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

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

			Depende	$Dependent\ variable:$		
	Physic	Physical abuse	Verb	Verbal abuse	Sexual h	Sexual harassment
		OCS)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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		0.037	
	p = 0.042	p = 0.050	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
i	$p = 0.093^*$	$p = 0.013^{**}$	$p = 0.002^{***}$	$p = 0.00001^{***}$	$p = 0.0001^{***}$	$p = 0.00001^{***}$
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:

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

			Depende	Dependent variable:		
	Physic	Physical abuse	Verb	Verbal abuse	Sexual h	Sexual harassment
)	STO	O	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.014	-0.012	0.016	0.030	0.008	0.004
	p = 0.491	p = 0.776	p = 0.502	p = 0.756	p = 0.764	p = 0.880
Age	-0.001	-0.001	-0.003	-0.001	-0.001	-0.001
	p = 0.263	p = 0.774	p = 0.221	p = 0.529	p = 0.509	p = 0.386
Years of schooling	900.0	0.004	0.0004	-0.002	0.012	0.009
	p = 0.228	p = 0.373	p = 0.758	p = 0.254	$p = 0.000^{***}$	p = 0.114
Ever married	0.040	0.070	0.015	0.082	0.016	0.036
	$p = 0.000^{***}$	p = 0.251	p = 0.758	p = 0.398	p = 0.504	p = 0.627
Experience in sector (yrs)	0.016	0.016	-0.001	-0.002	0.003	0.003
	p = 0.468	p = 0.406	p = 0.758	p = 1.000	p = 0.509	p = 0.646
Tenure at factory (yrs)	-0.009	-0.016	0.010	0.001	-0.001	-0.009
	p = 0.731	p = 1.000	$p = 0.000^{***}$	p = 0.880	p = 0.504	p = 0.882
7.1: position helper/lineman	-0.002	-0.038	-0.044	-0.101	0.026	-0.007
	p = 0.731	p = 0.727	p = 0.221	p = 0.476	p = 0.764	p = 1.000
7.1: position operator	0.038	0.031	-0.095	-0.101	0.031	0.023
	p = 0.491	p = 1.000	p = 0.221	p = 0.381	p = 0.504	p = 0.656
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 = 0.764	
9.1: Factory has rules	0.080	0.104	0.080	0.133	0.031	0.048
	$p = 0.000^{***}$	p = 0.265	p = 0.537	p = 0.751	p = 0.249	p = 0.524
9.1: Management consults workers	0.170	0.184	-0.021	0.002	0.047	0.060
	p = 0.240	p = 0.267	p = 0.758	p = 0.877	p = 0.249	p = 0.357
9.1: Must obey orders	0.106	0.128	0.095	0.159	0.070	0.078
	$p = 0.000^{***}$	p = 0.227	p = 0.537	p = 0.109	p = 0.249	p = 0.243
Constant	-0.124	-0.055	0.731	0.803	-0.107	-0.027
	p = 0.491	p = 0.764	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$ m Adjusted~R^2$	0.052	0.036	0.108	0.019	0.028	0.005

Note:

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

			Перепие	Dependent variable:		
	Physic	Physical abuse	Verb	Verbal abuse	Sexual 1	Sexual harassment
) No factory FEs	OLS With factory FEs) No factory FEs	OLS With factory FEs) No factory FEs	OLS With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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		0.678	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 \mathbb{R}^2	0.133	0.052	0.097	0.056	0.096	0.070

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

			Dependen	$Dependent\ variable:$		
	Physic	Physical abuse	Verba	Verbal abuse	Sexual b	Sexual harassment
	0	STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	-0.010	-0.017	-0.047	-0.049	-0.022	-0.034
	p = 0.506	p = 0.747	p = 0.512	p = 0.530	p = 0.257	p = 0.506
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 = 0.742	p = 0.140	p = 0.762	p = 1.000
9.2: Supervisor will side with me (numeric)	-0.022	-0.022	-0.014	-0.011	-0.007	-0.008
	p = 0.505	p = 0.765	p = 0.230	p = 0.788	p = 0.247	p=0.526
9.2: Respect supervisor (numeric)	-0.013	-0.010	-0.025	-0.014	0.034	0.033
0.9. Sunomicon encels cocalty (munomic)	p = 0.505	p = 0.641	p = 0.000	p = 0.249	p = 0.257	p = 0.230
9.2: Supervisor speaks openty (numeric)	-0.031 -0.031				-0.020	710.0- 0 - a
9.2: I get fair salary (numeric)	p = 0.300	p = 0.433	p = 0.201 -0.042	P = 0.205 - 0.053	p = 0.02	p = 0.080
(compared to the control of the con	p = 0.489	p = 0.757	p = 0.251	p = 0.254	p = 0.504	p = 0.655
Gender: female	-0.013		0.037	0.059	0.009	0.007
	p = 0.750	p = 0.884	p = 0.512	p = 0.629	p = 0.762	p = 0.890
Age	-0.002	-0.001	-0.002	-0.001	-0.001	-0.001
	p = 0.244	p = 0.623	p = 0.512	p = 0.611	p = 0.762	p = 0.614
Years of schooling	900.0	0.004	-0.001	-0.004	0.012	0.009
	p = 0.245	p = 0.487	p = 0.512	p = 0.251	$p = 0.000^{***}$	p = 0.253
Ever married	0.038	0.062	0.005	0.053	0.010	0.027
	$p = 0.000^{***}$	p = 0.354	p = 0.742	p = 0.628	p = 0.504	p = 0.388
Experience in sector (yrs)	0.018	0.019	0.001	0.001	0.003	0.004
	p = 0.506	p = 0.481	p = 0.742	p = 0.879	p = 0.258	p = 0.272
Tenure at factory (yrs)	-0.010	-0.016	0.007	-0.001	-0.002	-0.009
	p = 0.489	p = 0.877	$p = 0.000^{***}$	p = 0.591	p = 0.504	p = 1.000
7.1: position helper/lineman	-0.002	-0.039	-0.080	-0.141 ~ -0.386	$\begin{array}{c} 0.025 \\ 0.025 \end{array}$	-0.008
7.1: position operator	p = 0.303	p = 0.375 0.012	p = 0.231 -0.131	p = 0.380 - 0.152	p = 0.102 0.025	p = 1.000 0.013
•	p = 0.489	p = 1.000	p = 0.251	p = 0.496	p = 0.504	p = 1.000
Factory code 63	0.127		0.223		0.099	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	090.0				-0.002	
, and the second	p = 0.000	020	p = 0.000	030	p = 0.762	0 001
Constant	0.201 p = 0.244	0.000	$p = 0.000^{***}$	p = 0.000***	-0.017	0.031 $p = 0.490$
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<0.1; **p<0.05; ***p<0.01 Clustered by factory.
)	transfer of records.

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

			Dependen	Dependent variable:		
	Physic	Physical abuse	Verba	Verbal abuse	Sexual 1	Sexual harassment
		STO		STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
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 \mathbb{R}^2	0.134	0.051	0.098	0.059	0.082	0.056

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

			omando d	Dependent variable:		
	Physic	Physical abuse	Verb	Verbal abuse	Sexual I	Sexual harassment
	Constant No factory FEs	OLS With factory FEs	No factory FEs	OLS With factory FEs) No factory FEs	OLS With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	0.183	0.196	0.011	0.018	0.009	0.039
	p = 0.231	p = 0.128	p = 0.741	p = 0.743	p = 0.762	p = 0.753
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 = 0.373	$p = 0.000^{***}$	p = 0.238
9.2: Supervisor will side with me (disagree dummy)	0.042	0.041	0.025	0.021	0.017	0.017
	p = 0.265	p = 0.264	p = 0.470	p = 0.649	$p = 0.000^{***}$	p = 0.125
9.2: Respect supervisor (disagree dummy)	-0.026	-0.019	0.005	0.015	-0.094	-0.086
	p = 0.732	p = 1.000	p = 0.520	p = 0.747	p = 0.000***	p = 0.139
9.2: Supervisor speaks openly (disagree dummy)	0.110	0.105	-0.062	-0.064	0.006	-0.005
	p = 0.501	p = 0.381	p = 0.271	p = 0.131	p = 0.762	p = 0.872
9.2: I get fair salary (disagree dummy)	-0.020	-0.012	0.115	0.145	0.012	0.005
	$p = 0.000^{***}$	p = 0.736	p = 0.249	$p = 0.096^*$	p = 0.762	p = 0.751
Gender: temale	-0.005	0.0005	0.032	0.049	0.010	0.008
V W V	p = 0.732	p = 0.875	0.020 = 0.020	p = 0.738	p = 0.702	p = 1.000
Age	-0.001	n = 0.001	-0.002	0.000 $= 0.001$	100.0-	-0.002
Years of schooling	0.005		-0.001		0.011	
	p = 0.236	p = 0.475	p = 0.520	p = 0.408	p = 0.000***	p = 0.238
Ever married	0.030	0.051	900.0-	0.038	0.013	0.029
	p = 0.236	p = 0.260	p = 0.741	p = 0.629	p = 0.242	p = 0.528
Experience in sector (yrs)	0.019	0.019	0.0005	0.0005	0.003	0.003
	p = 0.501	p = 0.481	p = 0.741	p = 1.000	p = 0.246	p = 0.136
Tenure at factory (yrs)	-0.012	-0.018	0.007	-0.002	-0.001	-0.009
	p = 0.236	p = 0.868	$p = 0.000^{***}$	p = 0.883	p = 0.516	p = 0.760
t.t: position neiper/meman	0.004 $z = 0.723$	-0.027	-0.074	50.128	0.021 $z = 0.763$	-0.012
7.1: position operator	p = 0.032	p = 0.919	p = 0.243 -0.134	p = 0.388 - 0.151	p = 0.02	p = 1.000
	p = 0.467	p = 0.739	p = 0.249	p = 0.558	p = 0.516	p = 0.893
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	
i	p = 0.231		$p = 0.000^{***}$,	p = 0.762	,
Constant	-0.065 $= -0.467$	-0.001 $z = 0.751$	0.748		-0.076	0.009 $= 0.486$
	p = 0.40i	p = 0.031	p = 0.000	p = 0.000	p = 0.400	p = 0.480
Observations	389	389	389	389	389	389
$Adjusted R^2$	0.075	0.066	0.149	0.095	0.032	0.015

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

			Dependen	$Dependent \ variable:$		
	Physic	Physical abuse	Verba	Verbal abuse	Sexual h	Sexual harassment
	0	STO	9	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.080					
Gender: female	p = 0.00002 0.016	p = 0.000 -0.043	p = 0.00001 -0.023	p = 0.000 -0.022	p = 0.000 - 0.061	p = 0.000 - 0.079
Amo	p = 0.674	p = 0.234	p = 0.406	p = 0.400	$p = 0.047^{**}$	$p = 0.005^{***}$
78c	-0.005 $p = 0.275$	-0.004 $p = 0.169$	-0.0034 $p = 0.874$	p = 0.982	p = 0.802	-0.002 $p = 0.478$
Years of schooling	0.001	-0.008	-0.002	-0.004	0.001	-0.002
Ever married	p = 0.856 -0.032	p = 0.095 -0.031	p = 0.632 -0.015	p = 0.179 -0.011	p = 0.864 -0.011	p = 0.486 0.003
,	p = 0.456	p = 0.439	p = 0.631	p = 0.709	p = 0.739	p = 0.916
Experience in sector (yrs)	$0.015 \\ \circ -0.003**$	$0.015 \\ 5 - 0.003 ***$	0.002 $5 - 0.501$	0.001 $z = 0.703$	0.0004 $c = 0.007$	0.003
Tenure at factory (yrs)	p - 0.002 -0.003	p = 0.002 -0.013	p = 0.331 -0.002	0.000 -0.008 -0.008	0.0000 0.000	0.390 - 0.000
	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
.1: position operator	0.0002	0.022 0.022 $n = 0.682$	-0.045 $r = 0.264$	-0.025 -0.521	0.030 $r = 0.498$	0.048 $n = 0.252$
Factory code 13	-0.448		-0.302		-0.167	
Factory code 63	$p = 0.0004^{***}$ -0.309		$p = 0.001^{***}$ -0.065		$p = 0.089^*$ -0.091	
	$p = 0.014^{**}$		p = 0.471		p = 0.359	
Factory code 90	-0.401		-0.090		-0.188	
	$p = 0.002^{***}$	6	p = 0.316	1 0	$p=0.056^*$	0 0
Constant	0.534 $p = 0.001^{***}$	0.340 $p = 0.0005^{***}$	1.095 $p = 0.000^{***}$	0.997 $p = 0.000^{***}$	$\begin{array}{c} 0.203 \\ \mathrm{p} = 0.100^* \end{array}$	0.180 $p = 0.015^{**}$
Observations Adjusted R ²	888 0.137	888 0.053	888	888	888	888 0.054
Note:					*p<0.1; **	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent \ variable:$		
	Physic	Physical abuse	Verb	Verbal abuse	Sexual h	Sexual harassment
)	STO	0	OLS)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.067	-0.080	-0.083	-0.120	-0.031	-0.039
	$p = 0.000^{***}$	p = 0.259	$p = 0.000^{***}$	p = 0.156	p = 0.257	p = 0.123
Gender: female	-0.001	0.001	0.025	0.044	0.013	0.011
	p = 0.758	p = 0.894	p = 0.482	p = 0.743	p = 0.742	p = 0.862
Age	-0.002	-0.002	-0.002	-0.0002	-0.001	-0.001
	p = 0.522	p = 0.622	p = 0.482	p = 0.743	p = 0.485	p = 0.509
Years of schooling	0.005	0.003	-0.001	-0.003	0.011	0.008
	p = 0.504	p = 0.626	p = 0.732	p = 0.486	$p = 0.000^{***}$	p = 0.123
Ever married	0.039	0.062	0.001	0.055	0.010	0.028
	$p = 0.000^{***}$	p = 0.136	p = 0.732	p = 0.729	p = 0.509	p = 0.370
Experience in sector (yrs)	0.018	0.018	0.001	0.001	0.003	0.004
	p = 0.490	p = 0.492	p = 0.732	p = 1.000	p = 0.485	p = 0.241
Tenure at factory (yrs)	-0.010	-0.017	0.007	-0.002	-0.002	-0.009
	p = 0.504	p = 0.885	p = 0.236	p = 1.000	p = 0.509	p = 0.751
7.1: position helper/lineman	-0.013	-0.048	-0.068	-0.126	0.023	-0.011
	p = 0.522	p = 0.485	p = 0.246	p = 0.509	p = 0.742	p = 0.867
7.1: position operator	0.020	0.009	-0.126	-0.143	0.025	0.013
	p = 0.758	p = 0.875	p = 0.246	p = 0.517	p = 0.509	p = 0.869
Factory code 63	0.115		0.238		0.098	
	p = 0.236		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.040		0.198		0.002	
	p = 0.268		$p = 0.000^{***}$		p = 0.742	
Constant	-0.011	0.070	0.823	0.930	-0.055	0.032
	p = 0.758	p = 0.493	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.233	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$\overline{ m Adjusted~R^2}$	0.059	0.050	0.129	0.057	0.032	0.014
Note:					*p<0.1; *	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	Dependent variable:		
	Physic	Physical abuse	Verb	Verbal abuse	Sexual h	Sexual harassment
)	OLS	0	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.086	-0.113	-0.052	-0.070	-0.078	-0.080
,	$p = 0.00004^{***}$	$p = 0.00000^{***}$	$p = 0.001^{***}$	$p = 0.000000^{***}$	$p = 0.00001^{***}$	$p = 0.00000^{***}$
Gender: female	0.013	-0.045	-0.020	-0.017	-0.065	-0.085
А ФР	p = 0.731 -0.003	p = 0.219 -0.004	p = 0.472 -0.001	p = 0.512 -0.0003	$p = 0.035^{**}$	$p = 0.003^{***}$ -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		
	p = 0.862	$p = 0.092^*$	p = 0.644	p = 0.207	p = 0.708	p = 0.609
Ever married	-0.031			-0.008	-0.009	0.005
Experience in sector (yrs)	p = 0.460	p = 0.427	p = 0.644	p = 0.760	p = 0.789	p = 0.864
	$p = 0.002^{***}$	$p = 0.002^{***}$	p = 0.647	p = 0.851	p = 0.923	p = 0.328
Tenure at factory (yrs)	-0.003	-0.014		-0.007		
	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	
00 - 1	$p = 0.013^{**}$		p = 0.462		p = 0.353	
ractory code 30	-0.597 ***000 — a		-0.092			
9.1: Factory has rules	$\frac{1}{2} - \frac{1}{2}$	-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	990.0	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	090.0	0.091	090.0
Note:					* p<0.1; *	'p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent\ variable:$		
	Physi	Physical abuse	Verb	Verbal abuse	Sexual h	Sexual harassment
		STO)	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.064	-0.077	-0.076	-0.107	-0.023	-0.032
	$p = 0.000^{***}$	p = 0.122	$p = 0.000^{***}$	p = 0.117	p = 0.252	p = 0.122
Gender: female	-0.007	-0.004	0.024	0.040	0.010	0.008
	p = 0.762	p = 1.000	p = 0.513	p = 0.640	p = 0.750	p = 1.000
Age	-0.001	-0.001	-0.003	-0.001	-0.001	-0.001
,	p = 0.266	p = 0.779	p = 0.513	p = 0.512	p = 0.506	p = 0.399
Years of schooling	0.006	0.003	-0.001	-0.003	0.012	0.009
	p = 0.248	p = 0.375	p = 0.513	p = 0.481	$p = 0.000^{***}$	p = 0.118
Ever married	0.031 	0.052 -0.383	0.004 0.758	0.056 -0.743	0.013 n = 0.498	0.028 n — 0.699
Experience in sector (yrs)	0.018					
	p = 0.496	p = 0.482	p = 0.758	p = 1.000	p = 0.506	p = 0.609
Tenure at factory (yrs)	-0.010	-0.017	0.008	0.0001	-0.001	-0.009
	p = 0.496	p = 0.627	p = 0.247	p = 1.000	p = 0.498	p = 0.883
7.1: position helper/lineman	-0.017	-0.048	-0.062	-0.116	0.020	-0.012
	p = 0.514	p = 0.506	p = 0.266	p = 0.374	p = 0.750	p = 0.864
7.1: position operator	0.016	900.0	-0.120	-0.135	0.024	0.012
	p = 0.762	p = 1.000	p = 0.266	p = 0.373	p = 0.750	p = 0.883
Factory code 63	0.111		0.232		0.098	
	p = 0.248		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.042		0.193		-0.002	
0 1 : E	p = 0.260	1900	p = 0.000	0 0	p = 0.750	0.001
or. ractory mas ruics	0.001 0.000	0.039 0.239	0.047	0.018	0.021	0.031
9.1: Management consults workers	0.157		-0.036	-0.024		
	p = 0.248	p = 0.526	p = 0.492	p = 1.000	p = 0.254	p = 0.351
9.1: Must obey orders	0.052	0.057	0.032	0.061	0.051	0.048
	p = 0.266	p = 0.268	p = 0.492	p = 0.625	p = 0.254	p = 0.126
Constant	-0.063	0.006	0.803	0.887	-0.085	-0.002
	p = 0.514	p = 0.740	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.252	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted R ²	0.065	0.057	0.127	0.060	0.029	0.010

Note:

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

			Depende	$Dependent\ variable:$		
	Hum	Humiliation	Th	Threats	Abuse and ha	Abuse and harassment, index
)	STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(2)	(9)
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	1
9.1: Factory has rules	0.134	0.160	0.187	0.216	0.223	
	$p = 0.005^{***}$	$p = 0.001^{***}$	$p = 0.0002^{***}$	$p = 0.00001^{***}$	$p = 0.001^{***}$	$p = 0.00001^{***}$
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:

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

			Depender	$Dependent\ variable:$		
	Humi	Humiliation	Th	Threats	Abuse and han	Abuse and harassment, index
	0	STO	9	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.112	-0.094	0.029	0.042	-0.020	0.010
	p = 0.000***	p = 0.490	p = 0.523	p = 0.729	p = 0.500	p = 0.742
Age	-0.008	-0.005	-0.006	-0.004	-0.006	-0.002
	$p = 0.000^{***}$	p = 0.364	p = 0.483	p = 0.747	$p = 0.000^{***}$	p = 0.869
Years of schooling	-0.003	-0.007	0.004	-0.001	0.007	-0.003
	p = 0.720	p = 0.241	p = 0.754	p = 1.000	$p = 0.000^{***}$	p = 1.000
Ever married	0.056	0.153	0.036	0.123	0.104	0.281
	p = 0.496	p = 0.474	p = 0.502	p = 0.512	p = 0.481	p = 0.496
Experience in sector (yrs)	-0.008	-0.009	0.004	0.004	0.013	0.011
	p = 0.478	p = 0.391	p = 0.754	p = 1.000	p = 0.500	p = 0.597
Tenure at factory (yrs)	0.022	0.007	0.030	0.015	0.010	-0.019
	p = 0.224	p = 0.881	$p = 0.000^{***}$	p = 0.518	p = 0.751	p = 0.736
7.1: position helper/lineman	0.073	-0.015	0.032	-0.052	-0.014	-0.181
	p = 0.466	p = 0.900	p = 0.754	p = 0.875	p = 0.751	p = 0.373
7.1: position operator	0.080	0.068	0.038	0.026	0.020	-0.004
	$p = 0.000^{***}$	p = 0.119	p = 0.523	p = 0.871	p = 0.521	p = 0.868
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 = 0.129	p = 0.483	p = 0.240	$p = 0.000^{***}$	p = 0.106
9.1: Management consults workers	900.0	0.041	0.176	0.209	0.107	0.174
	p = 0.478	p = 0.621	p = 0.231	p = 0.249	$p = 0.000^{***}$	p = 0.246
9.1: Must obey orders	0.257	0.344	0.423	0.497	0.352	0.509
	$p = 0.000^{***}$	p = 0.228	p = 0.231	p = 0.137	$p = 0.000^{***}$	p = 0.130
Constant	0.409	0.535	-0.086	0.046	-0.802	-0.551
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.483	p = 0.745	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted R ²	0.153	0.060	0.162	0.095	0.242	0.077

Note:

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

			Depende	$Dependent \ variable:$		
	Hum	Humiliation	T	Threats	Abuse and ha	Abuse and harassment, index
) No factory FEs	OLS With factory FEs	No factory FEs	OLS With factory FEs	C No factory FEs	OLS With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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 $= 0.403$	$0.025 \\ 5 - 0.261$	0.008	0.041 $= 0.148$	0.037	0.075
9.2: Supervisor speaks openly (numeric)	p = 0.402	p = 0.301	p = 0.037	p = 0.148 -0.045	p = 0.932	p = 0.043 -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		-0.013	-0.027	
D1	p = 0.554	p = 0.485	p = 0.983	p = 0.833	p = 0.739	p = 0.975
Factory code 13	-0.104 $r = 0.934$				- 1	
Factory code 63	p = 0.251		P = 0.151		P = 0.00001	
	n = 0.409		n = 0.804		n = 0.138	
Factory code 90						
	p = 0.506		p = 0.834		p = 0.028**	
Constant		1.439	1.339	1.269	1.521	1.293
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.000000***	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<0.1; **p<0.05; ***p<0.01 Clustered by factory.
Note:						* p<0.1; *

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

			Dependen	$Dependent\ variable:$		
	Hum	Humiliation	Thr	Threats	Abuse and har	Abuse and harassment, index
)	OLS	0	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	-0.130	-0.128	-0.079	-0.076	-0.117	-0.122
•	$p = 0.000^{***}$	p = 0.125	$p = 0.000^{***}$	p = 0.127	p = 0.247	p = 0.354
9.2: Supervisor doesn't use bad lang (numeric)	0.007	-0.036	-0.031	-0.070	-0.021	-0.101
	p = 0.524	p = 0.626	p = 0.736	p = 0.379	p = 0.497	p = 0.628
9.2: Supervisor will side with me (numeric)	-0.093	-0.088	-0.088	-0.084	-0.122	-0.114
	p = 0.245	p = 0.120	$p = 0.000^{***}$	p = 0.117	p = 0.247	p = 0.000***
9.2: Respect supervisor (numeric)	0.020 $5 = 0.757$	0.036 $n = 0.755$	0.008 $r = 0.460$	$0.023 \\ n = 0.505$	0.037 - 0.037	0.065 $5 = 0.377$
9.2: Supervisor speaks openly (numeric)	p = 0.151 0.083	p = 0.091	p = 0.403 -0.042	p = 0.303 -0.036	p = 0.001 -0.007	p = 0.377 0.013
	$p = 0.000^{***}$	p = 0.264	p = 0.481	p = 0.882	p = 0.751	p = 0.762
9.2: I get fair salary (numeric)	-0.028	-0.046	0.020	0.003	0.005	-0.026
	p = 0.512	p = 0.390	p = 0.255	p = 0.622	p = 0.751	p = 0.622
Gender: female	-0.087	-0.055	0.047	0.077	-0.002	0.056
	p = 0.233	p = 0.528	p = 0.481	p = 0.611	p = 0.501	p = 0.265
Age	900.0-	-0.003	-0.004	-0.002	-0.004	-0.0002
	p = 0.524	p = 0.495	$p = 0.000^{***}$	p = 0.643	$p = 0.000^{***}$	p = 0.778
Years of schooling	-0.005	-0.008	0.001	-0.002	0.004	-0.004
	p = 0.524	p = 0.393	p = 0.736	p = 1.000	p = 0.501	p = 0.511
Ever married	0.038	0.101	-0.007	0.050	0.073	0.199
	p = 0.478	p = 0.760	p = 0.736	p = 0.871	p = 0.501	p = 0.502
Experience in sector (yrs)	-0.004	-0.005	0.010	0.009	0.019	0.019
	p = 0.524	p = 0.733	$p = 0.000^{***}$	p = 0.396	p = 0.497	p = 0.508
Tenure at factory (yrs)	0.013	0.004	0.019	0.011	-0.001	-0.023
:	p = 0.524	p = 0.850	$p = 0.000^{***}$	p = 0.503	p = 0.751	p = 0.737
7.1: position helper/lineman	0.014		0.003		-0.073	-0.238
	p = 0.757	p = 0.620	p = 0.730	p = 0.879	p = 0.504	p = 0.121
(.1: position operator	$0.005 \\ 5 - 0.757$	-0.022 -0.022 -0.617	-0.027	-0.051	-0.075	-0.132 $r = 0.111$
Factory code 63	P = 0.191	P = 0.01	P = 0.150	J	p = 0.234 0.601	P = 0:111
	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 = 0.214	p = 0.259	p = 0.501	$p = 0.000^{***}$
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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

Humiliation OLS Es With factory FEs (2) 0.194 * $p = 0.032^{**}$ 0.107 $p = 0.222$ 0.119 $p = 0.222$ 0.119 $p = 0.222$ 0.043 $p = 0.514$ $p = 0.043$ $p = 0.799$ 0.092 * $p = 0.799$ 0.092 $p = 0.759$ $p = 0.759$ $p = 0.759$ $p = 0.275$ $p = 0.003$ $p = 0.283$ $p = 0.283$ $p = 0.299$ $p = 0.299$ $p = 0.299$ $p = 0.003$ $p = 0.760$ $p = 0.779$ $p = 0.789$ $p = 0.789$ $p = 0.789$ $p = 0.789$ $p = 0.799$	Three OL No factory FEs 0.146 0.146 0.146 0.087 0.087 0.087 0.002 0.124 0.002 0.124 0.002 0.190 0.190 0.190 0.190 0.190 0.006	यू त व त व व	Abuse and han O No factory FEs (5) 0.290 p = 0.016** 0.136 p = 0.042 0.152 p = 0.042 p = 0.041 p = 0.107 0.121 p = 0.107 0.121 p = 0.106 p = 0.106 p = 0.106 p = 0.068 * 0.069 p = 0.116 -0.075 p = 0.202 -0.005	Abuse and harassment, index OLS actory FEs With factory FEs (5) (6) (6) 0.290 0.293 0.136 0.136 0.142 0.152 0.0152
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	No factory FEs (3) 0.146 p = 0.124 0.087 p = 0.338 0.124 p = 0.338 0.124 p = 0.002 p = 0.98 0.000 p = 0.998 0.190 p = 0.998 0.190 p = 0.970 -0.015 p = 0.747 -0.006 p = 0.126 -0.006 p = 0.126 -0.006	h factory FEs (4) 0.126 p = 0.170 0.136 p = 0.136 0.119 = 0.023 p = 0.728 0.201 = 0.0001*** 0.050 p = 0.121 -0.066 p = 0.882 -0.003 p = 0.350		L.S With factory FEs (6) 0.293 $p = 0.017^{**}$ 0.182 p = 0.125 0.165 p = 0.0149 $p = 0.096^*$ 0.170
(1) (2) Supervisor respects me (disagree dummy) (0.265 Supervisor docsn't use bad lang (disagree dummy) (0.002 Supervisor will side with me (disagree dummy) (0.002 Supervisor will side with me (disagree dummy) (0.003 Respect supervisor (disagree dummy) (disagree dummy) (disagree dummy) (disagree dummy) (0.003 Respect supervisor (disagree dummy) (disagree dummy) (disagree dummy) (disagree dummy) (0.003 Respect supervisor (disagree dummy) (disag	(3) 0.146 0.046 0.087 0.002 0.0002 0.0002 0.0002 0.006	(4) 0.126 $0.0.126$ 0.136 0.119 0.119 $0.0.128$ $0.0.119$ $0.0.023$ $0.0.023$ $0.0.021$ $0.0.020$ $0.0.020$ $0.0.00$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.050$ $0.0.006$	(5) 0.290 $p = 0.016**$ 0.136 $p = 0.242$ 0.152 $p = 0.002***$ -0.141 $p = 0.107$ 0.121 $p = 0.107$ 0.121 $p = 0.107$ 0.069 $p = 0.068*$ 0.069 $p = 0.075$ $p = 0.202$ -0.005	(6) 0.293 $p = 0.017^{**}$ 0.182 $p = 0.125$ 0.165 $p = 0.0165$ $p = 0.0149$ $p = 0.096*$
Supervisor respects me (disagree dummy) 0.265 0.194 Supervisor respects me (disagree dummy) 0.002 0.107 Supervisor doesn't use bad lang (disagree dummy) 0.002 0.107 Supervisor will side with me (disagree dummy) 0.003 0.003 Respect supervisor (disagree dummy) 0.008 0.043 Supervisor speaks openly (disagree dummy) 0.002 0.002 I get fair salary (disagree dummy) 0.067 0.003 I get fair salary (disagree dummy) 0.007 0.003 I get fair salary (disagree dummy) 0.004 0.006 I get fair salary (disagree dummy)	0.146 p = 0.124 0.087 p = 0.338 0.124 = 0.002*** p = 0.002 p = 0.998 0.190 = 0.006 p = 0.870 -0.015 p = 0.747 -0.004 p = 0.475		$\begin{array}{c} 0.290 \\ p = 0.016^{**} \\ 0.136 \\ p = 0.242 \\ 0.152 \\ p = 0.002^{***} \\ -0.141 \\ p = 0.107 \\ 0.121 \\ p = 0.107 \\ 0.121 \\ p = 0.068^{*} \\ 0.069 \\ p = 0.116 \\ -0.075 \\ p = 0.202 \\ -0.005 \\ 0.009 \\ \end{array}$	$\begin{array}{c} 0.293 \\ p = 0.017^{**} \\ 0.182 \\ p = 0.125 \\ 0.165 \\ p = 0.001^{***} \\ -0.149 \\ p = 0.096^{**} \end{array}$
Supervisor doesn't use bad lang (disagree dummy) $p = 0.004^{***}$ $p = 0.032^{**}$ Supervisor will side with me (disagree dummy) 0.143 0.107 Respect supervisor will side with me (disagree dummy) 0.008 $p = 0.002^{***}$ Respect supervisor (disagree dummy) $p = 0.92$ $p = 0.003^{***}$ Supervisor speaks openly (disagree dummy) $p = 0.92$ $p = 0.013$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.057$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.057$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.057$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.037$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.057$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.057$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.057$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.046$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.039$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.039$ I get fair salary (disagre	$\begin{array}{c} p = 0.124 \\ 0.087 \\ 0.087 \\ p = 0.338 \\ 0.124 \\ 0.0002 \\ 0.0002 \\ p = 0.998 \\ 0.190 \\ 0.006 \\ p = 0.0003 *** \\ 0.006 \\ p = 0.0005 \\ p = 0.747 \\ -0.015 \\ p = 0.747 \\ -0.006 \\ p = 0.747 \\ -0.006 \\ p = 0.747 \\ -0.006 \\ p = 0.475 \\ p = 0.475 \\ p = 0.475 \\ p = 0.4475 \\ p = 0.$		$p = 0.016^{**}$ 0.136 $p = 0.242$ 0.152 $p = 0.002^{***}$ -0.141 $p = 0.107$ 0.121 $p = 0.107$ 0.069 $p = 0.068^{*}$ 0.069 $p = 0.116$ -0.075 $p = 0.202$ -0.005	p = 0.017** 0.182 $p = 0.125$ 0.165 $p = 0.005**$ -0.149 $p = 0.096*$ 0.170
Supervisor doesn't use bad lang (disagree dummy) 0.002 0.107 Supervisor doesn't use bad lang (disagree dummy) 0.143 p = 0.222 Supervisor will side with me (disagree dummy) 0.008 0.043 Respect supervisor (disagree dummy) p = 0.902 p = 0.514 Could a could be	$\begin{array}{c} 0.087 \\ \text{p} = 0.338 \\ 0.124 \\ 0.002 \\ 0.0002 \\ \text{p} = 0.998 \\ 0.190 \\ = 0.0003 *** \\ 0.006 \\ \text{p} = 0.0005 \\ \text{p} = 0.747 \\ -0.015 \\ \text{p} = 0.747 \\ -0.006 \\ \text{p} = 0.126 \\ -0.004 \\ \text{p} = 0.475 \\ \text{p} = 0.475 \\ \text{p} = 0.4475 \\ p$		$\begin{array}{c} 0.136 \\ p = 0.242 \\ 0.152 \\ p = 0.002^{***} \\ -0.141 \\ p = 0.107 \\ 0.121 \\ p = 0.068^* \\ 0.069 \\ p = 0.116 \\ -0.075 \\ p = 0.202 \\ -0.005 \\ \end{array}$	$\begin{array}{c} 0.182 \\ \text{p} = 0.125 \\ 0.165 \\ \text{p} = 0.001^{***} \\ -0.149 \\ \text{p} = 0.096^{**} \\ 0.170 \\ \end{array}$
Supervisor will side with me (disagree dummy) $p = 0.982$ $p = 0.022$ Supervisor will side with me (disagree dummy) $p = 0.0002^{***}$ $p = 0.002^{***}$ Supervisor speaks openly (disagree dummy) $p = 0.902$ $p = 0.514$ Supervisor speaks openly (disagree dummy) $p = 0.267$ $p = 0.799$ I get fair salary (disagree dummy) $p = 0.267$ $p = 0.095^{***}$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.095^{***}$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.046$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.046$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.046$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.046$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.046$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.046$ I get fair salary (disagree dummy) $p = 0.047$ $p = 0.046$ I get schooling $p = 0.047$ $p = 0.046$ I get schooling $p = 0.061$ $p = 0.061$ I get schooling $p = 0.061$ $p = 0.061$ I get schooling $p = 0.061$	$\begin{array}{c} p = 0.338 \\ 0.124 \\ 0.124 \\ 0.0002 \\ p = 0.002^{***} \\ p = 0.998 \\ 0.190 \\ = 0.0003^{***} \\ p = 0.870 \\ -0.015 \\ p = 0.747 \\ -0.006 \\ p = 0.747 \\ -0.004 \\ p = 0.475 \\ p = 0.475 \\ p = 0.475 \\ p = 0.4475 \\ p $		$\begin{array}{l} p = 0.242 \\ 0.152 \\ 0.152 \\ p = 0.002^{***} \\ -0.141 \\ p = 0.107 \\ 0.121 \\ p = 0.068^* \\ 0.069 \\ p = 0.069 \\ p = 0.116 \\ -0.075 \\ p = 0.202 \\ -0.005 \\ \end{array}$	$\begin{array}{l} p = 0.125 \\ 0.165 \\ p = 0.001^{***} \\ -0.149 \\ p = 0.096^{**} \end{array}$
Supervisor will side with me (disagree dummy) 0.1434 b.0.002*** 0.1008 0.0134 Respect supervisor (disagree dummy) 0.008 $p = 0.514$ 0.013 Supervisor speaks openly (disagree dummy) $p = 0.267$ $p = 0.799$ $p = 0.799$ I get fair salary (disagree dummy) $p = 0.267$ $p = 0.769$ $p = 0.799$ ler: female $p = 0.045^{**}$ $p = 0.005^{**}$ $p = 0.006^{**}$ ler: female $p = 0.047$ $p = 0.006^{**}$ $p = 0.006^{**}$ ler: female $p = 0.047$ $p = 0.006^{**}$ $p = 0.006^{**}$ ler: female $p = 0.047$ $p = 0.006^{**}$ $p = 0.006^{**}$ ler: female $p = 0.047$ $p = 0.006^{**}$ $p = 0.027^{**}$ ler: female $p = 0.047$ $p = 0.033$ $p = 0.033$ ler: female $p = 0.045^{**}$ $p = 0.033$ $p = 0.033$ married $p = 0.006^{**}$ $p = 0.033$ $p = 0.033$ position belper/lineman $p = 0.443$ $p = 0.529$ position operator $p = 0.100$ $p = 0.100$ position operator $p = 0.100$ $p = 0.100$ position	$\begin{array}{c} 0.124\\ = 0.002^{***}\\ 0.0002\\ 0.0002\\ = 0.998\\ 0.190\\ = 0.006\\ p = 0.870\\ -0.015\\ p = 0.747\\ -0.016\\ p = 0.747\\ -0.006\\ p = 0.747\\ -0.006\\ p = 0.475\\ p = 0.475\\ \end{array}$		$\begin{array}{l} 0.152 \\ 0.152 \\ 0.002 *** \\ -0.141 \\ 0.121 \\ 0.121 \\ 0.069 \\ 0.069 \\ 0.069 \\ 0.069 \\ 0.069 \\ 0.069 \\ 0.069 \\ 0.069 \\ 0.005 \\ -0.075 \\ 0.005 \\ -0.005 \end{array}$	$\begin{array}{l} 0.105 \\ 0.105 \\ p = 0.001^{***} \\ -0.149 \\ p = 0.096^{*} \end{array}$
Respect supervisor (disagree dummy) p = 0.002 p = 0.002 Supervisor speaks openly (disagree dummy) p = 0.057 p = 0.514 Supervisor speaks openly (disagree dummy) 0.067 0.092 I get fair salary (disagree dummy) 0.067 0.092 P = 0.267 0.092 0.005 P = 0.047 0.005 0.005 P = 0.047 0.006 0.004 P = 0.098* 0.004 0.004 P = 0.019 0.004 0.004 P = 0.023 0.004 0.004 P = 0.443 0.004 0.004 P = 0.189 0.004 0.004	$\begin{array}{c} = 0.002 \\ 0.0002 \\ 0.0002 \\ 0.190 \\ = 0.0003 *** \\ 0.006 \\ p = 0.870 \\ -0.015 \\ p = 0.747 \\ -0.006 \\ p = 0.747 \\ -0.006 \\ p = 0.126 \\ -0.004 \\ p = 0.475 \\ 0.041 \end{array}$		$\begin{array}{c} p = 0.002 \\ -0.141 \\ p = 0.107 \\ 0.121 \\ p = 0.068 * \\ 0.069 \\ p = 0.069 \\ p = 0.116 \\ -0.075 \\ p = 0.202 \\ -0.005 \\ \end{array}$	$p = 0.001$ -0.149 $p = 0.096^*$
Supervisor speaks openly (disagree dummy) $p = 0.902$ $p = 0.514$ Supervisor speaks openly (disagree dummy) $p = 0.267$ $p = 0.799$ $p = 0.005$ I get fair salary (disagree dummy) $p = 0.045$ $p = 0.092$ $p = 0.046$ der: female $p = 0.045$ $p = 0.046$ $p = 0.046$ der: female $p = 0.047$ $p = 0.046$ $p = 0.046$ der: female $p = 0.047$ $p = 0.046$ $p = 0.046$ der: female $p = 0.047$ $p = 0.046$ $p = 0.046$ der: female $p = 0.047$ $p = 0.034$ $p = 0.033$ der: female $p = 0.047$ $p = 0.044$ $p = 0.004$ eventual column $p = 0.061$ $p = 0.003$ $p = 0.003$ eventual column $p = 0.063$ $p = 0.003$ $p = 0.003$ eventual column $p = 0.033$ $p = 0.033$ $p = 0.003$ eventual column $p = 0.033$ $p = 0.033$ $p = 0.003$ eventual column $p = 0.443$ $p = 0.850$ eventual column $p = 0.443$ $p = 0.779$ eventual column $p = 0.045$ $p = 0.033$ <td>$\begin{array}{c} p = 0.998 \\ 0.190 \\ = 0.0003^{***} \\ 0.006 \\ p = 0.870 \\ -0.015 \\ p = 0.747 \\ -0.006 \\ p = 0.126 \\ -0.004 \\ p = 0.475 \\ \end{array}$</td> <td></td> <td></td> <td>$p = 0.096^*$</td>	$\begin{array}{c} p = 0.998 \\ 0.190 \\ = 0.0003^{***} \\ 0.006 \\ p = 0.870 \\ -0.015 \\ p = 0.747 \\ -0.006 \\ p = 0.126 \\ -0.004 \\ p = 0.475 \\ \end{array}$			$p = 0.096^*$
Supervisor speaks openly (disagree dummy) -0.056 -0.013 p I get fair salary (disagree dummy) 0.067 $p = 0.799$ p der: female 0.067 $p = 0.005^{***}$ -0.046 der: female $p = 0.047$ $p = 0.004$ $p = 0.004$ der: female $p = 0.047$ $p = 0.004$ $p = 0.004$ s of schooling $p = 0.098^*$ $p = 0.233$ $p = 0.283$ rearried $p = 0.001$ $p = 0.003$ $p = 0.003$ rearried $p = 0.023$ $p = 0.033$ $p = 0.003$ rearried $p = 0.023$ $p = 0.003$ $p = 0.003$ rear factory (yrs) $p = 0.033$ $p = 0.003$ $p = 0.529$ position helper/lineman $p = 0.443$ $p = 0.529$ $p = 0.019$ position operator $p = 0.039$ $p = 0.039$ $p = 0.019$ ory code 13 $p = 0.039$ $p = 0.039$ $p = 0.039$ ory code 63 $p = 0.198$ $p = 0.039$ $p = 0.039$ ory code 63 $p = 0.198$ $p = 0.198$ $p = 0.019$	0.190 $= 0.0003^{***}$ 0.006 $p = 0.870$ -0.015 $p = 0.747$ -0.006 $p = 0.126$ -0.004 $p = 0.475$			0.170
I get fair salary (disagree dummy) $p = 0.267$ $p = 0.799$ p der: female $p = 0.045^{**}$ $p = 0.092$ p der: female $p = 0.047$ $p = 0.046$ p ed: female $p = 0.294$ $p = 0.275$ $p = 0.294$ $p = 0.275$ $p = 0.004$ $p = 0.006$ $p = 0.004$ $p = 0.283$ $p = 0.006$ $p = 0.003$ $p = 0.003$ $p = 0.001$ $p = 0.003$ $p = 0.003$ $p = 0.0023$ $p = 0.003$ $p = 0.003$ $p = 0.005$ $p = 0.003$ $p = 0.529$ $p = 0.005$ $p = 0.003$ $p = 0.529$ $p = 0.005$ $p = 0.003$ $p = 0.529$ $p = 0.005$ $p = 0.003$ $p = 0.529$ $p = 0.005$ $p = 0.003$ $p = 0.529$ $p = 0.005$ $p = 0.003$ $p = 0.529$ $p = 0.005$ $p = 0.003$ $p = 0.529$ $p = 0.005$ $p = 0.0019$ $p = 0.005$ $p = 0$	$= 0.0003^{***}$ 0.006 $p = 0.870$ -0.015 $p = 0.747$ -0.006 $p = 0.126$ -0.004 $p = 0.475$			0.11.0
I get fair salary (disagree dummy) 0.067 0.092 ** der: female -0.047 -0.046 der: female $p = 0.294$ $p = 0.275$ -0.006 -0.004 $p = 0.275$ -0.006 $p = 0.008$ * $p = 0.283$ -0.010 $p = 0.083$ * $p = 0.083$ * rmarried $p = 0.061$ * $p = 0.083$ * rrience in sector (yrs) $p = 0.063$ $p = 0.760$ rue at factory (yrs) $p = 0.319$ $p = 0.529$ $p = 0.529$ position helper/lineman $p = 0.443$ $p = 0.850$ position operator $p = 0.443$ $p = 0.850$ ory code 13 $p = 0.645$ $p = 0.779$ ory code 13 $p = 0.645$ $p = 0.582$ ory code 63 0.015 $p = 0.198$		$\begin{array}{c} 0.050 \\ 0.050 \\ -0.006 \\ p = 0.882 \\ -0.003 \\ p = 0.350 \\ \hline \end{array}$	$\begin{array}{c} 0.069 \\ 0.069 \\ 0.016 \\ -0.075 \\ 0.005 \end{array}$	$p = 0.011^{**}$
der: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$		$\begin{array}{c} p = 0.121 \\ -0.006 \\ p = 0.882 \\ -0.003 \\ p = 0.350 \\ \hline \end{array}$	$\begin{array}{c} p = 0.116 \\ -0.075 \\ p = 0.202 \\ -0.005 \end{array}$	0.146
ter: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$		$\begin{array}{c} -0.006 \\ -0.006 \\ \hline -0.003 \\ \hline p = 0.350 \\ \hline \end{array}$	$\begin{array}{c} -0.075 \\ -0.005 \\ -0.005 \end{array}$	$p = 0.001^{***}$
p = 0.294p = 0.279 -0.006 -0.004 p = 0.098*p = 0.283 -0.010 -0.009 rmarried -0.013 -0.014 p = 0.053 -0.014 exience in sector (yrs) $p = 0.632$ $p = 0.632$ ne at factory (yrs) $p = 0.319$ $p = 0.529$ position helper/lineman $p = 0.443$ $p = 0.529$ position operator $p = 0.443$ $p = 0.850$ ory code 13 $p = 0.645$ $p = 0.779$ ory code 63 0.017 $p = 0.645$ $p = 0.582$		p = 0.882 -0.003 $p = 0.350$	p = 0.202 - 0.005	-0.107
s of schooling $p = 0.098^*$ $p = 0.283$ -0.010 -0.009 $p = 0.283$ -0.010 -0.009 $p = 0.009$ rmarried $p = 0.023$ $p = 0.014$ erience in sector (yrs) $p = 0.632$ $p = 0.760$ ne at factory (yrs) $p = 0.319$ $p = 0.760$ position helper/lineman $p = 0.443$ $p = 0.529$ $p = 0.850$ position operator $p = 0.443$ $p = 0.850$ $p = 0.779$ position operator $p = 0.017$ $p = 0.034$ $p = 0.779$ ory code 13 $p = 0.645$ $p = 0.582$ ory code 63 0.0125 $p = 0.198$		-0.003 p = 0.350	0.00-	$p = 0.059^{\circ}$
p = 0.098 p = 0.283 -0.010		p = 0.330	!	-0.006
$\begin{array}{llll} -0.010 & -0.003 \\ -0.023 & -0.014 \\ -0.023 & -0.014 \\ & -0.023 & -0.014 \\ & -0.023 & p = 0.004 \\ & 0.005 & 0.003 \\ & 0.005 & 0.003 \\ & 0.006 & 0.001 \\ & p = 0.319 & p = 0.529 \\ & 0.006 & 0.001 \\ & p = 0.443 & p = 0.850 \\ & 0.017 & -0.019 \\ & p = 0.818 & p = 0.779 \\ & -0.029 & -0.034 \\ & p = 0.645 & p = 0.582 \\ & -0.182 \\ & p = 0.198 \\ & p = 0.198 \end{array}$			p = 0.259	p = 0.222
rs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		-0.007	-0.010	-0.018 $r = 0.013**$
rs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.130	p = 0.137	p = 0.015
rs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.044 0.388	-0.045 $5 = 0.354$	-0.045	-0.019
teman $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p — 0.334 0 011	p − 0.304 0.019	p = 0.103
teman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.012 0.034**	0.011 n — 0.037**	%***U.O — u	0.013 ***0000 — d
teman p = 0.443 p = 0.850 0.017 $-0.0190.017$ $-0.0190.029$ $-0.0340.029$ $-0.0340.0182$ p = $0.5820.125$	0.011	6000	100.0 0.000	500.0 — J
per/lineman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	89	p = 0.751	098.0 = 0	$p = 0.018^{**}$
p = 0.818 p = 0.779 -0.029 $-0.034p = 0.645 p = 0.582-0.182p = 0.1980.125$	0.081		0.079	0.084
erator -0.029 p = 0.645 -0.182 p = 0.198 0.125	3	p = 0.410	p = 0.409	p = 0.370
p = 0.645 -0.182 $p = 0.198$ 0.125		-0.005	-0.027	0.005
	3	p = 0.936	p = 0.743	p = 0.952
	-0.212		-0.869	
	p = 0.151		$p = 0.00001^{***}$	
	0.050		-0.256	
p = 0.383	p = 0.735		p = 0.175	
Factory code 90 0.081	0.014		-0.419	
m p=0.567	p = 0.926		$p = 0.026^{**}$	
	0.390	0.316	0.332	-0.060
$p = 0.0002^{***}$ $p = 0.00000^{**}$ $p = 0.00000^{**}$	$p = 0.038^{**}$ p	$= 0.007^{***}$	p = 0.163	p = 0.697
888	888	888	888	888
Adjusted R^2 0.214 0.135	0.198	0.167	0.316	0.215

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

			Cheune	Dependent variable:		
	Humi	Humiliation	T	Threats	Abuse and ha	Abuse and harassment, index
		STO		STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	0.271	0.271	0.125	0.127	0.293	0.313
	p = 0.000***	p = 0.114	p = 0.246	p = 0.252	p = 0.231	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 = 0.474	p = 0.747	p = 0.481	p = 0.718	p = 0.488	p = 0.773
9.2: Supervisor will side with me (disagree dummy)	0.132	0.126	0.116	0.111	0.185	0.174
	p = 0.474	p = 0.355	p = 0.239	p = 0.372	p = 0.488	p = 0.259
9.2: Respect supervisor (disagree dummy)	0.022	0.035	0.014	0.026	-0.208	-0.180
	p = 0.739	p = 0.868	p = 0.727	p = 0.744	p = 0.508	p = 0.619
9.2: Supervisor speaks openly (disagree dummy)	-0.048	-0.048	0.221	0.220	0.092	0.085
	p = 0.265	p = 0.758	p = 0.242	p = 0.215	p = 0.488	p = 1.000
9.2: I get fair salary (disagree dummy)	0.071	0.121	-0.039	0.004	0.021	0.105
	p = 0.490	p = 0.488	$p = 0.000^{***}$	p = 0.730	p = 0.508	p = 0.251
Gender: female	-0.082	-0.056	0.050	0.072	0.003	0.047
	p = 0.265	p = 0.503	p = 0.481	p = 0.612	p = 0.739	p = 0.741
Age	-0.006	-0.003	-0.004	-0.002	-0.005	-0.001
	p = 0.474	p = 0.381	p = 0.239	p = 0.871	$p = 0.000^{***}$	p = 0.857
Years of schooling	-0.006	-0.009	-0.0001	-0.003	0.002	-0.006
	p = 0.474	p = 0.284	p = 0.727	p = 0.753	p = 0.508	p = 1.000
Ever married	0.009	0.072	-0.037	0.018	0.049	0.169
	p = 0.739	p = 0.632	p = 0.488	p = 0.736	p = 0.739	p = 0.507
Experience in sector (yrs)	-0.004	-0.004	0.009	0.008	0.018	0.018
	p = 0.474	p = 0.875	p = 0.485	p = 0.496	p = 0.488	p = 0.512
Tenure at factory (yrs)	0.012	0.0002	0.017	0.007	-0.001	-0.026
	p = 0.474	p = 0.868	$p = 0.000^{***}$	p = 0.374	p = 0.739	p = 1.000
7.1: position helper/lineman	0.036	-0.038	0.037	-0.028	-0.057	-0.207
	p = 0.739	p = 1.000	p = 0.727	p = 0.872	p = 0.482	p = 0.379
7.1: position operator	0.020	-0.003	0.0001	-0.020	-0.062	-0.109
	p = 0.474	p = 1.000	p = 0.727	p = 1.000	p = 0.251	p = 0.136
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 = 0.249	$p = 0.000^{***}$	p = 0.485	p = 0.517	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.209	0.147	0.224	0.183	0.328	0.214

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

			Depende	$Dependent \ variable:$		
	Humi	Humiliation	Th	Threats	Abuse and har	Abuse and harassment, index
	0	STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.218	-0.259	-0.253	-0.281	-0.338	-0.413
Gender: female	$p = 0.000^{***}$ -0.049	$p = 0.000^{***}$ -0.052	p = 0.000*** -0.005	$p = 0.000^{***}$ -0.003	$p = 0.000^{***}$ -0.078	p = 0.000
V	p = 0.268	p = 0.202	p = 0.919	p = 0.936	p = 0.180	$p = 0.038^{**}$
agu	-0.000 $p = 0.072^*$	-0.004 $p = 0.285$	-0.000 p = 0.103	-0.004 $p = 0.300$	-0.000 p = 0.211	p = 0.197
Years of schooling	-0.011	-0.010	-0.005	-0.008	-0.011	-0.020
Ever married	p = 0.044 -0.018	p = 0.038 -0.010	p = 0.376 -0.028	p = 0.140 -0.029	p = 0.122 -0.026	p = 0.007 -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	
Tenure at factory (yrs)	p = 0.345 0.006	p = 0.530 0.0002	$p = 0.039^{**}$ 0.012	$p = 0.036^{**}$ 0.002	p = 0.007*** 0.003	$p = 0.008^{***}$ -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		-0.004	-0.012	-0.030	
Factory code 13	p = 0.555 - 0.197	p = 0.519	p = 0.951 - 0.196	p = 0.848	p = 0.721 -0.873	p = 0.94t
	p = 0.162		p = 0.182		$p = 0.00001^{***}$	
Factory code 63	0.116 $p = 0.414$		0.067 $p = 0.652$		-0.249 $p = 0.186$	
Factory code 90	0.051				-0.428	
	p = 0.718		p = 0.912		$p = 0.023^{**}$	
Constant	0.921 $p = 0.00000^{***}$	0.849 $p = 0.000***$	0.574 $p = 0.002^{***}$	0.547 $p = 0.00000^{***}$	0.616 0.009^{***}	0.318 $p = 0.032^{**}$
Observations				888		888
Adjusted R ²	0.222	0.155	0.203	0.174	0.314	0.213
Note:					*p<0.1; **	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent \ variable:$		
	Humi	Humiliation	Th	Threats	Abuse and ha	Abuse and harassment, index
	9	OLS)	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.191	-0.241	-0.241	-0.282	-0.278	-0.370
	$p = 0.000^{***}$	p = 0.136	p = 0.241	p = 0.278	p = 0.000***	p = 0.128
Gender: female	-0.087	-0.064	0.066	0.084	0.017	0.057
	p = 0.262	p = 0.494	p = 0.521	p = 0.758	$p = 0.000^{***}$	p = 0.225
Age	-0.006	-0.004	-0.004	-0.003	-0.004	-0.001
	p = 0.248	p = 0.132	p = 0.279	p = 0.748	p = 0.000***	p = 0.879
Years of schooling	-0.005	-0.009	-0.001	-0.004	0.002	-0.006
	p = 0.248	p = 0.495	p = 0.762	p = 0.615	p = 0.516	p = 0.752
Ever married	0.025	0.099	-0.010	0.051	0.062	0.201
	p = 0.510	p = 0.636	p = 0.762	p = 1.000	p = 0.516	p = 0.501
Experience in sector (yrs)	-0.004	-0.004	0.009	0.009	0.019	0.019
	p = 0.498	p = 0.602	p = 0.279	p = 0.493	p = 0.503	p = 0.498
Tenure at factory (yrs)	0.015	0.002	0.020	0.009	0.001	-0.026
	p = 0.498	p = 0.860	$p = 0.000^{***}$	p = 0.506	p = 0.758	p = 0.864
7.1: position helper/lineman	0.023	-0.061	-0.006	-0.076	-0.079	-0.241
	p = 0.760	p = 0.611	p = 0.762	p = 1.000	p = 0.497	p = 0.113
7.1: position operator	0.014	-0.012	-0.026	-0.048	-0.071	-0.121
	p = 0.760	p = 0.617	p = 0.762	p = 0.480	p = 0.255	p = 0.399
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 = 0.520	p = 0.243	$p = 0.000^{***}$	p = 0.758
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.198	0.132	0.210	0.170	0.304	0.184

Note:

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

			Depende	$Dependent\ variable:$		
ı	Humi	Humiliation	Th	Threats	Abuse and ha	Abuse and harassment, index
	0	OLS	0	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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
Years of schooling	$p = 0.049^{**}$ -0.010	p = 0.197 -0.009	$p = 0.072^* -0.004$	p = 0.201 -0.006	p = 0.163 -0.010	p = 0.137 -0.018
0	$p = 0.059^*$	$p = 0.082^*$	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		0.004	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 neiper/inneman	-0.01/ -0.808	-0.053 -0.441	0.039 $p = 0.598$	0.016 $n = 0.813$	0.04 <i>i</i> n — 0.691	0.04 <i>l</i> n — 0.616
7.1: position operator	-0.036	P = 0.039		-0.018	P = 0.021 -0.031	
•	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	
D 04 0000	p = 0.415		p = 0.672		p = 0.181	
ractory code 30	0.039 0.783		0.989 = 0.989		-0.442 $p = 0.019**$	
9.1: Factory has rules	0.039	0.036		0.088		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		0.819	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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	Dependent variable:		
	Hum	Humiliation	Th	Threats	Abuse and ha	Abuse and harassment, index
		STO	O	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.168	-0.210	-0.198	-0.233	-0.255	-0.334
	$p = 0.000^{***}$	p = 0.113	p = 0.000***	p = 0.109	$p = 0.000^{***}$	p = 0.266
Gender: female	-0.093	-0.074	0.051	0.064	0.009	0.042
	p = 0.269	p = 0.353	p = 0.494	p = 0.605	p = 0.267	p = 0.234
Age	-0.007	-0.005	-0.005	-0.003	-0.005	-0.001
	p = 0.224	p = 0.252	p = 0.241	p = 0.760	$p = 0.000^{***}$	p = 0.884
Years of schooling	-0.005	-0.009		-0.003		-0.005
	p = 0.484	p = 0.106	p = 0.746	p = 0.637	p = 0.505	p = 0.728
Ever married	0.055	0.104 $p = 0.634$	0.003 0.746	0.007	0.008	0.202
Experience in sector (vrs)	-0.005	-0.005				
	p = 0.484	p = 0.644	p = 0.241	p = 0.353	p = 0.507	p = 0.245
Tenure at factory (yrs)	0.018	0.005	0.025	0.013	0.003	-0.022
	p = 0.260	p = 1.000	$p = 0.000^{***}$	p = 0.486	p = 0.774	p = 1.000
7.1: position helper/lineman	0.034	-0.044	-0.014	-0.084	-0.074	-0.227
	p = 0.753	p = 0.639	p = 0.494	p = 0.754	p = 0.267	p = 0.239
7.1: position operator	0.024	0.002	-0.028	-0.048	-0.065	-0.110
	p = 0.529	p = 0.867	p = 0.746	p = 0.348	p = 0.267	p = 0.247
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 $5 - 0.000***$	
9.1: Factory has rules	F = 0.000	0.161	F = 0.000	0.140	F = 0.005	0.196
>	p = 0.260	p = 0.488	p = 0.252	p = 0.117	p = 0.000**	p = 0.122
9.1: Management consults workers	-0.029	-0.010	0.135	0.152	0.055	0.091
	p = 0.484	p = 0.871	p = 0.252	p = 0.257	p = 0.267	p = 0.118
9.1: Must obey orders	0.115	0.151	0.256	0.282	0.137	0.200
	$p = 0.000^{***}$	p = 0.127	$p = 0.000^{***}$	p = 0.277	$p = 0.000^{***}$	p = 0.242
Constant	0.567	0.700	0.101	0.229	-0.561	-0.288
	$p = 0.000^{***}$	p = 0.000**	p = 0.493	p = 0.473	$p = 0.000^{***}$	p = 0.264
Observations	389	389	389	389	389	389
Adjusted R ²	0.204	0.145	0.228	0.192	0.303	0.189

