63	0.254		0.002	
	p = 0.000***		p = 0.757	
Factory code 90	0.153		−0.030	
	p = 0.000***		p = 0.000***	
9.1: Factory has rules	0.179	0.227	0.078	0.077
	p = 0.246	p = 0.105	p = 0.496	p = 0.362
9.1: Management consults workers	0.060	0.084	−0.025	−0.023
	p = 0.493	p = 0.405	p = 0.504	p = 0.619
9.1: Must obey orders	0.116	0.166	−0.061	−0.068
	p = 0.499	p = 0.496	p = 0.504	p = 0.389
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. Includes factory fixed effects.

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

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(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
Factory code 13	0.098		0.029	
	p = 0.496		p = 0.821	
Factory code 63	0.327		0.034	
	p = 0.025**		p = 0.792	
Factory code 90	0.137		−0.071	
	p = 0.343		p = 0.577	
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. Includes factory fixed effects.

Table 155: 19.2: Feel unhappy because of certain aspects of job, Specification 2: 9.2 raw data + covariates + factory FE

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	−0.037	−0.059	−0.0002	−0.015
	p = 0.491	p = 0.615	p = 0.750	p = 0.888
9.2: Supervisor doesn't use bad lang (numeric)	0.024	0.010	0.004	0.015
	p = 0.752	p = 1.000	p = 0.750	p = 0.864
9.2: Supervisor will side with me (numeric)	0.051	0.050	0.077	0.074
	p = 0.260	p = 0.121	p = 0.000***	p = 0.116
9.2: Respect supervisor (numeric)	−0.010	−0.009	−0.007	−0.014
	p = 0.752	p = 1.000	p = 0.497	p = 0.734
9.2: Supervisor speaks openly (numeric)	−0.039	−0.021	−0.036	−0.029
	p = 0.491	p = 0.634	p = 0.497	p = 0.749
9.2: I get fair salary (numeric)	−0.105	−0.102	−0.053	−0.042
	p = 0.000***	p = 0.128	p = 0.251	p = 0.365
Gender: female	0.092	0.096	0.066	0.054
	p = 0.492	p = 0.240	p = 0.000***	p = 0.251
Age	−0.008	−0.008	−0.009	−0.010
	p = 0.260	p = 0.125	p = 0.497	p = 0.374
Years of schooling	−0.006	−0.012	0.015	0.013
	p = 0.752	p = 0.508	p = 0.251	p = 0.377
Ever married	−0.064	−0.019	−0.014	−0.014
	p = 0.260	p = 0.476	p = 0.750	p = 0.723
Experience in sector (yrs)	0.016	0.017	−0.008	−0.007
	p = 0.491	p = 0.474	p = 0.253	p = 0.256
Tenure at factory (yrs)	−0.023	−0.038	0.007	0.002
	p = 0.231	p = 0.246	p = 0.504	p = 1.000
7.1: position helper/lineman	−0.006	−0.083	0.047	0.034
	p = 0.752	p = 0.489	p = 0.497	p = 0.371
7.1: position operator	−0.087	−0.115	0.103	0.097
	p = 0.491	p = 0.514	p = 0.000***	p = 0.245
Factory code 63	0.244		0.021	
	p = 0.000***		p = 0.504	
Factory code 90	0.057		−0.086	
	p = 0.000***		p = 0.000***	
Constant	0.944	1.189	0.366	0.420
	p = 0.000***	p = 0.000***	p = 0.253	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. Includes factory fixed effects.

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

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	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 dummy)	−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 dummy)	−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 dummy)	−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 dummy)	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 dummy)	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
Factory code 13	0.076		0.052	
	p = 0.598		p = 0.684	
Factory code 63	0.301		0.042	
	p = 0.038**		p = 0.747	
Factory code 90	0.128		−0.047	
	p = 0.374		p = 0.714	
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. Includes factory fixed effects.

Table 157: 19.2: Feel unhappy because of certain aspects of job, Specification 3: 9.2 dummies for don't agree + covariates + factory FE

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	0.206	0.251	0.141	0.170
	p = 0.515	p = 0.780	p = 0.000***	p = 0.378
9.2: Supervisor doesn't use bad lang (disagree dummy)	−0.108	−0.097	−0.078	−0.100
	p = 0.000***	p = 0.126	p = 0.231	p = 0.493
9.2: Supervisor will side with me (disagree dummy)	−0.083	−0.084	−0.102	−0.100
	p = 0.000***	p = 0.129	p = 0.000***	p = 0.245
9.2: Respect supervisor (disagree dummy)	−0.192	−0.176	−0.154	−0.150
	p = 0.250	p = 0.357	p = 0.000***	p = 0.516
9.2: Supervisor speaks openly (disagree dummy)	0.053	0.036	0.003	−0.007
	p = 0.515	p = 0.647	p = 0.740	p = 0.878
9.2: I get fair salary (disagree dummy)	0.285	0.288	0.150	0.128
	p = 0.000***	p = 0.103	p = 0.246	p = 0.242
Gender: female	0.084	0.089	0.060	0.050
	p = 0.519	p = 0.230	p = 0.246	p = 0.527
Age	−0.008	−0.008	−0.009	−0.010
	p = 0.246	p = 0.135	p = 0.509	p = 0.498
Years of schooling	−0.006	−0.011	0.015	0.014
	p = 0.496	p = 0.389	p = 0.246	p = 0.140
Ever married	−0.054	−0.014	0.002	−0.003
	p = 0.496	p = 0.885	p = 0.740	p = 1.000
Experience in sector (yrs)	0.015	0.016	−0.009	−0.008
	p = 0.515	p = 0.514	p = 0.477	p = 0.131
Tenure at factory (yrs)	−0.025	−0.039	0.006	0.002
	p = 0.269	p = 0.242	p = 0.477	p = 0.890
7.1: position helper/lineman	0.011	−0.059	0.045	0.036
	p = 0.515	p = 0.728	p = 0.000***	p = 0.242
7.1: position operator	−0.080	−0.104	0.096	0.092
	p = 0.515	p = 0.495	p = 0.000***	p = 0.139
Factory code 63	0.231		0.0002	
	p = 0.000***		p = 0.740	
Factory code 90	0.065		−0.083	
	p = 0.000***		p = 0.000***	
Constant	0.434	0.593	0.268	0.316
	p = 0.000***	p = 0.000***	p = 0.263	p = 0.239
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. Includes factory fixed effects.