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

	Depende	$Dependent\ variable:$
	Ever injur	Ever injured in factory
)	STO
	No factory FEs	With factory FEs
	(1)	(2)
Gender: female	0.083	0.030
	$p = 0.048^{**}$	p = 0.424
Age	0.003	0.001
	p = 0.340	p = 0.719
Years of schooling	0.004	0.0003
	p = 0.445	p = 0.958
Ever married	-0.134	-0.134
	$p = 0.004^{***}$	$p = 0.002^{***}$
Experience in sector (yrs)	0.001	-0.0001
,	p = 0.870	p = 0.990
Tenure at factory (yrs)	0.012	0.013
71. nosition helper/lineman	p = 0.094 -0.063	p = 0.048
To draw working I	n = 0.352	0 = 0.672
7.1: position operator		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 0.050
9.1: Must obey orders		
,	p = 0.315	p = 0.468
Constant	-0.002	0.131
	p = 0.992	p = 0.213
Observations	888	888
Adjusted \mathbb{R}^2	0.063	0.041
Note:	***************************************	**************************************
IV OVE.	P/v.t,	p<0.1, p<0.03, p<0.01

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

Ever injured in factory OLS No factory FEs With factory FEs (1) (2) (2) Gender: female 0.013 0.003 Age 0.0013 0.003 Years of schooling 0.002 0.00005 Ever married 0.002 0.0007 Experience in sector (yrs) 0.002 0.0003 Tenure at factory (yrs) 0.002 0.0003 Tenure at factory (yrs) 0.002 0.0003 Tenure at factory (yrs) 0.002 0.0003 The sector (yrs) 0.003 0.003 The sector (yrs) 0.003 The sector 0.003 The sector (yrs) 0.003 The sector (yrs) 0.003 The sector (yrs) 0.003 The sector 0.003 The sector (yrs) 0.0		Depende	$Dependent\ variable:$
No factory FEs		Ever injur	ed in factory
No factory FEs (1) der: female 0.013 p = 0.755 -0.001 p = 0.755 -0.007 p = 0.755 region belocy (yrs) p = 0.755 -0.007 p = 0.755 region belocy (yrs) p = 0.755 p = 0.755 region operator p = 0.000*** p = 0.000*** p = 0.000*** p = 0.000*** p = 0.000 p = 0.003 p = 0.256 Management consults workers p = 0.256 Must obey orders p = 0.257 p = 0.256 Must obey orders p = 0.257 p = 0.267 p = 0.267 p = 0.267 p = 0.267 p = 0.38 p = 0.267 p = 0.267 p = 0.33 p = 0.353 p = 0.267 p = 0.333 p = 0.367)	STC
der: female der: female der: female b = 0.755 -0.001 p = 0.755 -0.002 p = 0.755 -0.002 p = 0.755 c. married p = 0.755 c. married p = 0.755 p = 0.005 p = 0.005 p = 0.499 position helper/lineman p = 0.499 position operator p = 0.499 position operator p = 0.005 p = 0.000*** p = 0.499 p = 0.455 Management consults workers p = 0.755 Must obey orders p = 0.256 Must obey orders p = 0.256 p = 0.257 stant p = 0.267 stant p = 0.523 ervations 389 ervations stant p = 0.523		No factory FEs	With factory FEs
der: female		(1)	(2)
p = 0.755 -0.001 p = 0.755 -0.002 p = 0.755 -0.002 p = 0.755 rience in sector (yrs) p = 0.755 p = 0.755 rie at factory (yrs) p = 0.000**** position helper/lineman p = 0.005 position operator p = 0.005 p = 0.003 p = 0.007 ory code 63 p = 0.755 ory code 90 p = 0.007 p = 0.003 p = 0.755 Management consults workers p = 0.266 p = 0.256 p = 0.256 wust obey orders p = 0.267 p = 0.267 p = 0.267 stant p = 0.523 srantions 389 srated R ² 0.033	Gender: female	0.013	0.003
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.755	p = 1.000
s of schooling $p = 0.755$ s. of schooling $p = 0.755$ narried $p = 0.755$ erience in sector (yrs) $p = 0.005$ p = 0.755 $p = 0.000$ nre at factory (yrs) $p = 0.005$ p = 0.005 $p = 0.000$ p = 0.005 $p = 0.000$ ory code 63 $p = 0.000$ ory code 63 $p = 0.000$ ory code 90 $p = 0.000$ p = 0.007 $p = 0.000$ management consults workers $p = 0.256$ Must obey orders $p = 0.267$ p = 0.267 $p = 0.267$ stant $p = 0.267$ stant $p = 0.233$ stant $p = 0.033$	Age	-0.001	-0.003
$\begin{array}{c} 0.002 \\ 0.002 \\ -0.077 \\ 0 = 0.232 \\ -0.0005 \\ 0.022 \\ 0.022 \\ 0.022 \\ 0.022 \\ 0.022 \\ 0.022 \\ 0.022 \\ 0.025 \\ 0.025 \\ 0.025 \\ 0.005 \\ 0.0151 \\ 0.0151 \\ 0.0151 \\ 0.0151 \\ 0.0151 \\ 0.0151 \\ 0.026 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.028 \\ 0.026 \\ 0.026 \\ 0.028 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.033 \\ 0.034 \\ 0.$		p = 0.755	p = 0.503
$\begin{array}{lll} p = 0.755 \\ -0.077 \\ p = 0.232 \\ -0.0005 \\ p = 0.755 \\ 0.022 \\ p = 0.000 *** \\ -0.005 \\ p = 0.499 \\ 0.151 \\ p = 0.499 \\ 0.151 \\ p = 0.000 *** \\ -0.013 \\ p = 0.755 \\ -0.013 \\ p = 0.755 \\ -0.013 \\ p = 0.256 \\ -0.013 \\ p = 0.256 \\ -0.013 \\ p = 0.256 \\ 0.026 \\ p = 0.257 \\ 0.026 \\ p = 0.267 \\ 0.026 \\ p = 0.267 \\ 0.026 \\ p = 0.523 \\ 0.034 \\ 0.03$	Years of schooling	0.002	-0.00005
$\begin{array}{c} -0.077 \\ -0.005 \\ -0.0005 \\ p = 0.755 \\ 0.022 \\ p = 0.000 *** \\ -0.005 \\ p = 0.000 *** \\ -0.005 \\ p = 0.499 \\ 0.151 \\ p = 0.499 \\ 0.151 \\ p = 0.000 *** \\ -0.013 \\ p = 0.755 \\ -0.038 \\ p = 0.755 \\ -0.013 \\ p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 0.034 \\ 0.034 $		p = 0.755	p = 1.000
$\begin{array}{l} p = 0.232 \\ -0.0005 \\ p = 0.755 \\ 0.022 \\ p = 0.000^{***} \\ -0.005 \\ p = 0.499 \\ 0.151 \\ p = 0.499 \\ 0.151 \\ p = 0.000 \\ -0.013 \\ p = 0.755 \\ -0.097 \\ p = 0.003 \\ p = 0.755 \\ -0.013 \\ p = 0.256 \\ -0.013 \\ p = 0.256 \\ -0.013 \\ p = 0.257 \\ 0.026 \\ p = 0.267 \\ 0.026 \\ p = 0.267 \\ 0.026 \\ p = 0.523 \\ 0.033 \\ 0.033 \\ 0.033 \end{array}$	Ever married	-0.077	-0.087
$\begin{array}{c} -0.0005 \\ -0.0005 \\ p = 0.755 \\ 0.022 \\ -0.005 \\ p = 0.000 *** \\ -0.005 \\ p = 0.499 \\ 0.151 \\ p = 0.499 \\ 0.151 \\ p = 0.000 *** \\ -0.013 \\ p = 0.755 \\ -0.097 \\ p = 0.003 \\ p = 0.256 \\ -0.013 \\ p = 0.256 \\ -0.013 \\ p = 0.267 \\ 0.026 \\ p = 0.267 \\ 0.026 \\ p = 0.267 \\ 0.026 \\ p = 0.523 \\ 0.033 \\ 0.033 \\ 0.033 \end{array}$		p = 0.232	p = 0.366
p = 0.755 0.022 $p = 0.000***$ -0.005 $p = 0.499$ 0.151 $p = 0.000***$ -0.013 $p = 0.755$ -0.097 $p = 0.038$ $p = 0.256$ -0.013 $p = 0.256$ -0.013 $p = 0.256$ $p = 0.256$ $p = 0.256$ $p = 0.257$ 0.026 $p = 0.267$ 0.128 $p = 0.523$ 389 0.023	Experience in sector (yrs)	-0.0005	0.0003
$\begin{array}{l} 0.022 \\ 0.022 \\ -0.005 \\ -0.005 \\ 0.151 \\ 0.151 \\ 0.151 \\ 0.013 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.038 \\ 0.026 \\ -0.013 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.026 \\ 0.033 \\ 0.034 \\ 0.03$		p = 0.755	p = 0.869
p = 0.000 *** -0.005 $p = 0.499$ 0.151 $p = 0.000 ***$ -0.013 $p = 0.755$ -0.097 $p = 0.038$ $p = 0.256$ -0.013 $p = 0.256$ -0.013 $p = 0.256$ $p = 0.256$ $p = 0.256$ $p = 0.25$ 0.026 $p = 0.267$ 0.026 $p = 0.267$ 0.026 $p = 0.267$ 0.026 $p = 0.267$ 0.028 $p = 0.267$ 0.033	Tenure at factory (yrs)	0.022	0.018
$\begin{array}{c} -0.005 \\ -0.005 \\ p = 0.499 \\ 0.151 \\ p = 0.000^{***} \\ -0.013 \\ p = 0.755 \\ -0.097 \\ p = 0.008 \\ -0.038 \\ p = 0.256 \\ -0.013 \\ p = 0.256 \\ -0.013 \\ p = 0.256 \\ -0.013 \\ p = 0.267 \\ 0.026 \\ p = 0.267 \\ 0.026 \\ p = 0.267 \\ 0.028 \\ p = 0.267 \\ 0.033 \\ 0.033 \\ 0.033 \end{array}$:	$p = 0.000^{***}$	p = 0.234
p = 0.499 0.151 $p = 0.000***$ -0.013 $p = 0.755$ -0.097 $p = 0.008$ $p = 0.256$ -0.013 $p = 0.256$ -0.013 $p = 0.256$ $p = 0.267$ 0.026 $p = 0.267$ 0.026 $p = 0.267$ 0.026 $p = 0.267$ 0.028 $p = 0.267$ 0.033	7.1: position helper/lineman	-0.005	-0.013
$\begin{array}{l} \text{0.151} \\ \text{p} = 0.000^{***} \\ -0.013 \\ \text{p} = 0.755 \\ -0.097 \\ \text{p} = 0.038 \\ \text{p} = 0.256 \\ -0.013 \\ \text{p} = 0.256 \\ -0.013 \\ \text{p} = 0.755 \\ 0.026 \\ \text{p} = 0.267 \\ 0.128 \\ \text{p} = 0.523 \\ 389 \\ 0.033 \\ 0.033 \end{array}$		p = 0.499	p = 1.000
p = 0.000*** -0.013 $p = 0.755$ -0.097 $p = 0.008**$ 0.038 $p = 0.256$ -0.013 $p = 0.755$ 0.026 $p = 0.755$ 0.026 $p = 0.267$ 0.128 $p = 0.523$ 389 0.033	7.1: position operator	0.151	0.145
$\begin{array}{c} -0.013 \\ p = 0.755 \\ -0.097 \\ p = 0.000*** \\ 0.038 \\ p = 0.256 \\ -0.013 \\ p = 0.256 \\ -0.013 \\ p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 389 \\ 0.033 \end{array}$		$p = 0.000^{***}$	p = 0.219
$\begin{array}{c} p = 0.755 \\ -0.097 \\ p = 0.000^{***} \\ 0.038 \\ p = 0.256 \\ -0.013 \\ p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 0.033 \\ 0.033 \end{array}$	Factory code 63	-0.013	
$\begin{array}{c} -0.097 \\ -0.000^{***} \\ 0.038 \\ p = 0.256 \\ -0.013 \\ p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 0.033 \\ 0.033 \end{array}$		p = 0.755	
$\begin{array}{l} p = 0.000^{***} \\ 0.038 \\ p = 0.256 \\ -0.013 \\ p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 389 \\ 0.033 \end{array}$	Factory code 90	-0.097	
$\begin{array}{c} 0.038 \\ p = 0.256 \\ -0.013 \\ p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 389 \\ 0.033 \end{array}$		$p = 0.000^{***}$	
$\begin{array}{c} p = 0.256 \\ -0.013 \\ p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 389 \\ 0.033 \end{array}$	9.1: Factory has rules	0.038	0.031
$\begin{array}{c} -0.013 \\ -0.013 \\ p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 389 \\ 0.033 \end{array}$		p = 0.256	p = 0.361
$\begin{array}{c} p = 0.755 \\ 0.026 \\ p = 0.267 \\ 0.128 \\ p = 0.523 \\ 389 \\ 0.033 \end{array}$	9.1: Management consults workers	-0.013	-0.010
$\begin{array}{c} 0.026 \\ 0.0267 \\ 0.128 \\ p = 0.523 \\ 389 \\ 0.033 \end{array}$		p = 0.755	p = 0.616
$\begin{array}{c} p = 0.267 \\ 0.128 \\ p = 0.523 \\ 389 \\ 0.033 \end{array}$	9.1: Must obey orders	0.026	0.004
0.128 0.523 389 0.033		p = 0.267	p = 0.635
p = 0.523 p 389 0.033	Constant	0.128	0.178
389 0.033			
0.033	Observations	389	389
	Adjusted R ²	0.033	0.028

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

	Ever injur	Ever injured in factory
		5
	No factory FEs	OLS With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	-0.077	-0.093
	$p = 0.011^{**}$	$p = 0.002^{***}$
9.2: Supervisor doesn't use bad lang (numeric)	0.081	0.091
	$p = 0.008^{***}$	$p = 0.002^{***}$
9.2: Supervisor will side with me (numeric)	-0.027	
9. Bornot minimumica (minimum)	p = 0.114	p = 0.081
9.2: Respect supervisor (numeric)	-0.004 0.883	0.015 0.553
9.2: Supervisor speaks openly (numeric)		
	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		
Voc. 2 2 20 20 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2	p = 0.332	p = 0.688
rears of schooling	0.004	0.002
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 \mathbb{R}^2	0.071	0.054

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

	Dependen	$Dependent\ variable:$
	Ever injure	Ever injured in factory
		STO
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	-0.106	-0.117
	p = 0.237	p = 0.248
9.2: Supervisor doesn't use bad lang (numeric)	0.100	0.111
9. Supervisor will side with me (numeric)	p = 0.237 -0.010	p = 0.279 -0.013
	p = 0.494	0.000
9.2: Respect supervisor (numeric)	-0.001	700.0
	p = 0.751	p = 0.868
9.2: Supervisor speaks openly (numeric)	0.045	0.050
0 9. I not fair enlany (numonia)	p = 0.514	p = 0.485
o.c. 1 See ton seates (manicule)	p = 0.494	p = 1.000
Gender: female		0.001
	p = 0.751	p = 0.873
Age	-0.001	-0.002
Vocan of other office	p = 0.751	p = 0.354
reals of schooling	0.002	0.0003 = 0.884
Ever married	-0.074	
	p = 0.257	p = 0.502
Experience in sector (yrs)	0.0001	0.001
	p = 0.751	p = 0.876
Tenure at factory (yrs)	0.020	0.017
7.1: position helper/lineman	p = 0.257 -0.007	p = 0.244 -0.009
/_ 4	p = 0.751	p = 1.000
7.1: position operator	0.151	0.149
	$p = 0.000^{***}$	p = 0.121
Factory code 63	-0.013	
	p = 0.514	
Factory code 90		
Constant	p = 0.000	0.120
	p = 0.494	p = 0.469
Observations	389	389
Adjusted \mathbb{R}^2	0.050	0.049
•		

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

	Ever injure	Ever injured in factory
	(
	O No factory FEs	OLS With factory FEs
	(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
0.00.00	p = 0.528	p = 0.902
.z. Supervisor speaks openty (utsagree duminy)	-0.013	0.854
9.2: I get fair salary (disagree dummy)		
	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
(max) mo took or consistence	p = 0.004	p = 0.002
Experience in sector (yrs)		0.0002 - 3.0002
Toming at factory (1000)	p = 0.920	p = 0.300
Citate de taceety (313)	0.012	0.012 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	9
Constant	0.009	0.140
	p = 0.957	p = 0.180
Observations	888	888
$ m djusted~R^2$	0.059	0.039

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

	$Dependent\ variable:$	t $variable$:
	Ever injured in factory	d in factory
		STO
	No factory fies	With factory FES
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.095	$\begin{array}{ccc} 0.125 \\ - & 0.938 \end{array}$
9.2: Supervisor doesn't use bad lang (disagree dummy)	p = 0.000 - 0.068	p = 0.238 -0.093
0.9. Suncamicon mill cide mith me (Aliceane dum mu)	p = 0.501	p = 0.390
	p = 0.509	p = 0.597
9.2: Respect supervisor (disagree dummy)	-0.039	-0.036
9.2: Supervisor speaks openly (disagree dummy)	p = 0.748 -0.056	p = 1.000 - 0.067
	p = 0.247	p = 0.398
9.2: I get fair salary (disagree dummy)	0.040 $p = 0.509$	0.016
Gender: female	0.019	0.009
	p = 0.748	p = 0.889
Age	-0.001 $5 - 0.748$	-0.002 $3 - 0.516$
Years of schooling	V = 0.145	0.0001
	p = 0.748	p = 1.000
Ever married	-0.073	-0.080
Experience in sector (vrs)	p = 0.486 -0.00003	p = 0.508
	p = 0.748	p = 1.000
Tenure at factory (yrs)	0.021	0.017
71	$p = 0.000^{***}$	p = 0.229
т. ромпон негрег/пнешан	-0.013 p = 0.486	-0.022 p = 1.000
7.1: position operator	0.144	0.141
	$p = 0.000^{***}$	p = 0.238
Factory code b3	-0.012	
Factory code 90	p = 0.146 -0.095	
	p = 0.000***	
Constant	0.122	0.167
	p = 0.509	p = 0.509
Observations	389	389
Adjusted K	0.029	0.025

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		Dependen	$Dependent\ variable:$
OLE No factory FEs (1) (1) Good supervisor rship (index) -0.011 P = 0.588 0.083 der: female 0.003 p = 0.046** 0.003 p = 0.046** 0.004 rector (yrs) p = 0.466 rector (yrs) p = 0.004*** rector (yrs) p = 0.065 position helper/lineman p = 0.063 position operator p = 0.089* position operator p = 0.035 position operator p = 0.039 ory code 03 p = 0.629 ory code 63 p = 0.034 p = 0.034 p = 0.034 p = 0.033 p = 0.846 grant p = 0.846 grant p = 0.888 grant p = 0.664		Ever injure	ed in factory
Good supervisor rship (index) No factory FEs Good supervisor rship (index) -0.011 Be 0.588 0.083 der: female 0.003 p = 0.0046** 0.003 p = 0.466 0.004 rience in sector (yrs) 0.001 p = 0.466 0.004 rience in sector (yrs) 0.001 p = 0.105 0.001 p = 0.105 0.001 p = 0.105 0.003 p = 0.105 0.003 p = 0.065 0.003 ory code 03 0.043 p = 0.750 0.033 ory code 90 0.033 p = 0.846 stant 0.033 stant 0.064		9	STC
Good supervisor rship (index) -0.011 Good supervisor rship (index) -0.011 her: female 0.083 der: female 0.003 s of schooling $p = 0.324$ s of schooling $p = 0.324$ rise of schooling $p = 0.324$ s of schooling $p = 0.004$ rise at factory (yrs) $p = 0.001$ position helper/lineman $p = 0.105$ position operator $p = 0.105$ position operator $p = 0.063$ ory code 13 $p = 0.083$ ory code 63 $p = 0.034$ ory code 63 $p = 0.750$ ory code 63 $p = 0.034$ p = 0.034 $p = 0.801$ stant $p = 0.801$ p = 0.846		No factory FEs	With factory FEs
Good supervisor rship (index) -0.011 p = 0.588 der: female 0.083 eder: female 0.003 s of schooling $p = 0.324$ s of schooling $p = 0.324$ rough $p = 0.324$ s of schooling $p = 0.004$ riant $p = 0.004$ p = 0.004 $p = 0.004$ p = 0.001 $p = 0.001$ p = 0.002 $p = 0.003$ p = 0.063 $p = 0.063$ p = 0.065 $p = 0.089^*$ ory code 03 $p = 0.089^*$ ory code 63 $p = 0.034$ p = 0.034 $p = 0.034$ p = 0.033 $p = 0.034$ p = 0.033 $p = 0.846$ stant $p = 0.033$ p = 0.064 $p = 0.064$		(1)	(2)
be en: female 0.083 cher: female 0.083 cher: female 0.083 cher: female 0.004 so f schooling 0.004 riantied 0.004 be 0.004 chere at factory (yrs) 0.001 periods 0.001	9.2: Good supervisor rship (index)	-0.011	-0.009
der: female 0.083 der: female 0.046^{**} 0.003 s of schooling 0.004 s in a factory (yrs) 0.001 s in a factory (yrs)		p = 0.588	p = 0.614
p = 0.046^{**} 0.003 r.003 s. of schooling $p = 0.324$ r. married $p = 0.466$ erience in sector (yrs) $p = 0.004^{***}$ erience in sector (yrs) $p = 0.001$ p = 0.105 $p = 0.105$ position helper/lineman $p = 0.105$ position operator $p = 0.063$ ory code 13 $p = 0.089^*$ ory code 63 $p = 0.034$ ory code 63 $p = 0.750$ ory code 63 $p = 0.034$ p = 0.750 -0.034 p = 0.801 stant $p = 0.846$ ravations $p = 0.064$ $p = 0.043$ $p = 0.846$	Gender: female	0.083	0.032
s. of schooling 0.003 r. married 0.004 erience in sector (yrs) $p = 0.466$ retience in sector (yrs) $p = 0.004^{***}$ erience in sector (yrs) $p = 0.001$ p = 0.105 $p = 0.105$ position helper/lineman $p = 0.105$ position operator $p = 0.063$ ory code 13 $p = 0.089^*$ ory code 63 $p = 0.034$ ory code 63 $p = 0.750$ ory code 63 $p = 0.750$ ory code 90 $p = 0.801$ stant $p = 0.846$ ravations $p = 0.064$ $p = 0.064$ $p = 0.846$		$p = 0.046^{**}$	p = 0.405
p = 0.324 0.004 $p = 0.466$ -0.136 $p = 0.001$ $p = 0.853$ 0.001 $p = 0.853$ 0.102 $p = 0.105$ -0.063 $p = 0.105$ -0.063 $p = 0.356$ 0.101 $p = 0.356$ 0.003 $p = 0.750$ -0.034 $p = 0.750$ -0.034 $p = 0.750$ -0.034 $p = 0.750$ -0.034 $p = 0.801$ 0.033 $p = 0.846$ 888 888	Age	0.003	0.001
0.004 $p = 0.466$ -0.136 $p = 0.004^{***}$ or (yrs) $p = 0.853$ (yrs) $p = 0.853$ 0.012 $p = 0.105$ -0.063 $p = 0.356$ ator $p = 0.356$ 0.101 $p = 0.356$ 0.043 $p = 0.629$ 0.043 $p = 0.629$ 0.043 $p = 0.629$ 0.043 $p = 0.639$ 0.043 $p = 0.639$ 0.065 $p = 0.801$ 0.033 $p = 0.846$ $p = 0.846$ $p = 0.846$ 0.033		p = 0.324	p = 0.715
$\begin{array}{c} p = 0.466 \\ -0.136 \\ p = 0.004^{***} \\ 0.001 \\ p = 0.853 \\ 0.012 \\ p = 0.0105 \\ -0.063 \\ p = 0.0356 \\ 0.101 \\ p = 0.089^* \\ 0.065 \\ p = 0.089^* \\ 0.065 \\ p = 0.003 \\ p = 0.750 \\ -0.034 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ \end{array}$	Years of schooling	0.004	0.0001
$\begin{array}{l} -0.136 \\ p = 0.004^{***} \\ 0.001 \\ p = 0.853 \\ 0.012 \\ p = 0.0105 \\ -0.063 \\ p = 0.063 \\ 0.101 \\ p = 0.089^* \\ 0.065 \\ p = 0.089^* \\ 0.065 \\ p = 0.003 \\ p = 0.750 \\ -0.034 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ \end{array}$		p = 0.466	p = 0.980
$p = 0.004^{***}$ 0.001 $p = 0.853$ 0.012 $p = 0.105$ -0.063 $p = 0.356$ 0.101 $p = 0.356$ 0.043 $p = 0.629$ 0.043 $p = 0.629$ 0.043 $p = 0.629$ 0.043 $p = 0.801$ 0.033 $p = 0.846$ 888 888	Ever married	-0.136	-0.135
$\begin{array}{c} 0.001 \\ p = 0.853 \\ 0.012 \\ -0.063 \\ -0.063 \\ p = 0.356 \\ 0.101 \\ p = 0.356 \\ 0.043 \\ p = 0.629 \\ 0.043 \\ p = 0.629 \\ 0.043 \\ p = 0.629 \\ 0.043 \\ p = 0.034 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ \end{array}$		$p = 0.004^{***}$	$p = 0.002^{***}$
$\begin{array}{c} p = 0.853 \\ 0.012 \\ 0.012 \\ -0.063 \\ p = 0.105 \\ 0.101 \\ p = 0.356 \\ 0.101 \\ p = 0.089^* \\ 0.065 \\ p = 0.089^* \\ 0.065 \\ p = 0.089^* \\ 0.043 \\ p = 0.629 \\ 0.043 \\ p = 0.750 \\ -0.034 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ \end{array}$	Experience in sector (yrs)	0.001	0.0001
$\begin{array}{c} 0.012 \\ p = 0.105 \\ -0.063 \\ p = 0.356 \\ 0.101 \\ p = 0.089^* \\ 0.065 \\ p = 0.089^* \\ 0.065 \\ p = 0.043 \\ p = 0.629 \\ 0.043 \\ p = 0.750 \\ -0.034 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ 888 \\ 0.064 \end{array}$		p = 0.853	p = 0.991
$p = 0.105 \\ -0.063 \\ p = 0.356 \\ 0.101 \\ p = 0.089* \\ 0.065 \\ p = 0.0629 \\ 0.043 \\ p = 0.629 \\ 0.043 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ 888 \\ 0.064$	Tenure at factory (yrs)	0.012	0.012
$\begin{array}{c} -0.063 \\ -0.063 \\ 0.101 \\ 0.101 \\ \end{array}$ $\begin{array}{c} p = 0.356 \\ 0.101 \\ 0.065 \\ \end{array}$ $\begin{array}{c} 0.065 \\ 0.043 \\ \end{array}$ $\begin{array}{c} p = 0.750 \\ -0.034 \\ \end{array}$ $\begin{array}{c} p = 0.750 \\ -0.034 \\ \end{array}$ $\begin{array}{c} p = 0.846 \\ \end{array}$ $\begin{array}{c} 888 \\ \end{array}$		p = 0.105	$p = 0.050^{**}$
p = 0.356 0.101 $p = 0.089*$ 0.065 $p = 0.629$ 0.043 $p = 0.750$ -0.034 $p = 0.846$ $p = 0.846$ 888 0.064	7.1: position helper/lineman	-0.063	-0.024
$\begin{array}{c} 0.101 \\ p = 0.089^* \\ 0.065 \\ 0.065 \\ p = 0.629 \\ 0.043 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ 888 \\ 0.064 \end{array}$		p = 0.356	p = 0.702
$\begin{array}{c} p = 0.089^* \\ 0.065 \\ 0.065 \\ p = 0.629 \\ 0.043 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ 888 \\ 0.064 \end{array}$	7.1: position operator	0.101	0.138
$\begin{array}{c} 0.065 \\ 0.043 \\ 0.043 \\ 0.043 \\ \end{array}$ $\begin{array}{c} p = 0.629 \\ 0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ \end{array}$ $\begin{array}{c} p = 0.846 \\ 888 \\ 0.064 \\ \end{array}$		$p = 0.089^*$	$p = 0.015^{**}$
$\begin{array}{c} p = 0.629 \\ 0.043 \\ 0.043 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ p \\ 888 \\ 0.064 \end{array}$	Factory code 13	0.065	
$\begin{array}{c} 0.043 \\ p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ p \\ 888 \\ 0.064 \end{array}$		p = 0.629	
$\begin{array}{c} p = 0.750 \\ -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ p \\ 888 \\ 0.064 \end{array}$	Factory code 63	0.043	
$\begin{array}{c} -0.034 \\ p = 0.801 \\ 0.033 \\ p = 0.846 \\ p \\ 888 \\ 0.064 \end{array}$		p = 0.750	
$\begin{array}{c} p = 0.801 \\ 0.033 \\ p = 0.846 \\ p \\ 888 \\ 0.064 \end{array}$	Factory code 90	-0.034	
$\begin{array}{c} 0.033 \\ p = 0.846 \\ \hline 888 \\ 0.064 \end{array}$		p = 0.801	
$\begin{array}{c} p = 0.846 & p \\ 888 & 0.064 \end{array}$	Constant	0.033	0.152
888 0.064			p = 0.127
0.064	Observations	888	888
	Adjusted \mathbb{R}^2	0.064	0.043

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

Ever injured OL No factory FEs (1) cood supervisor rship (index) -0.003 r: female 0.014 of schooling 0.002 narried 0.002 narried 0.002 e at factory (yrs) 0.002 b = 0.745 0.002 p = 0.745 0.002 p = 0.745 0.002 p = 0.745 osition helper/lineman 0.002 p = 0.745 0.009 p = 0.745 osition operator 0.009 p = 0.745 0.009 y code 63 p = 0.745 0.009 p = 0.745 0.009 p = 0.745 0.092 p = 0.745 0.148 ant p = 0.745 0.092 p = 0.745 0.148 p = 0.745 0.148 ant p = 0.745 0.092	Ever injured OL No factory FEs (1) Good supervisor rship (index) -0.003 der: female 0.014 be 0.745 der: female 0.004 so of schooling 0.002 rmarried 0.002 rmarried 0.002 so factory (yrs) 0.002 pe 0.745 ure at factory (yrs) 0.002 pe 0.009 sory code 63 0.045 pe 0.000^{***} cry code 63 0.045 pe 0.000^{***} stant 0.045 pe 0.000^{***} 0.045 pe 0.000^{***} stant 0.045 pe 0.000^{***} 0.045 pe 0.000^{***} 0.045 pe 0.000^{***}		in a supplied a	
Cood supervisor rship (index) No factory FEs Good supervisor rship (index) -0.003 der: female $p = 0.745$ der: female $p = 0.745$ 0.014 $p = 0.745$ 0.002 $p = 0.745$ 0.009 $p = 0.745$ 0.009 $p = 0.745$ 0.009 $p = 0.000^{***}$ 0.092 $p = 0.745$ 0.092 $p = 0.090$ 0.092	Good supervisor rship (index) Good supervisor rship (index) Good supervisor rship (index) -0.003 -0.004 -0.014 -0.014 -0.014 -0.014 -0.014 -0.014 -0.014 -0.014 -0.014 -0.014 -0.014 -0.002 -0.002 -0.002 -0.002 -0.002 -0.002 -0.002 -0.002 -0.002 -0.003 -0.003 -0.036 $-$		Ever injur	ed in factory
Good supervisor rship (index) -0.0 . Good supervisor rship (index) -0.0 . der: female 0.0 0	Good supervisor rship (index) (1) Good supervisor rship (index) -0.003 der: female 0.014 0.014 0.014 0.014 0.014 0.014 0.014 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.003 0.002 0.003 0.021 0.021 0.021 0.021 0.021 0.021 0.021 0.021 0.021 0.021 0.021 0.021 0.036 $0.$)	STC
Good supervisor rship (index) -0.0 . der: female 0.0 0.0 so f schooling 0.0 married 0.0 rie at factory (yrs) 0.0 position helper/lineman 0.0 position operator 0.0 ory code 0.0 ory code 0.0 0.0 0.0 0.0 0.0 position 0.0	Good supervisor rship (index) -0.0 . der: female 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 position helper/lineman 0.0 position operator 0.0		No factory FEs	With factory FEs
Good supervisor rship (index) -0.0 der: female 0.0 0.0 s of schooling 0.0 0.0 married 0.0 erience in sector (yrs) 0.0 p = 0.0 position helper/lineman 0.0 position operator 0.0 ory code 63 0.0 ory code 63 0.0 stant 0.0 stant 0.0	Good supervisor rship (index) -0.0 der: female 0.0 0.0 s of schooling 0.0 0.0 married 0.0 erience in sector (yrs) 0.0 p = 0.0 position helper/lineman 0.0 position operator 0.0 ory code 63 0.0 ory code 63 0.0 stant 0.0 erience 0.0		(1)	(2)
der: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	der: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Good supervisor rship (index)	-0.003	0.005
der: female 0.0 0.0 so f schooling 0.0 married 0.0 erience in sector (yrs) 0.0 p = 0.0 The at factory (yrs) 0.0 position helper/lineman 0.0 position operator 0.0 ory code 0.0 ory code 0.0	der: female 0.0 der: female 0.0 0.0 so f schooling 0.0 married 0.0 erience in sector (yrs) 0.0 p = 0.0 The at factory (yrs) 0.0 position helper/lineman 0.0 position operator 0.0 ory code 0.0 ory code 0.0		p = 0.745	p = 1.000
p = C -0.0 ration below (yrs) p = C -0.0 p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C ory code 90 p = C -0.0 stant p = C -0.0 stant p = C -0.0 p = C -0.0 p = C -0.0 p = C -0.0 p = C	p = C -0.0 warried p = C -0.0 erience in sector (yrs) p = C -0.0 p = C -0.0 p = C no on p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C p = C ory code 63 ory code 63 ory code 63 p = C -0.0 stant p = C -0.0 p = C -0.0 p = C -0.0 p = C -0.0 ervations 38 stant p = C	Gender: female	0.014	0.003
be considered by the following considers of schooling constraints consider the at factory (yrs) be considered by the following code 63 be considered for the following code 64 be considered for the following code 64 be considered for the following code 64 be c	be considered by the following consisted by the constraint of the		p = 0.745	p = 1.000
be considered by the following considers of schooling constraints considers of sector (yrs) be considered considers of sector (yrs) considers of se	be considered by the following considers of schooling constraints considers of sector (yrs) be considered considers of the following constant code $\frac{0.00}{0.00}$ be considered considere	Age	-0.001	-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.745	p = 0.464
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	0.002	0.0001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.745	p = 0.871
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	-0.078	-0.084
$\begin{array}{c} -0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ -0.0 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.0 \\ 0.1 \\ 0.0$	$\begin{array}{c} -0.0 \\ p = 0.0 \\ 0.0 \\ 0.0 \\ -0.0 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.0 \\$		p = 0.237	p = 0.503
$\begin{array}{c} p = 0 \\ 0.0 \\ 0.0 \\ 0.0 \\ -0.0 \\ 0.1 \\ 0 \\ -0.0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 $	$\begin{array}{c} p = 0 \\ 0.0 \\ 0.0 \\ 0.0 \\ -0.0 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.0 \\ 0.$	Experience in sector (yrs)	-0.0002	0.0005
$\begin{array}{c} 0.0 \\ 0.0 \\ 0.1. \end{array}$ $\begin{array}{c} 0.1 \\ 0.1. \end{array}$ $\begin{array}{c} 0 \\ 0.1 \end{array}$ $\begin{array}{c} 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\$	$\begin{array}{c} 0.0 \\ 0.0 \\ 0.1. \end{array}$ $\begin{array}{c} 0 = 0 \\ 0.1. \end{array}$ $\begin{array}{c} 0 = 0. \end{array}$		p = 0.745	p = 0.871
$\begin{array}{c} p = 0.0 \\ -0.0 \\ -0.1 \\ 0.1.0 \\ -0.0 \\ -0.0 \\ -0.0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 $	$\begin{array}{c} p = 0.0 \\ -0.0 \\ -0.0 \\ 0.1. \\ 0.1. \\ -0.0 \\ -0.0 \\ 0.0 \\ 0.1. \\ 0.0 \\ $	Tenure at factory (yrs)	0.021	0.018
$\begin{array}{c} 0 - 0.0 \\ 0 = 0 \\ 0.1. \\ 0.1. \\ 0.0. \\ 0 = 0.0 \\ 0.1. \\ 0 = 0.0 \\ 0.1. \\ 0 = 0.0 \\ 0.0. \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\$	$\begin{array}{c} -0.009 \\ p = 0.745 \\ 0.148 \\ p = 0.000*** \\ -0.007 \\ p = 0.745 \\ -0.092 \\ p = 0.745 \\ 0.092 \\ p = 0.000 \\ p = 0.000 \\ \end{array}$		$p = 0.000^{***}$	p = 0.250
erator $\begin{array}{c} p = 0 \\ 0.1 \\ 0.1 \\ 0.1 \\ 0.1 \end{array}$ $\begin{array}{c} p = 0.0 \\ -0.0 \\ 0 = 0.0 \\ 0.1 \\ p = 0.0 \\ 0.1 \\ 0.1 \\ 0.0.0 \\ 0.0 $	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	-0.009	-0.018
erator 0.1 $0.0 = 0.0$ 0.0 0.0 0.0 0.0 0.0 0.0 0.0	erator 0.1 $0.0 = 0.0$ 0.0 0.0 0.0 0.0 0.0 0.0 0.0		p = 0.745	p = 0.772
$\begin{array}{c} p = 0.0 \\ -0.0. \\ -0.0. \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.1. \\ 0 = 0.0 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.0. \\ 0.0. \\ \end{array}$	$\begin{array}{c} p = 0.0 \\ -0.0. \\ 0.0 \\ -0.1 \\ 0.1. \\ 0 = 0.0 \\ 0.0 \\ 0 = 0.0 \\ 0$	7.1: position operator	0.148	0.143
$\begin{array}{c} -0.0 \\ -0.0 \\ -0.0 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.1 \\ p = 0.0 \\ \end{array}$ $\begin{array}{c} 0.0 \\ 0.0 \\ \end{array}$	$\begin{array}{c} -0.0 \\ -0.0 \\ -0.0 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.1 \\ p = 0 \\ \end{array}$ $\begin{array}{c} 38 \\ 38 \\ 0.0 \\ 0.0 \\ \end{array}$		$p = 0.000^{***}$	p = 0.248
D = C $D = C$ $D =$	$\begin{array}{c} p = 0 \\ -0.0 \\ -0.1 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.1 \\ \end{array}$ $\begin{array}{c} p = 0 \\ 0.0 \\ \end{array}$	Factory code 63	-0.007	
-0.0 -0.0 -0.0 -0.1 -0.0 -0.0 -0.0	-0.0 -0.0 -0.0 -0.0 -0.0 -0.0		p = 0.745	
p = 0.0 0.1 $p = 0.0$ 0.1 0.0 0.0	p = 0.0 0.1 $p = 0.0$ 0.1 0.0 0.0	Factory code 90	-0.092	
$\begin{array}{c} 0.1 \\ D = C \\ 38 \\ 0.0 \end{array}$	$\begin{array}{c} 0.1 \\ D = C \\ 38 \\ 0.0 \end{array}$		$p = 0.000^{***}$	
P = C 38 0.0	p = 0	Constant	0.145	0.187
38 38 0.0	38 38			p = 0.496
0.0	0.0	Observations	389	389
		Adjusted \mathbb{R}^2	0.036	0.032
		Note:	* 1 0>c*	**************************************

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

$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		Dependes	$Dependent\ variable:$
OLD No factory FEs (1) (1) Good supervisor rship (index) -0.004 der: female 0.0861 der: female 0.0861 der: female 0.0861 der: female 0.0861 der: female 0.0033 p = 0.047** 0.004 p = 0.445 0.004 rationce in sector (yrs) 0.001 p = 0.045* 0.001 p = 0.064* 0.001 p = 0.064* 0.001 p = 0.098* 0.006 p = 0.095* 0.006 p = 0.760 0.004 p = 0.790 0.004 p = 0.790 0.004 p = 0.790 0.004 p = 0.995 sta		Ever injur	ed in factory
Rood supervisor rship (index) No factory FEs Good supervisor rship (index) -0.004 der: female 0.083 der: female 0.003 e condition 0.003 p = 0.047** 0.003 p = 0.047** 0.003 p = 0.0337 0.004 p = 0.135 0.012 p = 0.0445 0.012 ure at factory (yrs) 0.012 p = 0.064*** 0.012 p = 0.098* 0.012 p = 0.064* 0.006 p = 0.098* 0.006 p = 0.098* 0.006 p = 0.066* 0.006 p = 0.095* 0.006 p = 0.038 0.006 p = 0.760 0.036 p = 0.790 0.036 p = 0.570 0.044 p = 0.399 0.001 p = 0.995 0.001 p = 0.995 0.062)	STC
Good supervisor rship (index)			With factory FEs
Good supervisor rship (index) -0.004 her: female 0.083 ler: female 0.083 s of schooling $p = 0.047^{**}$ s of schooling $p = 0.045^{**}$ raarried $p = 0.445$ raience in sector (yrs) $p = 0.0445$ raience in sector (yrs) $p = 0.004^{***}$ raience in sector (yrs) $p = 0.004^{***}$ position helper/lineman $p = 0.064$ position operator $p = 0.064$ ray code 13 $p = 0.064$ ray code 63 $p = 0.064$ ray code 63 $p = 0.034$ ray code 63 $p = 0.036$ ray code 63 $p = 0.036$ ray code 90 $p = 0.700$ ray code 90 $p = 0.036$ ray code 90 $p = 0.700$ ray code 63 $p = 0.700$ ray code 63 $p = 0.300$ ray code 63 $p = 0.300$ ray code 90 p		(1)	(2)
be enough by en	9.2: Good supervisor rship (index)	-0.004	900.0—
her: female 0.083 her: female 0.003 s of schooling 0.004 ranarried 0.004 ranarried 0.004 re at factory (yrs) 0.001 p = 0.445 -0.135 p = 0.004*** 0.001 p = 0.004 p = 0.348 position belper/lineman 0.006 p = 0.095* ory code 13 0.066 p = 0.095 ory code 63 0.066 p = 0.760 ory code 63 0.066 p = 0.760 ory code 63 0.066 p = 0.760 ory code 90 0.066 p = 0.790 Factory has rules 0.036 p = 0.415 Management consults workers 0.036 p = 0.415 Must obey orders 0.036 p = 0.399 stant 0.062		p = 0.861	p = 0.781
p = 0.047^{**} 0.003 s of schooling p = 0.337 naarried p = 0.445 erience in sector (yrs) p = 0.04^{***} reience in sector (yrs) p = 0.04^{***} p = 0.045^{**} 0.012 p = 0.085^{*} 0.012 p = 0.348 0.064 p = 0.348 0.066 p = 0.348 0.041 p = 0.399 0.036 p = 0.750 0.044 p = 0.7570 0.044 p = 0.399 0.001 stant p = 0.995 arvations 888 steded R ² 0.062	Gender: female	0.083	0.031
s. of schooling 0.003 s. of schooling $p = 0.337$ married $p = 0.445$ raience in sector (yrs) $p = 0.004^{***}$ arience in sector (yrs) $p = 0.004^{***}$ p = 0.0012 $p = 0.0012$ p = 0.064 $p = 0.008^*$ position helper/lineman $p = 0.008^*$ p = 0.064 $p = 0.006$ p = 0.095* $p = 0.006$ ory code 13 $p = 0.006$ ory code 63 $p = 0.006$ ory code 63 $p = 0.006$ ory code 90 $p = 0.003$ ory code 90 $p = 0.036$ ory code 90 $p = 0.036$ Management consults workers $p = 0.790$ Must obey orders $p = 0.399$ stant $p = 0.399$ stant $p = 0.995$ grant $p = 0.995$ grant $p = 0.995$ grant $p = 0.995$		$p = 0.047^{**}$	p = 0.423
s of schooling $p = 0.337$ s of schooling $p = 0.445$ married $p = 0.004^{***}$ erience in sector (yrs) $p = 0.004^{***}$ respective in sector (yrs) $p = 0.0012$ p end of the color of	Age	0.003	0.001
chooling 0.004 ried 0.04^{***} ried 0.04^{***} ried 0.04^{***} re in sector (yrs) 0.001 p = 0.867 0.001 p = 0.867 0.012 p = 0.098* 0.012 p = 0.098* 0.004 p = 0.095* ode 13 p = 0.095* ode 63 p = 0.095* ode 63 p = 0.036 p = 0.790 ode 90 p = 0.790 ode 90 p = 0.790 ory has rules p = 0.770 ode 90 round b = 0.570 ode 90 round b = 0.399 ode 0.001 p = 0.399 ode 0.001 p = 0.995 ode 0.002		p = 0.337	p = 0.714
ried $p = 0.445$ -0.135 -0.135 -0.135 2e in sector (yrs) $p = 0.004^{***}$ in helper/lineman $p = 0.867$ ion helper/lineman $p = 0.098^*$ ion operator $p = 0.095^*$ ode 13 $p = 0.095^*$ ode 63 $p = 0.095^*$ ode 63 $p = 0.095^*$ ode 63 $p = 0.095^*$ ode 90 $p = 0.790$ ory has rules $p = 0.399$ onuth $p = 0.399$ onuth $p = 0.995$ onuth $p = 0.995$ ons $p = 0.995$ ons $p = 0.995$	Years of schooling	0.004	0.0003
ried -0.135 ried -0.04^{***} 2e in sector (yrs) 0.001 1factory (yrs) 0.012 1 0.012 1 0.012 2 0.012 3 0.012 4 0.012 5 0.012 5 0.012 6 0.012 7 0.012 8 0.012 8 0.012 9 0.021 9 0.041 9 0.041 10 0.041 11 0.066 12 0.041 13 0.041 14 0.037 15 0.036 16 0.037 17 0.036 18 0.037 19 0.037 10 0.044 10 0.044 11 0.001 12 0.001 13 0.002 14 0.001 15 0.002 16 0.002 17 0.002 18 0.002 18 0.002		p = 0.445	p = 0.956
p = 0.004^{***} in sector (yrs) factory (yrs) p = 0.867 0.012 p = 0.098^* ion helper/lineman p = 0.348 ion operator p = 0.348 ion operator p = 0.348 ion operator p = 0.095^* ode 13 p = 0.621 ode 63 p = 0.621 p = 0.621 ode 90 p = 0.760 ory has rules p = 0.790 ory has rules p = 0.790 ory has rules p = 0.790 ory has rules p = 0.399 ory has rules p = 0.995	Ever married	-0.135	-0.135
the sector (yrs) 0.001 to a long set of factory (yrs) 0.012 to helper/lineman 0.004 ion helper/lineman 0.006 ion operator 0.006 ode 13 0.066 ode 63 0.041 ode 90 0.041 p = 0.760 ode 90 0.036 prince on the set of th			$p = 0.002^{***}$
p = 0.867 0.012 0.012 p = 0.098* ion helper/lineman p = 0.348 ion operator p = 0.348 0.100 p = 0.348 0.100 p = 0.400 cde 13 ode 63 p = 0.621 0.041 p = 0.621 0.041 p = 0.750 0.041 p = 0.790 0.037 p = 0.399 0.001 p = 0.399 0.001 p = 0.995 cons R ² 0.062	Experience in sector (yrs)	0.001	-0.00000
ion helper/lineman $\begin{array}{c} 0.012\\ p = 0.098^*\\ -0.064\\ \hline 0.0064\\ \hline 0.0064\\ \hline 0.100\\ \hline 0.100\\ \hline 0.100\\ \hline 0.041\\ \hline 0.036\\ \hline 0.037\\ \hline 0.036\\ \hline 0.037\\ \hline 0.036\\ \hline 0.037\\ \hline 0.037\\ \hline 0.036\\ \hline 0.044\\ \hline 0.044\\ \hline 0.091\\ \hline 0.001\\ \hline 0.002\\ \hline 0.001\\ \hline 0.002\\ \hline 0.002\\ \hline 0.001\\ \hline 0.002\\ \hline 0.002\\ \hline 0.001\\ \hline 0.002\\ \hline$		p = 0.867	p = 1.000
ion helper/lineman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.012	0.012
ion helper/lineman -0.064 ion operator $p = 0.348$ ion operator 0.100 ode 13 0.066 ode 63 0.041 ode 90 0.041 ory has rules 0.037 segement consults workers 0.036 obey orders 0.036 one 90 0.037 0.037 0.037 0.036 0.037 0.036 0.037 0.036 0.037 0.036 0.037 0.036 0.037 0.036 0.037 0.036 0.044 0.044 0.001 0.001 0.001 0.001 0.002		$p = 0.098^*$	$p = 0.050^{**}$
ion operator $p = 0.348$ ion operator 0.100 0.100 0.100 ode 13 ode 63 ode 90 or has rules gement consults workers obey orders $p = 0.770$ 0.037 $p = 0.730$ 0.037 $p = 0.415$ $p = 0.415$ $p = 0.570$ 0.044 $p = 0.570$ 0.044 $p = 0.570$ 0.044 $p = 0.995$ ons $p = 0.995$ ons $p = 0.995$ ons $p = 0.995$ ons $p = 0.995$	7.1: position helper/lineman	-0.064	-0.027
one perator $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.348	p = 0.671
ode 13 $p = 0.095$ ode 63 $p = 0.621$ ode 90 $p = 0.760$ ory has rules $p = 0.790$ sugement consults workers $p = 0.415$ obey orders $p = 0.570$ p = 0.570 p = 0.399 p = 0.399 on $p = 0.995$ ons $p = 0.995$	7.1: position operator	0.100	0.136
ode 13 0.066 ode 63 0.066 ode 63 0.041 0.041 0.041 0.041 0.041 0.041 0.069 0 0.036 ode 90 0.037 0.037 0.036 ode 90 0.036 ode 90 0.036 ode 90 0.044 0.004 0.001 0.001 0.001 0.001 0.001 0.001 0.0062 0.0062		p = 0.095	p = 0.017
ode 63 $p = 0.021$ ode 90 $p = 0.760$ ode 90 $p = 0.760$ ory has rules $p = 0.790$ segment consults workers $p = 0.415$ obey orders $p = 0.570$ $p = 0.570$ $p = 0.570$ $p = 0.570$ $p = 0.599$ $p = 0.995$ ons $p = 0.995$ $p = 0.995$	Factory code 13		
ode 63 0.041 ode 90 -0.036 ory has rules $p = 0.790$ sugement consults workers $p = 0.415$ obey orders $p = 0.570$ $p = 0.995$ on $p = 0.995$ on $p = 0.995$ on $p = 0.995$			
ode 90 $\begin{array}{c} -0.036 \\ 0.036 \\ \end{array}$ ry has rules $\begin{array}{c} p = 0.790 \\ 0.037 \\ \end{array}$ agement consults workers $\begin{array}{c} p = 0.415 \\ 0.036 \\ \end{array}$ b = 0.570 $\begin{array}{c} 0.044 \\ 0.001 \\ \end{array}$ cobey orders $\begin{array}{c} p = 0.399 \\ 0.001 \\ \end{array}$ cons	Factory code 63		
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 90		
ory has rules 0.037 agement consults workers 0.036 cobey orders 0.044 0.044 0.001 0.001 0.001 0.001 0.001 0.002	•		
agement consults workers $\begin{array}{c} p = 0.415 \\ 0.036 \\ 0.036 \\ \end{array}$ obey orders $\begin{array}{c} p = 0.570 \\ 0.044 \\ p = 0.399 \\ 0.001 \\ \end{array}$ (ons $\begin{array}{c} 888 \\ R^2 \\ \end{array}$	9.1: Factory has rules	0.037	0.017
agement consults workers 0.036 p = 0.570 0.044 p = 0.399 0.001 p = 0.995 cons 888 R_2 0.062			
$\begin{array}{ccc} & p = 0.570 \\ & 0.044 \\ & 0.044 \\ & p = 0.399 \\ & 0.001 \\ & p = 0.995 \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ $	9.1: Management consults workers	0.036	0.049
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			p = 0.436
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Must obey orders	0.044	0.027
$\begin{array}{ccc} 0.001 & & & & \\ 0.001 & & & & \\ & & & & \\ & & & & \\ R^2 & & 0.062 & & \\ \end{array}$			p = 0.591
p = 0.995 p 888	Constant	0.001	0.134
888 0.062			
0.062	Observations	888	888
	Adjusted \mathbb{R}^2	0.062	0.040

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

	Depende	$Dependent\ variable:$
	Ever injur	Ever injured in factory
	0	STO
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.002	0.007
	p = 0.749	p = 1.000
Gender: female	0.013	0.002
	p = 0.749	p = 1.000
Age	-0.001	-0.003
	p = 0.749	p = 0.372
Years of schooling	0.002	0.00001
	p = 0.749	p = 0.895
Ever married	-0.076	-0.086
	p = 0.246	p = 0.468
Experience in sector (yrs)	-0.001	0.0002
	p = 0.749	p = 0.868
Tenure at factory (yrs)	0.022	0.018
	$p = 0.000^{***}$	p = 0.274
7.1: position helper/lineman	-0.004	-0.012
	p = 0.749	p = 1.000
7.1: position operator	0.151	0.147
	$p = 0.000^{***}$	p = 0.129
Factory code 63	-0.012	
	p = 0.749	
Factory code 90	-0.096	
	$p = 0.000^{***}$	
9.1: Factory has rules	0.039	0.035
	p = 0.503	p = 0.628
9.1: Management consults workers	-0.013	-0.008
	p = 0.500	p = 0.887
9.1: Must obey orders	0.028	0.010
	p = 0.503	p = 0.608
Constant	0.126	0.172
	p = 0.503	p = 0.494
Observations	389	389
Adjusted \mathbb{R}^2	0.030	0.026
Note:	***************************************	********
100te:	μ/ν.τ,	p<0.1, p<0.03, p<0.01

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

$\begin{array}{c} \text{Feel safe in factory} \\ OLS \\ OLS \\ \text{No factory FEs} & \text{With factory F} \\ & & & & & & & \\ & & & & & \\ & & & & $		*	
No factory FEs (1) der: female (1) der: female (1) der: female (1) en object (1) en object (1) en of schooling (1) en of school		Feel safe	in factory
And the control of the factory FEs (1) der: female 0.051 be a condition 0.001 condition 0.001 condition 0.003 condition 0.003 condition 0.003 condition 0.003 condition 0.001 position helper/lineman 0.003 position operator 0.003 cory code 13 0.079 cory code 63 0.040 p = 0.248 cory code 63 0.040 p = 0.248 cory code 63 0.040 p = 0.144 Management consults workers 0.011 p = 0.139 d = 0.144 Must obey orders 0.011 p = 0.129 stant 0.040 p = 0.129 conditions 0.941 p = 0.129 c)	STC
ter: female 0.051 0.051 0.001 0.001 0.001 0.001 0.001 0.001 0.0003 0.0003 0.0003 0.0003 0.0003 0.0001			With factory FEs
the ende by the condition of the ende by the condition of the condition o		(1)	(2)
p = 0.014^{**} p = 0.014^{**} 0.001 p = 0.544 p = 0.544 r. married -0.003 p = 0.894 p = 0.003 r. married -0.005 p = 0.429 p = 0.429 p = 0.005 r. at factory (yrs) $p = 0.003$ * p = 0.003 p = 0.003 position helper/lineman $p = 0.003$ p = 0.003 p = 0.003 roy code 13 $p = 0.003$ p = 0.035 p = 0.035 ory code 63 $p = 0.035$ p = 0.035 p = 0.035 ory code 63 $p = 0.035$ p = 0.035 p = 0.035 ory code 63 $p = 0.035$ p = 0.035 p = 0.035 ory code 63 $p = 0.035$ p = 0.035 p = 0.035 ory code 63 $p = 0.035$ p = 0.035 p = 0.035 ory code 63 $p = 0.035$ p = 0.035 p = 0.035 ory code 63 $p = 0.035$ p = 0.035 p = 0.035 ory code 63 $p = 0.035$ p = 0.035 p = 0.035 Must obey orders $p = 0.035$ p = 0.035 p = 0.035 ory code 63 <td>Gender: female</td> <td>0.051</td> <td>0.060</td>	Gender: female	0.051	0.060
s. of schooling 0.001 p = 0.544 p = 0.544 p = 0.003 p = 0.003 p = 0.003 p = 0.003 p = 0.429 p = 0.429 p = 0.003 p = 0.003 p = 0.003 p = 0.001 p = 0.0141 p = 0.141 p = 0.141 p = 0.035 ory code 13 p = 0.255 ory code 63 p = 0.255 ory code 63 p = 0.248 ory code 63 p = 0.443 Factory has rules p = 0.443 p = 0.144 p = 0.144 p = 0.139 p = 0.139 wust obey orders p = 0.139 p = 0.129 p = 0.129 p = 0.129 p = 0.129 p = 0.129 p = 0.941			
s of schooling $p = 0.544$ e. 0.0003 $p = 0.894$ riantied $p = 0.429$ errience in sector (yrs) $p = 0.063^*$ rie at factory (yrs) $p = 0.005$ position helper/lineman $p = 0.816$ position operator $p = 0.141$ position operator $p = 0.141$ position operator $p = 0.255$ ory code 13 $p = 0.255$ ory code 63 $p = 0.255$ ory code 90 $p = 0.248$ ory code 90 $p = 0.144$ Management consults workers $p = 0.139$ Must obey orders $p = 0.129$ stant $p = 0.129$ stant $p = 0.000^{***}$ p = 0.006 p = 0.006	Age		
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.544	$p = 0.069^*$
p = 0.894 -0.018 p = 0.429 -0.005 p = 0.429 0.001 p = 0.816 -0.050 p = 0.141 -0.034 p = 0.255 0.079 p = 0.255 0.040 p = 0.248 0.051 p = 0.443 -0.031 p = 0.443 -0.031 p = 0.144 0.011 p = 0.129 0.941	Years of schooling	-0.0003	0.002
-0.018 $p = 0.429$ -0.005 $p = 0.063*$ 0.001 $p = 0.816$ -0.050 $p = 0.141$ -0.034 $p = 0.255$ 0.079 $p = 0.255$ 0.079 $p = 0.248$ $p = 0.248$ $p = 0.443$ $p = 0.443$ $p = 0.144$ $p = 0.144$ $p = 0.144$ $p = 0.129$ $p = 0.129$ $p = 0.129$ $p = 0.129$ $p = 0.000***$ $p = 0.066$		p = 0.894	
p = 0.429 -0.005 p = 0.063* 0.001 p = 0.816 -0.050 p = 0.141 -0.034 p = 0.255 0.079 p = 0.255 0.040 p = 0.248 0.051 p = 0.443 -0.031 p = 0.144 ants workers p = 0.144 0.011 p = 0.144 p = 0.129 -0.036 p = 0.129 0.941 p = 0.129 0.011 p = 0.129 0.941 p = 0.144 0.011 p = 0.129 0.091 p = 0.129 0.941 p = 0.144 0.011	Ever married	-0.018	-0.017
p = 0.005 p = $0.063*$ 0.001 p = 0.816 0.001 p = 0.141 0.079 p = 0.255 0.079 p = 0.255 0.040 p = 0.248 0.051 p = 0.248 0.051 p = 0.448 0.051 p = 0.448 0.051 p = 0.144 p = 0.144		p = 0.429	p = 0.407
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.005	-0.005
0.001 $p = 0.816$ -0.050 $p = 0.141$ -0.034 $p = 0.255$ 0.079 $p = 0.235$ 0.040 $p = 0.248$ 0.051 $p = 0.548$ 0.051 $p = 0.443$ -0.031 $p = 0.144$ 0.011 $p = 0.129$ 0.041 $p = 0.129$ 0.941 $p = 0.000***$ 888 0.006		$p = 0.063^*$	$p = 0.030^{**}$
neman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.001	0.002
neman -0.050 p = 0.141 -0.034 p = 0.255 0.079 p = 0.235 0.040 p = 0.548 0.051 p = 0.548 0.051 p = 0.443 -0.031 p = 0.144 ults workers 0.011 p = 0.139 0.041 p = 0.129 0.941 p = 0.000***		p = 0.816	p = 0.495
$\begin{array}{c} p = 0.141 \\ -0.034 \\ p = 0.255 \\ 0.079 \\ p = 0.235 \\ 0.040 \\ p = 0.548 \\ 0.051 \\ p = 0.443 \\ -0.031 \\ p = 0.144 \\ 0.011 \\ p = 0.144 \\ 0.011 \\ p = 0.129 \\ 0.941 \\ p = 0.000 *** \\ \hline 888 \\ 0.066 \\ \hline \end{array}$	7.1: position helper/lineman	-0.050	-0.046
$\begin{array}{c} -0.034 \\ -0.034 \\ 0.079 \\ 0.079 \\ 0.040 \\ p = 0.235 \\ 0.040 \\ 0.051 \\ p = 0.548 \\ 0.051 \\ p = 0.443 \\ -0.031 \\ p = 0.144 \\ 0.011 \\ p = 0.144 \\ 0.011 \\ p = 0.129 \\ 0.941 \\ p = 0.000^{**} \\ 888 \\ 0.066 \\ \end{array}$			
$\begin{array}{c} p = 0.255 \\ 0.079 \\ 0.079 \\ 0.040 \\ p = 0.235 \\ 0.040 \\ 0.051 \\ p = 0.443 \\ -0.031 \\ p = 0.443 \\ -0.031 \\ p = 0.144 \\ 0.011 \\ p = 0.144 \\ 0.011 \\ p = 0.129 \\ 0.941 \\ p = 0.000^{**} \\ 888 \\ 0.066 \\ \end{array}$	7.1: position operator	-0.034	-0.035
0.079 $p = 0.235$ 0.040 $p = 0.548$ 0.051 $p = 0.443$ -0.031 $p = 0.144$ 0.011 $p = 0.144$ 0.011 $p = 0.129$ -0.036 $p = 0.129$ 0.941 $p = 0.000***$ 888 0.066			p = 0.224
$\begin{array}{c} p = 0.235 \\ 0.040 \\ 0.040 \\ 0.051 \\ 0.051 \\ p = 0.443 \\ -0.031 \\ p = 0.144 \\ 0.011 \\ p = 0.144 \\ 0.011 \\ p = 0.129 \\ -0.036 \\ p = 0.730 \\ -0.036 \\ p = 0.129 \\ 0.941 \\ p = 0.000^{**} \\ 888 \\ 0.066 \end{array}$	Factory code 13	0.079	
0.040 p = 0.548 0.051 p = 0.443 -0.031 $p = 0.144$ 0.011 $p = 0.144$ 0.011 $p = 0.129$ -0.036 $p = 0.129$ 0.941 $p = 0.000***$ 888 0.066			
$\begin{array}{c} p = 0.548 \\ 0.051 \\ 0.051 \\ -0.031 \\ p = 0.144 \\ -0.031 \\ p = 0.144 \\ 0.011 \\ p = 0.730 \\ -0.036 \\ p = 0.730 \\ -0.036 \\ p = 0.129 \\ 0.941 \\ p = 0.000^{**} \\ 888 \\ 0.066 \end{array}$	Factory code 63	0.040	
0.051 $p = 0.443$ -0.031 $p = 0.144$ oults workers $p = 0.730$ -0.036 $p = 0.730$ -0.036 $p = 0.129$ $p = 0.129$ $p = 0.00$ 888 0.066			
$p = 0.443 \\ -0.031 \\ p = 0.144 \\ 0.011 \\ p = 0.730 \\ -0.036 \\ p = 0.730 \\ 0.0129 \\ p = 0.129 \\ 0.941 \\ p = 0.000^{**} \\ 888 \\ 0.066$	Factory code 90	0.051	
$\begin{array}{c} -0.031 \\ p = 0.144 \\ 0.011 \\ p = 0.730 \\ -0.036 \\ p = 0.129 \\ 0.941 \\ p = 0.000^{***} \\ 888 \\ 0.066 \end{array}$			
ults workers $\begin{array}{c} p = 0.144 \\ 0.011 \\ p = 0.730 \\ -0.036 \\ p = 0.129 \\ 0.941 \\ p = 0.000^{***} \\ 888 \\ 0.066 \end{array}$	9.1: Factory has rules	-0.031	-0.040
aults workers 0.011 p = 0.730 -0.036 p = 0.129 0.941 $p = 0.000^{***}$ 888 0.066		p = 0.144	$p = 0.057^*$
p = 0.730 -0.036 -0.036 $p = 0.129$ 0.941 $p = 0.000***$ 888 0.066	9.1: Management consults workers	0.011	0.010
$\begin{array}{c} -0.036 \\ p = 0.129 \\ 0.941 \\ p = 0.000^{***} \\ 888 \\ 0.066 \end{array}$			p = 0.742
$\begin{array}{ccc} p = 0.129 \\ 0.941 \\ p = 0.000^{***} \\ \\ p = 0.006 \\ \\ p = 0.066 \\ \\ p = 0.066$	9.1: Must obey orders	-0.036	-0.054
$\begin{array}{ccc} 0.941 & & & & & & & \\ & p = 0.000^{***} & & & & & \\ & 888 & & & & & \\ R^2 & & & 0.066 & & & & \\ \end{array}$		p = 0.129	$p = 0.019^{**}$
p = 0.000*** 888 0.066	Constant	0.941	0.926
888		$p = 0.000^{***}$	$p = 0.000^{***}$
0.066	Observations	888	888
	Adjusted \mathbb{R}^2	0.066	0.020
		3	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3

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

Feel safe in OL No factory FEs (1) ale 0.024 p = 0.487 0.002 p = 0.000*** 0.017 p = 0.003 p = 0.240 0.017 p = 0.240 0.010 p = 0.247 0.010 p = 0.247 0.028 p = 0.247 0.037 p = 0.247 0.037 p = 0.247 0.037 p = 0.247 0.037 p = 0.247 0.002 p = 0.000*** p = 0.000 p = 0.002 p = 0.002 p = 0.000 p = 0.002 p = 0.002 p = 0.002 p = 0.003		Depende	Dependent variable:
No factory FEs (1) ler: female 0.024 so f schooling 0.002 married 0.002 married 0.002 rience in sector (yrs) 0.0017 p = 0.240 position helper/lineman 0.0010 position operator 0.003 p = 0.247 position operator 0.003 p = 0.247 position operator 0.003 p = 0.247 p = 0.247 p = 0.247 p = 0.247 p = 0.240 p = 0.247 p = 0.247 p = 0.240 p = 0.247 p = 0.247 p = 0.240 p = 0.247 p = 0.240 p = 0.247 p = 0.240 p = 0.247 p = 0.247 p = 0.240 p = 0.240 p = 0.247 p = 0.240 p = 0.247 p = 0.240 p = 0.247 p = 0.240 p = 0.240 p = 0.240 p = 0.240 p = 0.247 p = 0.240 p = 0.247 p = 0.240 p = 0		Feel safe	in factory
No factory FEs (1))	STC
ter: female let:		No factory FEs	With factory FEs
ter: female 0.024 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.003 0.003 0.017 0.0017 0.017 0.017 0.017 0.017 0.017 0.011 0.011 0.011 0.011 0.011 0.011 0.011 0.011 0.011 0.001		(1)	(2)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.024	0.022
s of schooling 0.002 narried 0.017 p = 0.508 p = 0.508 p = 0.240 p = 0.247 p = 0.037 ory code 63 p = 0.247 p = 0.247 ory code 63 p = 0.247 p = 0.247 ory code 63 p = 0.247 p = 0.247 ory code 63 p = 0.247 p = 0.002 ory code 63 p = 0.000^{***} p = 0.000^{***} Factory has rules p = 0.000^{***} p = 0.000^{***} Must obey orders p = 0.000^{***} p = 0.000^{***} what obey orders p = 0.000^{***} p = 0.000^{**} p = 0.0000^{**} p = 0.0000^{**} p		p = 0.487	p = 0.477
s of schooling $p = 0.000^{***}$ p . married $p = 0.508$ p . married $p = 0.240$ p . rience in sector (yrs) $p = 0.240$ p . rience in sector (yrs) $p = 0.240$ p . p = 0.240 p p position helper/lineman $p = 0.247$ p position operator $p = 0.247$ p ory code 63 $p = 0.247$ p ory code 90 $p = 0.24$ p ory code 90 $p = 0.000^{***}$ p Management consults workers $p = 0.000^{***}$ p Must obey orders $p = 0.000^{***}$ p $p = 0.000^{***}$ $p = 0.000^{**}$ p $p = 0.000^{***}$ $p = 0.000^{**}$ p $p = 0.000^{**}$ $p = 0.000^{**}$ p $p = 0.000^{**}$ $p = 0.000^{**}$ p $p = 0.000^{**}$ $p = 0.000^{**}$	Age	0.002	0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.000^{***}$	p = 0.265
p = 0.508 p = 0.017 p = 0.240 p = 0.017 p = 0.240 p = 0.010 0.010 p = 0.241 p = 0.010 p = 0.240 p = 0.010 p = 0.240 p = 0.024 p = 0.247 p = 0.024 p = 0.247 p = 0.0037 p = 0.247 p = 0.0037 p = 0.240 p = 0.028 p = 0.000 p = 0.002 p = 0.002 p = 0.002 p = 0.000 p = 0.001 p = 0.001 p = 0.001 p = 0.003 p = 0.001 p = 0.003 p = 0.003 p = 0.003	Years of schooling	-0.003	-0.003
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.508	p = 0.393
yrs) $p = 0.240$ $p = 0.240$ $p = -0.013$ -0.013 $p = 0.261$ $p = 0.010$ $p = 0.240$ $p = 0.240$ $p = 0.247$ $p = 0.247$ $p = 0.028$ $p = 0.247$ $p = 0.037$ $p = 0.247$ $p = 0.037$ $p = 0.240$ $p = 0.037$ $p = 0.037$ $p = 0.003$ $p = 0.002$ $p = 0.003$ $p = 0.003$ $p = 0.003$ $p = 0.003$	Ever married	0.017	0.007
yrs) -0.013 - 0.010 p = 0.261 p p = 0.010 0.010 p = 0.240 p p = 0.0247 p p = 0.0247 p p = 0.247 p p = 0.247 p p = 0.037 p = 0.247 p p = 0.247 p p = 0.0037 p = 0.0037 p = 0.0037 p = 0.0037 p = 0.002 p = 0.003 p = 0.0037 p		p = 0.240	p = 0.633
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.013	-0.013
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.261	p = 0.517
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.010	0.011
neman -0.033 -0.028 -0.028 -0.028 -0.028 -0.037 -0.037 -0.034 -0.034 -0.002 -0.0		p = 0.240	p = 0.139
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	-0.033	-0.025
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.247	p = 0.663
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position operator	-0.028	-0.028
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.247	p = 0.273
$\begin{array}{c} p = 0.240 \\ -0.034 \\ p = 0.000^{***} \\ -0.002 \\ p = 0.508 \\ p = 0.002 \\ p = 0.021 \\ p = 0.000^{**} \\ p = 0.001 \\ p = 0.008 \\ p = 0.001 \\ p = 0.$	Factory code 63	-0.037	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.240	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 90	-0.034	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.000^{***}$	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Factory has rules	-0.002	-0.009
$\begin{array}{c} 0.021 \\ p = 0.000^{***} \\ -0.028 \\ p = 0.501 \\ 0.991 \\ p = 0.261 \\ p = 0.389 \\ 0.037 \\ \end{array}$		p = 0.508	p = 0.631
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Management consults workers	0.021	0.018
$\begin{array}{c} -0.028 \\ p = 0.501 \\ 0.991 \\ p = 0.261 \\ p = \\ 389 \\ 0.037 \end{array}$		$p = 0.000^{***}$	p = 0.262
$\begin{array}{c} p = 0.501 & p : \\ 0.991 & \\ p = 0.261 & p = \\ 389 & \\ 0.037 & \\ \end{array}$	9.1: Must obey orders	-0.028	-0.038
$\begin{array}{c} 0.991 \\ p = 0.261 \\ 389 \\ 0.037 \end{array}$		p = 0.501	p = 0.380
p = 0.261 $p = 389$ 0.037	Constant	0.991	0.983
389			Ш
0.037	Observations	389	389
100.0	Adjusted \mathbb{R}^2	0.037	0.034

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

	Feel safe	Feel safe in factory
) No factory FEs	$OLS \\ With factory FEs$
	(1)	(2)
9.2: Supervisor respects me (numeric)	0.003	0.008
	p = 0.817	p = 0.582
9.2: Supervisor doesn't use bad lang (numeric)	0.012	0.012
	p = 0.412	p = 0.413
9.2: Supervisor will side with me (numeric)		
0.9. Boenoot emportieor (mmonio)	p = 0.04t	p = 0.020
o.z. respect supervisor (muneric)	0.011	0.010 0.454
9.2: Supervisor speaks openly (numeric)		
	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		
$\sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{j=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{j=1}^{N} \sum_{i=1}^{N} \sum_{j=1}^{N} \sum_{j$	p = 0.549	$p = 0.069^{\circ}$
rears of schooling	0.0002	0.003 $p = 0.172$
Ever married	-0.017	
	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 \mathbb{R}^2	0.082	0.044

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

	Depender	$Dependent\ variable:$
	Feel safe	Feel safe in factory
	0	STO
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	-0.007	-0.006
	p = 0.784	p = 0.878
9.2: Supervisor doesn t use bad lang (numeric)	0.031 $n = 0.502$	0.032 $n = 0.621$
9.2: Supervisor will side with me (numeric)	F = 0.002 -0.010	P = 0.021 -0.010
	p = 0.502	p = 0.379
9.2: Respect supervisor (numeric)	0.00001 $r_0 = 0.784$	0.0002
9.2: Supervisor speaks openly (numeric)	-0.003	-0.004
	p = 0.784	p = 1.000
9.2: I get fair salary (numeric)		
Condon formals	p = 0.283	p = 0.258
Genuel: Telliale	p = 0.784	p = 0.378
Age		
	p = 0.259	p = 0.119
Years of schooling	-0.002	-0.002
	p = 0.502	p = 0.638
Ever married	0.025	0.023
()	$p = 0.000^{***}$	p = 0.372
Experience in sector (yrs)	-0.013 $r = 0.943$	-0.013 -0.380
Tenure at factory (yrs)	p = 0.245 0.011	p = 0.369 0.012
	p = 0.525	p = 0.497
7.1: position helper/lineman	-0.015	-0.010
71.	p = 0.541	p = 0.636
i.i. postuon operator	-0.011	-0.009
Factory code 63	p = 0.525 -0.013	p = 0.378
	p = 0.525	
Factory code 90	-0.0003	
	p = 0.784	
Constant	0.837	0.823
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389
Adjusted R ²	0.073	0.078

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

		7
	Feel safe	Feel safe in factory
)	STO
	No factory FEs	With factory FEs
	(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
0.9. Sunamisar will side with me (disagree dummy)	p = 0.084	$p = 0.040^{\circ}$
	0.020 $p = 0.134$	0.024 $p = 0.144$
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
9.2. I get fair salary (disagree dummy)	p = 0.480 -0.050	p = 0.212 -0.056
	$p = 0.002^{***}$	$p = 0.0002^{***}$
Gender: female	0.048	090.0
	$p = 0.020^{**}$	$p = 0.002^{***}$
Age	0.001	0.003
	p = 0.535	$p = 0.065^*$
Years of schooling	0.0002 $= 0.044$	0.003 $= 0.167$
Fver married	p = 0.344 $= 0.016$	p = 0.101
	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		-0.031
Doctor: 0040 19	p = 0.312	p = 0.200
ractory code 13	0.000	
Factory code 63		
	p = 0.519	
Factory code 90		
	p = 0.331	
Constant	0.929	0.908
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888
Adjusted R ²	0.084	0.043

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

	Feel safe	Feel safe in factory
	Constant of Sections (Constant of Section)	OLS With factory FEs
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.102	0.099
	p = 0.000***	p = 0.131
9.2: Supervisor doesn't use bad lang (disagree dummy)		-0.112
	p = 0.274	p = 0.620
9.2: Supervisor will side with me (disagree dummy)	0.017	0.017
	p = 0.511	p = 0.508
9.2: Respect supervisor (disagree dummy)	-0.077	-0.078
	p = 0.504	p = 0.251
9.2: Supervisor speaks openly (disagree dummy)	-0.024	-0.023
	p = 0.504	p = 0.482
9.2: I get fair salary (disagree dummy)	-0.054	
-1	p = 0.230	p = 0.262
Gender: iemale	0.019 - 0.004	0.019
Age	p = 0.304	p = 0.378
	p = 0.274	n = 0.268
Years of schooling	-0.002	-0.002
	p = 0.511	p = 0.642
Ever married	0.033	0.031
	$p = 0.000^{***}$	p = 0.513
Experience in sector (yrs)	-0.013	-0.013
	p = 0.237	p = 0.517
Tenure at factory (yrs)	0.011	0.012
71. monition holmon lineman	p = 0.467	p = 0.387
т.т. розголи перет/ппешан	0.029 - 0.504	0.360
7.1: position operator	-0.017	-0.015
•	p = 0.504	p = 0.368
Factory code 63	-0.016	
	p = 0.230	
Factory code 90	-0.003	
	p = 0.741	
Constant	0.987	0.975
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389
$ m Adjusted~R^2$	0.090	0.094

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

Feel safe in factory OLS OLS (1) (2) 9.2: Good supervisor rship (index) 0.028 0.038 Gender: female 0.052 0.061 Age 0.052 0.061 Age 0.001 0.003 Pears of schooling 0.001 0.003 Years of schooling 0.001 0.003 Ever married 0.0016 0.003 Ever married 0.005 0.0014 Ever married 0.005 0.0014 Ever married 0.005 0.0014 Ever married 0.005 0.0014 Ever married 0.005 0.004 Ever married 0.005 0.004 Ever married 0.005 0.004 Ever married 0.005 0.004 Tenure at factory (yrs) 0.005 0.006 The osition helper/lineman 0.004 0.004 Factory code (33 0.003 0.003		Dependen	$Dependent\ variable:$
ship (index) No factory FEs (1) (1) (1) (2) ship (index) 0.028 0.052 0.052 0.001 0.001 0.001 0.001 0.001 0.001 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.003		Feel safe	in factory
No factory FEs (1) (1) (1) ship (index) 0.028 0.052 0.052 0.052 0.001 0.001 0.001 0.001 0.001 0.001 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.003		9	STC
ship (index) 0.028 0.052 0.052 0.052 0.001 0.001 0.001 0.001 0.001 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.0031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031 0.031		No factory FEs	With factory FEs
ship (index) 0.028 0.052 0.052 0.052 0.052 0.001 0.001 0.001 0.002 0.005 0.005 0.005 0.005 0.002 0.002 0.003 0.031		(1)	(2)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Good supervisor rship (index)	0.028	0.038
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.052	0.061
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.013^{**}$	$p = 0.002^{***}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	0.001	0.003
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.648	$p = 0.097^*$
p = 0.860 p = -0.016 — -0.016 — -0.005 p = 0.475 p = 0.005 w p = 0.002 p = 0.002 p = 0.002 p = 0.002 p = -0.044 p = -0.044 p = -0.044 p = -0.031 p = 0.081 p = 0.081 p = 0.289 p = 0.081 p = 0.081 p = 0.091 p = 0.446 p = 0.057 p	Years of schooling	-0.0005	0.002
Trs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.860	p = 0.301
Trs) $ \begin{array}{ccccccccccccccccccccccccccccccccc$	Ever married	-0.016	-0.014
rs) -0.005 rs) -0.005 $p = 0.050^{**}$ $p = 0.644$ $p = 0.644$ $p = 0.044$ $p = 0.044$ $p = 0.185$ $p = 0.031$ $p = 0.289$ $p = 0.081$ $p = 0.289$ $p = 0.081$ $p = 0.219$ $p = 0.219$ $p = 0.446$ $p = 0.446$ $p = 0.446$ $p = 0.385$ $p = 0.911$ $p = 0.000^{***}$ $p = 0.0073$ $p = 0.0073$		p = 0.475	p = 0.494
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.005	-0.006
eman 0.002 () 0.002 () 0.044 () 0.044 -0.044 -0.044 -0.031 -0.031 -0.081 0.081 0.051 0.051 0.057		$p = 0.050^{**}$	$p = 0.019^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.002	0.003
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.644	p = 0.372
erator $\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	-0.044	-0.045
erator -0.031 -0.081 $p = 0.289$ $p = 0.081$ $p = 0.219$ 0.051 $p = 0.446$ 0.057 $p = 0.385$ 0.911 $p = 0.000^{***}$ $p = 888$ 0.073 0.073		p = 0.185	p = 0.153
$\begin{array}{c} p = 0.289 & p = 0.081 \\ 0.081 & 0.081 \\ p = 0.219 & 0.051 \\ p = 0.446 & 0.057 \\ p = 0.385 & 0.911 & 0 \\ p = 0.000^{***} & p = 888 \\ 0.073 & 0.073 & 0 \end{array}$	7.1: position operator	-0.031	-0.033
$\begin{array}{c} 0.081 \\ 0.051 \\ 0.051 \\ 0.057 \\ 0.057 \\ \text{p} = 0.385 \\ 0.911 \\ \text{p} = 0.000^{***} \text{p} = \\ 888 \\ 0.073 \end{array}$		p = 0.289	p = 0.249
$\begin{array}{c} p = 0.219 \\ 0.051 \\ 0.051 \\ p = 0.446 \\ 0.057 \\ p = 0.385 \\ 0.911 \\ p = 0.000^{***} p = \\ 888 \\ 0.073 \end{array}$	Factory code 13	0.081	
$\begin{array}{c} 0.051 \\ p = 0.446 \\ 0.057 \\ p = 0.385 \\ 0.911 \\ p = 0.000^{***} & p = \\ 888 \\ 0.073 \end{array} \eqno(0.051)$		p = 0.219	
$\begin{array}{c} p = 0.446 \\ 0.057 \\ 0.057 \\ p = 0.385 \\ 0.911 \\ p = 0.000^{***} p = \\ 888 \\ 0.073 \end{array} $	Factory code 63	0.051	
$\begin{array}{c} 0.057 \\ p = 0.385 \\ 0.911 \\ p = 0.000^{***} \\ 888 \\ 0.073 \end{array} \tag{C}$		p = 0.446	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 90	0.057	
$\begin{array}{ccc} 0.911 & & & & \\ & p = 0.000^{***} & & p = \\ & & & & \\ 888 & & & \\ & & & & \\ & & & &$		p = 0.385	
$p = 0.000^{***}$ $p = 0.000^{***}$ $p = 0.073$ $p = 0.073$	Constant	0.911	0.893
888 0.073		$p = 0.000^{***}$	Ш
0.073	Observations	888	888
	Adjusted \mathbb{R}^2	0.073	0.030

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

	- changing am man.	
	Feel safe	Feel safe in factory
	9	STO
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.039	0.043
	p = 0.227	p = 0.123
Gender: female	0.021	0.018
	p = 0.478	p = 0.507
Age	0.002	0.001
	$p = 0.000^{***}$	p = 0.161
Years of schooling	-0.002	-0.002
	p = 0.489	p = 0.744
Ever married	0.025	0.020
	$p = 0.000^{***}$	p = 0.148
Experience in sector (yrs)	-0.014	-0.014
	p = 0.238	p = 0.406
Tenure at factory (yrs)	0.011	0.011
	p = 0.465	p = 0.137
7.1: position helper/lineman	-0.024	-0.021
	p = 0.478	p = 0.716
7.1: position operator	-0.015	-0.014
	p = 0.478	p = 0.503
Factory code 63	-0.019	
	p = 0.227	
Factory code 90	-0.025	
	p = 0.227	
Constant	0.963	0.960
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389
Adinsted B ²	0.059	0.081

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

Feel safe in OLD No factory FEs (1) Good supervisor rship (index) der: female p = 0.020** 0.050 p = 0.050 p = 0.016** 0.001 p = 0.602 -0.0004 p = 0.478 erience in sector (yrs) p = 0.478 erience in sector (yrs) p = 0.055* ne at factory (yrs) p = 0.055* p = 0.046 p = 0.046 p = 0.032 p = 0.032 p = 0.281 p = 0.294 ory code 13 p = 0.281 p = 0.281 p = 0.293 management consults workers p = 0.393 Management consults workers p = 0.573 Must obey orders p = 0.573 Must obey orders p = 0.573 Must obey orders p = 0.670 p = 0.921			
No factory FEs (1) 0.026 0.026 0.050 0.050 0.050 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.002 0.001 0.0032 0.001 0.0032 0.001 0.0032 0.001 0.003		Feel safe	e in factory
No factory FEs (1)		0	STC
(1) Good supervisor rship (index) 0.026			With factory FEs
Good supervisor rship (index) 0.026 0.050 ** 0.050 0.050 0.0050 0.001 0.002		(1)	(2)
p = 0.020^{**} p 0.050 respectively. so f schooling respectively. The at factory (yrs) p = 0.016^{**} p 0.001 respectively. The at factory (yrs) The at factory	9.2: Good supervisor rship (index)	0.026	0.033
der: female 0.050 der: female 0.050 0.001 0.001 0.001 0.001 0.001 0.001 0.002 Financial 0.003 The at factory (yrs) 0.001 The at factory 0.001 The at 0.001			Ш
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.050	0.059
s. of schooling 0.001 s. of schooling $p = 0.602$ -0.0004 $p = 0.875$ erience in sector (yrs) $p = 0.478$ erience in sector (yrs) $p = 0.055$ * nre at factory (yrs) $p = 0.055$ * position helper/lineman $p = 0.046$ position operator $p = 0.23$ ory code 13 $p = 0.23$ ory code 63 $p = 0.234$ ory code 63 $p = 0.393$ Management consults workers $p = 0.393$ Must obey orders $p = 0.573$ or o		$p = 0.016^{**}$	$p = 0.002^{***}$
$\begin{array}{c} p = 0.602 \\ -0.0004 \\ p = 0.875 \\ -0.016 \\ p = 0.478 \\ -0.005 \\ p = 0.478 \\ -0.005 \\ p = 0.055^* \\ 0.001 \\ p = 0.052 \\ p = 0.079 \\ p = 0.281 \\ 0.079 \\ p = 0.281 \\ 0.079 \\ p = 0.234 \\ 0.019 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ p = 0.670 \\ p =$	Age	0.001	0.003
$\begin{array}{c} -0.0004 \\ -0.0004 \\ p = 0.875 \\ -0.016 \\ p = 0.478 \\ -0.005 \\ p = 0.055^* \\ 0.001 \\ p = 0.052 \\ -0.046 \\ p = 0.071 \\ -0.032 \\ p = 0.281 \\ 0.079 \\ p = 0.281 \\ 0.079 \\ p = 0.284 \\ 0.079 \\ p = 0.284 \\ 0.079 \\ p = 0.234 \\ 0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ p = 0.670 \\ p = $		p = 0.602	$p = 0.079^*$
$\begin{array}{c} p = 0.875 \\ -0.016 \\ p = 0.478 \\ -0.005 \\ p = 0.055 * \\ 0.001 \\ p = 0.001 \\ 0.001 \\ p = 0.046 \\ -0.046 \\ p = 0.046 \\ p = 0.046 \\ p = 0.171 \\ -0.032 \\ p = 0.171 \\ -0.032 \\ p = 0.281 \\ 0.079 \\ p = 0.281 \\ 0.079 \\ p = 0.234 \\ 0.057 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ \end{array}$	Years of schooling	-0.0004	
$\begin{array}{ll} p = 0.478 \\ -0.005 \\ -0.005 \\ \end{array}$ $\begin{array}{ll} p = 0.055^* \\ 0.001 \\ 0.001 \\ \end{array}$ $\begin{array}{ll} p = 0.682 \\ -0.046 \\ \end{array}$ $\begin{array}{ll} p = 0.082 \\ -0.032 \\ \end{array}$ $\begin{array}{ll} p = 0.171 \\ -0.032 \\ \end{array}$ $\begin{array}{ll} p = 0.281 \\ 0.079 \\ \end{array}$ $\begin{array}{ll} p = 0.281 \\ 0.079 \\ \end{array}$ $\begin{array}{ll} p = 0.234 \\ 0.051 \\ \end{array}$ $\begin{array}{ll} p = 0.444 \\ 0.057 \\ \end{array}$ $\begin{array}{ll} p = 0.393 \\ 0.018 \\ \end{array}$ $\begin{array}{ll} p = 0.393 \\ 0.018 \\ \end{array}$ $\begin{array}{ll} p = 0.573 \\ -0.011 \\ \end{array}$ $\begin{array}{ll} p = 0.670 \\ 0.921 \\ \end{array}$	Lann money	p = 0.875	p = 0.323
$\begin{array}{c} p = 0.355 \\ -0.005 \\ p = 0.055 * \\ 0.001 \\ p = 0.001 \\ -0.046 \\ p = 0.046 \\ p = 0.171 \\ -0.032 \\ p = 0.171 \\ -0.032 \\ p = 0.281 \\ 0.079 \\ p = 0.284 \\ 0.079 \\ p = 0.234 \\ 0.079 \\ p = 0.234 \\ 0.051 \\ p = 0.444 \\ 0.057 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ \end{array}$	Ever marnea	-0.010 - 0.478	-0.013 n — 0.471
p = 0.055* 0.001 $p = 0.682$ -0.046 $p = 0.171$ -0.032 $p = 0.281$ 0.079 $p = 0.234$ 0.051 $p = 0.234$ 0.051 $p = 0.444$ 0.057 $p = 0.444$ 0.057 $p = 0.019$ $p = 0.393$ 0.018 $p = 0.573$ -0.011 $p = 0.573$	Experience in sector (vrs)	-0.005	-0.006
$\begin{array}{c} 0.001 \\ p = 0.682 \\ -0.046 \\ p = 0.171 \\ -0.032 \\ p = 0.171 \\ 0.079 \\ p = 0.281 \\ 0.079 \\ p = 0.234 \\ 0.051 \\ p = 0.234 \\ 0.051 \\ p = 0.444 \\ 0.057 \\ p = 0.444 \\ 0.057 \\ p = 0.444 \\ 0.057 \\ p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ \end{array}$	•		$p = 0.020^{**}$
$\begin{array}{c} p = 0.682 \\ -0.046 \\ p = 0.171 \\ -0.032 \\ p = 0.281 \\ 0.079 \\ p = 0.284 \\ 0.051 \\ p = 0.234 \\ 0.057 \\ p = 0.234 \\ 0.057 \\ p = 0.444 \\ 0.057 \\ p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \end{array}$	Tenure at factory (yrs)		0.002
$\begin{array}{c} -0.046 \\ -0.032 \\ -0.032 \\ p = 0.171 \\ -0.032 \\ p = 0.281 \\ 0.079 \\ p = 0.284 \\ 0.051 \\ p = 0.444 \\ 0.057 \\ p = 0.444 \\ 0.057 \\ p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.573 \\ 0.018 \\ p = 0.573 \\ 0.018 \\ p = 0.670 \\ 0.921 \\ \end{array}$			p = 0.438
$\begin{array}{c} p = 0.171 \\ -0.032 \\ p = 0.281 \\ 0.079 \\ p = 0.234 \\ 0.051 \\ p = 0.444 \\ 0.057 \\ p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.573 \\ 0.018 \\ p = 0.573 \\ 0.018 \\ p = 0.573 \\ 0.0921 \\ \end{array}$	7.1: position helper/lineman		-0.045
$\begin{array}{c} p = 0.281 \\ 0.079 \\ 0.079 \\ 0.051 \\ p = 0.234 \\ 0.057 \\ p = 0.444 \\ 0.057 \\ p = 0.444 \\ 0.057 \\ p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ \end{array}$	7 1. monition concertor		p = 0.153
$\begin{array}{c} p = 0.231 \\ 0.079 \\ 0.079 \\ 0.051 \\ 0.057 \\ 0.057 \\ 0.057 \\ 0.019 \\ 0.018 \\ 0.018 \\ 0.018 \\ 0.018 \\ 0.018 \\ 0.011 \\ 0.021 \\ 0.921 \\ \end{array}$	i.i. postuon operator		
$\begin{array}{c} p = 0.234 \\ 0.051 \\ p = 0.444 \\ 0.057 \\ p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \end{array}$	Factory code 13		0+4:0 — d
$\begin{array}{c} 0.051 \\ p = 0.444 \\ 0.057 \\ p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.573 \\ 0.921 \\ \end{array}$			
p = 0.444 0.057 $p = 0.386$ -0.019 $p = 0.393$ 0.018 $p = 0.573$ -0.011 $p = 0.670$ 0.921	Factory code 63		
$\begin{array}{c} 0.057 \\ p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ \end{array}$			
$\begin{array}{c} p = 0.386 \\ -0.019 \\ p = 0.393 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ \end{array}$	Factory code 90	0.057	
$\begin{array}{c} -0.019 \\ -0.019 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \end{array}$	-		
$\begin{array}{c} p = 0.005 \\ 0.018 \\ p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \\ \end{array}$	9.1: Factory nas ruies		-0.022
$\begin{array}{c} p = 0.573 \\ -0.011 \\ p = 0.670 \\ 0.921 \end{array}$	9.1: Management consults workers		F = 0.922
$\begin{array}{c} -0.011 \\ p = 0.670 \\ 0.921 \end{array}$)		p = 0.502
p = 0.670 0.921	9.1: Must obey orders	-0.011	-0.020
0.921		p = 0.670	p = 0.435
***	Constant	0.921	0.908
= 0.000° p		$p = 0.000^{***}$	$p = 0.000^{***}$
Observations 888	Observations	888	888
Adjusted \mathbb{R}^2 0.072	Adjusted \mathbb{R}^2	0.072	0.030

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

Feel safe in OL		Перение	Dependent van aante.
OL No factory FEs (1) (1) Good supervisor rship (index) 0.038 her: female 0.020 her: female 0.020 her: female 0.002 her: female 0.014 her: female 0.014 her: female 0.014 her: female 0.011 her: female 0.024 her: female 0.025 her: female <		Feel safe	e in factory
No factory FEs		0	STC
Good supervisor rship (index) 0.0		No factory FEs	With factory FEs
Good supervisor rship (index) 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 position helper/lineman 0.0 position helper/lineman 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Management consults workers 0.0		(1)	(2)
der: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Good supervisor rship (index)	0.038	0.041
der: female 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 position helper/lineman 0.0 0.0 position operator 0.0 0.0 0.0 0.0 0.0 0.0 Management consults workers 0.0 0.0 Must obey orders 0.0			
be considered by the article bound by the article bound by the article bound bosition helper/lineman be considered bosition operator be considered bound be considered by the article bosition operator be considered by the article bound bound be considered by the article bound	Gender: female		0.018
so of schooling be $= 0.0$ where in sector (yrs) be $= 0.0$ region helper/lineman be $= 0.0$ position helper/lineman be $= 0.0$ position operator be $= 0.0$ ory code 63 be $= 0.0$ ory code 90 be $= 0.0$ Factory has rules be $= 0.0$ Management consults workers be $= 0.0$ Must obey orders be $= 0.0$ stant be $= 0.0$ stant be $= 0.0$		p = 0.511	p = 0.523
s of schooling $\begin{array}{c} p = 0.0 \\ -0.0 \\ 0.0$	Age	0.002	0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.000^{***}$	p = 0.111
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	-0.002	-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			p = 0.600
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	0.022	0.017
$\begin{array}{c} \text{vrs} \\ \text{o} \\ $		$p = 0.000^{***}$	p = 0.366
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.014	-0.014
$\begin{array}{c} 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \end{array}$ neman $\begin{array}{c} 0.0 \\ -0.0 \\ 0.$		p = 0.246	p = 0.218
Definition of the property of	Tenure at factory (yrs)	0.011	0.011
neman -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0 -0.0		p = 0.253	p = 0.129
$\begin{array}{c} p = 0 \\ -0.0 \\ -$	7.1: position helper/lineman	-0.024	-0.020
$\begin{array}{c} -0.0 \\ -0$		p = 0.511	p = 0.864
$\begin{array}{c} p = 0 \\ -0.0 \\ -0.0 \\ -0.0 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.0 \\ 0.0 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.0 \\ 0.0 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.0 \\ 0.9 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.9 \\ 0.9 \\ \end{array}$	7.1: position operator	-0.015	-0.014
$\begin{array}{c} -0.0 \\ -0.0 \\ -0.0 \\ -0.0 \\ 0.0 \\ -0.$		p = 0.757	p = 0.867
$\begin{array}{c} p = 0 \\ -0.0 \\ -0.0 \\ 0.0 \\ p = 0 \\ 0.0 \\ 0.0 \\ p = 0 \\ 0.9 \\ p = 0.0 \\ 0.9 \\ p = 0.0 \\ 0.9 \\ 0$	Factory code 63	-0.021	
$\begin{array}{c} -0.0 \\ -0.0 \\ 0.0 \\ 0.0 \\ -0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.9 = 0.0 \\ 0.9 \\ 0.9 = 0.0 \\ 0.9 \\ 0.9 = 0.0 \\ 0.9 \\ 0.9 \\ 0.0 \\ 0.$		p = 0.253	
$\begin{array}{ccc} p = C \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0 \\ 0 \\$	Factory code 90	-0.024	
$\begin{array}{c} 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ \end{array}$ ults workers $\begin{array}{c} p = 0.0 \\ 0.0 \\ p = 0.0 \\ 0.9 \\ \end{array}$ $\begin{array}{c} p = 0.0 \\ 0.9 \\ 0.9 \\ \end{array}$ $\begin{array}{c} 0.9 \\ 0.9 \\ 0.0 \\ \end{array}$		p = 0.253	
$\begin{array}{ccc} p = C \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0 = C \\ 0.9 \\ 0.9 \\ 0 = 0.0 \\ 0.9 \\ 0.0 \\ 0$	9.1: Factory has rules	0.015	0.012
aults workers 0.0 0.0 0.0 0.0 0.0 0.9 0.9 0.9 0.9 0.0 0.0 0.0		p = 0.757	
p = 0.0 0.0 0.0 $p = 0.0$ 0.9 0.0 0.0	9.1: Management consults workers	0.029	0.028
$\begin{array}{c} 0.0 \\ 0.0 \\ 0.09 \end{array}$ $\begin{array}{c} p = 0.0 \\ 38 \\ 38 \\ 0.0 \end{array}$		$p = 0.000^{***}$	
D = C 0.9 $D = 0.0$ 0.0 0.0	9.1: Must obey orders	0.004	0.001
0.9 p = 0.0 38 38 0.0		p = 0.757	p = 1.000
p = 0.0	Constant	0.954	0.951
38			
0.0	Observations	389	389
	Adjusted \mathbb{R}^2	0.054	0.056
	N - 4 - 7	***	*** 1000/ 11*

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

			Depende	$Dependent\ variable:$		
	Buildi	Building safety	Fire/elect	Fire/electricity safety	Healthy wor	Healthy work environment
	0	STO	0	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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 $= 0.000$	$\begin{array}{c} 0.021 \\ 5 - 0.951 \end{array}$	0.087	0.085	0.001 = 0.073	0.034 ≈ -0.196
Experience in sector (vrs)	p = 0.330 -0.0005	p = 0.331 -0.001	p = 0.001 -0.001	p = 0.001 -0.002	p = 0.912 - 0.002	p = 0.130 - 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	9	p = 0.593	4	p = 0.382	4
9.1: Factory has rules	0.006	-0.006	0.010	-0.009	-0.006	-0.021
01. Managamont gongulta moulons	p = 0.791	p = 0.777	p = 0.080	p = 0.713	p = 0.784	p = 0.358
VIII INTERIOR CONSTITUTO WOLVES	0.032	p = 0.130	0.000	0 = 0.815	0.050 0.083	0 = 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 \mathbb{R}^2	0.131	0.005	0.179	0.038	0.184	0.007

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

No fa Gender: female	.i.:				11 14 11	
NG	Building	Building safety	Fire/electricity safety	ricity satety	Healtny work	Healthy work environment
No	STO	S'	0	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
\$	-0.033	-0.031	-0.017	-0.019	0.027	0.024
o,	p = 0.497	p = 0.776	p = 0.523	p = 0.607	p = 0.230	p = 0.223
Age	0.003	0.003	-0.0003	-0.001	0.0003	-0.0001
	$p = 0.000^{***}$	p = 0.102	p = 0.745	p = 0.872	p = 0.470	p = 1.000
Years of schooling	-0.005	-0.004	-0.002	-0.002	-0.004	-0.005
d	p = 0.240	p = 0.515	p = 0.477	p = 0.743	$p = 0.000^{***}$	p = 0.147
Ever married	0.028	0.026	0.093	0.083	0.026	0.027
d	p = 0.250	p = 0.398	p = 0.222	p = 0.385	p = 0.240	p = 0.252
Experience in sector (yrs)	-0.0005	-0.001	-0.010	-0.010	-0.005	-0.005
	$p = 0.000^{***}$	p = 0.272	$p = 0.000^{***}$	p = 0.104	p = 0.502	p = 0.110
Tenure at factory (yrs)	900.0-	-0.004	0.003	0.005	0.003	0.001
d	p = 0.250	p = 0.390	p = 0.490	p = 0.627	p = 0.732	p = 1.000
7.1: position helper/lineman	0.018	0.025	-0.029	-0.020	-0.017	-0.025
d	p = 0.497	p = 0.737	p = 0.477	p = 1.000	p = 0.000***	p = 0.265
7.1: position operator	-0.002	-0.0002	-0.004	-0.003	-0.013	-0.016
d	p = 0.747	p = 1.000	p = 0.745	p = 0.864	p = 0.470	p = 0.520
Factory code 63	-0.019		-0.038		0.019	
= d	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.000***	
Factory code 90	200.0		-0.024		-0.024	
	p = 0.497		p = 0.268		p = 0.230	
9.1: Factory has rules	0.010	0.008	0.023	0.016	-0.025	-0.024
ď	p = 0.490	p = 0.733	p = 0.490	p = 0.748	$p = 0.000^{***}$	p = 0.513
9.1: Management consults workers	0.038	0.035	0.006	0.003	-0.009	-0.005
= d	$p = 0.000^{***}$	p = 0.252	p = 0.745	p = 1.000	$p = 0.000^{***}$	p = 0.515
9.1: Must obey orders	-0.030	-0.030	-0.082	-0.090	-0.039	-0.043
d	p = 0.257	p = 0.493	p = 0.268	p = 0.395	$p = 0.000^{***}$	p = 0.492
Constant	0.943	0.924	0.991	0.977	1.006	1.035
= d	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$Adjusted R^2$	0.010	0.012	0.045	0.046	0.017	0.009

Note:

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

			Dependen	$Dependent\ variable:$		
	Buildii	Building safety	Fire/elect	Fire/electricity safety	Healthy work	Healthy work environment
) No factory FEs	$OLS \\ \text{With factory FEs}$	C No factory FEs	$OLS \\ \text{With factory FEs}$	O. No factory FEs	$OLS \\ \text{With factory FEs}$
	(1)	(2)	(3)	(4)	(2)	(9)
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 $= 0.707$	0.005 - 0.768	0.023 $= 0.178$	0.032 - 0.067*	-0.023 $= 0.131$	-0.023 $= 0.144$
9.2: Supervisor will side with me (numeric)	p = 0.131	p = 0.003	P = 0.176 -0.002	P = 0.006	p = 0.131 0.002	p = 0.144 -0.004
4	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
0.9. Sunamison enouls ononly (numania)	$p = 0.037^{**}$	$p = 0.044^{**}$	p = 0.210	p = 0.142	p = 0.462	p = 0.921
9.2. Supervisor speaks openly (numeric)	-0.031 $p = 0.011**$	0.052 0.065	0.012	0.024 $p = 0.082*$	-0.012 $p = 0.315$	0.003 $p = 0.478$
9.2: I get fair salary (numeric)	0.019	0.017	0.011		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					0.0002	
Voore of cohooling	p = 0.049	p = 0.042	p = 0.493	p = 0.970	p = 0.903	p = 0.450
rears of schooling	p = 0.704	0.003	0.001 $p = 0.726$	0.003 0.062	0.003	$v = 0.035^*$
Ever married	-0.003		0.090		-0.0001	
	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
7 1. monition encounter	p = 0.693	p = 0.632	p = 0.478	p = 0.444	p = 0.265	p = 0.727
r.i. postuon operator	0.012	-0.0003	-0.002	-0.007	0.003 0.057	-0.014 $n = 0.654$
Factory code 13						
	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	0	p = 0.552	0	p = 0.559	i I
Constant	0.921 0.000***	0.883 $0.000***$	0.998	0.833	0.847	0.789
Obcompetions				000		
Adjusted $ m R^2$	0.150	0.022	0.161	0.023	0.184	0.007
Note:					* p<0.1; **	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depender	$Dependent\ variable:$		
	Buildi	Building safety	Fire/elect	Fire/electricity safety	Healthy work	Healthy work environment
		OLS		OCS		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	0.028	0.030	-0.040	-0.036	0.018	0.011
	p = 0.522	p = 0.127	p = 0.488	p = 0.653	p = 0.516	p = 0.872
9.2: Supervisor doesn't use bad lang (numeric)	-0.005				-0.028	-0.023
9.2: Supervisor will side with me (numeric)	p = 0.768 0.011	$p = 0.882 \\ 0.011$	p = 0.488 0.001	p = 0.618 0.001	0.000 = 0.237	p = 0.303
	p = 0.522	p = 0.383	p = 0.743	p = 0.867	p = 0.516	p = 0.629
9.2: Respect supervisor (numeric)	-0.032	-0.031	-0.059	-0.059	-0.008	0.011
	$p = 0.000^{***}$	p = 0.128	p = 0.246	p = 0.256	p = 0.516	p = 0.744
9.2: Supervisor speaks openly (numeric)	0.027 0.000	-0.028 $p = 0.251$	0.008 $p = 0.246$	0.005 $p \equiv 0.118$	-0.007	-0.004 0.771
9.2: I get fair salary (numeric)	0.012	0.010		0.016	0.004	0.009
	p = 0.257	p = 0.369	p = 0.242	p = 0.247	p = 0.243	p = 0.119
Gender: female	-0.036	-0.034	-0.027	-0.027	0.029	0.024
· · · · · · · · · · · · · · · · · · ·	p = 0.522	p = 0.758	p = 0.488	p = 0.750	$p = 0.000^{***}$	p = 0.229
Age	0.003	0.003 $r = 0.377$	-0.001 ≈ -0.742	-0.001	-0.0001 $z = 0.750$	-0.001 $z = 0.618$
Years of schooling	0.000 - 0.005	p = 0.21	p = 0.145 -0.002	p = 0.01	p = 0.03	p = 0.016
0	p = 0.522	p = 0.488	p = 0.501	p = 0.739	p = 0.000***	p = 0.113
Ever married	0.033	0.033		0.099	0.025	0.025
	$\mathrm{p}=0.503$	p = 0.371	p = 0.255	p = 0.377	p = 0.259	p = 0.104
Experience in sector (yrs)	-0.0003	-0.0004	-0.009	-0.009	-0.005	-0.005
	p = 0.246	p = 0.514	p = 0.255	p = 0.116	p = 0.502	p = 0.390
Tenure at factory (yrs)	-0.004 $z = 0.004$	-0.004 ~ -0.954	$0.004 \\ \sim -0.407$	$\begin{array}{c} 0.006 \\ \sim -0.613 \end{array}$	0.004 ≈ -0.950	$0.002 \\ 5 - 1000$
7.1: position helper/lineman	p = 0.303 0.021	p = 0.334	p = 0.431 -0.032	p = 0.012 - 0.022	p = 0.239 - 0.023	p = 1.000 - 0.028
	p = 0.522	p = 0.748	p = 0.501	p = 0.631	$p = 0.000^{***}$	p = 0.278
7.1: position operator	0.001	0.002	-0.006	-0.003	-0.020	-0.022
But our rodo 63	p = 0.768	p = 1.000	p = 0.501	p = 0.751	$p = 0.000^{***}$	p = 0.131
ractory code of	0 = 0.503		0 = 0.497		0.000 0.243	
Factory code 90	0.011		-0.004		-0.037	
	p = 0.768		p = 0.743		$p = 0.000^{***}$	
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
$ m Adjusted~R^2$	0.019	0.024	0.038	0.041	0.017	0.008
Note:					* p<0.1; ** CI	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

Buil No factory FEs (1) 9.2: Supervisor respects me (disagree dummy) -0.004	Building safety	r safaty	i			
		Sparcy	Fire/elect:	Fire/electricity safety	Healthy wor	Healthy work environment
		OLS With footomy PPs		OLS With footom: PE		OLS
	ctory r Es	with factory fes	NO factory FES	With factory FES	NO factory fes	With factory FE:
	(1)	(7)	(c)	(4)	(0)	(0)
	-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.	-0.048	-0.052	-0.082	-0.098	0.025	-0.040
p=0.9. Sunomison will side with me (discount dummer)	p = 0.260	p = 0.230	p = 0.084	$p = 0.040^{\circ}$	p = 0.553	p = 0.361
Supervisor win side with the (disagree duffility)	-0.011 $n = 0.552$	-0.006	0.015		-0.004 0.836	-0.001 $= 0.957$
9.2: Respect supervisor (disagree dummy) 0.0 .	-0.024	P = 0.022 0.022	-0.003	F = 0.925	P = 0.024	P = 0.351 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) 0.0	0.052		-0.005	-0.030	-0.013	-0.044
d	$= 0.032^{**}$	p = 0.116	p = 0.865	p = 0.270	p = 0.568	$p = 0.072^*$
9.2: I get fair salary (disagree dummy) -0	-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	-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 0.0	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	-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 .	-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 .	-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	-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 0.0	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 0.0	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 0.0	090.0		-0.027		0.075	
	p = 0.381		p = 0.721		p = 0.265	
Factory code 63 0.0	0.063		-0.059		0.113	
	p = 0.366		p = 0.446		$p = 0.095^*$	
Factory code 90 0.0	0.078		-0.050		0.062	
= d	p = 0.256		p = 0.519		p = 0.357	
Constant 0.8	0.863	0.860	0.974	0.849	0.900	0.874
0 = d	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
	888	888	888	888	888	888
Adjusted \mathbb{R}^2 0	0.141	0.013	0.158	0.017	0.184	0.008

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

			Dependen	$Dependent\ variable:$		
	Buildi	Building safety	Fire/elect1	Fire/electricity safety	Healthy work	Healthy work environment
		STO		STO		OLS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	0.003	-0.003	0.141	0.139	0.074	0.085
	p = 0.754	p = 1.000	$p = 0.000^{***}$	p = 0.153	$p = 0.000^{***}$	p = 0.133
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.038	-0.035	-0.142	-0.146	-0.057	-0.064
	p = 0.489	p = 0.865	$p = 0.000^{***}$	p = 0.598	$p = 0.000^{***}$	p = 0.125
9.2: Supervisor will side with me (disagree dummy)	-0.007	-0.008	0.012	0.012	-0.016	-0.015
	p = 0.489	p = 0.763	p = 0.510	p = 0.388	p = 0.479	p = 0.628
9.2: Respect supervisor (disagree dummy)	0.016	0.015	-0.028	-0.030	0.013	0.015
	p = 0.754	p = 0.865	p = 0.486	p = 0.882	p = 0.483	p = 0.366
9.2: Supervisor speaks openly (disagree dummy)	0.035	0.037	0.001	0.002	-0.015	-0.019
	p = 0.512	p = 0.360	p = 0.744	p = 1.000	p = 0.737	p = 0.867
9.2: I get fair salary (disagree dummy)	-0.021	-0.018	-0.020	-0.023	0.001	-0.006
	p = 0.512	p = 0.623	p = 0.510	p = 0.355	p = 0.737	p = 0.499
Gender: female	-0.035	-0.034	-0.019	-0.021	0.028	0.025
	p = 0.507	p = 0.766	p = 0.510	p = 0.734	$p = 0.000^{***}$	p = 0.241
Age	0.003	0.003	-0.0005	-0.001	0.0001	-0.0003
	$p = 0.000^{***}$	p = 0.115	p = 0.744	p = 0.884	p = 0.737	p = 0.866
Years of schooling	-0.004	-0.004	-0.001	-0.001	-0.004	-0.004
	p = 0.242	p = 0.489	p = 0.486	p = 0.616	p = 0.225	p = 0.128
Ever married	0.036	0.035	0.109	0.102	0.026	0.027
	p = 0.247	p = 0.396	$p = 0.000^{***}$	p = 0.369	p = 0.225	p = 0.237
Experience in sector (yrs)	-0.0003	-0.0005	-0.009	-0.009	-0.005	-0.005
	p = 0.265	p = 0.127	p = 0.234	p = 0.122	p = 0.483	p = 0.284
Tenure at factory (yrs)	-0.005	-0.004	0.004	0.005	0.003	0.001
	p = 0.512	p = 0.376	p = 0.492	p = 0.627	p = 0.479	p = 1.000
7.1: position helper/lineman	0.022	0.026	-0.038	-0.029	-0.019	-0.025
	p = 0.507	p = 0.606	p = 0.486	p = 0.756	$p = 0.000^{***}$	p = 0.103
7.1: position operator	0.003	0.005	-0.008	-0.005	-0.013	-0.016
	p = 0.754	p = 0.877	p = 0.744	p = 1.000	p = 0.225	p = 0.374
Factory code 63	-0.009		-0.032		0.010	
	p = 0.512		p = 0.492		$p = 0.000^{**}$	
Factory code 90	0.010		-0.020		-0.026	
	p = 0.512		p = 0.258		$p = 0.000^{***}$	
Constant	0.947	0.934	0.969	0.953	0.998	1.022
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{\circ}$	$p = 0.000^{**}$	$p = 0.000^{**}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$ m Adjusted~R^2$	-0.00002	0.004	0.022	0.024	0.017	0.013

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

ulding safety OLS Es With factory FEs No fa (2) (2) 0.021 $p = 0.044**$ $p = 0.044**$ $p = 0.045$ $p = 0.045$ $p = 0.015$ $p = 0.038**$ $p = 0.195$ $p = 0.195$ $p = 0.195$ $p = 0.003$ $p = 0.195$ $p = 0.003$ $p = 0.003$ $p = 0.195$ $p = 0.003$			
OLS (1) (2) Good supervisor rship (index) 0.014 0.021 fer: female 0.014 0.021 fer: female 0.016 0.015 fer: female 0.004 0.003 female 0.004 0.003 female 0.004 0.003 married 0.001 0.003 married 0.001 0.002 me at factory (yrs) 0.005 0.001 position operator 0.001	tricity salety	Healthy wor	Healthy work environment
Good supervisor rship (index) No factory FEs (1) (2) Good supervisor rship (index) 0.014 0.021 0.014 Her: female $p = 0.176$ $p = 0.044^{**}$ 0.015 her: female $p = 0.088$ $p = 0.459$ 0.003 her: female $p = 0.040^{**}$ $p = 0.459$ 0.003 her: female $p = 0.040^{**}$ $p = 0.459$ $p = 0.459$ her: female $p = 0.040^{**}$ $p = 0.459$ $p = 0.459$ her: female $p = 0.040^{**}$ $p = 0.459$ $p = 0.038^{**}$ her: female $p = 0.040^{**}$ $p = 0.038^{**}$ $p = 0.198$ her: female $p = 0.040^{**}$ $p = 0.198$ $p = 0.198$ $p = 0.198$ here: female $p = 0.069$ $p = 0.198$ $p = 0.198$ $p = 0.198$ her: female $p = 0.289$ $p = 0.198$ $p = 0.198$ $p = 0.198$ her: female $p = 0.289$ $p = 0.149$ $p = 0.149$ $p = 0.149$ $p = 0.149$ her: female $p = 0.149$ $p = 0.149$	OLS	9	OLS
Good supervisor rship (index) 0.014 0.021 Good supervisor rship (index) 0.014 0.021 her: female 0.0176 $p = 0.044^{**}$ her: female 0.004 0.015 her: female $p = 0.988$ $p = 0.459$ her: female 0.004 0.003 her: female 0.001 0.003 her: female 0.001 0.003 her: female 0.003 0.003 her: fem	With factory FEs	No factory FEs	With factory FEs
Good supervisor rship (index) 0.014 0.021 ler: female -0.0003 0.015 ler: female -0.0003 0.015 ler: female -0.0004 0.003 ler: female 0.004 0.003 ler: female 0.004 0.003 ler: female 0.004 0.003 ler: female 0.003 0.000 ler: female 0.003 0.003 ler: female 0.003 0.003 ler: female 0.003 </th <th>(4)</th> <th>(5)</th> <th>(9)</th>	(4)	(5)	(9)
her: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.019	0.012	0.019
ler: female -0.0003 0.015 $p = 0.988 p = 0.459$ $0.004 0.003$ s of schooling $p = 0.040^{**}$ $p = 0.038^{**}$ $-0.001 0.003$ $p = 0.699 p = 0.195$ $0.001 p = 0.023$ prience in sector (yrs) $p = 0.809 p = 0.312$ $-0.001 p = 0.312$ $-0.001 p = 0.312$ $-0.001 p = 0.002$ prience in sector (yrs) $p = 0.289 p = 0.560$ prosition helper/lineman $p = 0.228 p = 0.003$ position operator $p = 0.015 p = 0.038$ position operator $p = 0.015 p = 0.038$ prix code 13 $p = 0.749 p = 0.933$ prix code 63 $p = 0.289 p = 0.933$ prix code 63 $p = 0.289 p = 0.935$ prix code 63 $p = 0.335$ prix code 63 $p = 0.335$ prix code 63 $p = 0.260$	p = 0.104	p = 0.247	$p = 0.069^*$
p = 0.988 p = 0.459 0.0040.003s of schooling $p = 0.040^{**}$ $p = 0.038^{**}$ married0.001 $p = 0.195$ married $p = 0.699$ $p = 0.195$ p = 0.001 $p = 0.003$ srience in sector (yrs) $p = 0.969$ $p = 0.132$ re at factory (yrs) $p = 0.809$ $p = 0.560$ p = 0.001 $p = 0.002$ p = 0.001 $p = 0.001$ p = 0.001 $p = 0.001$ p = 0.015 $p = 0.001$ p = 0.015 $p = 0.001$ p = 0.010 $p = 0.001$ p = 0.010 $p = 0.003$ p = 0.007 $p = 0.003$ p = 0.007 $p = 0.003$ p = 0.007 $p = 0.007$ p = 0.007	-0.004	-0.009	0.009
s of schooling $p = 0.040^{**}$ $p = 0.038^{**}$ a of schooling $p = 0.040^{**}$ $p = 0.038^{**}$ married $p = 0.699$ $p = 0.195$ married $p = 0.001$ $p = 0.195$ reience in sector (yrs) $p = 0.969$ $p = 0.132$ p = 0.001 $p = 0.002$ $p = 0.560$ re at factory (yrs) $p = 0.228$ $p = 0.560$ position helper/lineman $p = 0.228$ $p = 0.730$ position operator $p = 0.672$ $p = 0.638$ position operator $p = 0.749$ $p = 0.638$ p = 0.749 $p = 0.933$ ory code 0.0073 $p = 0.289$ ory code 0.00	p = 0.873	p = 0.657	p = 0.677
$\begin{array}{lll} p = 0.040^{} & p = 0.038^{} \\ -0.001 & 0.003 \\ p = 0.699 & p = 0.195 \\ 0.001 & 0.023 \\ p = 0.969 & p = 0.132 \\ -0.001 & -0.002 \\ p = 0.809 & p = 0.560 \\ -0.005 & -0.001 \\ p = 0.228 & p = 0.530 \\ 0.015 & p = 0.730 \\ 0.016 & p = 0.672 & p = 0.638 \\ 0.010 & -0.003 \\ p = 0.749 & p = 0.638 \\ 0.010 & -0.003 \\ p = 0.749 & p = 0.933 \\ 0.073 & p = 0.289 \\ 0.067 & p = 0.335 \\ 0.078 & p = 0.260 \\ 0.825 & 0.825 \\ \end{array}$	0.0002	0.0001	0.001
an $\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.931	p = 0.971	p = 0.487
an $\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.000 0.057 *	0.0002 0.933	0.036
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		0.002	0.036
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$p = 0.001^{***}$	p = 0.925	p = 0.114
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.002	-0.002	-0.001
y (yrs) -0.005 -0.001 C C -0.001 0.015 0.015 0.016 0.016 0.016 0.016 0.016 0.016 0.003 0.010 0.010 0.003 0.073 0.073 0.073 0.067 0.067 0.067 0.067 0.067 0.067 0.089 0.067 0.089 0.089 0.089 0.089 0.089 0.089 0.089 0.089 0.089 0.089 0.089 0.089 0.089 0.089	p = 0.477	p = 0.383	p = 0.780
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.001	0.004	0.003
per/lineman 0.015 -0.016 $-$ rator $p = 0.672$ $p = 0.638$ $p = 0.010$ -0.003 $-$ p = 0.749 $p = 0.933$ $p = 0.073$ $p = 0.289$ 0.067 $p = 0.289$ 0.067 $p = 0.289$ $p = 0.067$ $p = 0.260$ $p = 0.825$ $p = 0.825$	p = 0.793	p = 0.296	p = 0.383
erator $\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.031	0.038	-0.014
erator 0.010 -0.003 $ 0.073$ $p = 0.749$ $p = 0.933$ $p = 0.073$ $p = 0.289$ 0.067 $p = 0.335$ $p = 0.078$ $p = 0.260$ $p = 0.825$ $p = 0.825$	p = 0.422	p = 0.262	p = 0.681
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.007	0.008	-0.016
$\begin{array}{c} 0.073 \\ p = 0.289 \\ 0.067 \\ p = 0.335 \\ 0.078 \\ p = 0.260 \\ 0.823 \\ \end{array}$	p = 0.852	p = 0.794	p = 0.601
$\begin{array}{c} p = 0.289 \\ 0.067 \\ 0.067 \\ 0.078 \\ 0.260 \\ 0.823 \\ 0.825 \\ \end{array}$		0.076	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.255	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		0.108	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.108	
0.823 0.825		0.030	
	0.845	0.887	0.857
$p = 0.000^{***}$ $p = 0.000^{***}$ $p = 0.000^{***}$	p = 0.000***	p = 0.000***	p = 0.000***
888 888	888	888	888
Adjusted R^2 0.131 0.006 0.159	0.015	0.184	0.006

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

			Depende	$Dependent\ variable:$		
	Buildir	Building safety	Fire/elect	Fire/electricity safety	Healthy worl	Healthy work environment
	9	STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	90000	0.008	0.004	0.010	-0.010	-0.008
2 5	p = 0.508	p = 0.593	p = 0.492	p = 0.341	p = 0.259	p = 0.142
Gender: temale	-0.033 $n = 0.512$	-0.033 $n = 0.762$	-0.020	-0.024 $n = 0.773$	0.026	0.022 $n = 0.120$
Age	0.003	0.003	-0.001	-0.001	0.0002	-0.0004
	p = 0.000***	p = 0.136	p = 0.770	p = 0.882	p = 0.747	p = 0.741
Years of schooling	-0.005	-0.004	-0.001	-0.001	-0.003	-0.005
	p = 0.252	p = 0.257	p = 0.524	p = 0.621	$p = 0.000^{***}$	p = 0.127
Ever married	0.036	0.033	0.106	0.098	0.027	0.027
	p = 0.248	p = 0.384	p = 0.246	p = 0.364	p = 0.258	p = 0.115
Experience in sector (yrs)	-0.0004		***************************************	-0.009	-0.005	
	p = 0.000	p = 0.265	p = 0.000	p = 0.128	p = 0.517	p = 0.216
Tenure at factory (yrs)	-0.005	-0.003	0.005	0.006	0.004	0.002
	p = 0.508	p = 0.373	p = 0.492	p = 0.765	p = 0.488	p = 1.000
7.1: position helper/lineman	0.016	0.022	-0.041	-0.033	-0.021	-0.028
	p = 0.512	p = 0.753	p = 0.524	p = 1.000	$p = 0.000^{***}$	p = 0.269
7.1: position operator	-0.002	-0.0004	-0.012	-0.010	-0.018	-0.022
	p = 0.760	p = 0.876	p = 0.770	p = 0.874	$p = 0.000^{***}$	p = 0.127
Factory code 63	-0.016		-0.035		0.008	
- -	p = 0.508		p = 0.492		p = 0.230	
ractory code 90	0.002		-0.038		-0.035	
	p = 0.700	700	p = 0.240	0 00	p = 0.000	010
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<0.1; **p<0.05; ***p<0.01
						Justered by factory.