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

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(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
Factory code 13	0.004		0.005	
	p = 0.979		p = 0.970	
Factory code 63	0.210		−0.009	
	p = 0.154		p = 0.943	
Factory code 90	0.096		−0.062	
	p = 0.514		p = 0.630	
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. Includes factory fixed effects.

Table 159: 19.2: Feel unhappy because of certain aspects of job, Specification 4: 9.2 index over raw data + covariates + factory FE

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	−0.103	−0.134	0.001	0.003
	p = 0.259	p = 0.253	p = 0.751	p = 0.878
Gender: female	0.071	0.082	0.049	0.044
	p = 0.483	p = 0.378	p = 0.503	p = 0.375
Age	−0.009	−0.008	−0.009	−0.010
	p = 0.000***	p = 0.266	p = 0.248	p = 0.480
Years of schooling	−0.004	−0.008	0.017	0.016
	p = 0.466	p = 0.483	p = 0.248	p = 0.120
Ever married	−0.060	−0.011	−0.004	−0.003
	p = 0.501	p = 0.630	p = 0.751	p = 1.000
Experience in sector (yrs)	0.017	0.018	−0.008	−0.007
	p = 0.501	p = 0.752	p = 0.259	p = 0.385
Tenure at factory (yrs)	−0.024	−0.035	0.007	0.004
	p = 0.259	p = 0.117	p = 0.507	p = 0.623
7.1: position helper/lineman	0.009	−0.055	0.060	0.050
	p = 0.725	p = 0.742	p = 0.492	p = 0.396
7.1: position operator	−0.085	−0.106	0.105	0.101
	p = 0.501	p = 0.497	p = 0.000***	p = 0.140
Factory code 63	0.232		0.014	
	p = 0.000***		p = 0.751	
Factory code 90	0.130		−0.039	
	p = 0.000***		p = 0.244	
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. Includes factory fixed effects.

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

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(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
Factory code 13	0.015		0.021	
	p = 0.918		p = 0.873	
Factory code 63	0.206		−0.011	
	p = 0.161		p = 0.930	
Factory code 90	0.096		−0.053	
	p = 0.512		p = 0.680	
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. Includes factory fixed effects.

Table 161: 19.2: Feel unhappy because of certain aspects of job, Specification 5: 9.1 raw data + 9.2 index + covariates + factory FE

	Dependent variable:			
	Work is safe		Can be fired any time	
	OLS		*OLS*	
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	−0.100	−0.127	−0.012	−0.011
	p = 0.231	p = 0.132	p = 0.752	p = 1.000
Gender: female	0.068	0.078	0.053	0.049
	p = 0.516	p = 0.714	p = 0.499	p = 0.756
Age	−0.009	−0.008	−0.009	−0.009
	p = 0.000***	p = 0.130	p = 0.253	p = 0.132
Years of schooling	−0.005	−0.008	0.016	0.015
	p = 0.518	p = 0.518	p = 0.253	p = 0.108
Ever married	−0.070	−0.026	−0.019	−0.022
	p = 0.460	p = 0.383	p = 0.752	p = 1.000
Experience in sector (yrs)	0.016	0.016	−0.008	−0.008
	p = 0.460	p = 0.749	p = 0.245	p = 0.499
Tenure at factory (yrs)	−0.024	−0.034	0.005	0.003
	p = 0.229	p = 0.253	p = 0.498	p = 0.633
7.1: position helper/lineman	0.025	−0.030	0.077	0.074
	p = 0.747	p = 1.000	p = 0.254	p = 0.000***
7.1: position operator	−0.075	−0.092	0.115	0.113
	p = 0.460	p = 0.365	p = 0.000***	p = 0.128
Factory code 63	0.212		−0.003	
	p = 0.000***		p = 0.752	
Factory code 90	0.127		−0.033	
	p = 0.000***		p = 0.499	
9.1: Factory has rules	0.134	0.160	0.073	0.071
	p = 0.231	p = 0.246	p = 0.499	p = 0.638
9.1: Management consults workers	0.039	0.053	−0.027	−0.025
	p = 0.747	p = 0.882	p = 0.752	p = 0.634
9.1: Must obey orders	0.032	0.049	−0.072	−0.078
	p = 0.747	p = 0.621	p = 0.507	p = 0.404
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. Includes factory fixed effects.