Note:

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

			Depende	Dependent variable:		
	Buildi	Building safety	Fire/elect	Fire/electricity safety	Healthy wor	Healthy work environment
	0	OLS)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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		-0.001 $= 0.650$		0.0001 $r = 0.025$	
Years of schooling	p = 0.033 -0.001	p = 0.030	p=0.059 0.0002	p = 0.700	p = 0.955 - 0.0001	p = 0.400 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 -0.85	-0.001	-0.002	-0.002	-0.001 $= 0.704$
Tenure at factory (vrs)	p = 0.030	p = 0.003	p = 0.022 -0.001	p = 0.450	p = 0.932	p = 0.134
	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	
F. at a 2013 69	p = 0.284		p = 0.838		p = 0.244	
ractory code to	5.000		-0.033 $= 0.473$			
Factory code 90	p = 0.342		p = 0.412 -0.043		p = 0.107	
	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
$\overline{ ext{Adjusted R}^2}$	0.131	0.007	0.178	0.037	0.183	0.007
Note:					* p<0.1; *	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent \ variable:$		
	Buildi	Building safety	${ m Fire/elect}$	Fire/electricity safety	Healthy worl	Healthy work environment
		STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.002	-0.0001	-0.015	-0.010	-0.020	-0.020
	p = 0.496	p = 1.000	p = 0.501	p = 0.626	p = 0.233	p = 0.126
Gender: female	-0.032	-0.031	-0.016	-0.018	0.029	0.026
	p = 0.495	p = 0.720	p = 0.529	p = 0.755	p = 0.250	p = 0.235
Age	0.003	0.003	-0.0003	-0.0005	0.0004	-0.00005
	$p = 0.000^{***}$	p = 0.128	p = 0.777	p = 0.869	p = 0.751	p = 0.878
Years of schooling	-0.005	-0.004	-0.003	-0.002	-0.004	-0.005
	p = 0.252	p = 0.500	p = 0.524	p = 0.609	$p = 0.000^{***}$	p = 0.104
Ever married	0.028	0.026	0.000	0.081	0.023	0.022
	p = 0.253	p = 0.386	p = 0.248	p = 0.500	p = 0.268	p = 0.264
Experience in sector (yrs)	-0.0004	-0.001	-0.009	-0.009	-0.005	-0.005
	p = 0.253	p = 0.228	$p = 0.000^{***}$	p = 0.366	p = 0.501	p = 0.246
Tenure at factory (yrs)	-0.006	-0.004	0.003	0.005	0.003	0.0004
	p = 0.496	p = 0.355	p = 0.501	p = 0.633	p = 0.751	p = 1.000
7.1: position helper/lineman	0.017	0.025	-0.032	-0.021	-0.021	-0.028
	p = 0.495	p = 0.770	p = 0.524	p = 0.873	$p = 0.000^{***}$	p = 0.234
7.1: position operator	-0.003	-0.0003	-0.009	-0.006	-0.020	-0.023
	p = 0.748	p = 1.000	p = 0.777	p = 1.000	$p = 0.000^{***}$	p = 0.383
Factory code 63	-0.020		-0.044		0.010	
	p = 0.496		p = 0.248		p = 0.250	
Factory code 90	0.007		-0.028		-0.029	
	p = 0.505	4	p = 0.000	4	p = 0.000	
9.1: Factory has rules	0.009	0.008		0.010		-0.034
O 1. Monomone and consent to	p = 0.748	p = 1.000	p = 0.501	p = 0.742	p = 0.000	p = 0.504
9.1. Management consuits workers	***0000 — d		0.003 777 0 — d	0.0004 -1000	.	-0.010
9 1: Must obey orders	p = 0.000	p = 0.291	P = 0.111	000:T — d	p — 0.000 —0.056	F — 0.955
	p = 0.496	p = 0.738	p = 0.253	p = 0.511	***00000 = a	p = 0.241
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

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

			Depende	$Dependent \ variable:$		
	Working he	Working hours/overtime	Product	Production target	Behaviour o	Behaviour of management
)	STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.019	290.0-	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
	$p = 0.000000^{***}$	$p = 0.00003^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.0002^{***}$	$p = 0.00001^{***}$
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
$ m Adjusted~R^2$	0.139	0.031	0.053	0.063	0.137	0.103
Note:					* p<0.1; *	'p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Dependes	$Dependent\ variable:$		
	Working ho	Working hours/overtime	Product	Production target	Behaviour of	Behaviour of management
	0	STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	0.011	-0.014	0.008	0.005	0.048	0.042
	p = 0.748	p = 1.000	p = 0.759	p = 1.000	p = 0.742	p = 0.882
Age	0.007	0.004	-0.001	-0.002	-0.002	-0.002
	p = 0.257	p = 0.366	p = 0.759	p = 1.000	p = 0.484	p = 0.876
Years of schooling	0.007	-0.004	0.009	0.005	0.010	0.013
	p = 0.493	p = 0.623	p = 0.257	p = 0.480	p = 0.484	p = 0.503
Ever married	-0.064	-0.042	-0.018	0.010	-0.045	-0.088
	p = 0.512	p = 0.754	p = 0.759	p = 0.886	p = 0.236	p = 0.126
Experience in sector (yrs)	-0.004	-0.002	0.009	0.009	0.007	0.007
	p = 0.493	p = 0.739	p = 0.517	p = 0.485	p = 0.494	p = 0.750
Tenure at factory (yrs)	0.012	-0.012	0.005	-0.005	-0.009	-0.0005
	p = 0.493	p = 0.107	p = 0.499	p = 0.496	p = 0.494	p = 1.000
7.1: position helper/lineman	0.063	-0.019	-0.024	-0.067	-0.044	-0.0004
	p = 0.512	p = 0.895	p = 0.759	p = 0.499	p = 0.742	p = 0.866
7.1: position operator	-0.009	-0.037	-0.045	-0.056	-0.146	-0.140
	p = 0.748	p = 0.870	p = 0.502	p = 0.742	p = 0.484	p = 0.890
Factory code 63	0.196		0.144		-0.180	
	p = 0.000***		p = 0.257		p = 0.236	
Factory code 90	-0.174		0.015		-0.108	
	$p = 0.000^{***}$		p = 0.517		$p = 0.000^{***}$	
9.1: Factory has rules	-0.126	-0.106	-0.252	-0.229	-0.190	-0.224
	p = 0.512	p = 0.876	$p = 0.000^{***}$	p = 0.232	p = 0.248	p = 0.119
9.1: Management consults workers	-0.197	-0.165	-0.229	-0.212	-0.151	-0.168
	p = 0.257	p = 0.395	$p = 0.000^{***}$	p = 0.499	$p = 0.000^{***}$	p = 0.127
9.1: Must obey orders	-0.148	-0.174	-0.230	-0.218	-0.360	-0.395
	p = 0.512	p = 0.633	p = 0.257	p = 0.243	p = 0.236	p = 0.148
Constant	0.187	0.444	0.375	0.477	1.009	0.937
	p = 0.512	p = 0.498	$p = 0.000^{***}$	p = 0.268	p = 0.248	$p = 0.000^{***}$
Observations Adjusted B ²	389	389	389	389	389	389
ar magnification)	1)))	>

Note:

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

			Depende	Dependent variable:		
	Working he	Working hours/overtime	Product	Production target	Behaviour or	Behaviour of management
		STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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			0.097	
9. Besnert supervisor (numeric)	p = 0.772	p = 0.760 -0.014	p = 0.065	$p = 0.065^{\circ}$	p = 0.00000 — -0.065	p = 0.00000 = 0.000000
or receptor adoctors	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		0.026		0.087	760.0
	$p = 0.002^{***}$	$p = 0.0002^{***}$	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	900.0	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	-0.072	-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	$p = 0.030^{**}$	$p = 0.063^{\circ}$
Factory code 13						
Doctors and 69	p = 0.444		p = 0.725		p = 0.075	
ractory code 05	- 1		0.247 n — 0.076*		-0.348 $-0.14*$	
Factory code 90	0.026					
	p = 0.850		p = 0.323		$p = 0.055^*$	
Constant	-0.285	-0.053	-0.627	-0.369		-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<0.1; **p<0.05; ***p<0.01 Clustered by factory.
						,

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

			Dependen	$Dependent\ variable:$		
	Working h	Working hours/overtime	Product	Production target	Behaviour of	Behaviour of management
		OCS		STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(2)	(9)
9.2: Supervisor respects me (numeric)	-0.058	-0.090	-0.006	-0.016	-0.090	-0.079
	p = 0.223	p = 0.256	p = 0.749	p = 0.623	p = 0.518	p = 0.126
9.2: Supervisor doesn't use bad lang (numeric)	0.041 $r = 0.293$	0.041 $r = 0.195$	0.075 - 0.519	0.055 $5 - 0.758$	0.154 $5 - 0.000$	$0.158 \\ n = 0.115$
9.2: Supervisor will side with me (numeric)	P = 0.223 -0.018	P = 0.125 - 0.022	p = 0.912 -0.010	p = 0.009	p - 0.000 0.075	0.076
•	p = 0.482	p = 0.755	p = 0.499	p = 0.744	p = 0.260	p = 0.139
9.2: Respect supervisor (numeric)		-0.045				-0.068
9.2: Supervisor speaks openly (numeric)	p = 0.000	p = 0.505 0.115	$p = 0.000^{23}$ 0.037	p = 0.110 0.048	p = 0.521 0.129	p = 0.352 0.121
	p = 0.223	p = 0.271	p = 0.487	p = 0.366	p = 0.260	p = 0.250
9.2: I get fair salary (numeric)	0.102	0.115	0.058	0.054	0.034	0.031
•	$p = 0.000^{**}$	p = 0.127	$p = 0.000^{***}$	p = 0.368	p = 0.261	p = 0.123
Gender: Iemale	-0.023	-0.032	-0.041	-0.028	$0.015 \\ = 0.770$	0.016 - 0.07
Age	p = 0.140	p = 0.814 0.004	p = 0.467 -0.002	p = 1.000 -0.001	p = 0.013	p = 0.873 -0.004
000	p = 0.259	p = 0.489	p = 0.749	p = 0.740	p = 0.519	p = 0.748
Years of schooling	0.009		0.012	0.008	0.013	0.016
	$p = 0.000^{***}$	p = 0.759	p = 0.237	p = 0.390	p = 0.261	p = 0.396
Ever married	-0.060	-0.026	-0.003	0.038	-0.009	-0.026
	p = 0.258	p = 0.643	p = 0.749	p = 0.863	p = 0.779	p = 0.860
Experience in sector (yrs)	-0.006	-0.004	0.004		0.003	0.002
E	p = 0.482	p = 0.758	p = 0.499	p = 0.509	p = 0.779	p = 0.875
lenure at factory (yrs)	0.011 $r = 0.489$	0.00	0.008 $r = 0.487$	-0.002 $= 1.000$	-0.003 $r = 0.779$	$0.003 \\ r = 0.754$
7.1: position helper/lineman	5.5 - 4	F = 0.015	0.050		0.010	P = 0.041
	p = 0.259	p = 0.874	p = 0.250	p = 0.119	p = 0.779	p = 1.000
7.1: position operator	0.029			0.013	-0.061	-0.050
Factory code 63	p = 0.517 0.208	p = 0.863	p = 0.749 0.210	p = 1.000	p = 0.519 -0.095	p = 0.889
•	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.044		0.108		-0.005	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.779	
Constant	-0.338	-0.096	-0.820	-0.631	-0.019	-0.120
	p = 0.223	p = 0.266	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.779	p = 0.515
Observations	389	389	389	389	389	389
$ m Adjusted~R^2$	0.178	0.142	0.110	0.088	0.232	0.231
Note:					* p<0.1; ** CJ	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

	Working hours/overtime	oxertime	Drodust	D	D-1	
2)	ars/overunic	1 Ioance	ion target	benaviour o	Benaviour of management
N .		OLS		STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
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
0 9. Surrowiscor will side with me (discourse dummer)	p = 0.664	p = 0.967	p = 0.407	p = 0.483	p = 0.001	$p = 0.0004^{***}$
dupervisor will stue with fire (disagree duffing)	-0.031	-0.045	$^{**}_{0.09}$	0.074	-0.140	-0.127
9.2: Respect supervisor (disagree dummy)	P = 0.020 -0.010	P = 0.213 0.026	P = 0.005 -0.142	P = 0.029 -0.108	P = 0.002 0.141	P = 0.0009
	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		-0.074	-0.231	
	$p = 0.002^{***}$	$p = 0.0002^{***}$	$p = 0.091^*$	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: temale	-0.0L5		0.005	-0.00I	0.070	0.048
	p = 0.717	p = 0.101	p = 0.899	p = 0.973	p = 0.113	p = 0.229
Age	5.0004		-0.002	-0.002	-0.002	-0.002
Vane of cohooling	p = 0.238	p = 0.525	p = 0.400	p = 0.357	p = 0.020	p = 0.314
reals of schooling	0.000	0.003 $n = 0.304$	0.001 $n = 0.850$	0.001	0.000	0.010
Ever married	0.02.0 - 4	P = 0.93 -0.042		P = 0.512	p = 0.910	50.0 - 4
	p = 0.150	p = 0.339	p = 0.816	0 = 0.689	p = 0.798	p = 0.907
Experience in sector (yrs)	-0.010				-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		-0.063	-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				-0.273	
G - F	p = 0.978		0.000 = 0.000		p = 0.032	
ractory code 03	0.529 $r = 0.015**$				-0.570 ***0000-*	
Protour ondo 00	p = 0.015		p = 0.110		p - 0.003	
raciony code so	0.055 = 0.704					
Constant	₽ = 0.134 0.206	0.409	D = 0.440	0.510	p = 0.030	0.093
	p = 0.223	$p = 0.0003^{***}$	$p = 0.027^{**}$	$p = 0.00001^{***}$	p = 0.000***	p = 0.000***
Observations	888				888	
Adjusted \mathbb{R}^2	0.187	0.096	0.095	0.088	0.243	0.222

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

			Dependen	$Dependent\ variable:$		
•	Working hc	Working hours/overtime	Producti	Production target	Behaviour of	Behaviour of management
		STO		STO		OLS
	No factory FES	With factory FES	No factory FES	With factory FES	No factory FES	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	0.137	0.223	-0.080	-0.050	0.044	0.024
	p = 0.269	p = 0.497	p = 0.758	p = 0.765	p = 0.495	p = 0.614
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.049	-0.074	-0.076	-0.057	-0.224	-0.227
	p = 0.537	p = 0.375	p = 0.758	p = 0.865	$p = 0.000^{***}$	p = 0.260
9.2: Supervisor will side with me (disagree dummy)	-0.055	-0.052	0.004	0.002	-0.172	-0.172
	p = 0.537	p = 0.648	p = 0.758	p = 1.000	$p = 0.000^{***}$	p = 0.127
9.2: Respect supervisor (disagree dummy)	0.020	0.042	-0.146	-0.133	0.205	0.198
	$p = 0.000^{***}$	p = 0.142	$p = 0.000^{***}$	p = 0.107	p = 0.498	p = 0.254
9.2: Supervisor speaks openly (disagree dummy)	-0.146	-0.177	-0.046	-0.057	-0.266	-0.258
	p = 0.269	p = 0.139	p = 0.493	p = 0.637	p = 0.239	p = 0.250
9.2: I get fair salary (disagree dummy)	-0.263	-0.293	-0.167	-0.155	-0.123	-0.123
	$p = 0.000^{***}$	p = 0.124	p = 0.252	p = 0.353	p = 0.236	p = 0.232
Gender: female	-0.012	-0.022	-0.031	-0.023	0.031	0.030
	p = 0.744	p = 1.000	p = 0.758	p = 1.000	p = 0.734	p = 0.868
Age	900.0	0.004	-0.002	-0.002	-0.004	-0.004
	p = 0.268	p = 0.370	p = 0.758	p = 0.632	p = 0.495	p = 0.749
Years of schooling	0.008	0.0001	0.011	0.007	0.014	0.016
	p = 0.268	p = 0.865	p = 0.252	p = 0.392	p = 0.495	p = 0.492
Ever married	-0.061	-0.030	0.016	0.054	0.003	-0.014
	p = 0.475	p = 0.873	p = 0.758	p = 0.752	p = 0.475	p = 0.648
Experience in sector (yrs)	-0.005	-0.003	0.005	0.005	0.004	0.004
	p = 0.537	p = 0.603	p = 0.517	p = 0.374	p = 0.734	p = 0.615
Tenure at factory (yrs)	0.012	-0.007	0.012	-0.0001	-0.002	0.005
	p = 0.537	p = 0.397	p = 0.493	p = 1.000	p = 0.734	p = 0.630
7.1: position helper/lineman	0.064	-0.016	0.009	-0.050	-0.031	-0.002
	p = 0.475	p = 1.000	p = 0.758	p = 0.512	p = 0.734	p = 0.854
7.1: position operator	0.016	-0.012	9000	-0.013	-0.084	-0.074
	p = 0.744	p = 0.881	p = 0.758	p = 0.864	p = 0.495	p = 0.890
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 = 0.252		p = 0.495	
Constant	0.223	0.446	0.234	0.360	0.958	0.889
	p = 0.269	p = 0.272	$p = 0.000^{***}$	p = 0.239	p = 0.259	p = 0.242
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.171	0.124	0.081	0.059	0.239	0.239

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

			Depender	$Dependent\ variable:$		
	Working ho	Working hours/overtime	Product	Production target	Behaviour of	Behaviour of management
)	STO	9	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.102	0.089	0.208	0.186	0.270	0.288
Gender: female	$p = 0.00000^{***}$ -0.023	$p = 0.00002^{***}$ -0.068	$p = 0.000^{***}$ 0.001	$p = 0.000^{***}$ -0.002	p = 0.000*** 0.061	p = 0.000*** 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
Years of schooling	$p = 0.271 \\ 0.007$	p = 0.352 0.006	$p = 0.461 \\ 0.001$	$p = 0.499 \\ 0.001$	p = 0.687 0.007	$p = 0.561 \\ 0.011$
)	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 0.049**				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	
Factory code 13	p = 0.982 0.172	p = 0.756	p = 0.465 0.043	p = 0.324	$p = 0.057^{\circ}$ -0.253	$p = 0.088^{\circ}$
	p = 0.211		p = 0.756		$p = 0.074^*$	
Factory code 63	0.406		0.244		-0.344	
-	$p = 0.004^{***}$		$p = 0.077^*$		$p = 0.017^{**}$	
ractory code 90	0.030 ≈ -0.703		$\begin{array}{c} 0.112 \\ \sim -0.419 \end{array}$		-0.318	
Constant	p = 0.032	0.243	p = 0.415	0.326	p = 0.025	0.643
	p = 0.966	$p = 0.024^{**}$	p = 0.306	$p = 0.002^{***}$	$p = 0.00000^{***}$	$p = 0.000^{***}$
Observations Adjusted \mathbb{R}^2	888 0.134	888 0.026	888 0.107	888 0.096	888 0.220	888 0.199
Note:					* p<0.1; **	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent\ variable:$		
	Working he	Working hours/overtime	Produci	Production target	Behaviour o	Behaviour of management
)	STO	0	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.121	0.111	0.213	0.189	0.267	0.279
	$p = 0.000^{***}$	p = 0.257	p = 0.000***	p = 0.247	$p = 0.000^{***}$	p = 0.260
Gender: female	-0.008	-0.031	-0.022	-0.018	0.011	0.006
	p = 0.736	p = 1.000	p = 0.738	p = 0.887	p = 0.761	p = 0.875
Age	0.007	0.004	-0.002	-0.002	-0.003	-0.003
	p = 0.227	p = 0.367	p = 0.738	p = 0.743	p = 0.496	p = 0.873
Years of schooling	0.008	-0.002	0.011	900.0	0.015	0.016
	p = 0.499	p = 0.636	p = 0.243	p = 0.502	p = 0.496	p = 0.492
Ever married	-0.059	-0.021	-0.007	0.035	-0.003	-0.021
	p = 0.464	p = 1.000	p = 0.738	p = 0.866	p = 0.496	p = 0.628
Experience in sector (yrs)	-0.007	-0.005	0.004	0.004	0.002	0.001
	p = 0.499	p = 0.753	p = 0.483	p = 0.385	p = 0.761	p = 0.867
Tenure at factory (yrs)	0.014	-0.011	0.009	-0.003	0.0003	0.004
	p = 0.499	p = 0.138	p = 0.498	p = 0.763	p = 0.761	p = 0.593
7.1: position helper/lineman	0.090	-0.009	0.037	-0.027	0.010	0.031
	p = 0.464	p = 1.000	p = 0.495	p = 0.237	p = 0.761	p = 1.000
7.1: position operator	0.028	-0.009	0.030	0.009	-0.066	-0.060
	p = 0.736	p = 0.869	p = 0.738	p = 1.000	p = 0.496	p = 0.889
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 = 0.736	p = 0.481	$p = 0.000^{***}$	p = 0.482	p = 0.496	p = 0.256
Observations	389	389	389	389	389	389
$\overline{ m Adjusted~R^2}$	0.109	0.018	0.106	0.083	0.192	0.192
Note:					*p<0.1; *	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	Dependent variable:		
	Working he	Working hours/overtime	Product	Production target	Behaviour o	Behaviour of management
)	OLS)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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		-0.001	-0.001	-0.001
Years of schooling	p = 0.263 0.006	p = 0.315 0.005	p = 0.544 0.001	p = 0.634 -0.0001	p = 0.835 0.005	p = 0.787 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 $n = 0.457$	0.010	0.008 $p = 0.235$	0.001 0.889	0.006 0.006
7.1: position helper/lineman	0.097		-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	
Doctomy and R9	p = 0.233		p = 0.844		$p = 0.075^*$	
ractory code to	0.419		0.231 $- 0.06$		-0.340 $-0.17**$	
Factory code 90	P = 0.036		p = 0.000		P = 0.299 -0.299	
	p = 0.789		p = 0.404		$p = 0.035^{**}$	
9.1: Factory has rules	-0.180				-0.076	-0.084
	$p = 0.0001^{***}$	$p = 0.001^{***}$	$p = 0.00002^{***}$	$p = 0.00001^{***}$	p = 0.109	$p = 0.063^{\circ}$
9.1: Management consults workers	-0.238 $-0.003***$	-0.208 	-0.098 $r = 0.198$	-0.091 $r = 0.145$	-0.021 $r = 0.755$	-0.020
9.1: Must obey orders	F = 0.168			-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					0.727
	p = 0.400	$p = 0.001^{***}$	$p = 0.065^*$	$p = 0.00001^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adjusted R ²	888	888	888	888	888	888 0.215
Note:					* p<0.1; *	p<0.1; **p<0.05; ***p<0.01
						Clustered by factory.

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

			Depende	$Dependent\ variable:$		
	Working h	Working hours/overtime	Product	Production target	Behaviour of	Behaviour of management
		STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.120	0.101	0.214	0.188	0.242	0.252
	$p = 0.000^{***}$	p = 0.263	p = 0.000***	p = 0.128	$p = 0.000^{***}$	p = 0.244
Gender: female	-0.002	-0.024	-0.016	-0.013	0.021	0.018
	p = 0.751	p = 0.871	p = 0.726	p = 1.000	p = 0.734	p = 1.000
Age	0.007	0.004	-0.002	-0.002	-0.003	-0.003
,	p = 0.223	p = 0.372	p = 0.726	p = 0.617	p = 0.734	p = 1.000
Years of schooling	0.008	-0.003	0.012	0.006	0.014	0.015
	p = 0.486	p = 0.756	p = 0.248	p = 0.390	p = 0.487	p = 0.486
Ever married	-0.047	-0.018	0.012	0.055	-0.012	-0.028
	p = 0.265	p = 0.756	p = 0.726	p = 1.000	p = 0.258	p = 0.498
Experience in sector (yrs)	-0.007	-0.004	0.005	900.0	0.002	0.002
	p = 0.486	p = 0.617	p = 0.467	p = 0.378	p = 0.734	p = 0.867
Tenure at factory (yrs)	0.015	-0.012	0.010	-0.004	-0.002	0.002
	p = 0.486	p = 0.258	p = 0.507	p = 0.631	p = 0.734	p = 1.000
7.1: position helper/lineman	0.091	-0.006	0.027	-0.041	0.013	0.034
	p = 0.488	p = 1.000	p = 0.726	p = 0.159	p = 0.734	p = 1.000
7.1: position operator	0.031	-0.005	0.026	0.004	-0.066	-0.060
	p = 0.751	p = 1.000	p = 0.478	p = 0.854	p = 0.487	p = 0.746
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 = 0.248		$p = 0.000^{***}$	
9.1: Factory has rules	-0.073	-0.052	-0.157	-0.130	-0.082	-0.092
	p = 0.751	p = 0.865	$p = 0.000^{***}$	p = 0.108	p = 0.258	p = 0.125
9.1: Management consults workers	-0.172	-0.140	-0.185	-0.166	-0.101	-0.106
	p = 0.488	p = 0.497	$p = 0.000^{***}$	p = 0.144	$p = 0.000^{***}$	p = 0.249
9.1: Must obey orders	-0.047	-0.081	-0.050	-0.044	-0.157	-0.163
	p = 0.751	p = 0.875	p = 0.478	p = 0.605	$p = 0.000^{***}$	p = 0.247
Constant	0.073	0.364	0.174	0.329	0.781	0.740
	p = 0.751	p = 0.504	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.258	p = 0.259
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.111	0.017	0.121	0.092	0.194	0.195

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

			Depende	$Dependent \ variable:$		
	Opportuniti	Opportunities to complain	Salar	Salary/bonus	Salary pa	Salary payment date
	0	STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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	900.0
	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	900.0
	p = 0.461	$p = 0.017^{**}$	p = 0.610	p = 0.877	$\mathrm{p}=0.065^{*}$	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
$ m Adjusted~R^2$	0.138	0.071	0.131	0.068	0.248	0.028
Note:					* p<0.1; *	p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent\ variable:$		
	Opportuniti	Opportunities to complain	Salar	Salary/bonus	Salary pa	Salary payment date
	0	STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	0.107	0.101	0.096	0.057	0.024	0.028
	p = 0.491	p = 0.485	p = 0.504	p = 0.735	p = 0.506	p = 0.758
Age	-0.0002	-0.001	0.006	0.001	0.0003	0.001
	p = 0.734	p = 0.605	p = 0.478	p = 0.879	p = 0.539	p = 0.753
Years of schooling	0.010	0.008	-0.011	-0.019	-0.019	-0.016
	p = 0.243	p = 0.399	p = 0.229	p = 0.129	p = 0.278	p = 0.134
Ever married	-0.070	-0.076	-0.016	-0.063	0.100	0.081
	p = 0.000***	p = 0.284	p = 0.504	p = 0.640	p = 0.261	p = 0.376
Experience in sector (yrs)	-0.008	-0.008	-0.004	-0.001	-0.002	-0.003
	p = 0.491	p = 0.644	p = 0.478	p = 0.886	p = 0.767	p = 0.883
Tenure at factory (yrs)	0.030	0.028	0.001	-0.013	-0.004	0.004
	$p = 0.000^{***}$	p = 0.125	p = 0.504	p = 0.511	$p = 0.000^{***}$	p = 0.747
7.1: position helper/lineman	-0.148	-0.153	-0.159	-0.182	-0.171	-0.138
	p = 0.248	p = 0.399	$p = 0.000^{***}$	p = 0.237	$p = 0.000^{***}$	p = 0.152
7.1: position operator	-0.189	-0.192	-0.162	-0.184	-0.110	-0.101
	p = 0.248	p = 0.376	p = 0.478	p = 0.471	p = 0.506	p = 0.748
Factory code 63	-0.006		-0.073		-0.106	
	$p = 0.000^{***}$		p = 0.229		$p = 0.000^{***}$	
Factory code 90	-0.055		-0.384		0.005	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.767	
9.1: Factory has rules	-0.101	-0.105	-0.203	-0.237	-0.045	-0.061
	p = 0.486	p = 0.244	p = 0.484	p = 0.251	p = 0.767	p = 0.372
9.1: Management consults workers	-0.058	-0.056	-0.071	-0.062	-0.067	-0.080
	p = 0.243	p = 0.134	$p = 0.000^{***}$	p = 0.379	p = 0.506	p = 0.505
9.1: Must obey orders	-0.263	-0.275	-0.199	-0.289	0.085	0.079
	$p = 0.000^{***}$	p = 0.131	p = 0.484	p = 0.128	p = 0.261	p = 0.254
Constant	0.885	0.914	0.867	1.047	1.054	0.970
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.229	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted $ m R^{z}$	0.069	0.071	0.137	0.035	0.053	0.040

Note:

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

			Depender	Dependent variable:		
	Opportuniti	Opportunities to complain	Salary	Salary/bonus	Salary pa	Salary payment date
		STO		STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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	$\mathrm{p}=0.067^{*}$	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	90.0	-0.019
		$p = 0.0004^{***}$	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	900.0	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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	ties to complain OLS With factory FEs (2) -0.005 $p = 0.615$ -0.033 $p = 0.484$ 0.097 $p = 0.249$ -0.021 $p = 0.249$ 0.021 $p = 0.249$ 0.021 $p = 0.753$ $p = 0.118$ $p = 0.118$ $p = 0.753$ $p = 0.7742$ $p = 0.742$	Salary/ OL OL OL 0.002 0.010 0.010 0.010 0.010 0.010 0.010 0.001 0.002 0.003 0.003 0.003 0.093 0.093 0.093 0.093 0.093 0.093	bonus (A) -0.012 0.022 0.022 0.022 0.022 0.023 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.054 0.009 0.009 0.009 0.0003	ary p	ayment date OLS With factory FEs (6) -0.025 $p = 0.626$ 0.008 $p = 0.871$ -0.090 $p = 0.129$ 0.101 $p = 0.266$ 0.015 $p = 0.266$ 0.015 $p = 0.234$ 0.052 $p = 0.234$ 0.052 $p = 0.234$ 0.052 $p = 0.234$ 0.052 $p = 0.234$ 0.003
No factory FEs (1) Supervisor respects me (numeric) 0.005 Supervisor doesn't use bad lang (numeric) 0.000*** Supervisor will side with me (numeric) $p = 0.000^{***}$ Respect supervisor (numeric) $p = 0.000^{***}$ Respect supervisor (numeric) $p = 0.0117$ Bespect supervisor (numeric) $p = 0.000^{***}$ I get fair salary (numeric) $p = 0.000^{***}$ Guille $p = 0.235$ Guille $p = 0.235$ Her: female $p = 0.235$ Guille $p = 0.235$ I get fair salary (numeric) $p = 0.235$ Guille $p = 0.235$ I get fair salary (numeric) $p = 0.235$ Guille $p = 0.235$ I get fair salary (numeric) $p = 0.235$ Guille <	OLS With factory FEs (2) -0.005 $p = 0.615$ -0.033 $p = 0.484$ 0.097 $p = 0.249$ -0.021 $p = 0.249$ -0.021 $p = 0.118$ 0.109 $p = 0.118$ 0.008 $p = 0.118$ 0.009 $p = 0.507$ 0.009 $p = 0.507$ 0.009 $p = 0.507$ 0.009 $p = 0.507$ 0.009 $p = 0.004$	TO	th factory FEs (4) -0.012 $p = 0.622$ 0.022 $p = 0.615$ -0.039 $p = 0.358$ 0.054 $p = 0.136$ -0.009 $p = 0.136$ -0.009 $p = 0.145$ -0.013 $p = 1.000$ 0.0003		With factory FEs (6) -0.025 $p = 0.626$ 0.008 $p = 0.871$ -0.090 $p = 0.129$ 0.101 $p = 0.266$ 0.015 $p = 0.761$ 0.052
Supervisor respects me (numeric) 0.005 Supervisor doesn't use bad lang (numeric) 0.006 Supervisor doesn't use bad lang (numeric) 0.100 Supervisor will side with me (numeric) 0.100 Respect supervisor (numeric) 0.106 Bespect supervisor (numeric) 0.116 Bespect supervisor (numeric) 0.017 I get fair salary (numeric) 0.116 Be 0.235 -0.003 Pe 0.235 -0.012 Pe 0.235 -0.012 Pe 0.235 -0.012 Pe 0.235 -0.012 Pe 0.235 pe 0.000****	(2) -0.005 $p = 0.615$ -0.033 $p = 0.484$ 0.097 $p = 0.249$ -0.021 $p = 0.249$ -0.021 $p = 0.753$ 0.008 $p = 0.753$ 0.008 $p = 0.753$ 0.009 $p = 0.754$ -0.004 $p = 0.507$ 0.009 $p = 0.514$ -0.004 $p = 0.514$ -0.004 $p = 0.514$		(4) -0.012 $p = 0.622$ 0.022 $p = 0.615$ -0.039 $p = 0.358$ 0.054 $p = 0.136$ -0.009 $p = 0.136$ -0.009 $p = 0.145$ -0.013 $p = 1.000$ 0.0003	(5) -0.054 $p = 0.480$ 0.016 $p = 0.480$ -0.094 $p = 0.272$ 0.093 $p = 0.000$ $p = 0.514$ 0.066 $p = 0.514$ 0.066 $p = 0.572$ -0.002 $p = 0.752$ 0.066 $p = 0.772$ 0.086 $p = 0.772$ 0.093 $p = 0.772$ 0.093 $p = 0.480$ $p = 0.752$	(6) -0.025 $p = 0.626$ 0.008 $p = 0.871$ -0.090 $p = 0.129$ 0.015 $p = 0.266$ 0.015 $p = 0.761$ 0.052 $p = 0.761$ 0.052 $p = 0.234$ 0.011 $p = 0.634$ 0.003 $p = 0.729$
Supervisor respects me (numeric) 0.005 0.005 0.005 0.000 ** Supervisor doesn't use bad lang (numeric) 0.000 ** Supervisor will side with me (numeric) 0.000 ** Respect supervisor (numeric) 0.016 0.016 Supervisor speaks openly (numeric) 0.016 0.016 I get fair salary (numeric) 0.001 $0.$	$\begin{array}{c} -0.005 \\ -0.033 \\ -0.033 \\ \end{array}$ $\begin{array}{c} p = 0.615 \\ -0.033 \\ \end{array}$ $\begin{array}{c} p = 0.484 \\ 0.097 \\ \end{array}$ $\begin{array}{c} p = 0.249 \\ -0.021 \\ \end{array}$ $\begin{array}{c} p = 0.249 \\ 0.121 \\ \end{array}$ $\begin{array}{c} p = 0.118 \\ 0.008 \\ \end{array}$ $\begin{array}{c} p = 0.753 \\ 0.109 \\ \end{array}$ $\begin{array}{c} p = 0.753 \\ 0.009 \\ \end{array}$ $\begin{array}{c} p = 0.753 \\ 0.009 \\ \end{array}$ $\begin{array}{c} p = 0.507 \\ 0.009 \\ \end{array}$ $\begin{array}{c} p = 0.507 \\ 0.009 \\ \end{array}$ $\begin{array}{c} p = 0.742 \\ -0.046 \\ \end{array}$	$\begin{array}{c} 0.002 \\ \text{p} = 0.753 \\ 0.010 \\ \text{p} = 0.501 \\ -0.036 \\ \text{p} = 0.247 \\ 0.061 \\ 0.061 \\ \text{p} = 0.247 \\ 0.006 \\ \text{o} = 0.000 \\ \text{p} = 0.506 \\ 0.293 \\ \text{o} = 0.000 \\ \text{o} = 0.001 \\ \text{p} = 0.753 \\ 0.002 \\ \text{o} = 0.753 \\ 0.002 \\ 0.00$	$\begin{array}{l} -0.012 \\ p = 0.622 \\ 0.022 \\ p = 0.615 \\ -0.039 \\ p = 0.358 \\ 0.054 \\ p = 0.136 \\ -0.009 \\ p = 0.136 \\ -0.009 \\ p = 0.145 \\ 0.303 \\ p = 0.145 \\ -0.013 \\ p = 1.000 \\ 0.0003 \end{array}$	$\begin{array}{l} -0.054 \\ p = 0.480 \\ 0.016 \\ p = 0.480 \\ -0.094 \\ p = 0.272 \\ 0.093 \\ p = 0.000^{***} \\ 0.033 \\ p = 0.514 \\ 0.066 \\ p = 0.572 \\ -0.002 \\ p = 0.772 \\ 0.066 \\ p = 0.772 \\ 0.066 \\ p = 0.772 \\ 0.066 \\ p = 0.480 \\ p = 0.$	$\begin{array}{c} -0.025 \\ p = 0.626 \\ 0.008 \\ p = 0.871 \\ -0.090 \\ p = 0.129 \\ 0.101 \\ p = 0.266 \\ 0.015 \\ p = 0.266 \\ 0.015 \\ p = 0.761 \\ 0.015 \\ p = 0.761 \\ 0.015 \\ p = 0.234 \\ 0.011 \\ p = 0.634 \\ 0.003 \\ p = 0.729 \\ \end{array}$
Supervisor doesn't use bad lang (numeric) -0.040 Supervisor will side with me (numeric) -0.000^{***} Supervisor will side with me (numeric) -0.017 Respect supervisor (numeric) -0.017 Supervisor speaks openly (numeric) -0.017 Supervisor speaks openly (numeric) -0.016 I get fair salary (numeric) -0.016 -0.017 Her: female -0.003 So f schooling -0.003 For eactor (yrs) -0.012 For eactor (yrs) -0.000 For eactor (yrs) -0.000 For eactor (yrs) -0.000 For eactor (yrs)	p = 0.615 -0.033 $p = 0.484$ 0.097 $p = 0.249$ -0.021 $p = 0.367$ 0.121 $p = 0.118$ 0.008 $p = 0.753$ 0.109 $p = 0.753$ 0.009 $p = 0.507$ 0.009 $p = 0.507$ 0.009 $p = 0.507$ 0.009 $p = 0.514$ -0.046 $p = 0.742$	$\begin{array}{l} p = 0.753 \\ 0.010 \\ p = 0.501 \\ -0.036 \\ p = 0.247 \\ 0.061 \\ > = 0.000*** \\ -0.016 \\ p = 0.506 \\ 0.293 \\ > = 0.000 *** \\ -0.016 \\ p = 0.506 \\ 0.293 \\ > = 0.000 *** \\ -0.001 \\ p = 0.753 \\ 0.002 \\ 0.772 \\ \end{array}$	$\begin{array}{l} p = 0.622 \\ 0.022 \\ 0.022 \\ -0.039 \\ p = 0.358 \\ 0.054 \\ p = 0.136 \\ -0.009 \\ p = 0.136 \\ -0.003 \\ p = 0.145 \\ -0.013 \\ p = 1.000 \\ 0.0003 \\ \end{array}$	$p = 0.480 \\ 0.016 \\ p = 0.480 \\ -0.094 \\ p = 0.272 \\ 0.093 \\ p = 0.000^{***} \\ 0.033 \\ p = 0.514 \\ 0.066 \\ p = 0.572 \\ -0.002 \\ p = 0.752 \\ 0.001 \\ p = 0.752 \\ 0.001 \\ p = 0.480 \\ p = 0.480$	p = 0.626 0.008 $p = 0.871$ -0.090 $p = 0.129$ 0.101 $p = 0.266$ 0.015 $p = 0.761$ 0.052 $p = 0.761$ 0.052 $p = 0.234$ 0.011 $p = 0.634$ 0.003 $p = 0.729$
Supervisor doesn't use bad lang (numeric) -0.040 . Supervisor will side with me (numeric) $p = 0.000^{***}$ Respect supervisor (numeric) $p = 0.499$ Supervisor speaks openly (numeric) $p = 0.499$ Supervisor speaks openly (numeric) $p = 0.499$ Supervisor speaks openly (numeric) $p = 0.000^{***}$ I get fair salary (numeric) $p = 0.000$ $p = 0.237$ $p = 0.235$	$\begin{array}{c} -0.033 \\ -0.033 \\ 0.097 \\ 0.097 \\ -0.021 \\ 0 = 0.249 \\ -0.021 \\ 0.121 \\ 0 = 0.118 \\ 0.008 \\ 0 = 0.118 \\ 0.008 \\ 0 = 0.753 \\ 0.109 \\ 0 = 0.753 \\ 0.009 \\ 0 = 0.507 \\ 0.009 \\ 0 = 0.507 \\ 0.009 \\ 0 = 0.507 \\ 0.009 \\ 0 = 0.742 \\ -0.046 \\ 0 = 0.742 \\ -0.011 \end{array}$	$\begin{array}{l} \text{0.0110} \\ \text{p} = 0.501 \\ -0.036 \\ \text{p} = 0.247 \\ 0.061 \\ \text{0.0061} \\ \text{p} = 0.000^{***} \\ -0.016 \\ \text{p} = 0.506 \\ 0.293 \\ \text{o} = 0.000^{***} \\ -0.001 \\ \text{p} = 0.753 \\ 0.002 \\ \text{o} = 0.753 \\ $	$\begin{array}{l} 0.022 \\ 0.022 \\ -0.039 \\ p = 0.358 \\ 0.054 \\ p = 0.136 \\ -0.009 \\ p = 0.875 \\ 0.303 \\ p = 0.145 \\ -0.013 \\ p = 1.000 \\ 0.0003 \end{array}$	$\begin{array}{l} 0.010 \\ 0.010 \\ -0.094 \\ 0.093 \\ 0.093 \\ 0.033 \\ 0.033 \\ 0.033 \\ 0.033 \\ 0.036 \\ 0.032 \\ 0.005 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.001 $	$\begin{array}{c} 0.008 \\ 0.008 \\ -0.090 \\ 0.029 \\ 0.101 \\ 0.015 \\ 0.015 \\ 0.052 \\ 0.052 \\ 0.052 \\ 0.052 \\ 0.052 \\ 0.052 \\ 0.053 \\ 0.003 $
Supervisor will side with me (numeric) Respect supervisor (numeric) Respect supervisor (numeric) Supervisor speaks openly (numeric) I get fair salary (numer	$\begin{array}{c} p = 0.249 \\ -0.097 \\ p = 0.249 \\ -0.021 \\ p = 0.367 \\ 0.121 \\ p = 0.118 \\ 0.008 \\ p = 0.753 \\ 0.009 \\ p = 0.507 \\ 0.009 \\ p = 0.514 \\ -0.046 \\ p = 0.742 \\ -0.011 \end{array}$	$\begin{array}{c} \text{p} \\ -0.036 \\ \text{p} = 0.247 \\ 0.061 \\ \text{o} \\ 0.061 \\ \text{p} = 0.000^{***} \\ -0.016 \\ \text{p} = 0.506 \\ 0.293 \\ \text{o} = 0.000^{***} \\ -0.001 \\ \text{p} = 0.753 \\ 0.002 \\ 0.002 \\ \end{array}$	$\begin{array}{c} p = 0.035 \\ p = 0.358 \\ 0.054 \\ p = 0.136 \\ -0.009 \\ p = 0.875 \\ 0.303 \\ p = 0.145 \\ -0.013 \\ p = 1.000 \\ 0.0003 \end{array}$	$\begin{array}{c} P = 0.094 \\ P = 0.272 \\ 0.093 \\ 0.093 \\ 0.033 \\ P = 0.514 \\ 0.066 \\ P = 0.272 \\ -0.002 \\ P = 0.752 \\ 0.001 \\ P = 0.480 \\ P = 0.480 \\ \end{array}$	$\begin{array}{c} P = 0.000 \\ P = 0.129 \\ 0.101 \\ P = 0.266 \\ 0.015 \\ P = 0.761 \\ 0.052 \\ P = 0.234 \\ 0.011 \\ P = 0.634 \\ 0.003 \\ P = 0.729 \\ P = 0.7$
Respect supervisor (numeric) $p = 0.000^{***}$ Supervisor speaks openly (numeric) $p = 0.499$ Supervisor speaks openly (numeric) 0.116 I get fair salary (numeric) $p = 0.000^{***}$ I get fair salary (numeric) $p = 0.000^{***}$ I get fair salary (numeric) $p = 0.737$ I get fair salary (numeric) $p = 0.235$ I get fair salary (numeric) $p = 0.000$ I get fair salary (numeric)	$p = 0.249 \\ -0.021$ $p = 0.367 \\ 0.121$ $p = 0.118 \\ 0.008$ $p = 0.753 \\ 0.109$ $p = 0.753 \\ 0.009$ $p = 0.507 \\ 0.009$ $p = 0.507 \\ 0.009$ $p = 0.507 \\ 0.009$ $p = 0.742 \\ -0.046$	$\begin{array}{c} p = 0.247 \\ 0.061 \\ 0 = 0.000^{***} \\ -0.016 \\ p = 0.506 \\ 0.293 \\ 0 = 0.001 \\ p = 0.753 \\ 0.002 \\ 0.022 \\ \end{array}$	$\begin{array}{l} p = 0.358 \\ 0.054 \\ p = 0.136 \\ -0.009 \\ p = 0.875 \\ 0.303 \\ p = 0.145 \\ -0.013 \\ p = 1.000 \\ 0.0003 \end{array}$	$\begin{array}{l} p = 0.272 \\ 0.093 \\ p = 0.000^{***} \\ 0.033 \\ p = 0.514 \\ 0.066 \\ p = 0.272 \\ -0.002 \\ p = 0.752 \\ 0.001 \\ p = 0.480 \\ \end{array}$	p = 0.129 0.101 $p = 0.266$ 0.015 $p = 0.761$ 0.052 $p = 0.234$ 0.011 $p = 0.634$ 0.003 $p = 0.739$
Supervisor speaks openly (numeric) $\begin{array}{c} p = 0.499 \\ 0.116 \\ 0.001 \\ 0.001 \\ 0.001 \\ 0.001 \\ 0.017 \\ 0.0117 \\ 0.0117 \\ 0.010 \\ 0.010 \\ 0.003 \\ 0.0003 \\ 0.0010 \\ 0.0003 \\ 0.0010 \\ 0.0003 \\ 0.00003$	$\begin{array}{c} \text{p} = 0.321 \\ 0.121 \\ 0.121 \\ 0.008 \\ \text{p} = 0.118 \\ 0.008 \\ \text{p} = 0.753 \\ 0.109 \\ \text{p} = 0.378 \\ -0.004 \\ \text{p} = 0.507 \\ 0.009 \\ \text{p} = 0.507 \\ 0.009 \\ \text{p} = 0.514 \\ -0.046 \\ \text{p} = 0.742 \\ -0.011 \end{array}$	$\begin{array}{l} 0.001 \\ 0.001 \\ 0.0016 \\ 0.016 \\ 0.293 \\ 0 = 0.000^{***} \\ -0.001 \\ 0.002 \\ 0.002 \\ 0.002 \end{array}$	$\begin{array}{l} \text{D.034} \\ \text{D.034} \\ -0.009 \\ \text{D} = 0.875 \\ 0.303 \\ \text{D} = 0.145 \\ -0.013 \\ \text{D} = 1.000 \\ 0.0003 \end{array}$	$\begin{array}{l} \text{D.033} \\ 0.033 \\ 0.033 \\ \text{D} = 0.514 \\ 0.066 \\ \text{D} = 0.272 \\ -0.002 \\ \text{D} = 0.752 \\ 0.001 \\ \text{D} = 0.752 \\ 0.001 \\ \text{D} = 0.480 \\ \end{array}$	$\begin{array}{c} 0.101 \\ 0.101 \\ 0.015 \\ 0.015 \\ 0.052 \\ 0.052 \\ 0.011 \\ 0.003 \\ 0.003 \end{array}$
Supervisor speaks openly (numeric) 0.016 I get fair salary (numeric) 0.001 0.001 her: female 0.001 so of schooling 0.010 married 0.010 married 0.010 p = 0.235 0.010 p = 0.235 0.010 p = 0.235 0.010 p = 0.235 Ire at factory (yrs) 0.003 p = 0.000*** p = 0.235 position helper/lineman 0.003 p = 0.235 position operator 0.012 p = 0.235 ory code 63 p = 0.235	$\begin{array}{c} 0.121 \\ p = 0.118 \\ 0.008 \\ p = 0.753 \\ 0.109 \\ p = 0.378 \\ -0.004 \\ p = 0.507 \\ 0.009 \\ p = 0.514 \\ -0.046 \\ p = 0.742 \\ -0.011 \end{array}$	$\begin{array}{c} -0.016 \\ \text{p} = 0.506 \\ 0.293 \\ \text{o} = 0.000 *** \\ -0.001 \\ \text{p} = 0.753 \\ 0.002 \\ \end{array}$	$\begin{array}{c} -0.009 \\ p = 0.875 \\ 0.303 \\ p = 0.145 \\ -0.013 \\ p = 1.000 \\ 0.0003 \end{array}$	$\begin{array}{c} 0.033 \\ p = 0.514 \\ 0.066 \\ p = 0.272 \\ -0.002 \\ p = 0.752 \\ 0.001 \\ p = 0.480 \\ \end{array}$	$\begin{array}{c} 0.015 \\ p = 0.761 \\ 0.052 \\ p = 0.234 \\ 0.011 \\ p = 0.634 \\ 0.003 \\ p = 0.729 \\ \end{array}$
I get fair salary (numeric) $p = 0.000^{***}$ I get fair salary (numeric) 0.001 her: female 0.117 her: female 0.117 s of schooling $p = 0.235$ narried $p = 0.238$ rience in sector (yrs) $p = 0.235$ re at factory (yrs) $p = 0.235$ position helper/lineman $p = 0.235$ position operator $p = 0.235$ ory code 63 $p = 0.235$ ory code 90 $p = 0.235$ ory code 90 $p = 0.235$ p = 0.000**** p = 0.000**** p = 0.000****	p = 0.118 0.008 $p = 0.753$ 0.109 $p = 0.378$ -0.004 $p = 0.507$ 0.009 $p = 0.514$ -0.046 $p = 0.742$ -0.041	$\begin{array}{c} p = 0.506 \\ 0.293 \\ 0 = 0.000^{***} \\ -0.001 \\ p = 0.753 \\ 0.002 \\ 0.002 \end{array}$	p = 0.875 0.303 p = 0.145 -0.013 p = 1.000 0.0003	$p = 0.514 \\ 0.066 \\ p = 0.272 \\ -0.002 \\ p = 0.752 \\ 0.001 \\ p = 0.480$	p = 0.761 0.052 $p = 0.234$ 0.011 $p = 0.634$ 0.003 $p = 0.729$
l get fair salary (numeric) 0.001 lear: female 0.117 der: female 0.117 der: female 0.117 b = 0.235 -0.045 ranried 0.010 p = 0.235 -0.045 p = 0.235 re at factory (yrs) 0.036 p = 0.235 re at factory (yrs) 0.036 p = 0.235 p = 0.235 position helper/lineman 0.036 p = 0.235 ory code 63 p = 0.235	$\begin{array}{c} 0.008 \\ 0.008 \\ 0.109 \\ 0.109 \\ -0.004 \\ \end{array}$ $\begin{array}{c} p = 0.378 \\ -0.004 \\ 0.009 \\ p = 0.514 \\ -0.046 \\ p = 0.742 \\ -0.011 \end{array}$	0.293 0.293 -0.001 0.002 0.002	$\begin{array}{l} 0.303 \\ 0.303 \\ 0.0145 \\ -0.013 \\ 0.0003 \end{array}$	$\begin{array}{l} 0.066 \\ 0.066 \\ -0.002 \\ 0.001 \\ 0.001 \\ \end{array}$	$\begin{array}{c} 0.052 \\ 0.052 \\ 0.011 \\ 0.003 \\ 0.003 \\ 0.003 \end{array}$
der: female $\begin{array}{c} p = 0.157 \\ 0.117 \\ 0.117 \\ 0.003 \\ 0.003 \\ 0.010 \\ 0.010 \\ 0.010 \\ 0.010 \\ 0.010 \\ 0.010 \\ 0.010 \\ 0.012 \\ 0.035 \\$	p = 0.753 0.109 $p = 0.378$ -0.004 $p = 0.507$ 0.009 $p = 0.514$ -0.046 $p = 0.742$ -0.011	$\begin{array}{c} 5 = 0.000 \\ -0.001 \\ p = 0.753 \\ 0.002 \\ \end{array}$	p = 0.145 -0.013 $p = 1.000$ 0.0003	$\begin{array}{c} P = 0.272 \\ -0.002 \\ P = 0.752 \\ 0.001 \\ P = 0.480 \end{array}$	$\begin{array}{c} P = 0.254 \\ 0.011 \\ P = 0.634 \\ 0.003 \\ n = 0.729 \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			p = 1.000 0.0003		p = 0.634 0.003 $p = 0.729$
a of schooling -0.003 b c 0.238 0.010 c married $p = 0.235$ c arience in sector (yrs) $p = 0.473$ c at factory (yrs) $p = 0.002$ p c 0.035 $p = 0.035$ p c 0.035 $p = 0.000$ *** p c 0.154 $p = 0.235$ p c 0.154 $p = 0.235$ p c 0.154 $p = 0.235$ p c 0.153 $p = 0.235$ ory code 63 $p = 0.235$ ory code 90 $p = 0.235$ p c 0.000**** $p = 0.000$ *** p c 0.000**** $p = 0.000$ ***			0.0003	0.001 p = 0.480	0.003 0.729
p = 0.238 0.010 p = 0.235 -0.045 p = 0.473 0.036 p = 0.235 0.036 p = 0.235 1 0.036 p = 0.235 1 0.012 p = 0.235 1 p = 0.235 0.012 p = 0.235 p = 0.000****				p = 0.480	n = 0.729
rs) $\begin{array}{c} \text{p} = 0.235 \\ -0.045 \\ -0.045 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.473 \\ -0.012 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.235 \\ 0.036 \\ \text{p} = 0.036 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.235 \\ -0.161 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.235 \\ 0.012 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.222 \\ \end{array}$		p = 0.05	p = 1.000) 1
p = 0.235 -0.045 p = 0.473 -0.012 p = 0.235 0.036 p = 0.000*** -0.154 p = 0.235 -0.161 p = 0.235 0.012 p = 0.238 -0.000 p = 0.238 p = 0.238		-0.005	70000	-0.018	-0.012
rs) $\begin{array}{c} -0.045 \\ -0.045 \\ \end{array}$ rs) $\begin{array}{c} -0.012 \\ -0.012 \\ \end{array}$ eman $\begin{array}{c} p = 0.235 \\ 0.036 \\ \end{array}$ $\begin{array}{c} -0.154 \\ \end{array}$ $\begin{array}{c} p = 0.235 \\ -0.161 \\ \end{array}$ $\begin{array}{c} p = 0.235 \\ \end{array}$ $\begin{array}{c} -0.154 \\ \end{array}$ $\begin{array}{c} p = 0.235 \\ \end{array}$ $\begin{array}{c} p = 0.238 \\ \end{array}$ $\begin{array}{c} p = 0.238 \\ \end{array}$ $\begin{array}{c} p = 0.238 \\ \end{array}$ $\begin{array}{c} p = 0.222 \\ \end{array}$ $\begin{array}{c} p = 0.222 \\ \end{array}$ $\begin{array}{c} p = 0.222 \\ \end{array}$		p = 0.753	p = 0.754	p = 0.238	p = 0.751
rs) $p = 0.4/3 \\ -0.012$ $p = 0.235$ 0.036 $p = 0.000***$ -0.154 $p = 0.235$ -0.161 $p = 0.235$ 0.012 $p = 0.238$ -0.058 $p = 0.238$ $p = 0.238$ 0.012 $p = 0.238$ $p = 0.238$ $p = 0.238$ $p = 0.238$ $p = 0.22$		-0.003	-0.006	0.091	0.073
rs) $\begin{array}{c} \text{p} = 0.235 \\ 0.036 \\ 0.036 \\ \end{array}$ eman $\begin{array}{c} \text{p} = 0.000^{***} \\ -0.154 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.235 \\ -0.161 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.235 \\ 0.012 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.235 \\ 0.012 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.238 \\ -0.058 \\ \end{array}$ $\begin{array}{c} \text{p} = 0.238 \\ 0.012 \\ \end{array}$		p = 0.753	p = 0.871	p = 0.242	p = 0.392
eman $\begin{array}{c} p = 0.259 \\ 0.036 \\ 0.036 \\ -0.154 \\ \end{array}$ eman $\begin{array}{c} -0.154 \\ -0.161 \\ \end{array}$ $\begin{array}{c} p = 0.235 \\ 0.012 \\ \end{array}$ $\begin{array}{c} p = 0.235 \\ 0.012 \\ \end{array}$ $\begin{array}{c} p = 0.238 \\ -0.058 \\ \end{array}$ $\begin{array}{c} p = 0.238 \\ 0.012 \\ \end{array}$ $\begin{array}{c} p = 0.238 \\ \end{array}$ $\begin{array}{c} p = 0.238 \\ \end{array}$ $\begin{array}{c} p = 0.222 \\ \end{array}$ $\begin{array}{c} p = 0.222 \\ \end{array}$ $\begin{array}{c} p = 0.222 \\ \end{array}$	\$	-0.006	-0.005 $= 0.760$	-0.002	-0.003
eman $\begin{array}{c} p = 0.000^{***} \\ -0.154 \\ -0.154 \\ \end{array}$) $\begin{array}{c} -0.154 \\ -0.161 \\ \end{array}$) $\begin{array}{c} p = 0.235 \\ -0.161 \\ \end{array}$) $\begin{array}{c} 0.012 \\ p = 0.238 \\ -0.058 \\ \end{array}$ p $\begin{array}{c} p = 0.000^{***} \\ \end{array}$ p	ď	p = 0.439	p = 0.769	p = 0.732	p = 0.887 0.005
per/lineman $\begin{array}{c} -0.154 \\ p = 0.235 \\ -0.161 \\ p = 0.235 \\ 0.012 \\ p = 0.238 \\ -0.058 \\ p = 0.000*** \\ p = 0.000** \\ p = 0$		p = 0.753	p = 0.751	p = 0.242	p = 0.515
p = 0.235 1		-0.032	-0.040	-0.143	-0.093
erator -0.161 p = 0.235 1 $0.012p = 0.238$ $-0.058p = 0.000^{***} 0.222p = 0.000^{***} p$	d	p = 0.499	p = 0.130	$p = 0.000^{**}$	p = 0.250
$\begin{array}{c} \mathrm{p} = 0.255 \\ 0.012 \\ 0.012 \\ -0.058 \\ \mathrm{p} = 0.000^{***} \\ 0.222 \\ \mathrm{p} = 0.000^{***} \end{array}$		-0.049	-0.052	-0.100	-0.081
$\begin{array}{c} p = 0.238 \\ -0.058 \\ p = 0.000^{***} \\ 0.222 \\ p = 0.000^{***} \end{array}$		p = 0.24t 0.005	p = 0.507	p = 0.510 - 0.131	p = 0.053
ode 90 -0.058 $p = 0.000^{***}$ 0.222 $p = 0.000^{***}$	p = 0.238	p = 0.499		p = 0.000***	
$p = 0.000^{***}$ 0.222 $p = 0.000^{***}$	-0.058	-0.088		0.082	
0.222 $p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.272	
= 0.000	0.222 0.256	-0.375		0.732	0.561
	= 0.000 $= 0.000$	p = 0.000	p = 0.000	p = 0.000	p = 0.270
389		389	389	389	389
Adjusted R^2 0.135 0.136		0.672	0.668	0.150	0.104
Note:				* p<0.1; ** Ch	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

No fa 9.2: Supervisor respects me (disagree dummy)	Opportunities to complain	s to complain	Salarr	-1/-		
			ريسيف	salary/ponus	Salary pa	Salary payment date
		OLS		OCS		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
	-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 : Q 9. Sunamisor will eide with me (disagned dummy)	p = 0.691	p = 0.965	p = 0.692	p = 0.775	p = 0.611	p = 0.774
our trace was more than the (disable of during)	$p = 0.100^*$	$p = 0.053^*$	p = 0.852	p = 0.715	a = 0.00000	$p = 0.0005^{***}$
9.2: Respect supervisor (disagree dummy)	0.089	0.102		0.041		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
d	= 0.00001***	$p = 0.00002^{***}$	p = 0.223	p = 0.124	p = 0.288	$p = 0.065^{\circ}$
9.2: 1 get tait satary (utsagree duffilly)	-0.013 -0.705	*COU.O.	-0.045 ***0000 - a	***UUUU— a	***UUU — a	-0.210
Gender: female	-0.127	F = 0.022		F = 0.022	F = 0.033	P = 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	900.0	-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	290.0—	-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 0.00r**		-0.023	-0.0L7	-0.025	910.0—
D. c. c. c. c. d. 19	p = 0.005	p = 0.000	p = 0.523	p = 0.019	p = 0.007	p = 0.769
	0.177 n — 0.223				0.220 n — 0.040**	
Factory code 63	0.154		F = 0.125		F = 0.25	
	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
= d	$= 0.0003^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.00002^{***}$	$p = 0.000^{***}$
	888	888	888	888	888	888
$\overline{ m Adjusted~R^2}$	0.165	0.094	0.759	0.760	0.303	0.091

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

			Depender	$Dependent\ variable:$		
	Opportunitie	Opportunities to complain	Salary	Salary/bonus	Salary pay	Salary payment date
	Construction of the North of th	OLS With factory FFs	O factory FFs	OLS With factory FFs	O No factory FFs	OLS With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.102	-0.075	-0.115	790.0—	0.028	-0.035
	p = 0.508	p = 1.000	p = 0.267	p = 0.759	p = 0.243	p = 0.228
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.078	0.062	0.050	0.022	-0.039	-0.009
	p = 0.508	p = 0.754	p = 0.509	p = 0.751	p = 0.511	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 = 0.260	p = 0.226	p = 0.267	p = 0.507	p = 0.243	p = 0.125
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 = 0.135	$p = 0.000^{***}$	p = 0.232
9.2: Supervisor speaks openly (disagree dummy)	-0.179	-0.189	-0.078	-0.096	-0.010	0.013
	p = 0.243	p = 0.245	p = 0.533	p = 0.877	p = 0.754	p = 0.745
9.2: I get fair salary (disagree dummy)	-0.019	-0.035	-0.792	-0.820	-0.214	-0.183
	p = 0.508	p = 0.547	$p = 0.000^{***}$	p = 0.127	p = 0.243	p = 0.131
Gender: female	0.095	0.089	0.020	0.008	0.013	0.025
	p = 0.243	p = 0.498	p = 0.776	p = 1.000	p = 0.491	p = 0.883
Age	-0.002	-0.003	0.002	0.00005	0.001	0.002
	p = 0.503	p = 0.507	p = 0.266	p = 1.000	p = 0.754	p = 1.000
Years of schooling	0.012	0.010	-0.006	-0.009	-0.019	-0.014
	p = 0.260	p = 0.500	p = 0.776	p = 0.231	p = 0.248	p = 0.506
Ever married	-0.032	-0.030	0.018	0.021	0.077	0.066
	p = 0.491	p = 0.513	p = 0.510	p = 1.000	p = 0.263	p = 0.729
Experience in sector (yrs)	-0.011	-0.010	900:0-	-0.005	-0.001	-0.003
	p = 0.503	p = 0.755	p = 0.533	p = 0.742	p = 0.491	p = 0.375
Tenure at factory (yrs)	0.038	0.034	0.009	0.0003	-0.008	0.004
	$p = 0.000^{***}$	p = 0.135	p = 0.243	p = 0.876	$p = 0.000^{***}$	p = 1.000
7.1: position helper/lineman	-0.165	-0.180	-0.093	-0.121	-0.143	-0.099
	$p = 0.000^{***}$	p = 0.366	p = 0.266	p = 0.237	$p = 0.000^{***}$	p = 0.251
7.1: position operator	-0.174	-0.180	-0.061	-0.072	-0.091	-0.074
	p = 0.243	p = 0.381	p = 0.533	p = 0.497	p = 0.491	p = 0.763
Factory code 63	0.027		0.050		-0.100	
	p = 0.260		p = 0.266		$p = 0.000^{***}$	
Factory code 90	-0.054		-0.097		0.097	
	p = 0.248		$p = 0.000^{***}$		$p = 0.000^{***}$	
Constant	0.875 $\sim 0.000***$	0.929 0.929 $0.000***$	0.972	1.070	1.043	0.902
	00000 A	P - 0.000	DO:0 - 4		P - 0.000	
Observations	389	389	389	389	389	386
Adjusted \mathbb{R}^2	960.0	0.096	0.723	0.713	0.136	0.095

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

			Depende	$Dependent\ variable:$		
	Opportuniti	Opportunities to complain	Salar	Salary/bonus	Salary pay	Salary payment date
)	OLS		STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.152		0.310		0.026	
Gender: female	p = 0.000	p = 0.000	p = 0.000	p = 0.000	p = 0.131 0.017	p = 0.070 -0.020
	$p = 0.011^{**}$	p = 0.017**	$p = 0.068^*$	p = 0.146	p = 0.633	p = 0.576
Age	0.002 $0 = 0.600$	0.002 $p = 0.564$	-0.0005 $= 0.896$	-0.002 $p = 0.600$	0.003 p = 0.367	0.006 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 $r = 0.574$	0.035 $n = 0.456$	0.027 $ m p=0.579$	0.076	0.015 0.015 0.701	0.107 $ ho = 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	$0.167 \\ z = 0.940$		0.302 $\sim -0.023**$		0.287	
Factory code 63	p = 0.243 0.165		p = 0.032 0.362		p = 0.015 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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent \ variable:$		
	Opportuniti	Opportunities to complain	Salar	Salary/bonus	Salary pa	Salary payment date
	•	STO	0	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.161	0.159	0.285	0.306	0.002	0.009
	p = 0.000***	p = 0.130	p = 0.000***	p = 0.252	p = 0.756	p = 0.768
Gender: female	0.084	0.078	0.065	0.027	0.025	0.031
	p = 0.473	p = 0.384	p = 0.508	p = 1.000	p = 0.525	p = 0.624
Age	-0.001	-0.002	0.005	0.0001	0.001	0.002
	p = 0.473	p = 0.363	p = 0.510	p = 0.898	p = 0.504	p = 0.632
Years of schooling	0.013	0.011	-0.008	-0.017	-0.020	-0.016
	p = 0.229	p = 0.102	p = 0.480	p = 0.121	p = 0.273	p = 0.120
Ever married	-0.035	-0.027	0.010	0.002	0.081	0.062
	p = 0.473	p = 0.761	p = 0.508	p = 1.000	p = 0.231	p = 0.516
Experience in sector (yrs)	-0.011	-0.011	-0.010	-0.007	-0.003	-0.004
	p = 0.473	p = 0.617	p = 0.510	p = 0.724	p = 0.483	p = 1.000
Tenure at factory (yrs)	0.037	0.031	0.007	-0.010	-0.007	0.003
	$p = 0.000^{***}$	p = 0.126	p = 0.480	p = 0.272	p = 0.231	p = 0.870
7.1: position helper/lineman	-0.122	-0.145	-0.076	-0.125	-0.157	-0.116
	p = 0.244	p = 0.360	$p = 0.000^{***}$	p = 0.246	p = 0.273	p = 0.133
7.1: position operator	-0.145	-0.153	-0.057	-0.079	-0.100	-0.085
	p = 0.244	p = 0.397	p = 0.510	p = 0.624	p = 0.525	p = 0.629
Factory code 63	0.052		0.035		-0.107	
	$p = 0.000^{***}$		p = 0.510		$p = 0.000^{***}$	
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
$\overline{ m Adjusted~R^2}$	0.101	0.100	0.281	0.200	0.027	0.009
Note:					* p<0.1; *	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.
						•

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

			Depende	$Dependent\ variable:$		
	Opportuniti	Opportunities to complain	Salar	Salary/bonus	Salary pa	Salary payment date
		STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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
А оте	$p = 0.008^{***}$	$p = 0.008^{***}$	p = 0.112	p = 0.256	p = 0.752	p = 0.421
2841	p = 0.549	p = 0.459	p = 0.946	p = 0.690	p = 0.392	$p = 0.054^*$
Years of schooling	0.004		-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 -0.551	0.033 $r = 0.479$	0.028 -0.555	0.074 $n = 0.101$	0.017 0.017	0.108 n — 0.007***
Experience in sector (yrs)	-0.011		-0.003			-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	790.0-
;	$p = 0.003^{***}$	$p = 0.001^{***}$	p = 0.689	p = 0.205	p = 0.269	p = 0.271
7.1: position operator	-0.175		-0.032		-0.047	-0.036
E	p = 0.007	p = 0.006	p = 0.604	p = 0.497	p = 0.356	p = 0.510
Factory code 13	0.181 $= -0.910$		0.281 $\sim -0.044**$		0.276	
Factory code 63	p = 0.210		p = 0.044		p = 0.010	
	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
0 1. Management concults workons	p = 0.102	p = 0.030	p = 0.002	p = 0.001	p = 0.257	p = 0.490
9.1. Management consults workers	0.037 0.410	0.120 0.082^*	0.014	0.031 0.449	0.010 $0 = 0.851$	p = 0.258
9.1: Must obey orders	-0.038					
,	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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent \ variable:$		
	Opportuniti	Opportunities to complain	Salar	Salary/bonus	Salary pa	Salary payment date
		STO	0	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.133	0.129	0.296	0.303	0.026	0.035
	$p = 0.000^{***}$	p = 0.121	$p = 0.000^{***}$	p = 0.241	p = 0.266	p = 0.103
Gender: female	0.092	0.088	0.063	0.027	0.021	0.025
	p = 0.505	p = 0.499	p = 0.500	p = 1.000	p = 0.490	p = 0.771
Age	-0.001	-0.001	0.005	0.0004	0.0002	0.001
	p = 0.753	p = 0.386	p = 0.481	p = 1.000	p = 0.756	p = 0.732
Years of schooling	0.011	0.009	-0.007	-0.016	-0.019	-0.015
	p = 0.240	p = 0.477	p = 0.485	p = 0.127	p = 0.224	p = 0.122
Ever married	-0.052	-0.045	0.025	0.009	0.104	0.089
	p = 0.265	p = 0.504	p = 0.500	p = 0.735	$p = 0.000^{***}$	p = 0.486
Experience in sector (yrs)	-0.011	-0.010	-0.009	-0.007	-0.003	-0.003
	p = 0.505	p = 0.641	p = 0.481	p = 0.748	p = 0.532	p = 1.000
Tenure at factory (yrs)	0.034	0.029	0.009	-0.011	-0.003	0.004
	$p = 0.000^{***}$	p = 0.132	p = 0.485	p = 0.129	p = 0.224	p = 0.632
7.1: position helper/lineman	-0.116	-0.135	-0.089	-0.140	-0.165	-0.133
	p = 0.265	p = 0.367	$p = 0.000^{***}$	p = 0.278	$p = 0.000^{***}$	p = 0.244
7.1: position operator	-0.145	-0.151	-0.064	-0.088	-0.101	-0.090
	p = 0.265	p = 0.481	p = 0.481	p = 0.624	p = 0.490	p = 0.620
Factory code 63	0.049		0.050		-0.095	
	$p = 0.000^{***}$		p = 0.481		$p = 0.000^{***}$	
Factory code 90	-0.021		-0.307		0.011	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.532	
9.1: Factory has rules	-0.042	-0.038	-0.072	-0.078	-0.033	-0.042
	p = 0.488	p = 1.000	p = 0.485	p = 0.876	p = 0.490	p = 0.396
9.1: Management consults workers	-0.031	-0.024	-0.010	0.013	-0.062	-0.072
	p = 0.488	p = 0.790	p = 0.485	p = 0.121	p = 0.490	p = 0.473
9.1: Must obey orders	-0.151	-0.156	0.050	-0.009	0.107	0.112
	$p = 0.000^{***}$	p = 0.257	p = 0.485	p = 0.860	p = 0.532	p = 0.120
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
$ m Adjusted~R^2$	0.107	0.108	0.286	0.199	0.053	0.043

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

			Depende	$Dependent\ variable:$		
	Jop	Job security	Skill developm	Skill development opportunities	Promotion	Promotion opportunities
)	STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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	900.0	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 \mathbb{R}^2	0.100	0.061	0.141	0.077	0.115	0.112
Note:					*p<0.1; *	'p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent\ variable:$		
	s dol	Job security	Skill developm	Skill development opportunities	Promotion	Promotion opportunities
	9	STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.010	-0.015	-0.063	-0.072	0.041	0.039
	p = 0.493	p = 0.622	p = 0.495	p = 0.499	p = 0.762	p = 1.000
Age	0.009	0.008	-0.005	-0.006	-0.002	-0.002
	p = 0.000**	p = 0.115	p = 0.495	p = 0.134	p = 0.513	p = 0.496
rears of schooling	0.002 $p = 0.751$	0.004 $p = 0.640$	0.004 $p = 0.741$	0.009 0.367	-0.014 $p = 0.247$	-0.013 $p = 0.120$
Ever married	0.050		0.118		-0.091	-0.111
	p = 0.512	p = 0.643	p = 0.495	p = 0.885	p = 0.249	p = 0.117
Experience in sector (yrs)	-0.015	-0.014	0.003	0.003	-0.010	-0.010
	p = 0.497	p = 0.877	p = 0.741	p = 0.750	$p = 0.000^{***}$	p = 0.254
Tenure at factory (yrs)	0.023	0.029	0.025	0.038	0.042	0.047
	p = 0.239	p = 0.129	p = 0.257	p = 0.138	$p = 0.000^{***}$	p = 0.118
7.1: position helper/lineman	-0.099	-0.067	-0.314	-0.242	-0.064	-0.041
	p = 0.258	p = 1.000	p = 0.495	p = 0.232	$p = 0.000^{***}$	p = 0.246
7.1: position operator	-0.066	-0.062	-0.276	-0.264	0.181	0.186
	p = 0.497	p = 0.652	$p = 0.000^{***}$	p = 0.240	$p = 0.000^{***}$	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 = 0.258	p = 0.229	$p = 0.000^{***}$	p = 0.237	p = 0.496	p = 0.755
9.1: Management consults workers	-0.071	-0.084	-0.112	-0.141	-0.021	-0.030
	p = 0.258	p = 0.377	p = 0.257	p = 0.124	p = 0.762	p = 0.658
9.1: Must obey orders	-0.177	-0.206	-0.098	-0.155	-0.064	-0.079
	p = 0.254	p = 0.258	p = 0.238	p = 0.268	p = 0.266	p = 0.109
Constant	0.659	809.0	0.739	0.618	0.299	0.256
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.247	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
or noiselfut	O±0.0	0000	0.101	100.0	0.110	0.11.0

Note:

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

			Depende	Dependent variable:		
	of dol	Job security	Skill developm	Skill development opportunities	Promotion	Promotion opportunities
) No factory FEs	$\begin{array}{c} OLS \\ \text{With factory FEs} \end{array}$	Oo factory FES	$\begin{array}{c} OLS \\ \text{With factory FEs} \end{array}$	Constant of the Court of the Co	$OLS \\ \text{With factory FEs}$
	(1)	(2)	(3)	(4)	(2)	, (9)
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)			0.040	0.030		
9. Supervisor speaks openly (numeric)	p = 0.535	p = 0.829	p = 0.121 -0.035	p = 0.233 -0.036	p = 0.249	p = 0.321
(arrange) from about a decrease (arrange)	$p = 0.012^{**}$	p = 0.005***	p = 0.127	p = 0.102	$p = 0.058^*$	$p = 0.094^*$
9.2: I get fair salary (numeric)		0.103	0.051	0.063		
,	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.00002^{***}$	$p = 0.000^{***}$	$p = 0.00001^{***}$	$p = 0.00001^{***}$
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	
	p = 0.363	p = 0.532	$p = 0.006^{***}$	$p = 0.011^{**}$	$p = 0.001^{***}$	$p = 0.001^{***}$
Factory code 13	- 0.076				-0.094	
Doctours and 69	p = 0.000		p = 0.014		p = 0.490	
ractory code 05	-0.195				-0.145	
Factory code 90	p = 0.151		p = 0.004		0.250 - 4	
	0.000		0.130		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<0.1; **p<0.05; ***p<0.01 Clustered by factory.
)	

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

			Depende	$Dependent\ variable:$		
	Job	Job security	Skill developm	Skill development opportunities	Promotion	Promotion opportunities
) No factory FEs	OLS With factory FEs) No factory FEs	OLS With factory FEs) No factory FEs	OLS With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	0.030	0.046	0.078	0.093	-0.015	0.0001
	p = 0.480	p = 0.726	p = 0.000***	p = 0.246	p = 0.488	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 = 0.264	p = 0.260	p = 0.758	p = 1.000	p = 0.748	p = 1.000
9.2: Supervisor will side with me (numeric)	-0.017	-0.016	-0.006	-0.006	-0.049	-0.046
9.2: Respect supervisor (numeric)	$c_0c_0=d$	p = 0.885	p = 0.301 0.016	p = 1.000 0.011	p = 0.000 0.021	p = 0.237 0.026
4	p = 0.744	p = 0.881	p = 0.758	p = 1.000	p = 0.514	p = 0.740
9.2: Supervisor speaks openly (numeric)	0.034	0.022	-0.088	-0.102	0.071	0.062
09. I not frair colour (mumonio)	p = 0.480	p = 0.634	p = 0.245	p = 0.137	$p = 0.000^{***}$	p = 0.529
5.5. 1 get tan satary (numeric)	$p = 0.000^{***}$	p = 0.248	$p = 0.000^{***}$	p = 0.239	0.062 $p = 0.260$	p = 0.119
Gender: female	-0.044		-0.103	-0.114	0.016	0.024
	p = 0.503	p = 0.366	p = 0.501	p = 0.529	p = 0.514	p = 0.752
Age	900.0	0.007	-0.005	-0.005	-0.003	-0.002
	$p = 0.000^{***}$	p = 0.250	$p = 0.000^{***}$	p = 0.268	p = 0.488	p = 0.489
Years of schooling	0.004	0.008	0.007	0.012	-0.011	-0.009
	p = 0.744	p = 0.627	p = 0.502	p = 0.504	p = 0.234	p = 0.126
Ever married	0.058	0.035	0.115	0.068	-0.069	-0.078
	p = 0.505	p = 0.743	p = 0.501	p = 1.000	$p = 0.000^{***}$	p = 0.251
Experience in sector (yrs)	-0.017	-0.018	0.001	0.001	-0.010	-0.011
	p = 0.480	p = 0.752	p = 0.758	p = 0.862	p = 0.488	p = 0.249
Tenure at factory (yrs)	0.025		0.027	0.040	0.042	0.049
7 1. 20011:00 10 10 10 10 10 10 10 10 10 10 10 10 1	p = 0.000	p = 0.13t	0.020 = d	p = 0.130	p = 0.000	p = 0.274
тт: ромноп перег/ппешап	-0.049	-0.004 $= 0.873$	-0.239 $= 0.501$	-0.180	-0.044	-0.018
7.1: position operator	-0.020		-0.230		0.203	0.213
	p = 0.480	p = 1.000	p = 0.245	p = 0.240	$p = 0.000^{***}$	p = 0.124
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	
ł	p = 0.744		$p = 0.000^{***}$		p = 0.514	;
Constant	0.052 $r = 0.744$	-0.093 -0.0533	0.363 $-0.00***$	$0.135 \\ \text{r} - 0.000 ***$	-0.180 -0.514	-0.269 -0.966
	p - 0.144				p - 0.014	p - 0.200
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<0.1; ** $p<0.05$; *** $p<0.01Clustered by factory.$

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

Johnson Supervisor respects me (disagree dummy) $\begin{array}{c} \text{No factory FEs} \\ \text{(1)} \\ \text{9.2: Supervisor respects me (disagree dummy)} \\ \text{p} = 0.058^* \\ \text{9.2: Supervisor doesn't use bad lang (disagree dummy)} \\ \end{array}$	Job security	curity	Skill developme	Skill development opportunities	Promotion opportunities	opportunities
	10					opportunities
		OLS VIII. footom: FF.		STO		OLS With footom: FF
	tory FES	With factory FES	No factory FES	With factory FES	No factory FES	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
	-0.180	-0.181	0.011	0.003	-0.031	-0.054
	0.058^{*}	$p = 0.048^{**}$	p = 0.890	p = 0.972	p = 0.723	p = 0.515
	0.110 0.206	0.110 $p = 0.214$	-0.12i	-0.122	0.003 0.950	0.041 $p = 0.611$
9.2: Supervisor will side with me (disagree dummy) 0.0	0.026		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) 0.0	0.057	0.046	-0.056	090.0-	-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) -0.2	-0.127 $ m p = 0.015^{**}$	-0.141 $p = 0.005***$	0.127 0.006^{***}	0.114 $0.011**$	-0.064 $p = 0.179$	-0.066 $p = 0.146$
9.2: I get fair salary (disagree dummy) -0 .	-0.270		-0.139			
	$p = 0.000^{***}$	p = 0.000***	$p = 0.00001^{***}$	p = 0.00000***	$p = 0.00001^{***}$	$p = 0.00001^{***}$
Gender: female 0.0	0.025				-0.004	0.031
	p = 0.586	p = 0.773	p = 0.241	p = 0.248	p = 0.922	p = 0.427
Age 0.C	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 0.0	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		0.055		-0.096	
	p = 0.330	p = 0.198	p = 0.218	p = 0.455	p = 0.042	p = 0.045
Experience in sector (yrs) -0 .	-0.018 0.003**	-0.012	-0.004		-0.015	-0.021
	2002	p = 0.020	p = 0.390	p = 0.000	p = 0.004	p = 0.00003
Lenure at factory (yrs) $0.0.0$	0.023 $n = 0.005^{***}$	0.027	0.023 $r = 0.002^{***}$	0.035	0.039 $r = 0.00000***$	0.042 $r = 0.000***$
7.1: position helper/lineman -0 .	-0.146	-0.128	F = 0.253		-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 .	-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 .	-0.055		0.327		-0.085	
= d	p = 0.709		$p = 0.011^{**}$		p = 0.534	
Factory code 63 -0 .	-0.168		0.051		-0.131	
= d	p = 0.261		p = 0.691		p = 0.338	
Factory code 90 -0 .	-0.053		0.202		-0.063	
= d	p = 0.719		p = 0.115		p = 0.645	
Constant 0.7	0.723	0.583	0.320	0.363	0.345	0.212
p = 0.0	$= 0.0002^{***}$	$p = 0.00000^{***}$	$p = 0.050^{**}$	$p = 0.0004^{***}$	p = 0.046**	$p = 0.044^{**}$
	888	888	888	888	888	888
Adjusted \mathbb{R}^2 0.1	0.165	0.143	0.167	0.105	0.148	0.143

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

			Depender	$Dependent\ variable:$		
	s qof	Job security	Skill developme	Skill development opportunities	Promotion c	Promotion opportunities
		OLS		OLS		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.186	-0.220	-0.079	-0.115	-0.031	-0.058
	p = 0.267	p = 0.618	$p = 0.000^{***}$	p = 0.146	p = 0.744	p = 0.886
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 = 0.117	$p = 0.000^{***}$	p = 0.510	p = 0.487	p = 0.768
9.2: Supervisor will side with me (disagree dummy)	0.010		0.025	0.026	0.110	0.109
0.9. Danad amounica (dicomo duman)	p = 0.768	p = 1.000	p = 0.527	p = 0.755	p = 0.000	p = 0.122
9.2: respect supervisor (uisagree duminy)	0.145 - 0.501		-0.010	-0.020	-0.021 $r = 0.744$	0.000
9.2: Supervisor speaks openly (disagree dummy)	P = 0.931 -0.059	P = 0.46	p = 0.151 0.238	p = 1.000 0.251	p = 0.144 -0.073	P = 0.164
	p = 0.768	p = 0.755	$p = 0.000^{***}$	p = 0.255	p = 0.234	p = 0.650
9.2: I get fair salary (disagree dummy)	-0.313	-0.307	-0.214	-0.227	-0.217	-0.205
	$p = 0.000^{***}$	p = 0.269	$p = 0.000^{***}$	p = 0.242	p = 0.257	p = 0.124
Gender: female	-0.042	-0.041	-0.097	-0.106	0.019	0.024
	p = 0.501	p = 0.390	p = 0.504	p = 0.496	p = 0.510	p = 0.750
Age	900.0	0.007	-0.005	-0.005	-0.002	-0.002
	p = 0.267	p = 0.128	p = 0.230	p = 0.137	p = 0.487	p = 0.622
Years of schooling	0.004	0.007	0.007	0.012	-0.012	-0.009
	p = 0.768	p = 0.472	p = 0.483	p = 0.497	p = 0.234	p = 0.396
Ever married	0.051	0.030	0.121	0.076	290.0-	-0.072
	p = 0.501	p = 0.866	p = 0.504	p = 0.729	p = 0.234	p = 0.236
Experience in sector (yrs)	-0.016	-0.017	0.002	0.001	-0.009	-0.010
,	p = 0.534	p = 0.621	p = 0.757	p = 1.000	p = 0.487	p = 0.254
Tenure at factory (yrs)	0.027	0.037	0.026	0.040	0.045	0.051
	p = 0.267	p = 0.122	p = 0.274	p = 0.242	$p = 0.000^{***}$	p = 0.111
. I: position neiper/ineman	-0.071		-0.202			
7 1.	p = 0.267	p = 0.882	p = 0.504	p = 0.247	p = 0.000	p = 0.271
r.i: postuon operator	-0.051 $= 0.524$	-0.017	-0.220	-0.203		
Factory code 63	p = 0.354 -0.127	p = 1.000	p = 0.230 -0.248	p = 0.131	p = 0.000 -0.047	p = 0.120
	p = 0.000**		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.008		-0.105		0.036	
	p = 0.501		$p = 0.000^{***}$		p = 0.510	
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 = 0.254
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.125	0.119	0.193	0.163	0.169	0.169

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

			Depende	$Dependent\ variable:$		
	s qof	Job security	Skill developm	Skill development opportunities	Promotion	Promotion opportunities
)	STO	O	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.185	0.196	0.084	0.101	0.111	0.100
Gender: female	$p = 0.000^{***}$ 0.041	$p = 0.000^{***}$	$p = 0.00002^{***}$ -0.029	$p = 0.00000^{***}$ -0.030	$p = 0.00000^{***}$	$p = 0.00000^{***}$
	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
Voore of sobooling	p = 0.226	p = 0.371	p = 0.156	p = 0.668	p = 0.772	p = 0.530
reats of schooling	p = 0.248	* $^{0.036*}$	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 $= 0.739$	
Factory code 63	p = 0.912 -0.074		-		p = 0.122 -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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent \ variable:$		
	qof	Job security	Skill developm	Skill development opportunities	Promotion	Promotion opportunities
	O	STO		STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.121	0.137	0.091	0.127	0.087	0.092
	p = 0.000***	p = 0.232	p = 0.000***	p = 0.250	$p = 0.000^{***}$	p = 0.247
Gender: female	-0.028	-0.034	-0.077	-0.089	0.032	0.031
	p = 0.510	p = 0.764	p = 0.504	p = 0.755	p = 0.747	p = 1.000
Age	0.008	0.007	-0.005	-0.006	-0.002	-0.002
	p = 0.242	p = 0.120	p = 0.249	p = 0.229	$p = 0.000^{***}$	p = 0.143
Years of schooling	0.003	0.005	0.005	0.010	-0.013	-0.012
	p = 0.745	p = 0.661	p = 0.488	p = 0.366	p = 0.231	p = 0.135
Ever married	0.060	0.035	0.119	0.061	-0.075	-0.083
	p = 0.503	p = 0.619	p = 0.504	p = 0.752	$p = 0.000^{***}$	p = 0.261
Experience in sector (yrs)	-0.018	-0.018	0.0005	-0.0002	-0.011	-0.011
	p = 0.477	p = 0.755	p = 0.743	p = 1.000	p = 0.500	p = 0.128
Tenure at factory (yrs)	0.027	0.032	0.026	0.040	0.044	0.047
	p = 0.242	p = 0.134	p = 0.255	p = 0.254	$p = 0.000^{***}$	p = 0.134
7.1: position helper/lineman	-0.058	-0.027	-0.285	-0.209	-0.052	-0.039
	p = 0.503	p = 0.877	p = 0.504	p = 0.104	p = 0.231	p = 0.115
7.1: position operator	-0.019	-0.009	-0.241	-0.217	0.205	0.209
	p = 0.477	p = 0.626	p = 0.249	p = 0.112	$p = 0.000^{***}$	p = 0.122
Factory code 63	-0.115		-0.273		-0.043	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.269	
Factory code 90	-0.071		-0.149		-0.017	
	p = 0.242		$p = 0.000^{***}$		p = 0.269	
Constant	0.475	0.410	0.608	0.444	0.236	0.207
	p = 0.235	p = 0.235	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.231	$p = 0.000^{***}$
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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent\ variable:$		
	Job	Job security	Skill developm	Skill development opportunities	Promotion	Promotion opportunities
		OLS	0	STO	9	OLS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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	$p = 0.051^*$	$\mathrm{p}=0.072^*$
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 $A = A + A + A + A + A + A + A + A + A + $	888	888	888	888	888	888
ar nagenthy	0.140	0.111	0.100	1.034 0.034	0.143	0.141

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

			Depende	$Dependent\ variable:$		
	of dol	Job security	Skill developm	Skill development opportunities	Promotion	Promotion opportunities
	Č	STO)	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.109	0.120	0.092	0.124	0.088	0.094
	p = 0.262	p = 0.129	$p = 0.000^{***}$	p = 0.145	$p = 0.000^{***}$	p = 0.261
Gender: female	-0.022	-0.027	-0.074	-0.084	0.031	0.030
	p = 0.496	p = 0.773	p = 0.475	p = 0.499	p = 0.520	p = 0.878
Age	0.008	0.008	-0.005	-0.006	-0.002	-0.002
;	$p = 0.000^{***}$	p = 0.116	$p = 0.000^{***}$	p = 0.248	p = 0.272	p = 0.125
Years of schooling	0.003	0.005	0.006	0.010	-0.013	-0.012
	p = 0.758	p = 0.504	p = 0.465	p = 0.369	p = 0.250	p = 0.247
Ever married	0.005		$\begin{array}{c} 0.131 \\ z = 0.475 \end{array}$	0.077	8/0.00	-0.089
Transioned in conton (xred)	p = 0.469	p = 0.355	p = 0.475	p = 0.042	p = 0.000	p = 0.120
Experience in sector (318)	p = 0.531	0.039 = 0.039	0.001 $0 = 0.731$	0.001	0.012	0 = 0.119
Tenure at factory (yrs)	0.026	0.030	0.027		0.044	0.047
	p = 0.496	p = 0.125	p = 0.266	p = 0.230	p = 0.000***	p = 0.136
7.1: position helper/lineman	-0.074	-0.050	-0.292	-0.225	-0.043	-0.028
	p = 0.489	p = 0.859	p = 0.475	p = 0.128	p = 0.498	p = 0.247
7.1: position operator	-0.030	-0.023	-0.245	-0.225	0.211	0.215
	p = 0.531	p = 0.744	$p = 0.000^{***}$	p = 0.139	$p = 0.000^{***}$	p = 0.130
Factory code 63	-0.094		-0.259		-0.053	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.272	
Factory code 90	-0.062		-0.150 $-0.000***$		-0.019	
9.1: Factory has rules	-0.165	-0.177		-0.127	0.066	0.060
>	p = 0.262	p = 0.292	$p = 0.000^{***}$	p = 0.119	p = 0.498	p = 0.422
9.1: Management consults workers	-0.049	-0.055	-0.093	-0.110	-0.003	-0.007
	p = 0.531	p = 0.493	$p = 0.000^{***}$	p = 0.112	p = 0.770	p = 0.882
9.1: Must obey orders	-0.086	-0.095	-0.020	-0.041	0.010	0.008
	p = 0.489	p = 1.000	p = 0.731	p = 0.714	p = 0.520	p = 0.756
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 = 0.250	p = 0.259
Observations	389	389	389	389	389	389
Adjusted R ²	0.064	0.064	0.146	0.111	0.132	0.135

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

	Depende	$Dependent\ variable:$
	Satisfie	Satisfied overall
)	STO
	No factory FEs	With factory FEs
	(1)	(2)
Gender: female	0.026	0.013
	p = 0.581	p = 0.762
Age	0.005	0.005
	p = 0.158	p = 0.178
Years of schooling	-0.003	0.003
	p = 0.609	p = 0.637
Ever married	-0.070	-0.053
	p = 0.185	p = 0.279
Experience in sector (yrs)	-0.009	-0.007
	p = 0.110	p = 0.206
Tenure at factory (yrs)	0.004	0.014
	p = 0.618	$p = 0.056^*$
7.1: position helper/lineman		-0.016 9.887
71. modified encounter	p = 0.500	0.0000
i.t. position operator	895 - 400	0.000
Factory code 13	F = 0.055) d
	$p = 0.004^{***}$	
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 \mathbb{R}^2	0.118	0.061
N - 4	* * * * * *	***************************************
Note:	p <u.t.;< td=""><td>p<0.1; p<0.05; p<0.01</td></u.t.;<>	p<0.1; p<0.05; p<0.01

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

		Depende	$Dependent\ variable:$
der: female der:		Satisfie	ed overall
No factory FEs (1) der: female 0.086 p = 0.261 0.006 p = 0.007 0.007 p = 0.007 p = 0.518 0.005 p = 0.274 p = 0.000*** Factory has rules p = 0.000*** p = 0.000 Management consults workers p = 0.000 0.020 p = 0.000 Must obey orders p = 0.243 stant p = 0.257)	STC
der: female 0.086 0.086 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.007		No factory FEs	With factory FEs
der: female 0.086 0.006 0.006 0.006 0.006 0.006 The anion sector (yrs) 0.005 The at factory 0.005 The at 0.005 The at factory 0.005 The at factory 0.005 The at 0.005 The at factory 0.005 The at factory 0.005 The at 0.005 The at factory 0.005 The at 0.005		(1)	(2)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.086	0.061
s. of schooling 0.006^{***} s. of schooling -0.007 r. married $p = 0.518$ perion of perion in sector (yrs) $p = 0.518$ perion of perion helper/lineman $p = 0.518$ position helper/lineman $p = 0.518$ position operator $p = 0.243$ ory code 63 $p = 0.243$ ory code 90 $p = 0.000^{****}$ Factory has rules $p = 0.000$ Must obey orders $p = 0.243$ stant $p = 0.243$ ravations $p = 0.257$ stant $p = 0.257$ p = 0.257 $p = 0.257$ p = 0.257 $p = 0.257$			p = 0.501
s of schooling $p = 0.000^{***}$ s of schooling $p = 0.518$ married $p = 0.518$ rience in sector (yrs) $p = 0.518$ p e 0.518 0.005 p e 0.518 0.005 p e 0.518 0.005 p e 0.518 0.005 p e 0.257 0.005 p e 0.243 0.000^{***} ractory code 0.00 0.000^{***} Factory has rules 0.000^{***} Factory has rules 0.000^{**} Must obey orders 0.000^{**} p e 0.500 0.000^{**} p e 0.500 0.000^{**} retant 0.000^{**} p e 0.243 0.000^{**} p e 0.500 0.000^{**} p e 0.500 0.000^{**} p e 0.243 0.000^{**} p e 0.257	Age	0.006	0.003
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			p = 0.514
p = 0.518 -0.139 p = 0.500 -0.001 p = 0.518 0.005 p = 0.518 -0.134 p = 0.257 -0.134 p = 0.257 -0.134 p = 0.274 p = 0.274 p = 0.243 -0.312 p = 0.243 -0.142 p = 0.000**** -0.142 p = 0.243 p = 0.243	Years of schooling	-0.007	-0.006
vrs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.518	p = 0.756
p = 0.500 -0.001 p = 0.518 0.005 p = 0.518 -0.143 p = 0.257 -0.134 p = 0.257 -0.312 p = 0.243 -0.312 p = 0.243 -0.312 p = 0.243 p = 0.500 -0.163 p = 0.243 p = 0.500 1.006 p = 0.243 p = 0.243	Ever married	-0.139	-0.217
yrs) -0.001 0.005 0.005 0.005 0.005 0.005 0.0143 0.0134 0.0134 0.0134 0.0134 0.0134 0.0134 0.0134 0.0134 0.0134 0.0134 0.0142		p = 0.500	p = 0.121
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.001	0.0003
$\begin{array}{c} 0.005 \\ 0.005 \\ 0.0143 \\ -0.143 \\ -0.143 \\ 0.0.257 \\ -0.134 \\ 0.0.274 \\ 0.0.257 \\ 0.0.257 \\ 0.0.211 \\ 0.0.257 \\ 0.0.211 \\ 0.0.257 \\ 0.0.211 \\ 0.0.211 \\ 0.0.218 \\ 0.0.227$		p = 0.518	p = 0.858
p = 0.518 neman	Tenure at factory (yrs)	0.005	0.010
neman -0.143 $p = 0.257$ -0.134 $p = 0.518$ -0.274 $p = 0.243$ -0.312 $p = 0.000^{***}$ -0.142 $p = 0.500$ ults workers $p = 0.500$ -0.163 $p = 0.50$ -0.163 $p = 0.243$ 1.006 $p = 0.243$ 1.006 $p = 0.257$ $p = 0.257$			
$\begin{array}{c} p = 0.257 \\ -0.134 \\ -0.134 \\ p = 0.518 \\ -0.274 \\ p = 0.243 \\ -0.312 \\ p = 0.000^{***} \\ -0.142 \\ p = 0.500 \\ -0.163 \\ p = 0.243 \\ 1.006 \\ p = 0.257 \\ p = 0.2111 \\ 0.111 \\$	7.1: position helper/lineman	-0.143	-0.095
$\begin{array}{c} -0.134 \\ -0.274 \\ -0.274 \\ p = 0.274 \\ p = 0.243 \\ -0.312 \\ p = 0.000^{***} \\ -0.142 \\ p = 0.500 \\ -0.142 \\ p = 0.500 \\ -0.020 \\ p = 0.500 \\ -0.020 \\ p = 0.500 \\ -0.163 \\ p = 0.243 \\ 1.006 \\ p = 0.257 \\ p = 0.211 \\ \end{array}$		p = 0.257	p = 0.651
$\begin{array}{c} p = 0.518 \\ -0.274 \\ p = 0.243 \\ -0.312 \\ p = 0.000^{***} \\ -0.142 \\ p = 0.500 \\ -0.142 \\ p = 0.500 \\ -0.020 \\ p = 0.500 \\ -0.163 \\ p = 0.243 \\ p = 0.243 \\ p = 0.243 \\ p = 0.243 \\ p = 0.257 \\ p = 0.257 \\ p = 0.257 \\ p = 0.211 \\ \end{array}$	7.1: position operator	-0.134	-0.134
$\begin{array}{c} -0.274 \\ -0.274 \\ p = 0.243 \\ -0.312 \\ p = 0.000^{***} \\ -0.142 \\ p = 0.500 \\ -0.020 \\ p = 0.500 \\ -0.163 \\ p = 0.243 \\ 1.006 \\ p = 0.257 \\ p = 0.257 \\ p = 0.211 \\ \end{array}$		p = 0.518	p = 0.763
$\begin{array}{c} p = 0.243 \\ -0.312 \\ p = 0.000^{***} \\ -0.142 \\ p = 0.500 \\ -0.020 \\ p = 0.500 \\ -0.163 \\ p = 0.243 \\ 1.006 \\ p = 0.257 \\ p = 0.257 \\ p = 0.257 \end{array}$	Factory code 63	-0.274	
$\begin{array}{c} -0.312 \\ & -0.312 \\ & -0.142 \\ & -0.142 \\ & & -0.020 \\ & & -0.020 \\ & & -0.020 \\ & & & -0.020 \\ & & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & \\ & & & \\$		p = 0.243	
$\begin{array}{c} p = 0.000^{***} \\ -0.142 \\ p = 0.500 \\ -0.020 \\ \hline -0.163 \\ p = 0.243 \\ 1.006 \\ p = 0.257 \\ \hline \end{array}$	Factory code 90	-0.312	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			
ults workers $\begin{array}{ccc} p = 0.500 \\ -0.020 \\ -0.020 \\ \hline -0.163 \\ p = 0.243 \\ 1.006 \\ p = 0.257 \\ \hline & & & & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & \\ & & & \\$	9.1: Factory has rules	-0.142	-0.202
ints workers -0.020 p = 0.500 -0.163 p = 0.243 p = 0.257 p = 0.257 p = 0.257 p = 0.257		p = 0.500	p = 0.252
$\begin{array}{c} p = 0.500 \\ -0.163 \\ p = 0.243 \\ 1.006 \\ p = 0.257 \\ \hline 989 \\ 0.111 \end{array}$	9.1: Management consults workers	-0.020	-0.039
$\begin{array}{c} -0.163 \\ p = 0.243 \\ 1.006 \\ p = 0.257 \\ 389 \\ 0.111 \end{array}$		p = 0.500	p = 0.783
$ \begin{array}{c} p = 0.243 \\ 1.006 \\ p = 0.257 \\ \hline 9 \end{array} $	9.1: Must obey orders	-0.163	-0.249
1.006 p = 0.257 $p = 389$		p = 0.243	p = 0.117
p = 0.257 p 389 0.111	Constant	1.006	0.988
389 0.111			$p = 0.000^{***}$
0.111	Observations	389	389
	Adjusted \mathbb{R}^2	0.111	0.039

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

	Satisfie	Satisfied overall
	C No factory FEs	$OLS \\ With factory FEs$
	(1)	(2)
9.2: Supervisor respects me (numeric)	0.022	0.025
	p = 0.461	p = 0.381
9.2: Supervisor doesn't use bad lang (numeric)	-0.004 $5 - 0.004$	-0.006
9.2: Supervisor will side with me (numeric)	p = 0.901	p = 0.92
	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 p = 0.249	0.038 $p = 0.087*$
9.2: I get fair salary (numeric)	0.173	0.182
	$p = 0.000^{***}$	$p = 0.000^{***}$
Gender: female	-0.015 $5 - 0.715$	-0.011 -0.767
Age	P = 0.115	P = 0.151
	p = 0.207	p = 0.171
Years of schooling	-0.003	0.002
	p = 0.606	p = 0.623
Ever married	-0.066 -0.148	-0.068
Experience in sector (vrs)	P = 0.010	-0.008 -0.008
7	$p = 0.036^{**}$	$p = 0.084^*$
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		
Bootomy code 13	p = 0.809	p = 0.042
actory code to	$p = 0.021^{**}$	
Factory code 63		
•	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 \mathbb{R}^2	0.354	0.332

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

	Dependent	Personal con societies
	Satisfied	Satisfied overall
	Ю	STO
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Supervisor respects me (numeric)	0.028	0.035
	p = 0.515	p = 0.648
9.2: Supervisor doesn't use bad lang (numeric)	-0.003	0.019
	p = 0.764	p = 0.665
9.2: Supervisor will side with me (numeric)	-0.025	-0.027
	p = 0.246	p = 1.000
9.2: Respect supervisor (numeric)	0.030	
9.2: Supervisor speaks openly (numeric)	p = 0.495	p = 0.015
	p = 0.000***	p = 0.255
9.2: I get fair salary (numeric)	0.179	0.184
	$p = 0.000^{***}$	p = 0.127
Gender: female	0.028	0.013
	p = 0.495	p = 0.739
Age	0.002	
Vocan of only of the	p = 0.240	p = 0.272
reals of schooling	-0.002 $n = 0.764$	0.001 -1.000
Ever married	-0.117	
	p = 0.515	p = 0.115
Experience in sector (yrs)	-0.004	-0.004
	p = 0.764	p = 0.749
Tenure at factory (yrs)	0.008	0.017
	p = 0.518	p = 0.725
7.1: position helper/lineman	-0.056	0.004
7. societion on our tour	$p = 0.000^{2.2}$	p = 1.000
i.i. postuon operator	5 - 0.041	
Factory code 63	p = 0.916	р — 0.1.90
racioty cour of	0.000^{**}	
Factory code 90		
	p = 0.269	
Constant	-0.014	-0.194
	p = 0.764	p = 0.753
Observations	389	389
Adinsted B ²	0.350	0.331

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

	Satisfie	Satisfied overall
) No factory PFE	OLS With factour FFe
	(1)	(9)
0.9. Sunamica remarte ma (disagraa dummu)	-0.104	(2)
	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: Kespect supervisor (disagree dummy)	-0.073 $p = 0.235$	-0.067
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
Compone from all	$p = 0.000^{***}$	$p = 0.000^{***}$
reliuci. Ichidale	0.0001 0.998	0.003 0.943
Age		
)	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 	*o_000-0
Toning of factory (vrc)	p = 0.032	p = 0.016
comme an incomy (yis)	0.012	***800.0 = 0
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		
Doctour and OO	p = 0.275	
actory code 30		
Conctant	p = 0.141	0.813
	$p = 0.0001^{***}$	p = 0.000**
Observations	888	888
$ m Adjusted~R^2$	0.350	0.327

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

Satisfied overall OLS No factory FEs With factory FEs (1) (2) (2) (2) (2) (2) (2) (2) (2) (2) (2
70
*
*
*
*
$\begin{array}{c} 0.022 \\ p = 0.599 \\ 0.002 \\ p = 0.644 \\ 0.0002 \\ \end{array}$
$p = 0.599 \\ 0.002 \\ p = 0.644 \\ 0.0002$
$ \begin{array}{c} 0.002 \\ p = 0.644 \\ 0.0002 \end{array} $
p = 0.644 0.0002
000:0
0(0)()) = a
-0.134
p = 0.500
-0.003
p = 0.759
C
$p = 0.000^{***}$ $p = 0.769$
p = 0.02
0.000^{**}
1000
0.937 0.937 0.937 0.937 $0.000***$
0.341
$\begin{array}{cccccccccccccccccccccccccccccccccccc$

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		Depender	$Dependent\ variable:$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		Satisfie	d overall
Good supervisor rship (index) No factory FEs Good supervisor rship (index) 0.273 der: female 0.022 p = 0.000^{***} 0.004 0.004 p = 0.317 could 0.004 p = 0.317 erience in sector (yrs) 0.011 p = 0.002^{**} ure at factory (yrs) 0.011 p = 0.003^{**} p = 0.038^{**} p = 0.005^{**} p = 0.005^{**} p = 0.002^{**} p = 0.002^{**} p = 0.025^{**} p = 0.002^{**} p = 0.015^{**} p = 0.039^{**} p = 0.03		0	ST
Good supervisor rship (index) 0.273 Good supervisor rship (index) 0.273 der: female 0.022 p = 0.018 p 0.004 p p = 0.044 p p = 0.046 p p = 0.046 p rience in sector (yrs) p = 0.292 p reat factory (yrs) p = $0.038**$ p = 0.011 position helper/lineman p = 0.038 p position operator p = 0.038 p position operator p = 0.038 p ory code 0.028 p = $0.044**$ p = $0.044**$ ory code 0.029 p = $0.044**$ p = 0.015 ory code 0.029 p = $0.044**$ p = 0.115 stant p = 0.115 p = 0.115 stant p = 0.038 p = 0.103 stant p = 0.103 p = 0.103 </td <td></td> <td>No factory FEs</td> <td>With factory FEs</td>		No factory FEs	With factory FEs
Good supervisor rship (index) 0.273 0.022 0.022 0.022 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.0052 0.004 0.0052 0.005 0.0052 0.005 0.0		(1)	(2)
be enough enoug	9.2: Good supervisor rship (index)	0.273	0.291
der: female 0.022 der: female 0.002 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.005 0.005 0.011 0.006 0.0015		$p = 0.000^{***}$	p = 0.000***
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.022	0.021
s. of schooling 0.004 p = 0.317 p -0.004 p p = 0.446 p p = 0.446 p p = 0.052 p p = 0.052 p p = 0.011 p p = 0.011 p p = 0.011 p p = 0.014 p p = 0.148 p p = 0.15 p p = 0.366 p p = 0.936 p p = 0.936 p p = 0.015 p p = 0.015 p p = 0.044** 0.290 p = 0.115 p stant p = 0.115 p = 0.103 p = 0.115 p = 0.103 p = 0.103 p = 0.103 p = 0.103		p = 0.618	p = 0.617
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	0.004	0.003
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.317	p = 0.317
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	-0.004	0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.446	p = 0.696
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	-0.052	-0.031
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.292	p = 0.498
$p = 0.038^{**} \qquad p = 0.011$ $p = 0.148 \qquad p = 0.148$ $p = 0.006$ $p = 0.936 \qquad p$ $0.015 \qquad p$ $p = 0.817 \qquad p$ $0.459 \qquad p$ $p = 0.002^{***}$ $0.290 \qquad p = 0.044^{**}$ $0.225 \qquad p = 0.115$ $p = 0.115$ $p = 0.115$ $0.291 \qquad p = 0.103$ $p = 0.103 \qquad p = 0.238$	Experience in sector (yrs)	-0.011	-0.010
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.038^{**}$	$p = 0.048^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.011	0.018
$\begin{array}{c} -0.006 \\ p = 0.936 \\ 0.015 \\ p = 0.817 \\ 0.459 \\ p = 0.002^{***} \\ 0.290 \\ p = 0.044^{**} \\ 0.225 \\ p = 0.115 \\ 0.291 \\ p = 0.103 \\ p = 0.103 \\ \end{array}$		p = 0.148	$p = 0.009^{***}$
$\begin{array}{c} p = 0.936 & p \\ 0.015 & \\ 0.015 & \\ 0.015 & \\ 0.459 & \\ 0.459 & \\ 0.290 & \\ p = 0.044^{**} & \\ 0.225 & \\ p = 0.115 & \\ 0.291 & \\ p = 0.103 & p = \\ 888 & \\ 0.238 & \\ \end{array}$	7.1: position helper/lineman	-0.006	-0.007
$\begin{array}{c} 0.015 \\ p = 0.817 \\ 0.459 \\ 0.459 \\ p = 0.002^{***} \\ 0.290 \\ p = 0.044^{**} \\ 0.225 \\ p = 0.115 \\ p = 0.115 \\ p = 0.103 \\ p = 0.103 \\ p = 0.238 \\ 0.238 \\ \end{array}$		p = 0.936	p = 0.917
$\begin{array}{c} p = 0.817 & p \\ 0.459 & 0.459 \\ 0.459 & 0.290 & 0.290 \\ p = 0.044^{**} & 0.225 \\ p = 0.115 & 0.291 & p = 0.103 & p = 888 \\ 0.238 & 0.238 & 0.238 & 0.238 \end{array}$	7.1: position operator	0.015	0.017
$\begin{array}{c} 0.459 \\ p = 0.002^{***} \\ 0.290 \\ p = 0.044^{**} \\ 0.225 \\ p = 0.115 \\ 0.291 \\ p = 0.103 \\ p = 888 \\ 0.238 \end{array}$		p = 0.817	p = 0.783
$\begin{array}{c} p = 0.002^{***} \\ 0.290 \\ p = 0.044^{**} \\ 0.225 \\ p = 0.115 \\ 0.291 \\ p = 0.103 \\ p = 888 \\ 0.238 \end{array}$	Factory code 13	0.459	
$\begin{array}{c} 0.290 \\ p = 0.044^{**} \\ 0.225 \\ p = 0.115 \\ 0.291 \\ p = 0.103 \\ p = 888 \\ 0.238 \end{array}$		$p = 0.002^{***}$	
p = 0.044** 0.225 $p = 0.115$ 0.291 $p = 0.103$ $p = 0.103$ 888 0.238	Factory code 63	0.290	
$\begin{array}{c} 0.225 \\ p = 0.115 \\ 0.291 \\ p = 0.103 \\ 0.238 \\ \end{array}$		$p = 0.044^{**}$	
$\begin{array}{c} p = 0.115 \\ 0.291 \\ p = 0.103 \\ p = 888 \\ 0.238 \end{array}$	Factory code 90	0.225	
$\begin{array}{c} 0.291 \\ p = 0.103 \\ 888 \\ 0.238 \end{array}$		p = 0.115	
$\begin{array}{ccc} p = 0.103 & p = \\ 888 & 0.238 & \end{array}$	Constant	0.291	0.474
888 0.238		p = 0.103	
0.238	Observations	888	888
	Adjusted \mathbb{R}^2	0.238	0.189

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		Depender	$Dependent\ variable:$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		Satisfie	d overall
$ \begin{tabular}{ll} & No factory FEs \\ & & & & & & & & & & & & & & & & & & $		9	STC
Good supervisor rship (index) 0.229 Her: female 0.062 Her: female 0.062 Her: female 0.004 So of schooling 0.004 In a consistence in sector (yrs) 0.011 The at factory (No factory FEs	With factory FEs
Good supervisor rship (index) 0.229 her: female 0.062 her: female 0.062 sof schooling 0.004 married 0.004 rience in sector (yrs) 0.011 p = 0.472 position helper/lineman 0.000 p = 0.472 position operator 0.000 p = 0.472 position operator 0.000 p = 0.472 ory code 63 0.000 p = 0.000*** ory code 63 0.000 p = 0.000*** ory code 90 0.000 p = 0.000*** ory code 90 0.000 p = 0.000*** ory code 83 0.000		(1)	(2)
her: female 0.062 of conditions operator 0.062 ory code 90 ory code 0.000^{***} of schooling 0.004 be 0.004 be 0.004 be 0.004 be 0.004 charter 0.004 be 0.004 be 0.004 charter 0.006 charter 0.000 charter	9.2: Good supervisor rship (index)	0.229	0.265
her: female 0.062 her: female 0.000^{***} 0.004 so of schooling 0.004 married 0.004 erience in sector (yrs) 0.011 position helper/lineman 0.011 position operator 0.000^{***} ory code 63 position 0.000^{***} ory code 90 position 0.000^{***} position 0.000^{***} 0.000^{***} 0.000^{***} 0.000^{***} stant 0.000^{***} 0.000^{***} 0.792 srvations 0.213		p = 0.000***	p = 0.257
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.062	0.035
s of schooling 0.004 p = 0.230 -0.004 married $p = 0.472$ erience in sector (yrs) $p = 0.504$ p = 0.504 $p = 0.006$ rience in sector (yrs) $p = 0.472$ position helper/lineman $p = 0.472$ position operator $p = 0.050$ p = 0.050 $p = 0.050$ ory code 63 $p = 0.000^{***}$ ory code 63 $p = 0.000^{***}$ ory code 90 $p = 0.000^{***}$ stant $p = 0.000^{***}$ p = 0.000**** $p = 0.000^{***}$ stant $p = 0.000^{***}$ p = 0.000**** $p = 0.000^{**}$ p = 0.213 $p = 0.000$		$p = 0.000^{***}$	p = 0.258
p = 0.230 s of schooling p = 0.472 married p = 0.472 rience in sector (yrs) p = 0.504 rience in sector (yrs) p = 0.472 position helper/lineman p = 0.472 position operator p = 0.078 p = 0.050 p = 0.050 p = 0.050 p = 0.050 p = 0.050 p = 0.000*** cory code 63 p = 0.000*** p = 0.000*** p = 0.000*** stant p = 0.000*** p = 0.000*** p = 0.000*** p = 0.000*** p = 0.213	Age	0.004	0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.230	p = 0.636
p = 0.472 -0.113 p = 0.504 -0.006 p = 0.472 0.011 p = 0.472 0.011 p = 0.472 -0.050 p = 0.000*** -0.249 p = 0.000*** 0.792 p = 0.000*** 0.792 p = 0.000***	Years of schooling	-0.004	-0.004
yrs) $\begin{array}{c} -0.113 \\ p = 0.504 \\ -0.006 \\ \hline 0.0011 \\ p = 0.472 \\ 0.0111 \\ p = 0.472 \\ \hline 0.011 \\ -0.078 \\ \hline 0.000^{***} \\ -0.050 \\ \hline 0.000^{***} \\ \hline 0.000^{***} \\ \hline 0.792 \\ \hline 0.793 \\ \hline 0.$		p = 0.472	p = 0.637
yrs) $p = 0.504$ -0.006 $p = 0.472$ 0.011 $p = 0.472$ -0.017 -0.078 $p = 0.000***$ -0.185 $p = 0.000***$ 0.792 $p = 0.000***$ 0.792 $p = 0.000***$	Ever married	-0.113	-0.160
yrs) -0.006 p = 0.472 0.011 p = 0.472 1 p = 0.472 -0.078 p = 0.000*** 1 p = 0.000 p = 0.472 -0.050 p = 0.472 -0.185 p = 0.000*** 0.792 p = 0.000*** 0.792 p = 0.000***		p = 0.504	p = 0.277
$\begin{array}{c} p = 0.472 \\ 0.011 \\ 0.011 \\ -0.078 \\ \end{array}$ neman $\begin{array}{c} p = 0.472 \\ -0.078 \\ -0.050 \\ \end{array}$ $\begin{array}{c} p = 0.472 \\ -0.185 \\ p = 0.000^{***} \\ -0.249 \\ p = 0.000^{***} \\ \end{array}$ $\begin{array}{c} p = 0.000^{***} \\ 0.792 \\ p = 0.000^{***} \\ \end{array}$	Experience in sector (yrs)	900.0—	-0.005
(a) $\begin{array}{c} p = 0.472 \\ -0.078 \\ -0.078 \\ \end{array}$ neman $\begin{array}{c} p = 0.472 \\ -0.050 \\ p = 0.472 \\ -0.185 \\ \end{array}$ $\begin{array}{c} p = 0.472 \\ -0.185 \\ p = 0.000^{***} \\ -0.249 \\ p = 0.000^{***} \\ \end{array}$ $\begin{array}{c} p = 0.000^{***} \\ 0.792 \\ p = 0.000^{***} \end{array}$		p = 0.472	p = 0.608
neman $p = 0.472$ -0.078 p = 0.000*** -0.050 p = 0.472 -0.185 p = 0.000*** -0.249 p = 0.000*** p = 0.000*** p = 0.000*** p = 0.000*** p = 0.000***	Tenure at factory (yrs)	0.011	0.013
neman -0.078 -0.050 p = 0.472 -0.185 p = 0.000*** -0.249 p = 0.000*** 0.792 p = 0.000*** 0.792 p = 0.000*** 0.792 p = 0.000***		p = 0.472	p = 0.742
$\begin{array}{c} p = 0.000^{***} \\ -0.050 \\ p = 0.472 \\ -0.185 \\ p = 0.000^{***} \\ -0.249 \\ p = 0.000^{***} \\ 0.792 \\ p = 0.000^{***} \end{array}$	7.1: position helper/lineman	-0.078	-0.046
$\begin{array}{c} -0.050 \\ -0.050 \\ \hline p = 0.472 \\ -0.185 \\ \hline p = 0.000^{***} \\ -0.249 \\ \hline p = 0.000^{***} \\ 0.792 \\ \hline p = 0.000^{***} \\ \hline p = 0.000^{***} \\ \hline p = 0.213 \\ \hline \end{array}$		$p = 0.000^{***}$	p = 0.878
$\begin{array}{c} p = 0.472 \\ -0.185 \\ p = 0.000^{***} \\ -0.249 \\ p = 0.000^{***} \\ 0.792 \\ p = 0.000^{***} \end{array}$	7.1: position operator	-0.050	-0.043
$\begin{array}{c} -0.185 \\ -0.185 \\ \hline p = 0.000^{***} \\ -0.249 \\ p = 0.000^{***} \\ 0.792 \\ \hline p = 0.000^{***} \\ p = 0.0013 \end{array}$		p = 0.472	p = 0.613
$\begin{array}{c} p = 0.000^{***} \\ -0.249 \\ p = 0.000^{***} \\ 0.792 \\ p = 0.000^{***} \end{array}$	Factory code 63	-0.185	
$\begin{array}{c} -0.249 \\ p = 0.000^{***} \\ 0.792 \\ p = 0.000^{***} \end{array}$ $\begin{array}{c} p \\ 389 \\ 0.213 \end{array}$		$p = 0.000^{***}$	
$\begin{array}{c} p = 0.000^{***} \\ 0.792 \\ p = 0.000^{***} \end{array}$ $\begin{array}{c} 389 \\ 0.213 \end{array}$	Factory code 90	-0.249	
0.792 $p = 0.000^{***}$ 389 0.213			
$p = 0.000^{***} p$ 389 0.213	Constant	0.792	0.758
389 0.213		-	p = 0.000***
0.213	Observations	389	389
	Adjusted \mathbb{R}^2	0.213	0.173

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

	i	
	Satisfie	Satisfied overall
	9	OLS
	No factory FEs	With factory FEs
	(1)	(2)
9.2: Good supervisor rship (index)	0.271	0.280
	$p = 0.000^{***}$	$p = 0.000^{***}$
Gender: female	0.014	0.011
	p = 0.747	p = 0.796
Age	0.004	0.004
	p = 0.270	p = 0.241
Years of schooling	-0.004	0.002
	p = 0.505	p = 0.708
Ever married	-0.050	-0.033
	p = 0.306	p = 0.462
Experience in sector (yrs)	-0.011	-0.010
	$p = 0.044^{**}$	$p = 0.052^*$
Tenure at factory (yrs)	0.011	0.017
	p = 0.162	$p = 0.016^{**}$
7.1: position helper/lineman	-0.015	-0.013
	p = 0.833	p = 0.850
7.1: position operator	0.011	0.015
	p = 0.864	p = 0.803
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 \mathbb{R}^2	0.243	0.202

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

Satisfied OL No factory FEs OL cod supervisor rship (index) 0.235 ar: female 0.000^{***} of schooling 0.004 of schooling 0.001 of 0.001		Depende	$Dependent\ variable:$
Good supervisor rship (index) 0.2 Good supervisor rship (index) 0.2 der: female 0.0 0.0 0.0 s of schooling 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 position helper/lineman 0.0 0.0 0.0 0.0 0.0 0.0 ory code 0.0		Satisfi	ed overall
No factory FEs		0	STC
Good supervisor rship (index) 0.2 der: female 0.0 s of schooling 0.0 married 0.0 rience in sector (yrs) 0.0 p = 0.0 arience in sector (yrs) 0.0 p = 0.0 position helper/lineman 0.0 p = 0.0 position operator 0.0 ory code 63 0.0 ory code 60 0.0 ory code 63 0.0 in the consults workers 0.0 ory code 64 0.0 ory code 68 0.0 in the consults workers 0.0 ory code 68 0.0			With factory FEs
Good supervisor rship (index) 0.0 ler: female 0.0 ler: female 0.0 s of schooling 0.0 married 0.0 re at factory (yrs) 0.0 position helper/lineman 0.0 position operator 0.0 ory code 0.0 ory code 0.0 Management consults workers 0.0 Must obey orders 0.0		(1)	(2)
ter: female 0.0 0.0 s of schooling 0.0 married 0.0 rience in sector (yrs) 0.0 p = 0.0 exience in sector (yrs) 0.0 position helper/lineman 0.0 position operator 0.0 rience 63 0.0 ory code 63 0.0 Factory has rules 0.0 Management consults workers 0.0 0.0 0.0 Stant 0.0 0.0 avations 0.0		0.235	0.262
der: female 0.0		Ш	
s of schooling s of schooling warried rience in sector (yrs) p = 0.0 rience in sector (yrs) p = 0.0 position helper/lineman p = 0.0 position operator p = 0.0 pry code 63 p = 0.0 pry code 90 p = 0.0 p = 0.0 Management consults workers p = 0.0 p = 0.0 p = 0.0 p = 0.0 wasted R ² p = 0.0	Gender: female	0.060	
s of schooling be $= 0.0$ married $= 0.0$ rience in sector (yrs) $= 0.0$ prosition helper/lineman $= 0.0$ position operator $= 0.0$ ory code $= 0.0$ Factory has rules $= 0.0$ Management consults workers $= 0.0$ $= 0.0$ Must obey orders $= 0.0$		$p = 0.000^{***}$	p = 0.268
s of schooling $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	0.004	0.002
0.00 D = 0 D =			p = 0.632
D = 0 D	Years of schooling	-0.003	-0.004
D = 0.0 D =			p = 0.752
D = 0 0.00 0.00 D = 0 0.00 D = 0 D = 0	Ever married	-0.107	-0.155
D = 0.0 D =		p = 0.486	p = 0.131
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.006	-0.005
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.504	p = 0.739
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.011	0.012
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.504	p = 0.653
D = 0 0.0. D = 0.0 D = 0.0	7.1: position helper/lineman	-0.088	-0.059
D = 0.0 D =		p = 0.247	p = 0.882
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position operator	-0.056	-0.051
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.504	p = 0.732
$\begin{array}{c} p = 0.0 \\ -0.5 \\ -0.0 \\ 0.0 \\ -0.0 \\ 0.0 $	Factory code 63	-0.176	
$\begin{array}{c} -0.5 \\ 0.0 \\ -0.0 \end{array}$ $\begin{array}{c} 0.0 \\ 0.0 \\ 0.0 \end{array}$ $\begin{array}{c} 0.0 \\ 0.0 \\ 0.0 \end{array}$ $\begin{array}{c} 0.0 \\ 0.0 \\ 0.0 \end{array}$ $\begin{array}{c} 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \\$		$p = 0.000^{***}$	
$\begin{array}{c} p = 0.0 \\ -0.0 \\ -0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.7 \\ 0.7 \\ 0.2 \\ 0.0 \\$	Factory code 90	-0.251	
$\begin{array}{c} -0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.1 \\ 0.7 \\ 0.7 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.3 \\ 0.2 \\ 0.2 \\ 0.3 \\ 0.2 \\ 0.2 \\ 0.3 \\ 0.2 \\ 0.3 \\ 0.3 \\ 0.4 \\ 0.4 \\ 0.4 \\ 0.5 $		$p = 0.000^{***}$	
$ \begin{array}{c} p = 0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.7 \\ 0.7 \\ 0.7 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.3 \\ 0.2 \\ 0.3 \\ 0.2 \\ 0.3 \\ 0.3 \\ $	9.1: Factory has rules	-0.037	-0.065
$\begin{array}{c} 0.0 \\ 0.0 \\ 0.0 \\ 0.0 \\ 0.7 \\ 0.7 \\ 0.2 \\ 38 \\ 38 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.3 \\ 0.2 \\ 0.3 \\ 0.3 \\ 0.2 \\ 0.3 \\ 0.4 \\ 0.4 \\ 0.4 \\ 0.4 \\ 0.5 \\ 0$			p = 0.392
$\begin{array}{c} p = 0 \\ 0.0 \\ 0.0 \\ 0.7 \\ 0.7 \\ p = 0.0 \\ 38 \\ 0.2 \\ 0.3 \\ 0.3 \\ 0.3 \\ 0.3 \\ 0.4 \\ $	9.1: Management consults workers	0.028	0.025
$\begin{array}{c} 0.0 \\ 0.7 \\ 0.7 \\ 0.7 \\ 0.2 \\ 38 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.2 \\ 0.3 \\ 0.2 \\ 0.3 \\ 0.3 \\ 0.3 \\ 0.3 \\ 0.3 \\ 0.3 \\ 0.3 \\ 0.4 \\ $			p = 0.758
$\begin{array}{c} p = 0 \\ 0.7 \\ 0 = 0.0 \\ \end{array}$	9.1: Must obey orders	0.034	-0.007
0.7 $p = 0.0$ 38 0.2		p = 0.496	p = 0.615
p = 0.0	Constant	0.784	0.782
38 38 0.2			
0.2	Observations	389	389
	Adjusted \mathbb{R}^2	0.211	0.171
	Note:	* ·1 0/2u *	** n<0.05: *** n<0.01

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

			:			
	Like	Like friends	Like	Like family	Con	Conflicted
	0	OLS)	STO)	OLS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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	900.0	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 \mathbb{R}^2	0.108	0.072	0.110	0.064	0.084	-0.001

Note:

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

			Depende	$Dependent\ variable:$		
	Like	Like friends	Like	Like family	Conf	Conflicted
	0	STO)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.085	-0.087	0.058	0.059	0.028	0.028
	p = 0.512	p = 0.357	p = 0.495	p = 0.622	$p = 0.000^{***}$	p = 0.132
Age	-0.002		0.005	0.005	-0.002	-0.002
Years of schooling	p = 0.519 0.018	p = 0.461 0.021	p = 0.000 - -0.013	p = 0.113 -0.016	p = 0.268 -0.006	p = 0.256 - 0.005
	$p = 0.000^{***}$	p = 0.132	p = 0.238	p = 0.495	p = 0.232	p = 0.242
Ever married	-0.170	-0.197	0.183	0.214	-0.013	-0.016
T	p = 0.519	p = 0.506	p = 0.251	p = 0.522	p = 0.758	p = 1.000
Experience in sector (yrs)	0.010	0.010 $n = 0.523$	0.000 – 0.000 0.00	-0.020	0.004 $r = 0.000***$	0.004 $r = 0.242$
Tenure at factory (yrs)	600.0-	-0.002	0.013	0.006	-0.004	-0.004
	p = 0.521	p = 1.000	p = 0.489	p = 0.610	p = 0.232	p = 0.506
7.1: position helper/lineman	-0.126	-0.094	0.146	0.109	-0.020	-0.016
	p = 0.257	p = 0.519	p = 0.238	p = 0.392	p = 0.232	p = 0.119
7.1: position operator	-0.125	-0.118	0.150	0.143	-0.025	-0.024
	$p = 0.000^{***}$	p = 0.248	$p = 0.000^{***}$	p = 0.117	p = 0.258	p = 0.509
Factory code 63	-0.124		0.139		-0.015	
Footonic godo 00	p = 0.000		p = 0.000		p = 0.000	
	p = 0.000***		$p = 0.000^{***}$		p = 0.758	
9.1: Factory has rules	0.045	0.023	-0.025	-0.0001	-0.021	-0.023
	p = 0.521	p = 0.649	p = 0.508	p = 0.885	p = 0.500	p = 0.602
9.1: Management consults workers	0.229	0.216	-0.203	-0.188	-0.026	-0.028
	p = 0.255	p = 0.249	p = 0.257	p = 0.251	p = 0.500	p = 0.623
9.1: Must obey orders	0.162	0.143	-0.138	-0.117	-0.023	-0.025
	p = 0.257	p = 0.495	p = 0.238	p = 0.208	p = 0.490	p = 0.762
Constant	0.591	0.527	0.252	0.325	0.157	0.148
	p = 0.255	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.277
Observations Adjusted \mathbb{R}^2	389 0.056	389 0.053	389 0.053	389 0.048	$\frac{389}{-0.015}$	389 -0.010

Note:

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

			Depende	$Dependent\ variable:$		
	Like	Like friends	Like	Like family	Con	Conflicted
) No factory FEs	OLS With factory FEs) No factory FEs	OLS With factory FEs	O factory FEs	$OLS \\ \text{With factory FEs}$
	(1)	(2)	(3)	(4)	(2)	(9)
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)		-0.046	0.045	0.067	-0.022	-0.022
0.9. Besnect sunarrison (numeric)	p = 0.258	p = 0.017**	$p = 0.026^{**}$	p = 0.0005	p = 0.007	p = 0.007
o.z. recepeet super visor (municine)	0.262 0.262	p = 0.134	p = 0.278	p = 0.137	p = 0.926	0.980
9.2: Supervisor speaks openly (numeric)		-0.025		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		0.023	-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		$0.261 \\ z = 0.007*$		0.038 $= 0.543$	
Hactory code 63	P = 0.031		p = 0.031		p = 0.942	
	$n = 0.013^{**}$		$v = 0.018^*$		0.015	
Factory code 90						
	$p = 0.058^*$		$p = 0.063^*$		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<0.1; ** p<0.05; *** p<0.01 Clustered by factory.

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

			Depende	$Dependent\ variable:$		
	Like	Like friends	Like	Like family	Con	Conflicted
		OCS		STO		OCS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	0.081	0.088	-0.085	-0.093	0.004	0.005
	p = 0.494	p = 0.128	p = 0.487	p = 0.151	p = 0.493	p = 0.609
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 = 0.383	p = 0.266	p = 0.499	p = 0.493	p = 0.631
9.2: Supervisor will side with me (numeric)	-0.019	-0.019 $r = 0.498$	0.051 - 366	0.052 -0.118	-0.033 -0.0033	-0.033 $r = 0.931$
9.2: Respect supervisor (numeric)	0.25 - 4 0.087	p = 0.499	0.250 - 4 -0.077	p = 0.113 -0.074	p - 0.000 -0.010	p = 0.291 -0.011
	p = 0.224	p = 0.266	p = 0.221	p = 0.115	$p = 0.000^{***}$	p = 0.277
9.2: Supervisor speaks openly (numeric)	-0.096	-0.102	0.084	0.092	0.011	0.010
	p = 0.263	p = 0.250	p = 0.249	p = 0.541	p = 0.747	p = 0.872
9.2: I get fair salary (numeric)	0.032	0.033	-0.025	-0.027	-0.007	-0.006
	p = 0.263	p = 0.120	p = 0.221	p = 0.253	p = 0.498	p = 0.734
Gender: remale	-0.088	-0.093	0.002	0.009	07.0.0	0.024
(° V	p = 0.494	p = 0.505	p = 0.487	p = 0.525	p = 0.000	p = 0.125
Age	-0.002	-0.002 $z = 0.115$	0.004		-0.002	-0.002
Years of schooling	p = 0.355	p = 0.113	p = 0.000 -0.013	p = 0.120 -0.016	p = 0.493	p = 1.000
	***00000 = 0	0.021	$^{**}0000 = 0$	0.247	n = 0.249	n = 0.145
Ever married	-0.175		0.185		-0.010	-0.016
	p = 0.533	p = 0.485	p = 0.249	p = 0.493	p = 0.493	p = 0.749
Experience in sector (yrs)	0.016	0.016	-0.021	-0.020	0.004	0.004
	p = 0.224	p = 0.527	p = 0.221	p = 0.372	$p = 0.000^{***}$	p = 0.268
Tenure at factory (yrs)	-0.009	-0.003	0.013	0.006	-0.004	-0.003
	p = 0.487	p = 1.000	p = 0.470	p = 0.741	p = 0.244	p = 0.384
josition neiper/lineman	-0.100 **-0000-a	-0.000	0.125 **- 0.000 - a	0.083 $r = 0.377$	-0.025 -0.049	-0.017
7.1: position operator	F = 0.000 -0.111	-0.099	P = 0.000	P = 0.917 0.132	F = 0.25	-0.033
•	$p = 0.000^{***}$	p = 0.127	p = 0.266	p = 0.252	p = 0.254	p = 0.491
Factory code 63	-0.111		0.140		-0.029	
-	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.046				-0.019	
	p = 0.224	707	p = 0.221	916	p = 0.493	0
Constant	0.391 $p = 0.224$	0.467	0.137 $0 = 0.470$	0.000	0.000^{***}	0.000 0.00
Observations	380				380	
Adjusted \mathbb{R}^2	0.057	0.056	0.061	0.057	0.015	0.017
Note:					* p<0.1; *	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Эпидал	Depenaent variable:		
	Like 1	Like friends	Like	Like family	Cor	Conflicted
	0	STO)	STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
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		-0.070	-0.106	0.033	
-	p = 0.358	$p = 0.045^{\circ}$	$p = 0.086^{\circ}$	p = 0.007	$p = 0.047^{**}$	$p = 0.083^{\circ}$
9.2: Respect supervisor (disagree dummy)	0.013	-0.015	-0.027	0.009		
0.9. Currenties and a complex (discussed durante)	p = 0.859	p = 0.838	p = 0.713	p = 0.899	p = 0.030	p = 0.423
9.2: Supervisor speaks openity (uisagree duming)	0.002 $n = 0.261$	0.030 $n = 0.500$	-0.031 $n = 0.102$	-0.012	0.028	0.030 0.030
9.2: I get fair salary (disagree dummy)	-0.070	-0.043	0.047	0.034		
	$p = 0.057^*$	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	$p = 0.022^{*}$	$p = 0.088^{\circ}$	$p = 0.016^{**}$	p = 0.810	p = 0.757
Experience in sector (yrs)	0.014	0.013	-0.014	-0.013	0.001	-0.0001
,	$p = 0.023^{**}$	$p = 0.026^{\circ}$	p = 0.017**	$p = 0.028^{**}$	p = 0.776	p = 0.983
Tenure at factory (yrs)	-0.009	-0.009	900.0	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		-0.019
T4 2.1.	p = 0.949	p = 0.486	p = 0.795	p = 0.680	p = 0.421	p = 0.496
ractory code 13	-0.303					
To at some 200 do 69	p = 0.035		p = 0.032		p = 0.339	
ractory code 05			- 1			
Doctours and Of	7 – 0.011 0.909		p = 0.014		p = 0.101	
ractory code 30	-0.300 *-0.050**					
	p = 0.050	010.0	0000 – d	0.146	p = 0.939	360 O
Constant	$p = 0.00000^{***}$	$^{***}0000 = d$	0.000 $= 0.000$	0.140 $p = 0.236$	-0.024 $p = 0.762$	0.035 $p = 0.494$
Observations	888	888	888	888	888	888
Adjusted R ²	0.103	0.071	0.106	0.066	0.090	0.004

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

l				Transporter contractor.		
	Like	Like friends	Like	Like family	Conf	Conflicted
		OLS		OLS		OLS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.144	-0.166	0.105	0.130	0.039	0.036
	p = 0.000***	p = 0.746	p = 0.534	p = 0.733	p = 0.000***	p = 0.271
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.011	0.009	0.027	0.032	-0.037	-0.041
0.9. Supervisor will side with me (disamee dummy)	p = 0.755	p = 1.000	p = 0.767	p = 1.000	p = 0.236	p = 0.145
or orbitation will old with the (disagree during)	p = 0.493	p = 0.774	p = 0.514	p = 0.482	p = 0.000***	p = 0.122
9.2: Respect supervisor (disagree dummy)	0.076		-0.099	0.090	0.024	0.022
	p = 0.755	p = 0.888	p = 0.233	p = 0.512	p = 0.236	p = 0.363
9.2: Supervisor speaks openly (disagree dummy)	0.148	0.156	-0.135	-0.144	-0.013	-0.011
	p = 0.262	p = 0.504	p = 0.486	p = 0.490	p = 0.489	p = 0.885
9.2: I get fair salary (disagree dummy)	-0.085	-0.084	0.063	0.064	0.021	0.019
•	p = 0.262	p = 0.157	$p = 0.000^{***}$	p = 0.233	p = 0.486	p = 1.000
Gender: female	-0.087	-0.088	0.056	0.059	0.030	0.029
	p = 0.493	p = 0.382	p = 0.514	p=0.615	p = 0.236	p = 0.251
Age	-0.002	-0.002	0.004	0.004	-0.002	-0.002
	p = 0.534	p = 0.618	p = 0.253	p = 0.126	p = 0.236	p = 0.513
Years of schooling	0.018	0.021	-0.013	-0.016	-0.005 -	-0.005 -
	$p = 0.000^{***}$	p = 0.265	p = 0.281	p = 0.131	p = 0.253	p = 0.121
Ever married	-0.175	-0.191	0.192	0.213	-0.016	-0.022
	p = 0.534	p = 0.503	p = 0.253	p = 0.525	p = 0.489	p = 0.746
Experience in sector (yrs)	0.016	0.016	-0.021	-0.020	0.005	0.005
	p = 0.221	p = 0.494	$p = 0.000^{***}$	p = 0.507	$p = 0.000^{***}$	p = 0.274
Tenure at factory (yrs)	-0.010	-0.003	0.015	0.007	-0.005	-0.003
	p = 0.483	p = 1.000	p = 0.534	p = 0.653	p = 0.236	p = 0.510
7.1: position helper/lineman	-0.080	-0.051	0.103	0.066	-0.023	-0.015
	$p = 0.000^{\text{TT}}$	p = 0.368	$p = 0.000^{\circ 7}$	p = 0.502	p = 0.253	p = 0.519
7.1: position operator		-0.082			-0.033	-0.030
Dontours and 63	p = 0.000	p = 0.480	p = 0.233	p = 0.258	p = 0.250	p = 0.507
ractory code 05	-0.093 		0.124 ***000 — a		-0.03I *** U U U U	
Factory code 90	P = 0.003		p = 0.033		F = 0.035	
	$p = 0.000^{***}$		p = 0.000***		p = 0.236	
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 = 0.260
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.046	0.047	0.047	0.045	-0.003	-0.002

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

			Depende	$Dependent \ variable:$		
	Like	Like friends	Like	Like family	Con	Conflicted
	9	STO)	OLS	9	OLS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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
	$p = 0.0002^{***}$	$p = 0.000000^{***}$	$p = 0.0003^{***}$	$p = 0.00000^{***}$	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	$0.011 \\ \sim -0.076*$	0.004 ~ -0.4 ≈ -0.0	-0.008	-0.001	-0.003	-0.004 $= 0.138$
Evzer married	p = 0.076	p = 0.434 -0.118	p=0.165	p = 0.307	p = 0.280	p = 0.120
	p = 0.110	p = 0.017**	$^*060.0 = d$	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 \mathbb{R}^2	0.102	0.068	0.102	0.058	0.096	0.008

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

			Depende	$Dependent \ variable:$		
	Like	Like friends	Like	Like family	Con	Conflicted
	O	STO	O	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.012	0.002	0.042	0.023	-0.030	-0.025
	p = 0.473	p = 1.000	p = 0.268	p = 0.139	p = 0.000***	p = 0.259
Gender: female	-0.074	-0.076	0.045	0.049	0.029	0.027
	p = 0.512	p = 0.376	p = 0.478	p = 0.754	$p = 0.000^{***}$	p = 0.242
Age	-0.003	-0.003	0.005	0.005	-0.002	-0.002
	p = 0.501	p = 0.507	p = 0.268	p = 0.242	p = 0.242	p = 0.377
Years of schooling	0.017	0.020	-0.011	-0.014	-0.006	-0.005
	$p = 0.000^{***}$	p = 0.227	p = 0.233	p = 0.367	p = 0.262	p = 0.122
Ever married	-0.173	-0.198	0.189	0.221	-0.016	-0.023
	p = 0.501	p = 0.495	p = 0.268	p = 0.486	p = 0.504	p = 0.729
Experience in sector (yrs)	0.016	0.016	-0.021	-0.020	0.004	0.004
	p = 0.242	p = 0.370	$p = 0.000^{***}$	p = 0.512	$p = 0.000^{***}$	$p = 0.000^{***}$
Tenure at factory (yrs)	-0.010	-0.003	0.015	900.0	-0.005	-0.003
	p = 0.473	p = 1.000	p = 0.501	p = 0.757	p = 0.504	p = 0.633
7.1: position helper/lineman	-0.108	-0.071	0.137	0.090	-0.029	-0.020
	$p = 0.000^{***}$	p = 0.360	$p = 0.000^{***}$	p = 0.380	p = 0.262	p = 0.378
7.1: position operator	-0.112	-0.099	0.149	0.134	-0.038	-0.035
	$p = 0.000^{***}$	p = 0.248	$p = 0.000^{***}$	p = 0.121	p = 0.250	p = 0.392
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 = 0.245	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.241
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<0.1; * p<0.05; *** p<0.01 Clustered by factory.

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

			Depende	$Dependent \ variable:$		
	Like	Like friends	Like	Like family	Con	Conflicted
	0	STO)	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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	90.00
	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	900.0	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
	$p = 0.002^{-1}$	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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent \ variable:$		
	Like	Like friends	Like	Like family	Con	Conflicted
	<u> </u>	STO		STO		OLS With 6 FF-
	INO TACTORY FES	With factory FES	NO factory FES	With factory Fes	No factory fes	with factory f Es
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.010	0.024	0.029	0.011	-0.039	-0.035
	p = 0.518	p = 0.492	p = 0.508	p = 0.872	$p = 0.000^{***}$	p = 0.274
Gender: female	-0.086	-0.089	0.054	0.058	0.032	0.031
	p = 0.513	p = 0.378	p = 0.480	p = 0.759	$p = 0.000^{***}$	p = 0.249
Age	-0.002	-0.002	0.004	0.005	-0.002	-0.002
;	p = 0.493	p = 0.501	$p = 0.000^{***}$	p = 0.271	p = 0.253	p = 0.215
Years of schooling	0.019	0.021	-0.013	-0.016	900.0—	-0.005
	$p = 0.000^{***}$	p = 0.252	p = 0.228	p = 0.377	p = 0.230	p = 0.119
Ever married	-0.169		0.187	0.216	-0.019	-0.025
	p = 0.493	p = 0.479	p = 0.280	p = 0.495	p = 0.483	p = 1.000
Experience in sector (yrs)	0.016	0.015	-0.021	-0.020	0.005	0.005
	p = 0.269	p = 0.385	$p = 0.000^{***}$	p = 0.357	$p = 0.000^{***}$	p = 0.266
Tenure at factory (yrs)	-0.009	-0.002	0.014	900.0	-0.005	-0.004
	p = 0.518	p = 1.000	p = 0.508	p = 0.731	p = 0.230	p = 0.762
7.1: position helper/lineman	-0.124	-0.090	0.153	0.111	-0.029	-0.020
	p = 0.269	p = 0.533	p = 0.228	p = 0.362	p = 0.230	p = 0.254
7.1: position operator	-0.121	-0.111	0.160	0.146	-0.038	-0.036
	$p = 0.000^{***}$	p = 0.233	$p = 0.000^{***}$	p = 0.256	p = 0.248	p = 0.527
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	0	p = 0.000	0
9.1: Factory has rules	0.050		-0.0IZ	0.000	-0.038	-0.042
O 1. Menagement occurrent	p = 0.518	p = 0.622	p = 0.760	p = 0.850	p = 0.483	p = 0.349
3.1. ivianagement consums worners	0.201 $= 0.944$		5 - 0.137	-0.169	-0.094 n = 0.483	5 - 0.03
0.1. Must oborr andone	p = 0.244	p = 0.201	p = 0.232	p = 0.102	p = 0.469	p = 0.310
err. ividat obey orders	0.110	$0.103 \\ = 0.516$	#II:0-	-0.101	0.000	-0.036
	p = 0.209	p = 0.910	p = 0.228	p = 0.480	p = 0.478	p = 0.30t
Constant	0.581	0.508			0.194	0.176
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.252	$p = 0.000^{***}$	$p = 0.000^{\circ \circ \circ}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted R ²	0.054	0.052	0.052	0.046	0.004	0.006

Note:

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

			Depende	Dependent variable:		
	dnS	Supportive	Mc	Worried	A	Afraid
	0	STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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
$ m Adjusted~R^2$	0.074	0.033	0.117	0.054	-0.040	0.002
Note:					* p<0.1; *	'p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

Suppo OL ST ST ST SS SS SS SS SS SS SS	Supportive OLS No factory FEs With fac	No factory FE (3) 0.101 $p = 0.260$ 0.004 $p = 0.538$ -0.001 $p = 0.758$ -0.074 $p = 0.758$ -0.074	Worried OLS s With factory FEs (4)	Afi O No factory FEs	Afraid OLS
No factory FEs (1) -0.075 $p = 0.267$ -0.003 $p = 0.519$ -0.005 $p = 0.519$ 0.044 $p = 0.501$ 0.044 $p = 0.501$ 0.005 $p = 0.501$ 0.005 $p = 0.519$ 0.005 $p = 0.005$ $p = 0.129$ $p = 0.1768$ -0.165 $p = 0.137$ $p = 0.249$ 0.090 $p = 0.267$ 0.201 $p = 0.267$	No factory FEs (1) -0.075 $p = 0.267$ -0.003 $p = 0.519$ -0.005 $p = 0.519$ 0.044 $p = 0.501$ 0.005 $p = 0.501$ 0.005 $p = 0.501$ 0.005 $p = 0.519$ 0.014	No factory FEs (3) 0.101 $p = 0.260$ 0.004 $p = 0.538$ -0.001 $p = 0.758$ -0.074 $p = 0.758$	L.S. With factory FEs (4)		\overline{ST}
No factory FEs (1) -0.075 $p = 0.267$ -0.003 $p = 0.519$ -0.005 $p = 0.519$ 0.044 $p = 0.501$ 0.005 $p = 0.501$ 0.014 $p = 0.519$ 0.014 $p = 0.519$ 0.018 $p = 0.129$ $p = 0.187$ $p = 0.249$ 0.090 $p = 0.267$ 0.201 $p = 0.267$	No factory FEs (1) -0.075 $p = 0.267$ -0.003 $p = 0.519$ -0.005 $p = 0.519$ 0.044 $p = 0.501$ 0.005 $p = 0.501$ 0.005 $p = 0.501$ 0.005 $p = 0.501$ 0.014 0.014		With factory FEs (4)	No factory FEs	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	(1) -0.075 $p = 0.267$ -0.003 $p = 0.519$ -0.005 $p = 0.519$ 0.044 $p = 0.519$ 0.044 $p = 0.501$ 0.005 $p = 0.501$ 0.005 $p = 0.501$ 0.005 $p = 0.501$ 0.014 $p = 0.519$	(3) 0.101 p = 0.260 0.004 p = 0.538 -0.001 p = 0.758 -0.074 p = 0.758	(4)		With factory FEs
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{l} -0.075 \\ p = 0.267 \\ -0.003 \\ p = 0.519 \\ -0.005 \\ p = 0.519 \\ 0.044 \\ p = 0.501 \\ 0.005 \\ p = 0.501 \\ 0.005 \\ p = 0.519 \\ 0.014 \\ p = 0.519 \\ 0.129 \end{array}$	$\begin{array}{c} 0.101 \\ p = 0.260 \\ 0.004 \\ p = 0.538 \\ -0.001 \\ p = 0.758 \\ -0.074 \\ p = 0.758 \end{array}$	0	(5)	(9)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$p = 0.267 \\ -0.003 \\ p = 0.519 \\ -0.005 \\ p = 0.519 \\ 0.044 \\ p = 0.501 \\ 0.005 \\ p = 0.501 \\ 0.014 \\ p = 0.519 \\ 0.014 \\ 0.015 \\ 0.$	$p = 0.260 \\ 0.004$ $p = 0.538 \\ -0.001$ $p = 0.758 \\ -0.074$ $p = 0.758$	0.116	0.007	0.010
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.003 $p = 0.519$ -0.005 $p = 0.519$ 0.044 $p = 0.501$ 0.005 $p = 0.501$ 0.014 $p = 0.519$ 0.129	$\begin{array}{c} 0.004 \\ p = 0.538 \\ -0.001 \\ p = 0.758 \\ -0.074 \\ p = 0.758 \end{array}$	p = 0.121	p = 0.756	p = 0.869
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$p = 0.519 \\ -0.005 \\ p = 0.519 \\ 0.044 \\ p = 0.501 \\ 0.005 \\ p = 0.501 \\ 0.014 \\ p = 0.519 \\ 0.129$	$p = 0.538 \\ -0.001$ $p = 0.758 \\ -0.074$ $p = 0.758$	0.006	0.0003	0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.005 $p = 0.519$ 0.044 $p = 0.501$ 0.005 $p = 0.501$ 0.014 $p = 0.519$ 0.129	$\begin{array}{l} -0.001 \\ p = 0.758 \\ -0.074 \\ p = 0.758 \end{array}$	p = 0.370	p = 0.490	p = 0.243
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} p = 0.519 \\ 0.044 \\ p = 0.501 \\ 0.005 \\ p = 0.501 \\ 0.014 \\ p = 0.519 \\ 0.129 \end{array}$	$\begin{array}{c} p = 0.758 \\ -0.074 \\ p = 0.758 \end{array}$	0.004	-0.001	-0.0004
$\begin{array}{c} 0.044 \\ p = 0.501 \\ 0.005 \\ 0.005 \\ p = 0.501 \\ p = 0.519 \\ 0.014 \\ p = 0.519 \\ 0.129 \\ p = 0.516 \\ p \\ 0.061 \\ p = 0.516 \\ p \\ 0.061 \\ p = 0.516 \\ p \\ 0.061 \\ p = 0.061 \\ p = 0.000 *** \\ p = 0.249 \\ 0.090 \\ p = 0.249 \\ 0.090 \\ p = 0.267 \\ p \\ 0.201 \\ p = 0.000 *** \\ p = 0.267 \\ p \\ 0.201 \\ p = 0.200 *** \\ p = 0.200 *** \\ p = 0.267 \\ p \\ 0.201 \\ p = 0.289 \\ p = 0.200 *** \\ p = 0.289 \\$	$\begin{array}{c} 0.044 \\ p = 0.501 & p \\ 0.005 \\ p = 0.501 & p \\ 0.014 \\ p = 0.519 & p \\ 0.129 \\ \end{array}$	-0.074 p = 0.758	p = 0.731	p = 0.492	p = 1.000
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} p = 0.501 & p \\ 0.005 & \\ p = 0.501 & p \\ 0.014 & \\ p = 0.519 & p \\ 0.129 & \end{array}$	p = 0.758	-0.076	-0.024	-0.022
$\begin{array}{c} 0.005 \\ 0.014 \\ 0.014 \\ \end{array}$ $\begin{array}{c} p = 0.501 \\ 0.014 \\ p = 0.519 \\ 0.129 \\ p = 0.516 \\ 0.061 \\ p = 0.516 \\ p \\ -0.165 \\ p = 0.768 \\ p \\ -0.165 \\ p = 0.000^{***} \\ p = 0.249 \\ 0.090 \\ p = 0.249 \\ 0.090 \\ p = 0.267 \\ p \\ 0.201 \\ p = 0.000^{***} \end{array}$	$\begin{array}{c} 0.005 \\ p = 0.501 \\ 0.014 \\ p = 0.519 \\ 0.129 \end{array}$	•	p = 0.879	p = 0.000***	p = 0.369
$\begin{array}{c} p = 0.501 & p \\ 0.014 & \\ 0.014 & \\ 0.0129 & \\ 0.129 & \\ 0.061 & \\ p = 0.516 & p \\ 0.061 & \\ p = 0.768 & p \\ -0.165 & \\ p = 0.768 & p \\ -0.165 & \\ p = 0.000*** & \\ p = 0.249 & \\ 0.090 & \\ p = 0.249 & \\ 0.090 & \\ p = 0.267 & p \\ 0.201 & \\ p = 0.000*** & \\ p = 0.200 & \\ p = 0.201 & \\ p = 0.000*** & \\ p = 0.201 & \\ p = 0.200 & \\ p = 0.282 & \\ p =$	$\begin{array}{c} p = 0.501 & p \\ 0.014 & \\ p = 0.519 & p \\ 0.129 & \end{array}$	0.003	0.002	-0.004	-0.004
$\begin{array}{c} 0.014 \\ p = 0.519 \\ 0.129 \\ p = 0.516 \\ p = 0.061 \\ p = 0.768 \\ -0.165 \\ p = 0.000^{***} \\ -0.137 \\ p = 0.049 \\ 0.090 \\ p = 0.267 \\ p = 0.267 \\ p = 0.201 \\ p = 0.000^{***} \end{array}$	$\begin{array}{c} 0.014 \\ p = 0.519 \\ 0.129 \end{array}$	p = 0.758	p = 0.884	p = 0.264	p = 0.266
$\begin{array}{c} p = 0.519 & p \\ 0.129 & 0.129 \\ 0.061 & p \\ 0.061 & p \\ -0.165 & p \\ -0.137 & p = 0.000*** \\ p = 0.249 & 0.090 \\ p = 0.249 & 0.090 \\ p = 0.267 & p \\ 0.201 & p \\ 0.282 & p \end{array}$	p = 0.519 p 0.729	0.003	0.014	0.006	0.007
$\begin{array}{c} 0.129 \\ p = 0.516 \\ 0.061 \\ p = 0.768 \\ -0.165 \\ p = 0.000^{***} \\ -0.137 \\ p = 0.249 \\ 0.090 \\ p = 0.249 \\ 0.090 \\ p = 0.267 \\ p = 0.201 \\ p = 0.000^{***} \end{array}$	0.129	p = 0.758	p = 0.237	p = 0.264	p = 0.248
$\begin{array}{c} p = 0.516 & p \\ 0.061 & \\ 0.061 & \\ -0.165 & p \\ -0.165 & p \\ -0.137 & \\ p = 0.249 & \\ 0.090 & \\ p = 0.267 & p \\ 0.201 & \\ p = 0.000*** & p \\ 0.291 & p \\ 0.282 & p \\ 0$		0.114	0.150	0.009	0.012
$\begin{array}{c} 0.061 \\ p = 0.768 \\ -0.165 \\ p = 0.000^{***} \\ -0.137 \\ p = 0.249 \\ 0.090 \\ p = 0.267 \\ p = 0.201 \\ p = 0.000^{***} \end{array}$	3	p = 0.480	p = 0.389	p = 0.530	p = 0.375
$\begin{array}{c} p = 0.768 & p \\ -0.165 \\ p = 0.000^{***} \\ -0.137 \\ p = 0.249 \\ 0.090 \\ p = 0.267 \\ p = 0.201 \\ p = 0.000^{***} \end{array}$	0.061 0.064	0.081	0.095	-0.004	-0.003
$\begin{array}{c} -0.165 \\ -0.000^{***} \\ -0.137 \\ p = 0.249 \\ 0.090 \\ p = 0.267 \\ 0.201 \\ p = 0.000^{***} \end{array}$		p = 0.480	p = 0.766	p = 0.492	p = 0.765
$\begin{array}{c} p = 0.000^{***} \\ -0.137 \\ p = 0.249 \\ 0.090 \\ p = 0.267 \\ 0.201 \\ p = 0.000^{**} \end{array}$	-0.165	-0.067		-0.002	
$\begin{array}{c} -0.137 \\ p = 0.249 \\ 0.090 \\ p = 0.267 \\ 0.201 \\ p = 0.000^{**} \end{array}$	$p = 0.000^{***}$	p = 0.480		p = 0.490	
$\begin{array}{c} p = 0.249 \\ 0.090 \\ p = 0.267 \\ 0.201 \\ p = 0.000^{**} \end{array}$	-0.137	0.120		0.021	
$\begin{array}{c} 0.090 \\ p = 0.267 \\ 0.201 \\ p = 0.000^{**} \end{array}$		p = 0.260		$p = 0.000^{***}$	
$\begin{array}{cccc} p = 0.267 & p \\ 0.201 & \\ p = 0.000^{**} & p \\ 0.282 & p \end{array}$		0.147	0.144	-0.017	-0.016
$\begin{array}{c} 0.201 \\ p = 0.000^{***} \\ 0.282 \end{array}$	p = 0.267 p	p = 0.480	p = 0.728	p = 0.492	p = 0.399
$p = 0.000^{***}$ p		0.222	0.208	0.003	0.002
0.282	p = 0.000***	$p = 0.000^{***}$	p = 0.254	$p = 0.000^{***}$	p = 0.642
11011:0		0.232	0.255	-0.020	-0.016
$p = 0.000^{***}$ $p = 0.00$	d	p = 0.260	p = 0.244	p = 0.226	p = 0.370
Constant 0.254 0.255	0.294 0.252	0.056	-0.070	1.002	0.987
p = 0.501 $p = 0.4$	= 0.501	p = 0.480	p = 0.763	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations 389 389	389 389	389	389	389	389
Adjusted \mathbb{R}^2 0.036	0.044 0.030	0.049	0.033	0.005	0.004

Note:

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

			Depende	$Dependent\ variable:$		
	dnS	Supportive	M	Worried	Af	Afraid
) No factory FEs	OLS With factory FEs	No factory FEs	OLS With factory FEs	C No factory FEs	$OLS \\ \text{With factory FEs}$
	(1)	(2)	(3)	(4)	(5)	(9)
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
0.8.6.	$p = 0.079^{\circ}$	$p = 0.024^{xx}$	p = 0.339	p = 0.140	p = 0.286	p = 0.136
9.2: Supervisor speaks openiy (numeric)	-0.060	-0.080	-0.07	-0.087	0.00 – 0.00%	-0.007
9.2: I get fair salary (numeric)	P = 0.014	P = 0.055	20:0 – J		p = 0.230	P = 0.004
	$p = 0.0002^{***}$	p = 0.00003***	$p = 0.00001^{***}$	***000000 = d	p = 0.293	p = 0.115
Gender: female	0.013	-0.016	0.146	0.114	0.002	800.0
	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	
00 1	p = 0.049		p = 0.753		p = 0.531	
factory code 03					-0.025	
	p = 0.001		0.800 = 0.800		p = 0.409	
Factory code 90			0.085		-0.005	
	$p = 0.002^{***}$	Î	p = 0.582	0	p = 0.881	0
Constant						
	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<0.1; **p<0.05; ***p<0.01 Clustered by factory.
						,

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

			Depende	$Dependent\ variable:$		
	Sup	Supportive	We	Worried	Af	Afraid
) No factory FEs	$OLS \\ \text{With factory FEs}$	No factory FEs	OLS With factory FEs	C No factory FEs	$\begin{array}{c} OLS \\ \text{With factory FEs} \end{array}$
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	-0.094	-0.092	-0.004	0.014	0.011	0.013
•	$p = 0.000^{***}$	p = 0.122	p = 0.499	p = 0.771	p = 0.233	p = 0.263
9.2: Supervisor doesn't use bad lang (numeric)	0.036	0.067	0.005	-0.0005	-0.002	-0.003
	p = 0.262	p = 0.508	p = 0.264	p = 0.750	p = 0.531	p = 1.000
9.2: Supervisor will side with me (numeric)	-0.043			-0.033		0.005
9.2: Respect supervisor (numeric)	p = 0.489 0.097	p = 0.498 0.085	p = 0.264 0.103	p = 0.118 0.108	p = 0.270 0.014	$p = 0.242 \\ 0.015$
	p = 0.262	p = 0.373	p = 0.240	p = 0.272	p = 0.503	p = 0.629
9.2: Supervisor speaks openly (numeric)	-0.064	-0.071	-0.090	-0.101	-0.014	-0.015
	$p = 0.000^{***}$	p = 0.147	p = 0.264	p = 0.237	p = 0.503	p = 0.377
9.2: I get fair salary (numeric)	-0.050	-0.038	-0.058	-0.067	-0.003	-0.005
•	p = 0.281	p = 0.240	p = 0.504	p = 0.482	p = 0.270	p = 0.373
Gender: female	-0.059	-0.082	0.115	0.124	0.006	0.007
	p = 0.489	p = 0.362	p = 0.235	p = 0.281	p = 0.764	p = 0.870
Age	-0.001	-0.003	0.006	0.007	0.0003	0.001
	p = 0.470	p = 0.498	p = 0.475	p = 0.484	p = 0.494	p = 0.257
Years of schooling	-0.008	-0.005	-0.002	0.001	-0.001	-0.001
	p = 0.262	p = 0.888	p = 0.739	p = 0.884	p = 0.494	p = 0.764
Ever married	0.019	-0.030	-0.081	-0.092	-0.022	-0.021
	p = 0.543	p = 0.636	p = 0.739	p = 0.882	p = 0.000	p = 0.237
Experience in sector (yrs)	0.008	0.008	0.005	0.004	-0.004	-0.004
	p = 0.543	p = 0.739	p = 0.739	p = 0.879	p = 0.270	p = 0.130
Tenure at factory (yrs)	0.008	0.016	0.001	0.009	0.007	0.007
:	p = 0.470	p = 0.250	p = 0.739	p = 0.491	p = 0.270	p = 0.231
7.1: position helper/lineman	0.115	0.178	0.102	0.132	0.012	0.012
	p = 0.489	p = 0.378	p = 0.499	p = 0.475	p = 0.270	p = 0.487
7.1: position operator	$\begin{array}{c} 0.024 \\ 5 - 0.751 \end{array}$		0.055 = 0.720		-0.001 $= 0.764$	
Factory and 63	p = 0.731	p = 0.051	60.0 = 0.080	p = 0.840	p = 0.764	p = 0.880
tactory cour of	0.000 = 0.000		0.235		0.004	
Factory code 90	-0.187		0.053		0.014	
	$p = 0.000^{***}$		p = 0.504		$p = 0.000^{***}$	
Constant	0.827	0.644	0.402	0.296	0.942	0.941
	p = 0.262	p = 0.513	p = 0.475	p = 0.471	$p = 0.000^{***}$	$p = 0.000^{***}$
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<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

			Depende	$Dependent\ variable:$		
	IdnS	Supportive	Wc	Worried	A	Afraid
		OLS		OCS		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(6)
9.2: Supervisor respects me (disagree 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	$p = 0.052^{\circ}$	p = 0.116	$p = 0.085^{\circ}$	p = 0.333	p = 0.324
9.2: Respect supervisor (disagree dummy)	0.004			-0.134	-0.029	7Z0.0—
0.9. Cunamican enouge anong (disamon dummer)	p = 0.953	p = 0.002	p = 0.112	p = 0.050	p = 0.040	p = 0.038
o.c. Dupervisor speaks openity (moagree amining)	$p = 0.0005^{***}$	$p = 0.00003^{***}$	$p = 0.051^*$	$p = 0.019^{**}$	$p = 0.044^{**}$	$p = 0.013^{**}$
9.2: I get fair salary (disagree dummy)	0.110					
	$p = 0.003^{***}$	$p = 0.001^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	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			
	$p = 0.032^{x}$	$p = 0.051^{\circ}$	p = 0.221	p = 0.215	p = 0.261	p = 0.402
Tenure at factory (yrs)	-0.00002		-0.003		0.004	
7 1.	p = 0.998	p = 0.900	p = 0.738	p = 0.781	p = 0.032	p = 0.093
т.т. ромпон перег/ппешал	0.007		0.097	- 1	0.003 $= 0.848$	0.002
7.1: position operator	P = 0.935 -0.016	0.008	5.0 - 2.2	p = 0.025	F = 0.04	-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	ı	-0.019	ı
	$p = 0.026^{**}$		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 \mathbb{R}^2	0.103	0.065	0.151	0.098	-0.031	0.015

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

			Depende	$Dependent\ variable:$		
	Supp	Supportive	W	Worried	A	Afraid
	O Sactory FEs	OLS With factory FEs	No factory FEs	OLS With factory FEs	(No factory FEs	OLS With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	0.048	0.049	0.109	0.059	-0.021	-0.025
	p = 0.509	p = 0.768	p = 0.264	p = 0.749	p = 0.270	p = 0.395
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.009		-0.049		0.007	0.010
	p = 0.756	p = 1.000	p = 0.243	p = 0.116	p = 0.768	p = 0.865
9.2: Supervisor will side with me (disagree dummy)	0.066	0.070	0.007	0.004	-0.016	-0.016
	p = 0.509	p = 0.622	p = 0.491	p = 1.000	p = 0.498	p = 0.863
9.2: Respect supervisor (disagree dummy)	-0.013	-0.022	-0.167	-0.178	-0.049	-0.049
	p = 0.756	p = 1.000	p = 0.243	p = 0.389	p = 0.517	p = 0.126
9.2: Supervisor speaks openly (disagree dummy)	0.148	0.147	0.108	0.126	0.044	0.045
	p = 0.259	p = 0.117	p = 0.507	p = 0.485	p = 0.270	p = 0.135
9.2: I get fair salary (disagree dummy)	0.124	0.089	0.168	0.191	0.007	0.011
	p = 0.250	p = 0.156	p = 0.507	p = 0.381	p = 0.521	p = 0.362
Gender: female	-0.051	-0.069	0.123	0.132	0.004	0.005
	p = 0.509	p = 0.622	p = 0.248	p = 0.267	p = 0.768	p = 0.876
Age	-0.002	-0.003	0.005	900.0	0.0002	0.0003
	p = 0.506	p = 0.365	p = 0.512	p = 0.484	p = 0.768	p = 0.353
Years of schooling	-0.009	-0.006	-0.003	0.001	-0.001	-0.001
	p = 0.247	p = 0.632	p = 0.755	p = 0.878	p = 0.517	p = 0.501
Ever married	0.008	-0.034	-0.081	-0.091	-0.019	-0.018
	p = 0.497	p = 0.762	p = 0.755	p = 1.000	p = 0.247	p = 0.384
Experience in sector (yrs)	0.007	0.007	0.004	0.003	-0.004	-0.005
	p = 0.497	p = 0.621	p = 0.755	p = 0.875	p = 0.251	p = 0.244
Tenure at factory (yrs)	0.008	0.015	-0.001	0.009	0.007	0.007
	p = 0.756	p = 0.350	p = 0.755	p = 0.466	p = 0.251	p = 0.251
7.1: position helper/lineman	0.146	0.195	0.113	0.150	0.012	0.013
	p = 0.509	p = 0.367	p = 0.491	p = 0.369	p = 0.251	p = 0.479
7.1: position operator	0.047	0.062	0.065	0.078	-0.002	-0.001
	p = 0.756	p = 0.631	p = 0.755	p = 1.000	p = 0.768	p = 1.000
Factory code 63	-0.212		-0.087		0.001	
-	$p = 0.000^{***}$		p = 0.243		p = 0.768	
Factory code 90	-0.181		0.069		0.012	
i	$p = 0.000^{***}$		p = 0.507		p = 0.251	
Constant	0.348				0.995	
	p = 0.250	p = 0.522	p = 0.491	p = 0.765	p = 0.000	p = 0.000
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.052	0.027	0.067	0.060	0.019	0.022

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$				Depende	$Dependent\ variable:$		
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		IdnS	ortive	Wc	vrried	A	fraid
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		9	ST()	STC)	STC
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		(1)	(2)	(3)	(4)	(5)	(9)
ter: female be 0.000 be 0.000 be 0.0001 be 0.0002 be 0.0002 be 0.0019 be 0.0001 be 0.0002 be 0.0019 be 0.0019 be 0.0001 be 0.0002 be 0.0003 be 0.	9.2: Good supervisor rship (index)	-0.157	-0.142	-0.112	-0.107	0.005	0.005
ler: Female 0.019 0.010 0.0141 0.109 0.000		$p = 0.000^{***}$	p = 0.000***	$p = 0.00001^{***}$	$p = 0.00001^{***}$	p = 0.283	p = 0.213
so f schooling b = 0.699 b = 0.820 b = 0.004^{***} b = 0.016^{***} b = 0.0065 c -0.0005 c -0.001 c -0.0005 c -0.013 c -0.001 c -0.0014 c -0.005 c -0.013 c -0.001 c -0.0012 c -0.013 c -0.013 c -0.012 c -0.003 c -0.013 c -0.0012 c -0.003 c -0.0012 c -0.003 c -0.009 c -0.0012 c -0.003 c -0.009 c -0.0012 c -0.003 c -0.009 c -0.001 c -0.009 c -0.001 c -0.0012 c -0.003 c -0.009 c -0.001 c -0.0012 c -0.003 c -0.009 c -0.0012 c -0.003 c -0.009 c -0.001 c -0.003 c -0.009 c -0.001 c -0.003 c	Gender: female	0.019	-0.010	0.141	0.109	0.002	0.008
s of schooling -0.00000 -0.0005 0.002 -0.0001 -0.0005 s of schooling -0.0090 -0.039 -0.039 -0.003 -0.0013 -0.001 married 0.034 0.012 0.023 -0.018 -0.006 -0.001 p = 0.142 p = 0.012 0.023 -0.018 0.003 -0.006 0.006 p = 0.142 p = 0.012 0.023 0.018 0.018 0.006 0.006 p = 0.124 p = 0.028* p = 0.038 p = 0.048 p = 0.058 0.009 0.006 reat factory (yrs) p = 0.028** p = 0.036* p = 0.187 p = 0.187 0.009 0.004		p = 0.699	p = 0.820	$p = 0.004^{***}$	$p = 0.016^{**}$	p = 0.806	p = 0.322
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	-0.00000	-0.0005	0.002	-0.001	-0.0005	-0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 1.000	p = 0.890	p = 0.529	p = 0.753	p = 0.504	p = 0.405
total contract by $= 0.142$ $p = 0.012^{**}$ $p = 0.400$ $p = 0.021^{**}$ $p = 0.399$ $p = 0.634$ 0.012 0.023 -0.018 -0.006 0.034 0.012 0.023 -0.018 -0.006 0.006 0.013 0.013 0.013 0.013 0.012 0.008 0.009 0.009 0.001 0.013 0.013 0.012 0.008 0.009 0.0001 0.0001 0.00	Years of schooling	-0.009	-0.014	-0.005	-0.013	-0.001	-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.142	$p = 0.012^{**}$	p = 0.400	$p = 0.021^{**}$	p = 0.399	p = 0.148
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	0.034	0.012	0.023	-0.018	-0.006	-0.010
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.528		p = 0.673	p = 0.723	p = 0.528	p = 0.276
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	0.013	0.012	0.008	0.009	-0.001	-0.001
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.028^{**}$	$p = 0.035^{**}$	p = 0.187	p = 0.127	p = 0.305	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	-0.0001	-0.001	-0.003	0.0004	0.004	0.002
per/lineman 0.037 0.105 0.069 0.168 0.005 0.005 arator 0.030 0.001 0.052 0.072 0.003 0.003 0.052 0.072 0.003 0.030 0.052 0.072 0.003 0.030 0.030 0.030 0.052 0.072 0.002 0.021 0.021 0.021 0.0614 0.0614 0.088 0.088 0.088 0.081 0.091 *** 0.091 ** 0.091 *** 0.091 *** 0.091 *** 0.091 *** 0.091 *** 0.091 *** 0.091 *** 0.091 *** 0.091 ** 0.091 *** 0.091		p = 0.995		p = 0.686		$p = 0.032^{**}$	
p = 0.640 p = 0.155 p = 0.380 p = 0.025^{**} p = 0.748 1 0.052 0.072 -0.003 0.052 0.072 -0.003 0.052 0.072 -0.003 0.052 0.072 -0.003 0.0367 0.002 0.002 0.002 0.021 0.0021 0.061 0.002 0.007 0.002 0.002 0.003 0.088 0.088 0.088 0.088 0.009 0.0003 0.088 0.088 0.088 0.0003	7.1: position helper/lineman	0.037	0.105	0.069	0.168	0.005	0.005
arator -0.030 -0.001 0.052 0.072 -0.003 -0.030 $\begin{array}{ccccccccccccccccccccccccccccccccccc$		p = 0.640	p = 0.155	p = 0.380		p = 0.748	p = 0.709
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position operator	-0.030	-0.001	0.052	0.072	-0.003	-0.004
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		p = 0.657	p = 0.994	p = 0.451	p = 0.281	p = 0.833	p = 0.772
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 13	-0.367		-0.002		-0.021	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		$p = 0.018^{**}$		p = 0.988		p = 0.473	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 63	-0.614		-0.124		-0.031	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		$p = 0.0001^{***}$		p = 0.426		p = 0.303	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 90	-0.540		0.088		-0.003	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		$p = 0.0005^{***}$		p = 0.571		p = 0.925	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Constant	0.807	0.420	0.219	0.413	1.017	1.013
888 888 888 888 888 0.110 0.061 0.121 0.054 -0.039		$p = 0.00004^{***}$	Ш			$p = 0.000^{***}$	$p = 0.000^{***}$
0.110 0.061 0.121 0.054 -0.039	Observations	888	888	888	888	888	888
	Adjusted \mathbb{R}^2	0.110	0.061	0.121	0.054	-0.039	0.004

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

			Depende	$Dependent \ variable:$		
	ddnS	Supportive	Wc	Worried	Af	Afraid
	9	STO)	OLS)	OLS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.162	-0.128	-0.113	-0.113	0.009	0.007
	p = 0.238	p = 0.264	p = 0.496	p = 0.511	p = 0.515	p = 1.000
Gender: female	-0.049	-0.063	0.123	0.138	900.0	0.009
	p = 0.492	p = 0.872	p = 0.511	p = 0.376	p = 0.766	p = 1.000
Age	-0.003	-0.004	0.004	0.006	0.0002	0.0004
	p = 0.509	p = 0.369	p = 0.501	p = 0.498	p = 0.518	p = 0.248
Years of schooling	-0.009	-0.006	-0.003	0.002	-0.001	-0.0003
	p = 0.271	p = 0.723	p = 0.754	p = 1.000	p = 0.248	p = 1.000
Ever married	0.015	-0.035	-0.087	-0.100	-0.021	-0.021
	p = 0.525	p = 0.611	p = 0.754	p = 1.000	$p = 0.000^{***}$	p = 0.537
Experience in sector (yrs)	0.008	0.007	900.0	0.004	-0.004	-0.004
	p = 0.525	p = 0.741	p = 0.754	p = 1.000	p = 0.251	p = 0.114
Tenure at factory (yrs)	0.008	0.018	-0.001	0.011	0.006	0.007
	p = 0.509	p = 0.506	p = 0.754	p = 0.498	p = 0.251	p = 0.223
7.1: position helper/lineman	0.113	0.171	0.097	0.144	0.012	0.014
	p = 0.492	p = 0.488	p = 0.511	p = 0.391	p = 0.499	p = 0.401
7.1: position operator	0.024	0.042	0.053	0.071	-0.001	0.00003
	p = 0.763	p = 0.629	p = 0.754	p = 0.861	p = 0.515	p = 1.000
Factory code 63	-0.229		-0.099		-0.001	
	$p = 0.000^{***}$		p = 0.253		p = 0.766	
Factory code 90	-0.163		0.104		0.021	
	p = 0.238		p = 0.496		$p = 0.000^{***}$	
Constant	0.517	0.399	0.256	0.113	0.987	0.976
	p = 0.254	p = 0.500	p = 0.511	p = 0.761	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.064	0.037	0.057	0.039	0.008	0.007
Note:					* p<0.1; *	'p<0.1; **p<0.05; ***p<0.01 Clustered by factory.
						,

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

			Depende	$Dependent\ variable:$		
	dnS	Supportive	$M_{ m C}$	Worried	A	Afraid
)	STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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	960.0	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	888 880 700	888	888
Adjusted K ⁻	0.110	0.002	0.131	0.065	-0.041	0.001

Note:

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

			Depende	$Dependent\ variable:$		
	dnS	Supportive	M	Worried	Af	Afraid
		STO	Č	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.137	-0.108	-0.094	-0.087	0.006	0.005
	p = 0.505	p = 0.259	p = 0.262	p = 0.367	p = 0.479	p = 1.000
Gender: female	-0.060	-0.074	0.111	0.125	0.007	0.009
	p = 0.486	p = 0.222	p = 0.232	p = 0.247	p = 0.740	p = 0.883
Age	-0.002	-0.004	0.005	0.006	0.0003	0.001
	p = 0.505	p = 0.394	p = 0.494	p = 0.375	p = 0.503	p = 0.128
Years of schooling	-0.007	-0.005	-0.002	0.004	-0.001	-0.0003
	p = 0.505	p = 0.604	p = 0.742	p = 0.883	p = 0.242	p = 0.884
Ever married	0.025	-0.024	-0.087	-0.097	-0.023	-0.021
	p = 0.513	p = 0.865	p = 0.742	p = 1.000	$p = 0.000^{***}$	p = 0.377
Experience in sector (yrs)	0.007	0.007	0.005	0.003	-0.004	-0.004
	p = 0.513	p = 0.761	p = 0.742	p = 0.868	p = 0.261	p = 0.253
Tenure at factory (yrs)	0.011	0.019	0.0002	0.013	0.006	0.007
	p = 0.266	p = 0.238	p = 0.742	p = 0.259	p = 0.261	p = 0.250
7.1: position helper/lineman	0.097	0.150	0.092	0.138	0.010	0.013
	p = 0.486	p = 0.382	p = 0.480	p = 0.348	p = 0.498	p = 0.480
7.1: position operator	0.015	0.030	0.050	0.067	-0.002	-0.001
	p = 0.752	p = 0.634	p = 0.742	p = 0.889	p = 0.479	p = 0.866
Factory code 63	-0.223		-0.106		0.001	
	$p = 0.000^{***}$		p = 0.248		p = 0.740	
Factory code 90	-0.173				0.023	
	p = 0.000		p = 0.248	0	p = 0.000	(
9.1: Factory has rules	0.029	-0.00I			-0.014	
9 1. Management consults workers	p = 0.239	p = 1.000	p = 0.480	p = 1.000	p = 0.479	p = 0.132
or remarks with the company works	p = 0.239	p = 0.482	p = 0.232	p = 0.120	p = 0.498	p = 0.346
9.1: Must obey orders	0.167				-0.015	-0.011
,	$p = 0.000^{***}$	p = 0.118	p = 0.494	p = 0.356	p = 0.503	p = 0.749
Constant	0.424	0.337	0.144	-0.001	0.996	0.983
	p = 0.247	p = 0.504	p = 0.480	p = 0.730	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted R ²	0.077	0.050	0.061	0.045	0.003	0.002

Note:

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

			Depende	$Dependent\ variable:$		
	7	Alert	Enth	Enthusiastic	P	Proud
		OLS		STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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 \mathbb{R}^2	0.131	0.014	0.113	0.021	0.157	0.029

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

			Depender	$Dependent\ variable:$		
	A	Alert	Enth	Enthusiastic	Pr	Proud
	9	STO	9	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	0.054	0.056	0.022	0.019	-0.002	-0.005
	p = 0.000***	p = 0.125	p = 0.251	p = 0.140	p = 0.546	p = 0.259
Age	0.001	0.001	0.003	0.002	0.003	0.003
	p = 0.744	p = 0.648	p = 0.259	p = 0.358	p = 0.254	p = 0.507
Years of schooling	-0.003	-0.002	-0.002	-0.002	0.0004	-0.00002
	p = 0.488	p = 0.623	p = 0.486	p = 0.386	p = 0.760	p = 0.883
Ever married	-0.035	-0.038	-0.057	-0.073	-0.019	-0.026
	p = 0.223	p = 0.226	p = 0.494	p = 0.394	p = 0.468	p = 0.143
Experience in sector (yrs)	0.003	0.003	0.001	0.001	-0.003	-0.002
	p = 0.265	p = 0.248	p = 0.745	p = 1.000	p = 0.254	p = 0.496
Tenure at factory (yrs)	-0.0003	0.002	0.003	0.006	-0.002	-0.003
	p = 0.744	p = 0.614	p = 0.486	p = 0.378	p = 0.546	p = 0.598
7.1: position helper/lineman	-0.023	-0.014	-0.010	0.006	-0.040	-0.039
	p = 0.744	p = 0.873	p = 0.510	p = 1.000	p = 0.254	p = 0.366
7.1: position operator	-0.010	-0.007	-0.069	-0.067	0.003	0.002
	p = 0.479	p = 0.636	$p = 0.000^{***}$	p = 0.241	p = 0.546	p = 0.864
Factory code 63	-0.020		-0.068		-0.019	
	p = 0.265		$p = 0.000^{***}$		p = 0.254	
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 = 0.223	p = 0.382	$p = 0.000^{***}$	p = 0.238	p = 0.254	p = 0.265
9.1: Management consults workers	-0.002	-0.005	-0.010	-0.016	0.022	0.022
	$p = 0.000^{***}$	p = 0.277	p = 0.486	p = 0.754	p = 0.468	p = 0.259
9.1: Must obey orders	-0.026	-0.024	-0.103	-0.117	-0.013	-0.023
	p = 0.223	p = 0.483	$p = 0.000^{***}$	p = 0.145	p = 0.293	p = 0.278
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 Adjusted R ²	389	389	389	389 0.032	389	389
				1	1 11 11 11	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

Note:

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

			Depende	$Dependent\ variable:$		
	4	Alert	Enth	Enthusiastic	Ā	Proud
) No factory FFs	OLS With factory FFs) No factory FFs	OLS With factory FFs) No factory FFs	OLS With factory FFs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	0.011	0.014	0.030	0.033	0.018	0.019
() J J	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 \\ 0.028 $	$0.019 \\ - 0.030**$	0.058 $-0.003***$	0.053 $\sim -0.001***$	0.003 $5 - 0.803$	-0.002
9.2: Supervisor speaks openly (numeric)	p = 0.003 -0.001	p = 0.039 -0.001	p - 0.0003	p = 0.001 -0.024	p = 0.803	p = 0.883 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	$p = 0.071^{\circ}$	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		-0.019
	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			
E	p = 0.757	p = 0.182	p = 0.191	p = 0.905	p = 0.002	$p = 0.010^{-1}$
Tenure at factory (yrs)	-0.002				0.001	
7 1	p = 0.324	p = 0.883	$p = 0.085^{\circ}$	$p = 0.036^{-2}$	p = 0.758	p = 0.473
r.i: postuon neiper/mneman	-0.011	-0.028	-0.014 $= 0.730$	-0.057	-0.027	-0.029
7 1: monition operator	p=0.035	p = 0.190	p = 0.129	p = 0.332	p = 0.515	p = 0.271
posterou operator	0.035 0.836	0.876	0.036 0.276	p = 0.152	0.820	0.982 0.982
Factory code 13	-0.012		0.163	4	0.082	4
	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
$ m Adjusted~R^2$	0.142	0.025	0.143	0.062	0.189	0.066
Note:					* p<0.1; *	*p<0.1; **p<0.05; ***p<0.01 Clustered by factory.

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

Abert Enthus $\frac{OLS}{OLS}$ No factory FEs With factory FEs OD factor FES OD factory FEs OD factory FEs OD factory FEs OD factor FES OD factory FEs OD factor FE	Enthusiasti OLS No factory FEs Wit (3) 0.021 0.021 0.041 0.041 0.041 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.0001 0.007
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	No factory FEs With factory FEs No factory FEs (3) (4) (5) (5) (6) (5) (6) (6) (6) (6) (6) (7) (7) (7) (7) (7) (7) (8) (9) $($
Supervisor respects me (numeric) (1) (2) (3) (3) (3) Supervisor respects me (numeric) (1) (2) (2) (3) (3) (3) Supervisor doesn't use bad lang (numeric) (2) (2) (2) (3) (3) (3) (3) (4) (4) (4) (5)	No factory FEs With factory FEs (3) (4) (4) 0.021 0.021 0.019 0.041 0.041 0.046 0.041 0.046 0.048 0.046 0.048 0.048 0.048 0.048 0.048 0.048 0.048 0.046 0.048 0.048 0.046 0.048 0.048 0.048 0.046 0.048 0.046 0.009 0.009 0.009 0.009 0.009 0.009 0.0012 0.009 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0007 0.0000
Supervisor respects me (numeric) -0.001 0.003 0.0021 0.018 0.018 0.015 0.018 0.015 0.018 0.015 0.015 0.014 0.018 0.015 0.015 0.014 0.018 0.015 0.015 0.014 0.018 0.015 0.015 0.014 0.018 0.015 0.015 0.014 0.018 0.015 0.015 0.014 0.018 0.015 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.029 0.029 0.029 0.033 0.033 0.033 0.035 0.035 0.048 0.048 0.039 0.035 0.048 0.048 0.009 0	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
Supervisor respects me (numeric) -0.001 0.003 0.021 0.045 0.015 0.015 0.014 0.018 0.015 0.014 0.018 0.015 0.014 0.018 0.015 0.014 0.018 0.015 0.014 0.018 0.015 0.014 0.018 0.015 0.014 0.004 0.004 0.004 0.003 0.033 0.033 0.033 0.035 0.038 0.038 0.038 0.038 0.038 0.038 0.038 0.038 0.009 0.009 0.009 0.009 0.0004 0.0004 0.0004 0.0004 0.0009 0.009 0.001 0.009 0.001 0.009 0.001 0.009 0.001 0.009 0.001 0.009 0.001 0.009 0.001 0.009 0.001 0.009 0.001 0.002 0.001 0.001 0.002 0.001 0.003 0.001 0.003 0.005 0.003 0.005 0.003 0.005	$\begin{array}{llll} 0.021 & 0.019 \\ 0.041 & 0.046 \\ 0.041 & 0.046 \\ 0.041 & 0.046 \\ 0.046 & 0.046 \\ 0.0015 & -0.013 \\ 0.008 & 0.046 \\ 0.009 & 0.003 \\ 0.0001 & 0.003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.003 \\ 0.0001 & 0.003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.0003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.003 \\ 0.0003 & 0.0003 \\ 0.0004 & 0.0003 \\ 0.0007 & 0.00003 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.003 \\ 0.007 & 0.0007 \\ 0.007 & 0.003 \\ 0.007 & 0.003 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.007 & 0.0007 \\ 0.0007 & 0.00$
Supervisor doesn't use bad lang (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{llll} p = 0.467 & p = 0.738 \\ 0.041 & 0.046 \\ 0.041 & 0.046 \\ -0.014 & -0.015 \\ -0.014 & -0.015 \\ 0.048 & 0.046 \\ 0.048 & 0.046 \\ 0.048 & 0.046 \\ 0.048 & p = 0.256 \\ 0.048 & p = 0.256 \\ 0.001 & -0.013 \\ 0.003 & p = 0.065 \\ 0.003 & p = 0.065 \\ 0.003 & p = 0.065 \\ 0.003 & p = 0.003 \\ 0.003 & p = 0.003 \\ 0.0001 & p = 0.0004 \\ 0.0001 & p = 0.0004 \\ 0.0001 & p = 0.0004 \\ 0.0001 & p = 0.0000 \\ 0.0001 & p = 0.000 \\ 0.0007 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.517 \\ 0.030 & 0.030 \\ 0.030 & 0$
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Supervisor will side with me (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{llll} p = 0.467 & p = 0.753 \\ -0.014 & -0.015 \\ & -0.014 & -0.015 \\ & 0.048 & p = 0.256 \\ 0.048 & p = 0.256 \\ 0.048 & p = 0.256 \\ 0.046 & p = 0.467 & p = 0.742 \\ -0.013 & p = 0.742 \\ 0.009 & p = 0.012 \\ 0.009 & p = 0.265 \\ 0.001 & p = 0.265 \\ 0.001 & p = 0.265 \\ 0.003 & p = 0.624 \\ 0.003 & p = 0.624 \\ 0.003 & p = 0.003 \\ p = 0.729 & p = 0.0004 \\ p = 0.729 & p = 0.040 \\ p = 0.729 & p = 0.040 \\ p = 0.486 & p = 0.392 \\ -0.0001 & p = 0.0003 \\ p = 0.729 & p = 0.0007 \\ p = 0.729 & p = 0.007 \\ p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ -0.038 & p = 0.505 \\ -0.038 & p = 0.505 \\ p = 0.505 & p = $
Supervisor will side with me (numeric) -0.004 -0.003 -0.003 -0.004 Respect supervisor (numeric) -0.369 -0.261 -0.208 -0.003 Supervisor speaks openly (numeric) -0.008 -0.010 -0.010 -0.013 Light fair salary (numeric) -0.008 -0.561 -0.000 -0.009 -0.009 -0.0004 -0.002 0.009 -0.009 -0.0004 -0.002 0.009 -0.0004 -0.002 0.009 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.001 -0.002 -0.001 -0.001 -0.002 -0.001 -0.002 -0.001 -0.002 -0.001 -0.002 -0.001 -0.002 -0.001 -0.002 -0.002 -0.001 -0.002 -0.001 -0.002 -0.001 -0.002 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 -0.001 -0.002 -0.003 $-0.$	$\begin{array}{lll} -0.014 & -0.015 \\ = 0.000^{***} & p = 0.256 \\ 0.048 & 0.046 \\ 0.048 & 0.046 \\ 0.046 & 0.046 \\ -0.013 & -0.013 \\ p = 0.467 & p = 0.742 \\ -0.013 & -0.012 \\ p = 0.243 & p = 0.265 \\ 0.001 & p = 0.265 \\ 0.003 & p = 0.265 \\ 0.0001 & p = 0.624 \\ 0.003 & p = 0.624 \\ 0.003 & p = 0.003 \\ p = 0.729 & p = 0.370 \\ 0.0001 & p = 0.0003 \\ p = 0.729 & p = 0.392 \\ -0.0001 & p = 0.000 \\ p = 0.486 & p = 0.040 \\ p = 0.729 & p = 0.000 \\ 0.007 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.117 \\ 0.017 & p = 0.243 & p = 0.517 \\ -0.038 & -0.037 \\ p = 0.243 & p = 0.517 \\ p = 0.505 & -0.037 \\ p = 0.505 \\ p = 0.505 & -0.037 \\ p = 0.505 \\ p = 0.505 \\ p = 0.505 \\ p =$
Respect supervisor (numeric) p = 0.509 p = 0.400 B color (a) 33 0.035 0.0408 Cuids 0.035 0.0408 Supervisor speaks openly (numeric) 0.008 0.013 0.013 I get fair salary (numeric) 0.0004 0.0002 0.009 0.009 I get fair salary (numeric) 0.0004 0.0002 0.009 0.009 I get fair salary (numeric) 0.0004 0.0002 0.009 0.001 I get fair salary (numeric) 0.0004 0.0002 0.009 0.001 J get fair salary (numeric) 0.0004 0.003 0.001 0.001 J get fair salary (numeric) 0.0004 0.003 0.001 0.001 J get fair salary (numeric) 0.0004 0.001 0.001 0.002 0.001 J get fair salary (numeric) 0.0001 0.001 0.001 0.002 0.002 0.0001 0.002 0.0001 0.002 0.0001 0.002 0.0001 0.002 0.002 0.003 0.001 0.002 0.003 <td>$\begin{array}{lll} = 0.000^{$</td>	$\begin{array}{lll} = 0.000^{$
Supervisor speaks openly (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
Supervisor speaks openly (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
Iget fair salary (numeric) p = 0.511 p = 0.766 p = 0.467 Iget fair salary (numeric) 0.0004 0.0002 0.009 der: female 0.046 0.049 0.001 der: female p = 0.759 p = 0.243 p fer: female p = 0.000*** p = 0.249 p 0.001 n.001 0.001 0.001 p 0.729 p s of schooling p = 0.759 p = 0.262 p p 0.003 p 0.004 p 0.004 p 0.004 p 0.004 p 0.003 p 0.004 p 0.003 p 0.004 p 0.	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
I get fair salary (numeric) 0.0004 -0.002 0.009 H cer: female 0.046 0.049 0.043 0.001 der: female 0.046 0.049 0.001 0.001 e. 0.046 0.049 0.001 0.003 0.003 s of schooling 0.001 0.002 0.003 0.003 married 0.021 0.002 0.002 0.003 0.003 evience in sector (yrs) 0.020 0.020 0.003 0.035 0.048 0.048 eat factory (yrs) 0.002 0.002 0.003 0.002 0.003 0.007 position helper/lineman 0.001 0.002 0.007 0.007 0.007 0.007 0.007 position operator 0.002 0.002 0.007 0.007 0.007 0.007 0.007 0.007 0.008 0.008 0.007 0.008 0.007 0.008 0.008 0.008 0.008 0.008 0.008 0.016 0.008 0.016 0.016	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
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$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.729 p = 1.000 $-0.035 -0.040$ $= 0.486 p = 0.392$ $-0.0001 0.00003$ $= 0.729 p = 1.000$ $0.007 0.007$ $= 0.243 p = 0.117$ 0.020 $= 0.505 p = 0.496$ $-0.038 -0.037$ $= 0.243 p = 0.496$ -0.036 $= 0.243 p = 0.496$ -0.036
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$= 0.486 \qquad p = 0.392$ $-0.0001 \qquad 0.00003$ $= 0.729 \qquad p = 1.000$ $0.007 \qquad 0.007$ $= 0.243 \qquad p = 0.117$ 0.020 $= 0.505 \qquad p = 0.496$ $-0.038 \qquad -0.037$ $= 0.243 \qquad p = 0.517$ -0.016 $= 0.505$
an 0.002 0.002 -0.0001 $ \begin{array}{ccccccccccccccccccccccccccccccccc$	$\begin{array}{lll} -0.0001 & 0.00003 \\ = 0.729 & p = 1.000 \\ 0.007 & 0.007 \\ = 0.243 & p = 0.117 \\ 0.017 & 0.020 \\ = 0.505 & p = 0.496 \\ -0.038 & -0.037 \\ = 0.243 & p = 0.517 \\ = 0.243 & p = 0.517 \\ = 0.505 & 0.030 \\ \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.729 p = 1.000 $0.007 0.007$ $= 0.243 p = 0.117$ $0.017 0.020$ $= 0.505 p = 0.496$ $-0.038 -0.037$ $= 0.243 p = 0.517$ $= 0.505$
eman 0.001 0.002 0.007 0.001 0.002 0.007 0.013 0.017 0.017 0.003 0.005 0.0030 0.022 0.022 0.022 0.024 0.024 0.024 0.024 0.024 0.024 0.024 0.024 0.024 0.024 0.024 0.024 0.024	$\begin{array}{lll} 0.007 & 0.007 \\ = 0.243 & \text{p} = 0.117 \\ 0.017 & 0.020 \\ = 0.505 & \text{p} = 0.496 \\ -0.038 & -0.037 \\ = 0.243 & \text{p} = 0.517 \\ = 0.505 & 0.030 \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
per/lineman -0.010 -0.007 0.017 0.017 0.017 0.017 0.003 0.003 0.005 -0.038 0.005 -0.038 0.005 0.005 0.005 0.005 0.005 0.005 0.006 0.005 0.006 0.009	$\begin{array}{lll} 0.017 & 0.020 \\ = 0.505 & \text{p} = 0.496 \\ -0.038 & -0.037 \\ = 0.243 & \text{p} = 0.517 \\ = 0.505 & 0.002 \end{array}$
erator $\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.309 p = 0.430 $-0.038 -0.037 $ $= 0.243 p = 0.517 $ $= 0.505$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.016 $= 0.505$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
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$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
0.782 0.768 0.536 0.536 $0.000***$ $0.000***$ $0.000***$ $0.000***$ $0.000***$	= 0.224 p
$p = 0.000^{***}$ $p = 0.000^{***}$ $p = 0.243$ p	0.529
	= 0.243 p
389 389 389	389 389 389
Adjusted R^2 0.060 0.059 0.094 0.096	

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

			Depende	$Dependent\ variable:$		
	A	Alert	Enth	Enthusiastic	щ	Proud
		OLS With footom: FE		OLS VA7:th footom: PPc		OLS VAT:41, footom: FF
	No factory FES	With factory FES (2)	No factory f Es (3)	with factory \mathbf{FES} (4)	No factory fes (5)	With factory FEs (6)
	(-)	(-)	1000	(-)	(-)	(-)
9.2: Supervisor respects me (disagree dummy)	-0.006	-0.014	0.051	0.001	-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		-0.057	-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

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

			Dependen	$Dependent\ variable:$		
	Al	Alert	Enth	Enthusiastic	m Pr	Proud
	0	STO	0	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.020	-0.028	0.065	0.070	-0.037	-0.026
	p = 0.246	p = 0.500	p = 0.506	p = 1.000	p = 0.496	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 = 0.246	p = 0.474	$p = 0.000^{***}$	p = 0.233	$p = 0.000^{***}$	p = 0.372
9.2: Supervisor will side with me (disagree dummy)	0.001	0.0001	-0.008	-0.007	0.002	0.003
	p = 0.768	p = 1.000	p = 0.506	p = 0.614	$p = 0.000^{***}$	p = 0.269
9.2: Respect supervisor (disagree dummy)	-0.088	-0.089	-0.173	-0.173	-0.032	-0.031
	p = 0.264	p = 0.123	p = 0.256	p = 0.253	p = 0.496	p = 0.628
9.2: Supervisor speaks openly (disagree dummy)	0.030	0.033	0.025	0.024	-0.072	-0.076
	p = 0.504	p = 0.382	p = 0.506	p = 0.876	p = 0.249	p = 0.123
9.2: I get fair salary (disagree dummy)	-0.002	0.003	-0.014	-0.020	-0.008	-0.015
	p = 0.768	p = 1.000	p = 0.763	p = 1.000	$p = 0.000^{***}$	p = 0.153
Gender: female	0.047	0.049	0.008	0.006	-0.004	-0.007
	$p = 0.000^{***}$	p = 0.120	p = 0.763	p = 0.870	p = 0.497	p = 0.121
Age	0.0004	0.001	0.003	0.002	0.003	0.002
	p = 0.768	p = 1.000	p = 0.257	p = 0.378	p = 0.499	p = 0.487
Years of schooling	-0.003	-0.002	-0.001	-0.001	0.001	0.0003
	p = 0.522	p = 0.744	p = 0.763	p = 1.000	p = 0.499	p = 1.000
Ever married	-0.023	-0.023	-0.018	-0.022	-0.003	-0.004
	p = 0.510	p = 0.221	p = 0.507	p = 0.744	p = 0.746	p = 0.743
Experience in sector (yrs)	0.002	0.002	-0.0003	-0.0001	-0.003	-0.003
	p = 0.258	p = 0.495	p = 0.513	p = 0.899	p = 0.249	p = 0.256
Tenure at factory (yrs)	0.001	0.003	0.007	0.007	-0.0003	-0.002
	p = 0.522	p = 0.116	p = 0.256	p = 0.238	p = 0.746	p = 0.629
7.1: position helper/lineman	-0.016	-0.012	0.001	0.003	-0.041	-0.045
	p = 0.504	p = 1.000	p = 0.763	p = 0.864	p = 0.249	p = 0.385
7.1: position operator	-0.001	0.0003	-0.045	-0.044	0.010	0.009
	p = 0.768	p = 0.871	$p = 0.000^{***}$	p = 0.127	p = 0.499	p = 1.000
Factory code 63	-0.004		-0.016		0.003	
	p = 0.768		p = 0.763		$p = 0.000^{***}$	
Factory code 90	0.019		-0.026		-0.027	
	$p = 0.000^{***}$		p = 0.257		p = 0.496	
Constant	0.964 $p = 0.000^{***}$	0.949 $p = 0.000^{***}$	0.963 $p = 0.000^{***}$	0.964 $p = 0.000^{***}$	0.966 $p = 0.000^{***}$	0.984 $p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.070	0.070	0.130	0.133	0.090	0.086

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

			Depende	Dependent variable:		
	A	Alert	Enth	Enthusiastic	Pr	Proud
	9	OLS)	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.018	0.024	0.058	0.070	0.051	0.055
	$p = 0.008^{***}$	$p = 0.0004^{***}$	$p = 0.000000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Gender: female	0.029	0.034	0.037	0.049	0.023	0.017
V	$p = 0.034^{**}$	$p = 0.010^{**}$	p = 0.127	$p = 0.032^{**}$	p = 0.160	p = 0.287
nge	0.0000 0.807	-0.001 $p = 0.281$	0.001 0.700	-0.002 $p = 0.418$	0.002 0.072^*	0.002 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<0.1; **p<0.05; ***p<0.01
)	olusiered by factory.

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

			Depende	$Dependent \ variable:$		
	A	Alert	Enth	Enthusiastic	P1	Proud
	0	STO)	OLS)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.031	0.029	0.085	0.091	0.052	0.053
	p = 0.275	p = 0.255	$p = 0.000^{***}$	p = 0.138	p = 0.240	p = 0.120
Gender: female	0.050	0.053	0.012	0.009	-0.006	-0.009
	$p = 0.000^{***}$	p = 0.142	p = 0.000***	p = 0.148	p = 0.492	p = 0.275
Age	0.0003	0.001	0.002	0.002	0.003	0.003
	p = 0.759	p = 0.733	p = 0.264	p = 0.489	p = 0.472	p = 0.258
Years of schooling	-0.003	-0.002	-0.001	-0.001	0.001	0.0003
	p = 0.243	p = 0.739	p = 0.497	p = 1.000	p = 0.472	p = 1.000
Ever married	-0.032	-0.032	-0.040	-0.047	-0.011	-0.011
	p = 0.241	p = 0.238	p = 0.497	p = 0.385	p = 0.240	p = 0.357
Experience in sector (yrs)	0.002	0.002	-0.0002	-0.0002	-0.003	-0.003
	p = 0.243	p = 0.515	p = 0.745	p = 1.000	p = 0.492	p = 0.125
Tenure at factory (yrs)	0.0005	0.002	0.006	0.007	-0.001	-0.003
	p = 0.759	p = 0.369	p = 0.248	p = 0.134	p = 0.492	p = 0.621
7.1: position helper/lineman	-0.014	-0.007	0.006	0.013	-0.027	-0.033
	p = 0.759	p = 0.860	p = 0.512	p = 0.611	p = 0.472	p = 0.236
7.1: position operator	0.002	0.004	-0.044	-0.042	0.021	0.019
	p = 0.759	p = 1.000	p = 0.248	p = 0.249	p = 0.492	p = 0.761
Factory code 63	-0.010		-0.033		0.008	
	p = 0.518		p = 0.512		p = 0.240	
Factory code 90	0.025		-0.031		-0.023	
	p = 0.275		$p = 0.000^{***}$		p = 0.240	
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 \mathbb{R}^2	0.055	0.049	0.083	0.085	0.094	0.090

Note:

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

			Depende	$Dependent\ variable:$		
	7	Alert	Enth	Enthusiastic	Pr	Proud
		OLS)	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
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
ar nagen(na	0.101	0.00	0.140	050.0	0.100	0.000

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

			Depende	$Dependent \ variable:$		
	A.	Alert	Enth	Enthusiastic	P_1	Proud
		OLS	J	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(2)	(9)
9.2: Good supervisor rship (index)	0.030	0.030	0.078	0.082	0.057	0.058
	p = 0.263	p = 0.272	$p = 0.000^{***}$	p = 0.121	p = 0.222	p = 0.151
Gender: female	0.050	0.053	0.014	0.011	-0.008	-0.011
	$p = 0.000^{***}$	p = 0.133	$p = 0.000^{***}$	p = 0.127	p = 0.488	p = 0.516
Age	0.0004	0.001	0.002	0.002	0.003	0.003
	p = 0.753	p = 0.886	p = 0.242	p = 0.489	$p = 0.000^{***}$	p = 0.236
Years of schooling	-0.003	-0.002	-0.001	-0.001	0.001	0.0005
	p = 0.260	p = 0.739	p = 0.499	p = 0.756	p = 0.484	p = 1.000
Ever married	-0.031	-0.030	-0.046	-0.054	-0.011	-0.013
	p = 0.230	p = 0.259	p = 0.499	p = 0.363	$p = 0.000^{***}$	p = 0.151
Experience in sector (yrs)	0.002	0.002	-0.0002	-0.0002	-0.004	-0.004
	p = 0.260	p = 0.519	p = 0.777	p = 0.887	p = 0.488	p = 0.268
Tenure at factory (yrs)	0.0005	0.002	0.005	0.007	-0.001	-0.003
	p = 0.523	p = 0.367	$p = 0.000^{***}$	p = 0.121	p = 0.488	p = 0.609
7.1: position helper/lineman	-0.016	-0.010	0.008	0.017	-0.026	-0.031
	p = 0.753	p = 0.875	p = 0.520	p = 0.630	p = 0.484	p = 0.634
7.1: position operator	0.0003	0.003	-0.043	-0.041	0.022	0.020
	p = 0.753	p = 0.872	p = 0.278	p = 0.105	p = 0.488	p = 0.754
Factory code 63	-0.007		-0.036		0.004	
	p = 0.523		p = 0.520		p = 0.488	
Factory code 90	0.025		-0.027		-0.026	
	p = 0.263		p = 0.278		p = 0.222	
9.1: Factory has rules	-0.014	-0.013	0.003	-0.002	0.034	0.034
	p = 0.263	p = 0.267	p = 0.499	p = 0.745	p = 0.222	p = 0.249
9.1: Management consults workers	0.004	0.002	900.0	0.004	0.034	0.036
	p = 0.523	p = 1.000	p = 0.535	p = 0.756	p = 0.484	p = 0.249
9.1: Must obey orders	-0.001	0.004	-0.038	-0.042	0.035	0.030
	p = 0.753	p = 0.877	$p = 0.000^{***}$	p = 0.272	p = 0.484	p = 0.746
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:

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

				Dependen	$Dependent\ variable:$		
	Con	Contented	Good manage	Good management behaviour	Management looki	Management looking out for workers	Good an
	0	STO	9	STO	0	OLS	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(2)	(9)	(7)
Gender: female	0.023	0.015	0.056	0.022	0.035	0.033	-0.123
	p = 0.652	p = 0.737	p = 0.266	p = 0.637	p = 0.465	p = 0.451	$p = 0.014^{**}$
Age	-0.0004	-0.003	-0.001	-0.0004	-0.003	-0.001	0.006
	p = 0.924	p = 0.435	p = 0.812	p = 0.920	p = 0.438	p = 0.813	p = 0.112
Years of schooling	-0.003	-0.005	-0.009	-0.008	-0.007	-0.003	0.008
	p = 0.648	p = 0.370	p = 0.157	p = 0.151	p = 0.279	p = 0.590	p = 0.214
Ever married	-0.043	-0.019	0.106	0.123	-0.075	-0.058	0.054
	p = 0.433	p = 0.701	$\mathrm{p}=0.057^*$	$p = 0.016^{**}$	p = 0.164	p = 0.237	p = 0.330
Experience in sector (yrs)	-0.009	-0.005	0.004	0.005	0.003	-0.001	-0.003
	p = 0.150	p = 0.414	p = 0.491	p = 0.396	p = 0.553	p = 0.847	p = 0.641
Tenure at factory (yrs)	0.008	0.007	0.005	-0.003	0.004	0.012	-0.008
	p = 0.359	p = 0.378	p = 0.565	p = 0.654	p = 0.675	p = 0.112	p = 0.374
7.1: position helper/lineman	-0.004	-0.001	-0.155	-0.083	-0.006	-0.053	0.212
	p = 0.957	p = 0.992	$p = 0.060^*$	p = 0.281	p = 0.938	p = 0.468	$p = 0.010^{***}$
7.1: position operator	-0.003	0.016	-0.122	-0.068	-0.077	-0.108	0.155
	p = 0.969	p = 0.815	$p = 0.092^*$	p = 0.320	p = 0.267	p = 0.103	$p = 0.029^{**}$
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
	p = 0.788	p = 0.656	$p = 0.007^{***}$	$p = 0.024^{**}$	p = 0.631	p = 0.439	p = 0.804
9.1: Management consults workers	-0.085	-0.059	-0.010	0.028	-0.084	-0.085	0.076
	p = 0.266	p = 0.424	p = 0.896	p = 0.710	p = 0.254	p = 0.237	p = 0.318
9.1: Must obey orders	-0.055	-0.030	-0.146	-0.113	-0.045	-0.030	0.081
	p = 0.337	p = 0.589	$p = 0.012^{**}$	$p = 0.043^{**}$	p = 0.418	p = 0.571	p = 0.156
Constant	0.483	0.491	0.729	0.568	0.879	0.754	0.517
	$p = 0.019^{**}$	$p = 0.0001^{***}$	$p = 0.0005^{***}$	$p = 0.00001^{***}$	$p = 0.00001^{***}$	$p = 0.000^{***}$	$p = 0.012^{**}$
Observations	888	888	888	888	888	888	888
Adjusted \mathbb{R}^2	0.013	-0.006	0.041	0.013	0.041	0.003	0.068
Note:							*p<0.1;

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

				Dependen	$Dependent \ variable:$		
	Cont	Contented	Good manage	Good management behaviour	Management look	Management looking out for workers	Good an
	9	STO	0	STO	0	STO	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)	(7)
Gender: female	0.133	0.142	0.152	0.167	-0.074	-0.071	-0.044
	p = 0.467	p = 0.132	$p = 0.000^{***}$	p = 0.258	p = 0.257	p = 0.390	p = 0.260
Age	0.0003	0.001	0.0002	0.002	-0.008	-0.007	0.010
	p = 0.732	p = 0.621	p = 0.720	p = 0.742	$p = 0.000^{***}$	p = 0.272	p = 0.233
Years of schooling	0.012	0.012	-0.017	-0.017	-0.016	-0.016	0.015
	p = 0.492	p = 0.130	p = 0.244	p = 0.277	p = 0.497	p = 0.251	p = 0.517
Ever married	-0.038	-0.010	0.090	0.129	-0.019	-0.003	-0.085
	p = 0.467	p = 0.740	p = 0.263	p = 0.127	p = 0.497	p = 0.884	p = 0.517
Experience in sector (yrs)	0.005	0.004	-0.002	-0.003	-0.001	-0.001	-0.005
	p = 0.505	p = 0.880	p = 0.720	p = 0.886	p = 0.746	p = 0.742	p = 0.490
Tenure at factory (yrs)	-0.007	-0.009	0.004	0.003	0.009	0.007	-0.013
	p = 0.467	p = 0.628	p = 0.720	p = 1.000	p = 0.240	p = 0.749	p = 0.493
7.1: position helper/lineman	0.024	0.007	-0.294	-0.314	0.038	0.024	0.221
	p = 0.732	p = 0.880	$p = 0.000^{***}$	p = 0.120	p = 0.240	p = 0.110	p = 0.517
7.1: position operator	0.045	0.045	-0.226	-0.224	-0.010	-0.012	0.112
	p = 0.492	p = 0.881	p = 0.507	p = 0.244	p = 0.497	p = 0.744	p = 0.260
Factory code 63	0.097		0.131		0.065		0.082
	p = 0.227		p = 0.457		$p = 0.000^{***}$		p = 0.233
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
	p = 0.492	p = 0.888	p = 0.457	p = 0.639	p = 0.257	p = 0.233	p = 0.490
9.1: Management consults workers	-0.160	-0.153	0.024	0.032	0.010	0.016	0.222
	p = 0.732	p = 0.879	p = 0.720	p = 0.883	p = 0.497	p = 0.647	p = 0.260
9.1: Must obey orders	-0.341	-0.310	-0.112	-0.064	0.152	0.167	0.031
	p = 0.227	p = 0.387	p = 0.457	p = 0.637	p = 0.497	p = 0.253	$p = 0.000^{***}$
Constant	0.301	0.307	0.547	0.538	0.842	0.862	0.125
	p = 0.227	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.240	$p = 0.000^{***}$	p = 0.493
Observations	389	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.038	0.033	0.035	0.018	0.013	0.015	0.040

 $^*p<0.1;$

Note:

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

				Dependen	Dependent variable.		
	Con	Contented	Good manage	Good management behaviour	Management look	Management looking out for workers	
) No factory FEs	OLS With factory FEs) No factory FEs	OLS With factory FEs) No factory FEs	$OLS \\ With factory FEs$	$_{ m o}^{ m N}$
	(1)	(2)	(3)	(4)	(2)	(9)	
9.2: Supervisor respects me (numeric)	-0.065	-0.062	-0.134	-0.114	-0.022	-0.017	
	$p = 0.068^*$	$p = 0.066^*$	$p = 0.0003^{***}$	$p = 0.001^{***}$	p = 0.532	p = 0.619	
9.2: Supervisor doesn't use bad lang (numeric)	0.019	0.021	0.108	0.092	0.045	0.027	
	p = 0.595	p = 0.529	$p = 0.003^{***}$	$p = 0.009^{***}$	p = 0.199	p = 0.421	
9.2: Supervisor will side with me (numeric)	0.074	0.070	0.021	0.019	-0.034	-0.026	
	$p = 0.0004^{***}$	$p = 0.0003^{***}$	p = 0.303	p = 0.334	$p = 0.092^*$	p = 0.161	
9.2: Respect supervisor (numeric)	0.039 - 0.039	0.045 -0.146	0.080 r = 0.014**	0.080 0.080 0.0080	-0.037 -0.047	-0.034 -0.034	
9.2: Supervisor speaks openly (numeric)	-0.049				0.034	0.027	
	$p = 0.082^*$	$p = 0.052^*$	p = 0.182	p = 0.118	p = 0.215	p = 0.297	d
9.2: I get fair salary (numeric)	-0.023	-0.033	0.040	0.027	0.017	0.023	
	p = 0.116	$p = 0.012^{**}$	$p = 0.007^{***}$	$p = 0.050^{**}$	p = 0.238	$p = 0.079^*$	d
Gender: female	0.036	0.022	0.043	0.019	0.014	0.016	
	p = 0.477	p = 0.620	p = 0.395	p = 0.676	p = 0.779	p = 0.714	
Age	-0.001	-0.003	-0.002	-0.001	-0.003	-0.001	
	p = 0.842	p = 0.372	p = 0.680	p = 0.855	p = 0.443	p = 0.835	
Years of schooling	-0.003	-0.006	-0.009	-0.007	-0.006	-0.002	
	p = 0.595	p = 0.285	p = 0.178	p = 0.211	p = 0.368	p = 0.683	
Ever married	-0.048	-0.025	0.107	0.120	-0.067	-0.056	
	p = 0.387	p = 0.617	$p = 0.053^*$	$p = 0.018^{**}$	p = 0.209	p = 0.256	
Experience in sector (yrs)	-0.008	-0.003	0.005	900.0	0.004	-0.001	
	p = 0.206	p = 0.571	p = 0.436	p = 0.309	p = 0.530	p = 0.855	
Tenure at factory (yrs)	9000	0.004	0.005	-0.003	0.004	0.012	
	p = 0.511	p = 0.567	p = 0.607	p = 0.671	p = 0.625	p = 0.109	
.i: position neiper/inneman	-0.041	070.0-	-0.100 **********************************	10.087	-0.003	760.0-	
71. position operator	p = 0.013	p = 0.780	p = 0.030 -0.126	167.0 = d	p = 0.949	p = 0.459 -0.108	
Topological Control of the Control o	0 = 0.773	p = 0.981	$p = 0.078^*$	p = 0.266	p = 0.267	p = 0.104	
Factory code 13	-0.024		-0.243	1	-0.103	•	
	p = 0.882		p = 0.131		p = 0.510		
Factory code 63	0.028		-0.107		0.021		
	p = 0.861		p = 0.509		p = 0.894		
Factory code 90	0.024		-0.017		0.005		
	p = 0.881		p = 0.915		p = 0.976		
Constant	0.539	0.587	0.365	0.282	0.860	0.773	
	$p = 0.026^{**}$	$p = 0.001^{***}$	p = 0.132	p = 0.106	$p = 0.0003^{***}$	$p = 0.00001^{***}$	d
Observations	888	888	888	888	888	888	
Adjusted \mathbb{R}^2	0.031	0.018	0.065	0.028	0.041	0.001	

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

				Dependen	$Dependent\ variable:$		
	Con	Contented	Good manag	Good management behaviour	Management look	Management looking out for workers	
) No factory FEs	$\begin{array}{c} OLS \\ \text{With factory FEs} \end{array}$	No factory FEs	OLS With factory FEs) No factory FEs	OLS With factory FEs	$N_{\rm o}$
	(1)	(2)	(3)	(4)	(5)	(9)	
9.2: Supervisor respects me (numeric)	-0.042	-0.047	-0.100	-0.083	-0.051	-0.049	
	p = 0.749	p = 0.882	$p = 0.000^{***}$	p = 0.386	p = 0.499	p = 0.376	
9.2: Supervisor doesn't use bad lang (numeric)	0.039	0.029	0.084	0.050	0.001	-0.009	
0.9. C	p = 0.749	p = 0.864	$p = 0.000^{***}$	p = 0.401	p = 0.755	p = 1.000	
9.2: Supervisor will side with me (numeric)	0.111 $p = 0.245$	0.112 0.263	-0.021 $= 0.504$	-0.013 $p = 1.000$	0.007 0.499	0.008 0.368	
9.2: Respect supervisor (numeric)	0.015		0.111	0.127	-0.032	-0.028	•
	p = 0.503	p = 0.254	$p = 0.000^{***}$	p = 0.138	p = 0.499	p = 0.740	
9.2: Supervisor speaks openly (numeric)	-0.031 $z = 0.401$	-0.026 $= 0.755$	-0.021 $= 0.747$	-0.025 $= 1.000$	0.023 = 0.00	$\begin{array}{c} 0.024 \\ \sim -0.774 \end{array}$	·
9.2: I get fair salary (numeric)	p = 0.491 -0.035	p = 0.035	p = 0.747 0.050	p = 1.000 0.030	p = 0.008	p = 0.014 -0.013	_
	$p = 0.000^{***}$	p = 0.143	p = 0.263	p = 0.614	p = 0.755	p = 0.642	d
Gender: female	0.127		0.116		-0.058	-0.050	
	p = 0.491	p = 0.490	$p = 0.000^{***}$	p = 0.120	p = 0.499	p = 0.646	
Age	-0.001 $n = 0.740$	-0.001 $r = 1.000$	-0.001	0.002 $= 0.871$	-0.00 <i>/</i>	-0.007	·
Years of schooling	F = 0.13		P = 0.016	P = 0.015	P = 0.005 -0.017	P = 0.121 -0.017	
)	p = 0.504	p = 0.878	p = 0.241	p = 0.382	p = 0.511	p = 0.350	
Ever married	-0.025	-0.005	0.100	0.132	-0.029	-0.016	
	p = 0.749	p = 0.862	p = 0.504	p = 0.132	p = 0.511	p = 0.626	
Experience in sector (yrs)	0.003	0.003	-0.002	-0.003	0.001	0.001	
Toming of to ofour (mg)	p = 0.749	p = 1.000	p = 0.747	p = 0.851	p = 0.499	p = 0.882	
remark on meson (3.15)	p = 0.749	p = 0.626	p = 0.747	p = 1.000	p = 0.255	p = 0.517	
7.1: position helper/lineman	-0.0004	-0.030	-0.262	-0.287	0.006	-0.008	
	p = 0.749	p = 0.764	$p = 0.000^{***}$	p = 0.236	$p = 0.000^{***}$	p = 0.378	
7.1: position operator	0.042	0.032		-0.208	-0.039	-0.044	
7	p = 0.504	p = 0.760	$p = 0.000^{13}$	p = 0.257	p = 0.511	p = 0.615	
factory code 63	$0.101\\ \sim -0.000**$				0.055		
Factory code 90	p = 0.000 0.054		p = 0.000 0.225		p = 0.255 0.061		
>	p = 0.504		$p = 0.000^{***}$		$p = 0.000^{***}$		
Constant	0.026	0.116	0.061	0.116	1.226	1.264	
	p = 0.749	p = 0.766	p = 0.747	p = 0.736	$p = 0.000^{***}$	p = 0.000***	
Observations	389	389	389	389	389	389	
Adjusted R ²	0.026	0.026	0.061	0.037	-0.010	-0.007	

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	gement by OLLS With p p p	Management looking out for workers OLS No factory FEs With factory FEs	ig out for workers. S With factory FE
OLS No factory FEs With factory FEs No factory FEs OI Supervisor respects me (disagree dummy) 0.311 0.274 0.010 Supervisor respects me (disagree dummy) 0.311 0.274 0.010 Supervisor doesn't use bad lang (disagree dummy) 0.031 0.031 0.095 Supervisor doesn't use bad lang (disagree dummy) 0.0117 0.095 0.012 Respect supervisor (disagree dummy) 0.014 0.013 0.032 Supervisor speaks openly (disagree dummy) 0.014 0.038 0.043 I get fair salary (disagree dummy) 0.014 0.038 0.043 I get fair salary (disagree dummy) 0.014 0.038 0.003 I get fair salary (disagree dummy) 0.014 0.038 0.003 I get fair salary (disagree dummy) 0.0147 0.038 0.003 I get fair salary (disagree dummy) 0.0147 0.038 0.000 I get fair salary (disagree dummy) 0.0147 0.038 0.000 I get fair salary (disagree dummy) 0.044 0.049 0.003	70	OC	S With factory FE
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$			With factory FEs
(1) (2) (3) (3) (4) (2) (4) (4) (5) (5) (5) (6) (6) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7	*		
Supervisor respects me (disagree dummy) 0.311 0.274 0.010 Supervisor respects me (disagree dummy) p = 0.003*** p = 0.005*** p = 0.921 Supervisor will side with me (disagree dummy) p = 0.010** p = 0.015** p = 0.032* Respect supervisor will side with me (disagree dummy) p = 0.017* p = 0.015** p = 0.037* Respect supervisor (disagree dummy) p = 0.017* p = 0.003** p = 0.022* p = 0.037* Supervisor speaks openly (disagree dummy) p = 0.047* p = 0.003** p = 0.032 p = 0.049 p = 0.050 Supervisor speaks openly (disagree dummy) p = 0.041* p = 0.452 p = 0.452 p = 0.452 I get fair salary (disagree dummy) p = 0.030 p = 0.043 p = 0.452 p = 0.452 I get fair salary (disagree dummy) p = 0.030 p = 0.043 p = 0.452 p = 0.455 I get fair salary (disagree dummy) p = 0.030 p = 0.043 p = 0.455 p = 0.455 I get fair salary (disagree dummy) p = 0.340 p = 0.435 p = 0.222 p = 0.222 I get fair salary (disagree dummy) p = 0.340	*	(5)	(9)
Supervisor doesn't use bad lang (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	*	-0.131	-0.164
Supervisor doesn't use bad laug (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	*	p = 0.186	$p = 0.088^*$
Supervisor will side with me (disagree dummy) p = 0.017** p = 0.140 p = 0.032** Respect supervisor will side with me (disagree dummy) p = 0.017** p = 0.015** p = 0.022** Supervisor speaks openly (disagree dummy) p = 0.001** p = 0.0003*** p = 0.452 Supervisor speaks openly (disagree dummy) p = 0.001** p = 0.0003*** p = 0.452 Supervisor speaks openly (disagree dummy) p = 0.001** p = 0.403 p = 0.452 I get fair salary (disagree dummy) p = 0.002** p = 0.403 p = 0.452 Jear: female p = 0.047 0.033 p = 0.455 p = 0.452 Jear: female p = 0.340 p = 0.405 p = 0.232 0.006 Jear: female p = 0.340 p = 0.405 p = 0.232 0.006 Jear: female p = 0.340 p = 0.405 p = 0.232 0.006 0.006 Jear: female p = 0.340 p = 0.405 p = 0.232 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006	*	0.060	0.114
Respect supervisor (disagree dummy) $p = 0.017^*$ $p = 0.015^*$ $p = 0.022^*$ $p = 0.022^*$ Supervisor speaks openly (disagree dummy) $p = 0.001^*$ $p = 0.0003^*$ $p = 0.493$ $p = 0.452$ Supervisor speaks openly (disagree dummy) 0.014 0.080 $p = 0.493$ $p = 0.452$ I get fair salary (disagree dummy) $p = 0.801$ $p = 0.493$ $p = 0.452$ $p = 0.452$ Jear: female $p = 0.047$ $p = 0.0001^*$ $p = 0.0001^*$ $p = 0.0001^*$ Jear: female $p = 0.440$ $p = 0.445$ $p = 0.0001^*$ $p = 0.0001^*$ Jear: female $p = 0.340$ $p = 0.445$ $p = 0.0001^*$ $p = 0.0001^*$ Jear: female $p = 0.340$ $p = 0.445$ $p = 0.0001^*$ $p = 0.0001^*$ Jear: female $p = 0.340$ $p = 0.445$ $p = 0.0001^*$ $p = 0.0001^*$ Jear: female $p = 0.340$ $p = 0.445$ $p = 0.0001^*$ $p = 0.0001^*$ Inchest for female $p = 0.440$ <td></td> <td>p = 0.527</td> <td>p = 0.220</td>		p = 0.527	p = 0.220
Respect supervisor (disagree dummy) -0.247 -0.262 0.012 Supervisor speaks openly (disagree dummy) $p = 0.001^{+++}$ $p = 0.003^{+++}$ $p = 0.870$ Supervisor speaks openly (disagree dummy) $p = 0.001^{+++}$ $p = 0.493$ $p = 0.452$ I get fair salary (disagree dummy) $p = 0.002^{+++}$ $p = 0.437$ $p = 0.457$ der. female 0.043 $p = 0.001^{+++}$ $p = 0.455$ $p = 0.457$ der. female $p = 0.340$ $p = 0.455$ $p = 0.232$ der. female $p = 0.340$ $p = 0.445$ $p = 0.232$ der. female $p = 0.340$ $p = 0.445$ $p = 0.252$ matried $p = 0.346$ $p = 0.445$ $p = 0.627$ rathence in sector (yrs) $p = 0.445$ $p = 0.155$ $p = 0.165$ read factory (yrs) $p = 0.455$ $p = 0.460$ $p = 0.064$ $p = 0.166$ position helper/lineman $p = 0.158$ $p = 0.460$ $p = 0.460$ $p = 0.170$ position helper/lineman $p = 0.524$ $p = 0.460$ $p = 0.460$ $p = 0.031$		p = 0.143	p = 0.268
Supervisor speaks openly (disagree dummy) $p = 0.0001^{**}$ $p = 0.870$ $p = 0.870$ I get fair salary (disagree dummy) $p = 0.041$ $p = 0.452$ $p = 0.452$ I get fair salary (disagree dummy) $p = 0.002^{**}$ $p = 0.047$ $p = 0.453$ $p = 0.0004^{***}$ $p = 0.0001^{***}$ $p = 0.00004^{****}$ $p = 0.00004^{****}$ $p = 0.00004^{****}$ $p = 0.000004^{******}$ $p = 0.0000000000000000000000000000000000$	2 0.044	0.208	0.214
Supervisor speaks openly (disagree dummy) 0.014 0.036 0.036 0.043 0.137 0.136 0.137 0.137 0.137 0.137 0.060 0.047 0.033 0.060 0.060 0.047 0.033 0.060 0.060 0.047 0.033 0.060 0.060 0.047 0.033 0.060 0.060 0.047 0.033 0.060 0.060 0.047 0.033 0.060 $0.$	d	$p = 0.005^{***}$	$p = 0.003^{***}$
get fair salary (disagree dummy) p = 0.001 p = 0.452 p = 0.452 Jeer: female 0.137 p = 0.0001*** p = 0.00004*** p = 0.00004*** Jeer: female p = 0.340 p = 0.455 p = 0.0002 p = 0.0002 Jeer: female p = 0.340 p = 0.455 p = 0.0002 p = 0.0002 Per chooling p = 0.946 p = 0.405 p = 0.0002 p = 0.0002 Instrict 0.003 0.005 0.004 p = 0.004 p = 0.004 Instrict 0.004 p = 0.405 p = 0.004 p = 0.004 p = 0.004 Instrict 0.008 0.004 p = 0.004 p = 0.004 p = 0.004 Instrict 0.008 0.004 p = 0.514 p = 0.514 p = 0.514 Instrict 0.005 0.006 0.006 0.006 0.006 0.006 Instrict 0.005 0.006 0.004 p = 0.514 0.0170 0.0170 Instrict 0.005 0.006 0.004 0.003 0.0174 0.0174		0.026	0.021
the section of the section (arg) per equation of the section (b) per control	$\begin{array}{ccc} 452 & \mathrm{p} = 0.269 \\ 57 & -0.125 \end{array}$	p = 0.039	p = 0.087
lear: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	e d	p = 0.048**	$p = 0.014^{**}$
p = 0.340 p = 0.455 p = 0.232 -0.0003 -0.003 -0.002 p = 0.946 p = 0.405 p = 0.627 condition p = 0.405 p = 0.627 married p = 0.679 p = 0.412 p = 0.010 married p = 0.405 p = 0.412 p = 0.013 ne at factor (yrs) p = 0.405 p = 0.004 p = 0.004 ne at factory (yrs) p = 0.158 p = 0.460 p = 0.514 p = 0.055 0.006 0.006 0.006 position belper/lineman p = 0.524 p = 0.448 p = 0.502 position operator p = 0.524 p = 0.448 p = 0.038** position operator p = 0.524 p = 0.644 p = 0.038** ory code 13 p = 0.524 p = 0.644 p = 0.038** ory code 13 p = 0.634 p = 0.034* p = 0.079* ory code 63 p = 0.644 p = 0.034* p = 0.077* ory code 63 p = 0.841 p = 0.044* p = 0.052* ory code 63 p = 0.886 p = 0.841 p = 0.077* ory code 63 p = 0.886	1	0.011	0.009
so f schooling -0.0003 -0.0003 -0.0002 so f schooling -0.046 -0.0405 -0.000 -0.003 -0.005 -0.010 -0.003 -0.005 -0.010 married -0.045 -0.018 0.103 rience in sector (yrs) 0.006 0.006 0.006 rest factory (yrs) 0.005 0.006 0.006 position helper/lineman 0.005 0.006 0.006 roy code 13 roy code 63 stant 0.036 0.045 0.040 0.005 0.006 0.005 0.006 $0.$	d	p = 0.816	p = 0.840
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		-0.003	-0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	d .	p = 0.459	p = 0.814
p = 0.679 p = 0.412 p = 0.125 -0.045 -0.018 0.103 p = 0.405 p = 0.707 p = 0.064* -0.008 -0.004 0.004 p = 0.158 p = 0.460 p = 0.514 0.005 0.006 0.006 p = 0.554 p = 0.448 p = 0.502 -0.051 -0.034 -0.170 p = 0.524 p = 0.644 p = 0.038** -0.036 p = 0.0126 p = 0.611 p = 0.841 p = 0.079* -0.024 -0.013 -0.126 p = 0.611 p = 0.841 p = 0.079* -0.024 p = 0.841 p = 0.078* 0.023 p = 0.881 p = 0.67* 0.023 p = 0.375 0.015 p = 0.923 p = 0.601*** p			-0.003
Teman $\begin{array}{cccccccccccccccccccccccccccccccccccc$.5 p	p = 0.395	p = 0.613
rs) $p = 0.405$ $p = 0.707$ $p = 0.064$ -0.008 -0.004 0.004 $p = 0.158$ $p = 0.460$ $p = 0.514$ 0.005 0.006 0.006 $p = 0.554$ $p = 0.448$ $p = 0.502$ -0.051 $p = 0.644$ $p = 0.170$ $p = 0.524$ $p = 0.644$ $p = 0.038**$ -0.036 $p = 0.013$ $p = 0.038**$ -0.036 $p = 0.013$ $p = 0.079*$ -0.024 $p = 0.841$ $p = 0.067*$ $p = 0.88$ $p = 0.044$ $p = 0.078$ $p = 0.923$ $p = 0.078$ $p = 0.058$ $p = 0.015$ $p = 0.078$ $p = 0.015$ $p = 0.0078$ $p = 0.015$ $p = 0.0078$ $p = 0.015$ $p = 0.0078$		-0.075	-0.065
rrs) -0.008 -0.004 0.004 0.004 0.004 0.005 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.007	= d	p = 0.160	p = 0.181
teman $\begin{array}{cccccccccccccccccccccccccccccccccccc$		0.004	-0.0005
terman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.350 $= 0.350$ $= 0.004$	p = 0.487	p = 0.930
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Q	0.035 0.036	p = 0.129
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	·		-0.045
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	ď	p = 0.983	p = 0.538
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		-0.065	-0.097
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.79° p = 0.318	p = 0.345	p = 0.140
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	30 70 70 70 70	0.120 $= 0.438$	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	44	-0.014	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$.375	p = 0.930	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	78	-0.037	
$\begin{array}{cccc} 0.462 & 0.470 & 0.801 \\ p = 0.021^{**} & p = 0.0002^{**} & p = 0.0001^{**} & p \end{array}$		p = 0.809	
$p = 0.0002^{***}$ $p = 0.0001^{***}$ p		0.888	0.782
1 100000 A	p = 0.00001***	$p = 0.00001^{***}$	$p = 0.000^{***}$
888 888		888	888
Adjusted R^2 0.050 0.038 0.056	0.021	0.049	0.013

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

				$Dependent\ variable:$: variable:	
	Con	Contented	Good manage	Good management behaviour	Management look	Management looking out for workers
)	STO)	STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	0.280	0.288	-0.023	-0.060	-0.056	-0.057
	$p = 0.000^{***}$	p = 0.130	p = 0.501	p = 0.649	p = 0.262	p = 0.393
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.176	-0.168	-0.009	0.047	0.126	0.137
0.9. Cursamissa mill ride mith ma (diramon dummer)	$p = 0.000^{***}$	p = 0.361	p = 0.501	p = 0.643	$p = 0.000^{***}$	p = 0.357
9.2: Supervisor wiii stae with me (disagree duminy)	-0.108 $D = 0.265$	-0.109 $p = 0.252$	-0.018 $p = 0.519$	-0.025 $p = 0.764$	0.013 0.533	0.014 p = 0.749
9.2: Respect supervisor (disagree dummy)	-0.272	-0.268	0.099	0.100	0.137	
-	$p = 0.000^{***}$	p = 0.119	$p = 0.000^{***}$	p = 0.251	$p = 0.000^{***}$	p = 0.106
9.2: Supervisor speaks openly (disagree dummy)	-0.019	-0.022	$\begin{array}{c} 0.016 \\ \sim -0.601 \end{array}$	0.029 = 0.750	0.039 = 0.00	0.039 ± 0.0401
9.2: I get fair salary (disagree dummy)	p - 0.144 0.132	p = 1.000 0.138	p = 0.001 -0.177	p = 0.130 - 0.127	0.0000 - 0.0000	p = 0.431 0.003
	$p = 0.000^{***}$	p = 0.114	p = 0.263	p = 0.144	p = 0.771	p = 1.000
Gender: female	0.125	0.129	0.137		-0.063	-0.058
	p = 0.479	p = 0.273	$p = 0.000^{***}$	p = 0.267	p = 0.533	p = 0.368
Age	-0.001 $= 0.744$	-0.0004	-0.001 $\pi = 0.510$	0.001 $r = 0.644$	-0.007	-0.006
Years of schooling	p = 0.013	$p = 0.819 \\ 0.011$	p = 0.919 - 0.016	p = 0.044 -0.016	p = 0.211 -0.016	p = 0.246 -0.017
O	p = 0.479	p = 0.733	p = 0.519	p = 0.118	p = 0.500	p = 0.374
Ever married	0.002	0.015	0.094	0.127	-0.047	-0.036
	p = 0.744	p = 1.000	p = 0.256	p = 0.120	p = 0.500	p = 0.274
Experience in sector (yrs)	0.003	0.003	-0.002	-0.003	0.001	0.001
Towns at to atoms (see	p = 0.744	p = 1.000	p = 0.764	p = 0.889	p = 0.771	p = 0.873
renure at factory (yrs)	-0.002 $p = 0.744$	p = 0.762	0.000	p = 1.000	p = 0.500	p = 0.648
7.1: position helper/lineman	-0.019		-0.274		0.018	0.007
	p = 0.744	p = 1.000	$p = 0.000^{***}$	p = 0.275	$p = 0.000^{***}$	p = 0.616
7.1: position operator	0.024	0.017	-0.200	-0.205	-0.038	-0.042
15.04.0 20.do 69	p = 0.744	p = 1.000	p = 0.263	p = 0.131	p = 0.500	p = 0.019
ractory code 0.5			0.140 $z = 0.969$		$\frac{0.031}{5} = 0.983$	
Factory code 90	p - 0.000 0.041		p = 0.203		p = 0.202 0.045	
	p = 0.214		p = 0.000***		p = 0.238	
Constant	0.219	0.259	0.558	0.549	0.947	0.964
	p = 0.479	p = 0.748	p = 0.519	p = 0.269	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$ m Adjusted~R^2$	0.045	0.047	0.049	0.024	0.002	0.005

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

				Dependen	$Dependent\ variable:$		
	Con	Contented	Good manage	Good management behaviour	Management looki	Management looking out for workers	Good an
)	STO)	STO	0	STO	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)	(7)
9.2: Good supervisor rship (index)	-0.022	-0.034	0.052	0.031	0.021	0.016	-0.130
	p = 0.370	p = 0.133	$p = 0.033^{**}$	p = 0.171	p = 0.374	p = 0.451	$p = 0.00000^{***}$
Gender: female	0.018	0.009	0.060	0.027	0.028	0.026	-0.112
	p = 0.723	p = 0.843	p = 0.235	p = 0.560	p = 0.559	p = 0.563	$p = 0.023^{**}$
Age	-0.0002	-0.003	-0.002	-0.001	-0.003	-0.001	0.007
	p = 0.955	p = 0.428	p = 0.681	p = 0.792	p = 0.448	p = 0.831	$p = 0.086^*$
Years of schooling	-0.002	-0.004	-0.009	-0.008	-0.006	-0.003	0.008
	p = 0.779	p = 0.447	p = 0.162	p = 0.175	p = 0.325	p = 0.621	p = 0.193
Ever married	-0.043	-0.021	0.111	0.127	-0.071	-0.057	0.044
	p = 0.442	p = 0.678	$p = 0.049^{**}$	$p = 0.013^{**}$	p = 0.183	p = 0.245	p = 0.421
Experience in sector (yrs)	-0.009	-0.004	0.004	0.004	0.004	-0.001	-0.002
	p = 0.162	p = 0.464	p = 0.566	p = 0.443	p = 0.543	p = 0.844	p = 0.691
Tenure at factory (yrs)	0.008	0.007	0.007	-0.002	0.004	0.011	-0.011
	p = 0.380	p = 0.387	p = 0.427	p = 0.805	p = 0.641	p = 0.124	p = 0.221
7.1: position helper/lineman	-0.021	-0.011	-0.147	-0.084	-0.013	-0.060	0.198
	p = 0.798	p = 0.880	$p = 0.075^*$	p = 0.274	p = 0.872	p = 0.411	$p = 0.014^{**}$
7.1: position operator	-0.011	0.010	-0.120	-0.069	-0.079	-0.109	0.146
	p = 0.883	p = 0.884	$p = 0.096^*$	p = 0.315	p = 0.253	$p = 0.099^*$	$p = 0.037^{**}$
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
	$p = 0.017^{**}$	$p = 0.00004^{***}$	$p = 0.003^{***}$	$p = 0.0001^{***}$	$p = 0.00001^{***}$	$p = 0.000^{***}$	$p = 0.004^{***}$
Observations	888	888	888	888	888	888	888
	0.012	-0.004	0.036	0.006	0.038	-0.001	0.097
Note:							*p<0.1;

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

				Dependen	$Dependent\ variable:$		
	Con	Contented	Good manage	Good management behaviour	Management look	Management looking out for workers	Good an
	0	STO	O	STO)	STO	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)	(7)
9.2: Good supervisor rship (index)	0.066	0.050	0.056	0.030	-0.057	-0.068	-0.077
	p = 0.000***	p = 0.126	p = 0.231	p = 0.250	$p = 0.000^{***}$	p = 0.128	p = 0.496
Gender: female	0.112	0.120	0.144	0.162	-0.063	-0.058	-0.033
	p = 0.497	p = 0.368	p = 0.000***	p = 0.121	p = 0.494	p = 0.506	$p = 0.000^{***}$
Age	-0.0002	0.001	-0.001	0.001	-0.007	-0.006	0.008
	p = 0.743	p = 0.871	p = 0.753	p = 1.000	p = 0.000***	p = 0.142	p = 0.496
Years of schooling	0.015	0.014	-0.017	-0.017	-0.016	-0.017	0.013
	p = 0.476	p = 0.488	p = 0.267	p = 0.129	p = 0.484	p = 0.485	p = 0.518
Ever married	-0.009	0.015	0.101	0.136	-0.026	-0.011	-0.089
	p = 0.743	p = 0.883	p = 0.255	p = 0.126	p = 0.484	p = 0.634	p = 0.518
Experience in sector (yrs)	0.003	0.003	-0.003	-0.004	0.001	0.001	-0.005
	p = 0.743	p = 1.000	p = 0.753	p = 1.000	p = 0.731	p = 0.869	p = 0.494
Tenure at factory (yrs)	-0.001	-0.004	0.007	0.005	0.006	0.003	-0.013
	p = 0.743	p = 1.000	p = 0.753	p = 1.000	p = 0.237	p = 0.768	p = 0.496
7.1: position helper/lineman	0.014	-0.012	-0.276	-0.302	0.013	-0.005	0.225
	p = 0.476	p = 0.748	p = 0.267	p = 0.252	$p = 0.000^{***}$	p = 0.374	p = 0.258
7.1: position operator	0.045	0.038	-0.204	-0.211	-0.036	-0.041	0.102
	p = 0.476	p = 0.617	p = 0.255	p = 0.136	p = 0.484	p = 0.593	p = 0.258
Factory code 63	0.104		0.139		0.070		0.025
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.496
Factory code 90	0.085		0.177		0.054		0.086
	p = 0.000***		p = 0.000***		p = 0.000***		p = 0.496
Constant	0.111	0.158	0.460	0.491	0.970	1.004	0.186
	p = 0.743	p = 0.772	p = 0.267	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.260
Observations	389	389	389	389	389	389	389
Adjusted R ²	-0.002	-0.004	0.036	0.020	-0.001	0.001	0.022
Note:							*p<0.1;

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

Contented Coord management behaviour Management looking out for workers OLS OLS	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $					Dependen	$Dependent\ variable:$		
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		Cor	ıtented	Good manage	ment behaviour	Management looki	ing out for workers	Good an
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$			STC)	STC	0	ST	
Color supervisor rship (index)	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$			(1)	(2)	(3)	(4)	(5)	(9)	(2)
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Here	9.2: Good supervisor rship (index)	-0.038	-0.048	0.032	0.012	0.016	0.014	-0.140
der. fernale be 0.024 be 0.016 be 0.025 be 0.025 be 0.023 be 0.033 be 0.03	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.151	$p = 0.053^*$		p = 0.629		p = 0.561	p = 0.000000***
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Gender: female	0.024	0.016	0.055	0.022	0.035	0.033	-0.117
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	so f schooling below the control of		p = 0.628	p = 0.728	p = 0.278	p = 0.639	p = 0.475	p = 0.453	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	-0.0002	-0.003	-0.001	-0.0004	-0.003	-0.001	0.007
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.967	p = 0.462		p = 0.911	p = 0.425	p = 0.802	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	-0.003	-0.005	-0.009	-0.008	-0.007	-0.003	0.008
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.659	p = 0.381			p = 0.277	p = 0.586	p = 0.188
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	-0.046	-0.023	0.109	0.124	-0.073	-0.057	0.043
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.404	p = 0.651	$p = 0.052^*$			p = 0.246	p = 0.424
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.009	-0.004	0.004	0.005	0.003	-0.001	-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.161	p = 0.466		p = 0.410		p = 0.826	p = 0.736
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.007	0.006	0.006	-0.003	0.004	0.012	-0.011
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		p = 0.420	p = 0.407		p = 0.664		p = 0.109	p = 0.193
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	-0.010	-0.001	-0.150	-0.083	-0.004	-0.053	0.193
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		p = 0.905	p = 0.985	$p = 0.068^*$	p = 0.282	p = 0.961	p = 0.470	$p = 0.016^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position operator	-0.006	0.013	-0.119	-0.068	-0.075	-0.107	0.145
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.938	p = 0.846	$p = 0.099^*$	p = 0.325	p = 0.274	p = 0.106	$p = 0.038^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 13	-0.055		-0.261		-0.084		-0.394
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.734		p = 0.107		p = 0.588		$p = 0.013^{**}$
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 63	0.003		-0.093		0.029		-0.412
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		p = 0.986		p = 0.568		p = 0.855		$p = 0.010^{***}$
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 90	0.014		-0.066		-0.009		-0.332
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		p = 0.932				p = 0.956		$p = 0.035^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Factory has rules	-0.005	-0.003	-0.129	-0.108	0.032	0.045	-0.081
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.931	p = 0.949	$p = 0.018^{**}$		p = 0.538	p = 0.370	p = 0.124
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	9.1: Management consults workers	-0.095	-0.075	-0.001	0.032	-0.080	-0.081	0.038
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		p = 0.214	p = 0.316		p = 0.674		p = 0.266	p = 0.609
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Must obey orders	-0.092	-0.079	-0.115	-0.100	-0.029	-0.016	-0.054
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		p = 0.143	p = 0.189				p = 0.791	p = 0.380
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Constant	0.512	0.517	0.705	0.561	0.867	0.746	0.622
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	888 888 888 888 888 888 0.015 -0.002 0.041 0.012 0.040 0.002 0.00		$p = 0.013^{**}$			Ш	Ш	$p = 0.000^{***}$	$p = 0.003^{***}$
0.015 -0.002 0.041 0.012 0.040 0.002	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Observations	888	888	888	888	888	888	888
		Adjusted \mathbb{R}^2	0.015	-0.002	0.041	0.012	0.040	0.002	0.099

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

				Dependen	$Dependent\ variable:$		
	Con	Contented	Good manage	Good management behaviour	Management look	Management looking out for workers	Good an
)	STO	0	STO	0	STO	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)	(7)
9.2: Good supervisor rship (index)	0.010	-0.005	0.041	0.018	-0.036	-0.042	-0.094
	p = 0.732	p = 0.761	p = 0.521	p = 0.632	p = 0.266	p = 0.140	p = 0.513
Gender: female	0.132	0.142	0.147	0.165	-0.070	-0.067	-0.034
	p = 0.507	p = 0.128	$p = 0.000^{***}$	p = 0.123	p = 0.240	p = 0.372	p = 0.513
Age	0.0003	0.001	0.00000	0.002	-0.008	-0.007	0.010
	p = 0.732	p = 0.756	p = 0.759	p = 0.745	$p = 0.000^{***}$	p = 0.249	p = 0.255
Years of schooling	0.012	0.012	-0.017	-0.017	-0.016	-0.017	0.013
	p = 0.249	p = 0.261	p = 0.249	p = 0.109	p = 0.506	p = 0.246	p = 0.497
Ever married	-0.036	-0.011	0.095	0.133	-0.024	-0.013	-0.098
	p = 0.507	p = 0.763	p = 0.238	p = 0.231	p = 0.506	p = 0.638	$p = 0.000^{***}$
Experience in sector (yrs)	0.005	0.004	-0.003	-0.003	-0.001	-0.001	-0.004
	p = 0.483	p = 1.000	p = 0.759	p = 1.000	p = 0.761	p = 0.881	p = 0.494
Tenure at factory (yrs)	-0.007	-0.009	0.005	0.003	0.009	0.007	-0.015
	p = 0.507	p = 0.765	p = 0.487	p = 1.000	p = 0.266	p = 0.512	p = 0.513
7.1: position helper/lineman	0.026	90000	-0.285	-0.311	0.030	0.018	0.199
	p = 0.732	p = 1.000	$p = 0.000^{***}$	p = 0.127	p = 0.266	p = 0.393	p = 0.497
7.1: position operator	0.048	0.043	-0.212	-0.218	-0.022	-0.025	0.081
	p = 0.474	p = 1.000	p = 0.238	p = 0.105	p = 0.506	p = 0.366	p = 0.497
Factory code 63	0.102		0.148		0.050		0.043
	p = 0.249		p = 0.249		p = 0.266		p = 0.513
Factory code 90	0.115		0.188		0.039		0.104
	$p = 0.000^{***}$		p = 0.000***		$p = 0.000^{***}$		p = 0.258
9.1: Factory has rules	-0.121	-0.106	-0.086	-0.064	0.177	0.183	-0.131
	p = 0.474	p = 1.000	p = 0.521	p = 0.591	p = 0.240	p = 0.222	p = 0.239
9.1: Management consults workers	-0.158	-0.154	0.033	0.037	0.003	0.006	0.203
	p = 0.732	p = 0.877	p = 0.759	p = 0.865	p = 0.761	p = 0.885	p = 0.258
9.1: Must obey orders	-0.333	-0.314	-0.078	-0.047	0.122	0.128	-0.047
	p = 0.249	p = 0.518	p = 0.521	p = 0.761	p = 0.506	p = 0.257	p = 0.752
Constant	0.292	0.311	0.508	0.523	0.876	0.895	0.214
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389	389
$\stackrel{\rm Adjusted \ R^2}{}$	0.035	0.031	0.035	0.016	0.013	0.016	0.053
Note:							*p<0.1;

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

				Dependen	$Dependent\ variable:$		
	Fai	Fair salary	Festiv	Festival leave	Paid	Paid leave	Auto
	No factory FFs	OLS With factory FFs	O No factory FFs	OLS With factory FFs	O factory FFs	OLS With factory FFs	No factory FFs
	(1)	(2)	(3)	(4)	(5)	(9)	(7)
-	(-)	(-)			(2)	(2)	(.)
Gender: female	0.042	0.037	-0.035	-0.019	0.003	0.009	-0.022
	$p = 0.068^{\circ}$	$p = 0.075^{\circ}$	p = 0.248	p = 0.499	p = 0.866	p = 0.516	p = 0.534
Age	0.001	-0.00002	-0.002	-0.001	-0.001	-0.002	0.006
	p = 0.436	p = 0.991	p = 0.508	p = 0.753	p = 0.242	p = 0.116	$p = 0.035^{**}$
Years of schooling	0.003	0.004	-0.001	0.004	-0.001	-0.001	0.009
	p = 0.226	p = 0.171	p = 0.889	p = 0.255	p = 0.484	p = 0.630	$p = 0.051^*$
Ever married	-0.0002	-0.018	-0.023	-0.022	0.001	-0.006	0.038
	p = 0.993	p = 0.412	p = 0.496	p = 0.463	p = 0.958	p = 0.685	p = 0.331
Experience in sector (yrs)	-0.0003	0.0002	-0.001	-0.001	0.001	0.001	-0.009
	p = 0.902	p = 0.936	p = 0.710	p = 0.865	p = 0.542	p = 0.515	$p = 0.031^{**}$
Tenure at factory (yrs)	0.003	0.008	-0.009	0.001	0.0003	-0.002	-0.004
	p = 0.488	$p = 0.020^{**}$	p = 0.111	p = 0.787	p = 0.905	p = 0.498	p = 0.516
7.1: position helper/lineman	-0.066	-0.047	-0.015	-0.012	0.025	0.032	0.007
	$p = 0.074^*$	p = 0.170	p = 0.762	p = 0.796	p = 0.312	p = 0.163	p = 0.902
7.1: position operator	-0.031	-0.039	-0.006	-0.009	0.005	0.008	0.055
	p = 0.334	p = 0.206	p = 0.888	p = 0.825	p = 0.830	p = 0.683	p = 0.278
Factory code 13	0.044		0.177		0.010		0.216
	p = 0.544		$p = 0.072^*$		p = 0.836		$\mathrm{p}=0.057^*$
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
	p = 0.007***	$p = 0.001^{***}$	$p = 0.013^{**}$	$p = 0.001^{***}$	p = 0.792	p = 0.885	p = 0.385
9.1: Management consults workers	-0.016	-0.016	-0.010	-0.018	090.0	0.055	0.138
	p = 0.640	p = 0.640	p = 0.825	p = 0.685	$p = 0.010^{***}$	$p = 0.014^{**}$	$p = 0.011^{**}$
9.1: Must obey orders	-0.068	-0.083	-0.029	-0.048	-0.007	0.001	-0.010
	$p = 0.010^{***}$	$p = 0.001^{***}$	p = 0.401	p = 0.150	p = 0.706	p = 0.928	p = 0.806
Constant	0.090	0.091	0.182	0.202	0.024	0.051	-0.223
	p = 0.334	p = 0.111	p = 0.146	$p = 0.009^{***}$	p = 0.696	p = 0.183	p = 0.123
Observations	888	888	888	888	888	888	888
Adjusted \mathbb{R}^2	0.031	0.024	0.013	0.009	0.010	0.009	-0.007
Note:							*p<0.1;

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

				Dependen	Dependent variable:		
	Fair s	Fair salary	Festiv	Festival leave	Paid	Paid leave	Auto
	0	STO	0	STO	0	STO	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)	(7)
Gender: female	0.066	0.059	-0.038	-0.036	0.015	0.016	0.009
	p = 0.253	p = 0.494	$p = 0.000^{***}$	p = 0.252	$p = 0.000^{***}$	p = 0.129	p = 0.763
Age	0.003	0.003	-0.002	-0.002	-0.0004	-0.0002	0.009
	p = 0.253	p = 0.348	p = 0.477	p = 0.480	p = 0.537	p = 1.000	p = 0.501
Years of schooling	0.002	0.004	-0.005	-0.001	-0.00001	0.0004	0.010
	p = 0.506	p = 0.739	p = 0.490	p = 0.872	p = 0.782	p = 0.488	p = 0.503
Ever married	-0.034	-0.071	-0.028	-0.055	-0.018	-0.017	-0.023
	p = 0.253	p = 0.000***	p = 0.490	p = 0.124	p = 0.537	p = 0.871	p = 0.241
Experience in sector (yrs)	-0.003	-0.003	-0.001	-0.001	0.001	0.001	-0.007
	p = 0.253	p = 0.741	p = 0.735	p = 1.000	p = 0.279	p = 0.115	p = 0.522
Tenure at factory (yrs)	0.001	0.006	-0.005	0.005	-0.001	-0.001	-0.009
	p = 0.506	p = 0.372	p = 0.245	p = 1.000	p = 0.524	p = 0.881	$p = 0.000^{***}$
7.1: position helper/lineman	-0.114	-0.082	-0.067	-0.027	0.011	0.014	0.002
	p = 0.253	p = 0.377	p = 0.232	p = 1.000	p = 0.782	p = 0.873	p = 0.763
7.1: position operator	-0.082	-0.078	-0.056	-0.046	0.001	0.002	0.005
	p = 0.253	p = 0.751	p = 0.490	p = 0.521	p = 0.524	p = 0.761	p = 0.763
Factory code 63	-0.145		-0.138		-0.004		-0.097
	p = 0.000***		$p = 0.000^{***}$		p = 0.782		p = 0.000***
Factory code 90	-0.110		-0.019		0.011		-0.071
	$p = 0.000^{***}$		p = 0.258		p = 0.279		$p = 0.000^{***}$
9.1: Factory has rules	-0.062	-0.090	-0.052	-0.074	0.012	0.012	0.036
	$p = 0.000^{***}$	p = 0.261	$p = 0.000^{***}$	p = 0.252	p = 0.279	p = 0.253	p = 0.262
9.1: Management consults workers	-0.017	-0.030	-0.018	-0.034	0.079	0.078	0.023
	p = 0.506	p = 0.508	p = 0.735	p = 0.617	p = 0.258	p = 0.378	p = 0.763
9.1: Must obey orders	-0.065	-0.099	-0.038	-0.051	0.006	0.008	-0.023
	$p = 0.000^{***}$	p = 0.218	p = 0.232	p = 0.238	p = 0.524	p = 1.000	p = 0.522
Constant	0.165	0.122	0.425	0.331	0.007	-0.003	-0.003
	$p = 0.000^{***}$	p = 0.518	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.782	p = 0.735	p = 0.763
Observations	389	389	389	389	389	389	389
$ m Adjusted~R^2$	0.063	0.018	0.012	-0.009	0.004	0.007	0.001

 $^*p<0.1;$

Note:

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

	Fair	Fair salary	Festiv	Festival leave	Paie	Paid leave	
) No factory FEs	$\begin{array}{c} OLS \\ \text{With factory FEs} \end{array}$) No factory FEs	$OLS \\ \text{With factory FEs}$	No factory FEs	$OLS \\ \text{With factory FEs}$	$N_{\rm o}$
	(1)	(2)	(3)	(4)	(5)	(9)	
9.2: Supervisor respects me (numeric)	0.031	0.034	0.005	0.007	0.014	0.018	
	$p=0.058^*$	$p = 0.030^{**}$	p = 0.815	p = 0.721	p = 0.190	$p = 0.088^*$	
9.2: Supervisor doesn't use bad lang (numeric)	-0.014	-0.009	0.021	0.020	-0.017	-0.021	
	p = 0.413	p = 0.570	p = 0.349	p = 0.348	p = 0.118	$p = 0.048^{**}$	
9.2: Supervisor will side with me (numeric)	-0.001	-0.003			0.002 - 0.002	-0.003	
9. Respect supervisor (numeric)	p = 0.955	p = 0.749	p = 0.138	p = 0.350	p = 0.750	p = 0.050	
(managed and a second control of the second	p = 0.413	p = 0.579	p = 0.661	p = 0.951	p = 0.619	p = 0.723	
9.2: Supervisor speaks openly (numeric)	-0.009	-0.007	0.009	0.004	0.002	0.005	
	p = 0.509	p = 0.550	p = 0.585	p = 0.787	p = 0.855	p = 0.552	
9.2: I get fair salary (numeric)	0.007	0.014	0.012	0.012		0.003	
Gender: female	p = 0.231	p = 0.025	p = 0.135 -0.042	p = 0.141 -0.017	p = 0.445	p = 0.405	
	$p = 0.078^*$	$p = 0.095^*$	p = 0.181	p = 0.542	p = 0.680	p = 0.444	
Age	0.001	-0.0002	-0.002	-0.001	-0.002	-0.002	
	p = 0.484	p = 0.884	p = 0.500	p = 0.740	p = 0.188	$\mathrm{p}=0.095^*$	
Years of schooling	0.004	0.004	-0.001	0.004	-0.001	-0.001	
	p = 0.187	p = 0.136	p = 0.876	p = 0.253	p = 0.479	p = 0.659	
Ever married	0.001	-0.017	-0.020	-0.018	-0.001	-0.007	
	p = 0.985	p = 0.452	p = 0.565	p = 0.558	p = 0.970	p = 0.637	
Experience in sector (yrs)	-0.00I	-0.0003	-0.002	-0.001 0.002	0.001	0.001	
Tenure at factory (vrs)	p = 0.751 0.004	0.000	p = 0.609 - 0.007	p = 0.080 0.002	p = 0.615 0.001	p = 0.937 -0.001	<u> </u>
	p = 0.305	$p = 0.009^{***}$	p = 0.171	p = 0.605	p = 0.778	p = 0.606	
7.1: position helper/lineman	-0.061	-0.047	0.005	-0.005	0.025	0.034	
	p = 0.103	p = 0.171	p = 0.922	p = 0.911	p = 0.321	p = 0.135	
7.1: position operator	-0.029	-0.036 $r = 0.934$	0.001 $r = 0.984$	5 - 0.007	0.006 3.00 3.00	$0.011 \\ 5 - 0.584$	
Factory code 13	0.039	F 03:0	P = 0.904 0.181	D	V = 0.17	ا ۲ دون:	
	p = 0.600		$p = 0.067^*$		p = 0.953		
Factory code 63	-0.097		0.056		-0.0005		
	p = 0.190		p = 0.573		p = 0.993		
Factory code 90	-0.077		0.179		0.009		
i	p = 0.296		$p = 0.071^*$		p = 0.859		
Constant	-0.064	-0.098	-0.034	0.004	0.046	0.057	
	p = 0.566	p = 0.208	p = 0.820	p = 0.968	p = 0.539	p = 0.272	
Observations	888	888	888	888	888	888	
Adjusted \mathbb{R}^2	0.026	0.026	0.011	0.003	-0.003	0.002	

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

				Dependen	$Dependent\ variable:$		
	Fair	Fair salary	Festi	Festival leave	Paic	Paid leave	
	(No factory FEs	$OLS \\ \text{With factory FEs}$) No factory FEs	$OLS \\ \text{With factory FEs}$	C No factory FEs	$OLS \\ \text{With factory FEs}$	$N_{\rm o}$
	(1)	(2)	(3)	(4)	(5)	(9)	
9.2: Supervisor respects me (numeric)	0.040	0.041	-0.003	0.013	-0.012	-0.010	
	p = 0.266	p = 0.131	p = 0.496	p = 0.753	p = 0.491	p = 0.504	
9.2: Supervisor doesn't use bad lang (numeric)	-0.025	-0.006	0.036	0.038	0.007	0.007	
	p = 0.514	p = 0.884	$p = 0.000^{***}$	p = 0.269	$p = 0.000^{***}$	p = 0.207	
9.2: Supervisor will side with me (numeric)	-0.019	-0.021	-0.007	-0.006	0.003	0.003	
9.2: Respect supervisor (numeric)	p = 0.492 0.018	p = 0.482 0.011	p = 0.490 -0.0003	p=0.390 0.002	p = 0.752 -0.004	p = 0.372 -0.003	_
	p = 0.266	p = 0.611	p = 0.730	p = 0.731	p = 0.510	p = 0.759	
9.2: Supervisor speaks openly (numeric)	-0.0004				-0.005	-0.006	
9.2: I get fair salary (numeric)	p = 0.758 0.012	p = 0.253 0.020	p = 0.730 0.014	p = 0.108 0.009	p = 0.752 -0.004	p = 0.877 - 0.005	
	p = 0.492	p = 0.130	p = 0.493	p = 0.874	p = 0.503	p = 0.373	
Gender: female	0.059	0.045	-0.052	-0.050	0.018	0.018	
-	p = 0.514	p = 0.374	$p = 0.000^{***}$	p = 0.135	p = 0.503	p = 0.128	
Age	0.003		-0.002	-0.002	-0.001	-0.001	
Vours of sobooling	p = 0.248	p = 0.737	p = 0.471	p = 0.301	p = 0.261	p = 0.745	
rears or semonting	0.005 = 0.514	0.005 = 0.516	0.004	$r_{0.000} = 0.879$	0.0000	n = 1000	
Ever married	-0.027		-0.025	-0.046	F = 0.02	-0.016	
	p = 0.248	p = 0.258	p = 0.493	p = 0.121	p = 0.261	p = 0.869	
Experience in sector (yrs)	-0.004	-0.004	-0.001	-0.002	0.002	0.002	
	p = 0.492	$\mathrm{p}=0.259$	p = 0.730	p = 1.000	p = 0.261	p = 0.256	
Tenure at factory (yrs)	0.003 $5 - 0.510$	0.008 $r = 0.128$	-0.004 $= 0.934$	$0.005 \\ 5 - 0.376$	-0.001 $5 - 0.510$	-0.0003 $= -0.0003$	٤
7.1: position helper/lineman	-0.105	0.000	-0.046	0.006	$\frac{1}{10000000000000000000000000000000000$	0.013	7
	p = 0.266	p = 0.373	p = 0.493	p = 0.876	p=0.510	p = 0.620	
7.1: position operator	-0.075	-0.061	-0.037	-0.021	-0.001	-0.00001	
	p = 0.266	p = 0.634	p = 0.493	p = 0.756	p = 0.491	p = 1.000	
Factory code 63	-0.143		-0.119		-0.010		
Doctoury godo 00	p = 0.000		p = 0.000		p = 0.510		
ractory code 30	$^{***}0000 = d$		0.003		0.001 $p = 0.752$		
Constant	-0.014	-0.128		0.143	0.088	0.077	
	p = 0.758	$p = 0.000^{***}$	p = 0.234	p = 0.497	p = 0.261	p = 0.268	
Observations	389	389	389	389	389	389	
Adjusted \mathbb{R}^2	0.062	0.020	0.012	-0.004	-0.026	-0.022	

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

				Dependent variable:	t variable:	
	Fair	Fair salary	Festiv	Festival leave	Paic	Paid leave
		OLS		OCS		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.096	-0.093	0.063	0.078	-0.011	-0.019
	$p = 0.042^{**}$	$p = 0.038^{**}$	p = 0.314	p = 0.193	p = 0.718	p = 0.536
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.075	0.062	-0.106	-0.118	0.005	0.017
	$p = 0.098^*$	p = 0.149	$p = 0.080^*$	$p = 0.042^{**}$	p = 0.863	p = 0.557
9.2: Supervisor will side with me (disagree dummy)	-0.014	-0.009	0.012	0.001	0.013	0.018
	p = 0.462	p = 0.609	p = 0.635	p = 0.957	p = 0.296	p = 0.135
9.2: Respect supervisor (disagree dummy)	0.010	-0.009	-0.054	-0.042	0.015	-0.022
0.9. Cum cumiscum can color can constitut (discounce dumentum).	p = 0.773	p = 0.782	p = 0.242	p = 0.336	p = 0.507	p = 0.304
9.2: Supervisor speaks openiy (uisagree duminy)	0.000	-0.003	-0.032	-0.034	0.007 = 0.095	-0.003
9.2: I get fair salary (disagree dummy)	-0.018	-0.037	-0.030	-0.031	0.001	-0.001
	p = 0.286	$p = 0.019^{**}$	p = 0.187	p = 0.142	p = 0.962	p = 0.918
Gender: female	0.042	0.036	-0.034	-0.009	0.004	0.009
	$p = 0.070^*$	$p = 0.083^*$	p = 0.266	p = 0.738	p = 0.820	p = 0.508
Age	0.001	-0.0003	-0.002	-0.001	-0.002	-0.002
	p = 0.569	p = 0.836	p = 0.493	p = 0.783	p = 0.202	$p = 0.099^*$
Years of schooling	0.003	0.004	-0.001	0.004	-0.001	-0.0004
	p = 0.240	p = 0.174	p = 0.818	p = 0.254	p = 0.553	p = 0.801
Ever married	0.002	-0.016	-0.018	-0.017		-0.005
T	p = 0.925	p = 0.476	p = 0.599	p = 0.585	p = 0.941	p = 0.766
Experience in sector (yrs)	-0.001 $= 0.767$	-0.0004 r = 0.878	-0.002	-0.001	0.001 $r = 0.633$	0.001 $r = 0.576$
Tenure at factory (vrs)	p = 0.101	0.009	P = 0.037	p = 0.11	p = 0.095	p = 0.979
	p = 0.309	$p = 0.010^{***}$	p = 0.169	p = 0.646	p = 0.728	p = 0.687
7.1: position helper/lineman	-0.067	-0.051	-0.002	600.0-	0.028	0.033
	$p = 0.072^*$	p = 0.134	p = 0.971	p = 0.837	p = 0.270	p = 0.154
7.1: position operator	-0.033	-0.039	-0.0001	-0.007	$0.007 \\ = 0.711$	$\begin{array}{c} 0.010 \\ -0.61E \end{array}$
Factory code 13	p = 0.314	p = 0.204	p = 0.330	p=0.004	p = 0.744 0.012	p=0.019
	p = 0.554		$p = 0.062^*$		p = 0.803	
Factory code 63	-0.100		0.065		0.013	
	p = 0.177		p = 0.508		p = 0.787	
Factory code 90	-0.074		0.190		0.021	
	p = 0.311		$p = 0.054^*$		p = 0.677	
Constant	0.070	0.073	0.137	0.160	0.019	0.043
	p = 0.452	p = 0.198	p = 0.270	$p = 0.036^{**}$	p = 0.758	p = 0.259
Observations	888	888	888	888	888	888
Adjusted R ²	0.025	0.022	0.018	0.011	-0.004	0.001
Note:						

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

Partice solury Point solury Four solury					Dependen	$Dependent\ variable:$	
One pactory FEA With factory FEA With factory FEA OLGS OLGS <th></th> <th>Fair</th> <th>salary</th> <th>Festiv</th> <th>val leave</th> <th>Paic</th> <th>l leave</th>		Fair	salary	Festiv	val leave	Paic	l leave
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		0	ST	0	STC)	STC
10 20 0.023 0.023 0.0024 20 2.0059 0.0072 0.0023 0.0023 0.0024 20 2.0059 0.0023 0.0023 0.0023 0.0024 0.0024 20 2.0269 0.0232 0.0023 0.0023 0.0007 20 2.0269 0.0136 0.0136 0.0136 0.0130 0.0107 20 2.0259 0.0136 0.0036 0.0108 0.0108 0.0108 0.0108 20 2.0259 0.0136 0.0036 0.0008 0.000		No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FE
Supervisor respects me (disagree dummy) -0.069 -0.072 0.057 0.057 0.004		(1)	(2)	(3)	(4)	(5)	(9)
Supervisor doesn't use had hang (disagree dummy) 0.062 0.062 0.036 0.0	9.2: Supervisor respects me (disagree dummy)	-0.069	-0.072	0.057	0.021	0.034	0.031
Supervisor doesn't use bad lang (disagree dummy) 0.062 0.036 -0.017 0.017 Supervisor doesn't use bad lang (disagree dummy) p. 0.524 p. 0.016 p. 0.036 p. 0.037 p. 0.017 Supervisor will side with me (disagree dummy) p. 0.736 p. 0.106 p. 0.036 p. 0.037 p. 0.037 Respect supervisor (disagree dummy) p. 0.239 p. 0.106 p. 0.048 p. 0.048 p. 0.037 Supervisor speaks openly (disagree dummy) p. 0.029 p. 0.101 p. 0.746 p. 0.048 p. 0.037 Supervisor speaks openly (disagree dummy) p. 0.028 p. 0.105 p. 0.048 p. 0.049 p. 0.032 Liget fair salary (disagree dummy) p. 0.028 p. 0.045 p. 0.043 p. 0.048 p. 0.049 p. 0.032 Liget fair salary (disagree dummy) p. 0.028 p. 0.048 p. 0.048 p. 0.032 p. 0.032 Liget fair salary (disagree dummy) p. 0.038 p. 0.048 p. 0.041 p. 0.038 p. 0.036 p. 0.038		p = 0.269		p = 0.253	p = 0.236	p = 0.000***	p = 0.236
Supervisor will side with me (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Supervisor doesn't use bad lang (disagree dummy)	0.062	0.036	-0.126	-0.120	-0.017	-0.017
Supervisor will side with me (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.502		$p = 0.000^{***}$	p = 0.509	p = 0.478	p = 0.613
Respect supervisor (disagree dummy) P = 0.736 P = 0.736 P = 0.746 P = 0.745 P = 0.0028 P = 0.745 P = 0.0028 P = 0.0028 P = 0.0028 P = 0.0028 P = 0.00099999999999999999999999999999999	9.2: Supervisor will side with me (disagree dummy)	0.014	0.016	0.003	0.002	0.010	0.010
Supervisor speaks openly (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.9. Barnart ennarrison (disamas dummy)	p = 0.756 -0.018	p = 1.000 -0.025	p = 0.746 -0.018	p = 0.870	p = 0.478	p = 0.743
Supervisor speaks openly (disagree dummy) 0.026 -0.025 -0.006 0.008 0.002 I get fair salary (disagree dummy) 0.029 -0.029 -0.024 0.018 0.018 I get fair salary (disagree dummy) 0.029 -0.029 -0.026 0.038 0.038 0.018 ler: female 0.038 0.038 0.038 0.002 0.003 0.002 0.003 s chooling 0.003 0.002 0.002 0.002 0.002 0.001 s chooling 0.003 0.002 0.002 0.002 0.001 0.001 s chooling 0.003 0.003 0.002 0.002 0.001 0.001 s chooling 0.003 0.003 0.002 0.002 0.001 0.001 s chooling 0.003 0.003 0.004 0.004 0.001 0.001 s chooling 0.003 0.003 0.004 0.001 0.003 0.002 rence in sector (yrs) 0.004 0.004 0.004 0		p = 0.269	p = 0.516	p = 0.746		p = 0.000	p = 0.121
get fair salary (disagree dummy) p = 0.000*** p = 0.110 p = 0.763 p = 0.723 p = 0.723 p = 0.720 p = 0.018 p = 0.0112 p = 0.018 p = 0.018 p = 0.018 p = 0.0112 p = 0.018 p = 0.0112 p = 0.0112 p = 0.018 p = 0.002	9.2: Supervisor speaks openly (disagree dummy)	-0.026	-0.025	-0.005		0.002	0.003
legg than salary (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	-	$p = 0.000^{***}$		p = 0.746			
fer female p = 0.487 p = 0.256 p = 0.494 p = 0.481 p = 0.489 fer female p = 0.269 p = 0.256 p = 0.043 0.048 0.018 0.018 s of schooling p = 0.269 p = 0.357 0.002 0.002 0.001 0.001 s of schooling p = 0.269 p = 0.357 p = 0.493 p = 0.412 p = 0.240 married 0.003 0.005 0.004 0.001 0.002 married 0.037 0.035 0.013 0.004 0.002 married 0.037 0.005 0.011 0.002 0.002 married 0.037 0.004 0.010 0.002 0.002 meat factory (yrs) p = 0.502 p = 0.494 p = 0.406 0.002 p = 0.502 p = 0.126 p = 0.746 p = 0.496 p = 0.400 p = 0.502 p = 0.126 p = 0.746 p = 0.402 p = 0.401 p = 0.512 p = 0.130 p = 0.746 p = 0.469 p = 0.449 p =	9.2: I get fair salary (disagree dummy)	-0.029	-0.050	-0.027	-0.018	0.018	0.019
terr terrinate belongs belong	Condon formals	p = 0.487		p = 0.494	p = 0.611	p = 0.469	p = 0.366
so f schooling belong the following belongs by the following	Genuel: Jemaie	0.036		0.045	-0.041 $n = 0.112$	0.018	0.018
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	0.003		-0.002	-0.002	-0.001	-0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$)	p = 0.233		p = 0.493	p = 0.742	p = 0.469	p = 0.648
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	0.003	0.005	-0.004	-0.001	-0.0002	0.00003
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.502	p = 0.487	p = 0.494	p = 1.000	p = 0.720	p = 0.867
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	-0.027	-0.055	-0.018	-0.036	-0.012	-0.013
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.502	p = 0.125	p = 0.746	p = 0.366	p = 0.493	p = 0.644
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.004	-0.004	-0.001	-0.002	0.002	0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.487		p = 0.746		p = 0.469	p = 0.386
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	$0.004 \\ 5 - 0.503$		-0.004 $= 0.341$			-0.0002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	p = 0.302 -0.112		p = 0.241 -0.052			p = 0.805
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	4	p = 0.269		p = 0.494	p = 1.000	p = 0.720	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	7.1: position operator	-0.079	-0.068	-0.036	-0.022	-0.002	-0.001
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$			p = 0.509	p = 0.494	p = 1.000	p = 0.478	p = 1.000
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 63	-0.145		-0.116		-0.010	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$				$p = 0.000^{**}$		p = 0.493	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 90	-0.111				-0.002	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		$p = 0.000^{-1}$	0		1	p = 0.469	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Constant	0.129					0.004
389 389 389 389 389 389 0.027 0.014 0.020 0.004 -0.019		p = 0.000	- 1				p = 0.917
$0.057 \qquad 0.014 \qquad 0.020 \qquad 0.004 \qquad -0.019$	Observations	389	389	389	389	389	389
	Adjusted R ²	0.057	0.014	0.020	0.004	-0.019	-0.014

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

				Dependen	$Dependent\ variable:$		
	Fair	Fair salary	Festiv	Festival leave	Paid	Paid leave	Aut
	9	STO	9	STO	0	OLS	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)	(2)
9.2: Good supervisor rship (index)	0.027	0.040	0.038	0.040	0.0002	-0.001	0.039
	$p = 0.016^{**}$	$p = 0.0001^{***}$	$p = 0.011^{**}$	$p = 0.004^{***}$	p = 0.984	p = 0.836	$p = 0.022^{**}$
Gender: female	0.043	0.039	-0.032	-0.011	0.005	0.010	-0.021
	$p = 0.060^*$	$p = 0.057^*$	p = 0.292	p = 0.691	p = 0.753	p = 0.474	p = 0.544
Age	0.001	-0.0004	-0.002	-0.001	-0.002	-0.002	0.005
	p = 0.537	p = 0.832	p = 0.448	p = 0.715	p = 0.184	$p = 0.087^*$	$p = 0.054^*$
Years of schooling	0.004	0.004	-0.001	0.004	-0.001	-0.001	0.009
	p = 0.220	p = 0.153	p = 0.744	p = 0.307	p = 0.497	p = 0.660	$p = 0.052^*$
Ever married	0.002	-0.015	-0.021	-0.019	0.0003	-0.006	0.039
	p = 0.936	p = 0.511	p = 0.535	p = 0.527	p = 0.988	p = 0.699	p = 0.317
Experience in sector (yrs)	-0.001	-0.0003	-0.002	-0.001	0.001	0.001	-0.010
	p = 0.816	p = 0.910	p = 0.638	p = 0.714	p = 0.592	p = 0.498	$p = 0.025^{**}$
Tenure at factory (yrs)	0.004	0.009	-0.008	0.002	0.001	-0.001	-0.003
	p = 0.359	$p = 0.010^{***}$	p = 0.151	p = 0.664	p = 0.822	p = 0.570	p = 0.671
7.1: position helper/lineman	-0.063	-0.047	-0.001	-0.006	0.026	0.033	0.013
	$p = 0.092^*$	p = 0.164	p = 0.980	p = 0.899	p = 0.301	p = 0.149	p = 0.820
7.1: position operator	-0.031	-0.039	-0.002	-0.008	0.006	0.010	0.062
	p = 0.342	p = 0.206	p = 0.959	p = 0.845	p = 0.776	p = 0.631	p = 0.216
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
	p = 0.694	p = 0.564	p = 0.333	$p = 0.070^*$	p = 0.630	p = 0.118	p = 0.157
Observations	888	888	888	888	888	888	888
Adjusted R ²	0.028	0.025	0.012	0.005	-0.001	0.002	-0.010
Note:							*p<0.1;

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

				Dependen	$Dependent\ variable:$		
	Fair	Fair salary	Festiv	Festival leave	Paic	Paid leave	Auto
	9	STO)	OLS)	STO	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)	(7)
9.2: Good supervisor rship (index)	0.019	0.042	0.034	0.047	-0.013	-0.012	0.040
	p = 0.499	p = 0.228	p = 0.511	p = 0.260	p = 0.253	p = 0.498	p = 0.513
Gender: female	0.062	0.051	-0.043	-0.041	0.018	0.018	0.006
	p = 0.239	p = 0.496	$p = 0.000^{***}$	p = 0.132	p = 0.253	p = 0.134	p = 0.730
Age	0.003	0.002	-0.003	-0.002	-0.001	-0.001	0.008
	p = 0.229	p = 0.611	p = 0.511	p = 0.365	p = 0.518	p = 0.745	p = 0.513
Years of schooling	0.003	0.004	-0.004	-0.001	-0.0002	0.0002	0.011
	p = 0.468	p = 0.627	p = 0.497	p = 0.775	p = 0.767	p = 0.361	p = 0.452
Ever married	-0.031	-0.063	-0.026	-0.051	-0.013	-0.015	-0.012
	p = 0.229	p = 0.135	p = 0.497	p = 0.140	p = 0.502	p = 0.880	p = 0.513
Experience in sector (yrs)	-0.004	-0.004	-0.002	-0.003	0.002	0.002	-0.007
	p = 0.499	p = 0.129	p = 0.761	p = 0.663	p = 0.253	p = 0.138	p = 0.495
Tenure at factory (yrs)	0.002	0.008	-0.004	0.006	-0.001	-0.0001	-0.008
	p = 0.468	p = 0.509	p = 0.247	p = 0.763	p = 0.502	p = 1.000	p = 0.278
7.1: position helper/lineman	-0.108	-0.071	-0.056	-0.012	0.010	0.013	0.006
	p = 0.239	p = 0.385	p = 0.497	p = 0.866	p = 0.502	p = 0.874	p = 0.730
7.1: position operator	-0.075	-0.064	-0.042	-0.027	-0.002	-0.0004	0.015
	p = 0.239	p = 0.487	p = 0.497	p = 0.761	p = 0.514	p = 0.745	p = 0.730
Factory code 63	-0.146		-0.130		-0.010		-0.073
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.502		p = 0.278
Factory code 90	-0.114		-0.012		0.001		-0.061
	$p = 0.000^{***}$		p = 0.497		p = 0.518		$p = 0.000^{***}$
Constant	0.117	0.047	0.379	0.270	0.030	0.020	-0.019
	$p = 0.000^{***}$	p = 0.508	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.502	p = 0.763	p = 0.730
Observations	389	389	389	389	389	389	389
Adjusted R ²	0.061	0.016	0.019	0.001	-0.016	-0.012	0.007
Note:							* p<0.1;

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

Fair salary OLS No factory FEs With factory FEs (1) (2) 9.2: Good supervisor rship (index) (0.018 (0.031) Age (0.041) (0.036 (0.001) Age (0.001) (0.003 (0.004) Years of schooling (0.003 (0.004) Ever married (0.003 (0.003) (0.004) Experience in sector (yrs) (0.003 (0.008) Tenure at factory (yrs) (0.003 (0.003) (0.008) Tenure at factory (yrs) (0.003 (0.003) (0.008) The osition helper/lineman (0.003) (0.003) (0.003) (0.003) (0.003) (0.003) (0.004) The osition operator (0.003 (0.003) (0.003) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.004) (0.005) (0	Testival OI Es	Lleave (3) (4) 0.042 $p = 0.006^{***}$ -0.019 $p = 0.487$ -0.001 $p = 0.704$ 0.004 $p = 0.266$ 0.004 $p = 0.266$ 0.004 $p = 0.704$ $p = 0.709$		Paid leave OLS (6) -0.004 $p = 0.607$ 0.009 $p = 0.514$ -0.002 $p = 0.119$ -0.001 $p = 0.634$ -0.006 $p = 0.634$ -0.006 $p = 0.634$ -0.006 $p = 0.672$	Auto No factory FEs (7) 0.037 $p = 0.049^{**}$ -0.024 p = 0.024 p = 0.503 0.006 $p = 0.041^{**}$ 0.009 $p = 0.053^{*}$ 0.041 p = 0.027 -0.010 $p = 0.027^{**}$ 0.003 $p = 0.027^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	TO	With factory FEs (4) 0.042 $p = 0.006^{***}$ -0.019 $p = 0.487$ -0.001 $p = 0.704$ $p = 0.704$ $p = 0.266$ -0.019 $p = 0.266$ -0.019 $p = 0.524$ -0.01 $p = 0.765$		With factory FEs (6) -0.004 $p = 0.607$ 0.009 $p = 0.514$ -0.002 $p = 0.119$ -0.001 $p = 0.634$ -0.006 $p = 0.672$	No factory FEs (7) 0.037 $p = 0.043**$ -0.024 $p = 0.503$ 0.006 $p = 0.041**$ 0.041 $p = 0.053*$ 0.041 $p = 0.0297$ -0.010 $p = 0.027***$ -0.003 $p = 0.012$
		With factory FEs (4) 0.042 $p = 0.006^{***}$ -0.019 $p = 0.704$ 0.004 $p = 0.266$ -0.019 $p = 0.266$ -0.019 $p = 0.266$ -0.019 $p = 0.765$ $p = 0.727$ -0.002 $p = 0.727$	No factory FEs (5) -0.004 $p = 0.607$ 0.003 $p = 0.857$ -0.001 $p = 0.251$ -0.001 $p = 0.488$ 0.001 $p = 0.973$ 0.001 $p = 0.973$ 0.001 $p = 0.973$ 0.002 $p = 0.936$ 0.0024	With factory FEs (6) -0.004 $p = 0.607$ 0.009 $p = 0.514$ -0.002 $p = 0.119$ -0.001 $p = 0.634$ -0.001 $p = 0.634$ -0.001 $p = 0.672$ 0.001 $p = 0.501$ -0.002 $p = 0.501$ $p = 0.501$ -0.002 $p = 0.489$ 0.032	No factory FEs (7) (7) 0.037 $p = 0.049** \\ -0.024$ $p = 0.503$ 0.006 $p = 0.041** \\ 0.009$ $p = 0.041$ $p = 0.053* \\ 0.041$ $p = 0.297$ -0.010 $p = 0.027** \\ -0.003$ $p = 0.012$
Good supervisor rship (index) 0.018 0.018 0.041 0.041 0.0041 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.003 0.003 0.003 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.002 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.004 0.003 0.004 0.003 0.004 0.003 0.004 0.003 0.004 0.003 0.004 0.003 0.004 0.003 0.004 0.003 0.004 0.003 0.005 0.005 0.005 0.005	$\begin{array}{c} (3) \\ 0.043 \\ p = 0.009^{***} \\ -0.037 \\ p = 0.222 \\ -0.002 \\ p = 0.447 \\ -0.011 \\ p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.854 \\ p = 0.854 \\ -0.003 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{c} (4) \\ 0.042 \\ p = 0.006^{***} \\ -0.019 \\ p = 0.487 \\ -0.001 \\ p = 0.704 \\ 0.004 \\ p = 0.266 \\ -0.019 \\ p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.011 \\ p = 0.727 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.727 \\ -0.011 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \\ \end{array}$	(5) -0.004 $p = 0.607$ 0.003 $p = 0.857$ -0.001 $p = 0.251$ -0.001 $p = 0.488$ 0.001 $p = 0.973$ 0.001 $p = 0.973$ 0.002 $p = 0.533$ 0.002 $p = 0.533$	(6) -0.004 $p = 0.607$ 0.009 $p = 0.514$ -0.002 $p = 0.119$ -0.001 $p = 0.672$ 0.001 $p = 0.672$ 0.001 $p = 0.601$ 0.001 $p = 0.501$ -0.002 $p = 0.489$ 0.032	$\begin{array}{c} (7) \\ 0.037 \\ -0.024 \\ -0.024 \\ p = 0.503 \\ 0.006 \\ p = 0.041** \\ 0.009 \\ p = 0.053* \\ 0.041 \\ p = 0.297 \\ -0.010 \\ p = 0.027^{**} \\ -0.003 \\ p = 0.027^{**} \\ 0.012 \\ \end{array}$
Good supervisor rship (index) 0.018 der: female $p = 0.137$ der: female $p = 0.073*$ 0.001 $p = 0.469$ s of schooling $p = 0.469$ s of schooling $p = 0.232$ rience in sector (yrs) $p = 0.232$ rience in sector (yrs) $p = 0.965$ reat factory (yrs) $p = 0.004$ position helper/lineman $p = 0.421$ position operator $p = 0.421$ position operator $p = 0.421$ ory code 13 $p = 0.064$ ory code 63 $p = 0.035$ ory code 63 $p = 0.544$ ory code 63 $p = 0.220$ ory code 63 $p = 0.220$ ory code 90 $p = 0.392$ Factory has rules $p = 0.092$ $p = 0.056$	$\begin{array}{l} 0.043 \\ p = 0.009^{***} \\ -0.037 \\ p = 0.222 \\ -0.002 \\ p = 0.447 \\ -0.001 \\ p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.022 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.659 \\ -0.009 \\ p = 0.854 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{l} 0.042 \\ p = 0.006^{***} \\ -0.019 \\ p = 0.487 \\ -0.001 \\ p = 0.704 \\ 0.004 \\ p = 0.704 \\ 0.004 \\ p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.011 \\ p = 0.765 \\ 0.002 \\ p = 0.7011 \\ p = 0.7011 \\ p = 0.0011 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \\ \end{array}$	$\begin{array}{c} -0.004 \\ p = 0.607 \\ 0.003 \\ p = 0.857 \\ -0.001 \\ p = 0.251 \\ -0.001 \\ p = 0.488 \\ 0.001 \\ p = 0.973 \\ 0.001 \\ p = 0.973 \\ 0.001 \\ p = 0.533 \\ 0.0002 \\ p = 0.936 \\ 0.0024 \end{array}$	$\begin{array}{l} -0.004 \\ p = 0.607 \\ 0.009 \\ p = 0.514 \\ -0.002 \\ p = 0.119 \\ -0.001 \\ p = 0.634 \\ -0.006 \\ p = 0.672 \\ 0.001 \\ p = 0.501 \\ -0.002 \\ p = 0.501 \\ -0.002 \\ p = 0.489 \\ 0.032 \end{array}$	$\begin{array}{c} 0.037 \\ p = 0.049^{**} \\ -0.024 \\ p = 0.503 \\ 0.006 \\ p = 0.041^{**} \\ 0.041 \\ p = 0.053^{*} \\ 0.041 \\ p = 0.297 \\ -0.010 \\ p = 0.027^{**} \\ -0.003 \\ p = 0.012 \\ \end{array}$
der: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{ll} p = 0.009^{***} \\ -0.037 \\ p = 0.222 \\ -0.002 \\ p = 0.447 \\ -0.001 \\ p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.009 \\ -0.009 $	$\begin{array}{ll} p = 0.006^{***} \\ -0.019 \\ p = 0.487 \\ -0.001 \\ p = 0.704 \\ 0.004 \\ p = 0.266 \\ -0.019 \\ p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.011 \\ p = 0.727 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \\ \end{array}$	p = 0.607 0.003 $p = 0.857$ -0.001 $p = 0.251$ -0.001 $p = 0.488$ 0.001 $p = 0.973$ 0.001 $p = 0.533$ 0.002 $p = 0.533$ 0.002 0.002	$\begin{array}{c} p = 0.607 \\ 0.009 \\ p = 0.514 \\ -0.002 \\ p = 0.119 \\ -0.001 \\ p = 0.634 \\ -0.006 \\ p = 0.672 \\ 0.001 \\ p = 0.501 \\ -0.002 \\ p = 0.489 \\ 0.032 \\ \end{array}$	$p = 0.049^{**}$ -0.024 $p = 0.503$ 0.006 $p = 0.041^{**}$ 0.09 $p = 0.053^{*}$ 0.041 $p = 0.297$ -0.010 $p = 0.027^{**}$ -0.003 $p = 0.012$
der: female 0.041 der: female 0.041 0.001 so of schooling 0.003 married 0.003 rience in sector (yrs) 0.003 p = 0.322 0.001 p = 0.965 erience in sector (yrs) 0.003 p = 0.872 me at factory (yrs) 0.003 p = 0.421 position helper/lineman 0.003 p = 0.421 position operator 0.003 p = 0.421 p = 0.064 p = 0.064 ory code 13 p = 0.544 ory code 63 p = 0.520 ory code 90 p = 0.220 ory code 90 p = 0.392 Factory has rules p = 0.095	$\begin{array}{c} -0.037 \\ p = 0.222 \\ -0.002 \\ p = 0.447 \\ -0.001 \\ p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{c} -0.019 \\ p = 0.487 \\ -0.001 \\ p = 0.704 \\ 0.004 \\ p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.011 \\ p = 0.727 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \\ \end{array}$	$\begin{array}{c} 0.003 \\ p = 0.857 \\ -0.001 \\ p = 0.251 \\ -0.001 \\ p = 0.488 \\ 0.001 \\ p = 0.973 \\ 0.001 \\ p = 0.533 \\ 0.002 \\ p = 0.533 \\ 0.002 \\ p = 0.936 \\ 0.002 \\ \end{array}$	0.009 p = 0.514 -0.002 $p = 0.119$ -0.001 $p = 0.634$ -0.006 $p = 0.672$ 0.001 $p = 0.501$ -0.002 $p = 0.489$ 0.032	$\begin{array}{l} -0.024 \\ p = 0.503 \\ 0.006 \\ p = 0.041^{**} \\ 0.009 \\ p = 0.053^{*} \\ 0.041 \\ p = 0.297 \\ -0.010 \\ p = 0.027^{**} \\ -0.003 \\ p = 0.012 \\ 0.012 \\ \end{array}$
p = 0.073* 0.001 p = 0.469 0.003 p = 0.232 0.001 p = 0.232 0.001 p = 0.232 0.001 p = 0.965 erience in sector (yrs) p = 0.965 erience in sector (yrs) p = 0.064 position helper/lineman p = 0.086* position operator p = 0.035 0.044 p = 0.355 0.044 0ry code 13 p = 0.544 0ry code 63 p = 0.220 0ry code 90 p = 0.392 Factory has rules p = 0.075*	$\begin{array}{ll} p = 0.222 \\ -0.002 \\ p = 0.447 \\ -0.001 \\ p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{c} p = 0.487 \\ -0.001 \\ p = 0.704 \\ 0.004 \\ p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.001 \\ p = 0.727 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \\ \end{array}$	$p = 0.857 \\ -0.001$ $p = 0.251 \\ -0.001$ $p = 0.488$ 0.001 $p = 0.973$ 0.001 $p = 0.533$ 0.0002 $p = 0.936$ 0.0024	$\begin{array}{l} p = 0.514 \\ -0.002 \\ p = 0.119 \\ -0.001 \\ p = 0.634 \\ -0.006 \\ p = 0.672 \\ 0.001 \\ p = 0.501 \\ -0.002 \\ p = 0.489 \\ 0.032 \\ \end{array}$	$\begin{array}{c} p = 0.503 \\ 0.006 \\ p = 0.041^{**} \\ 0.009 \\ p = 0.053^{*} \\ 0.041 \\ p = 0.297 \\ -0.010 \\ p = 0.027^{**} \\ -0.003 \\ p = 0.012 \\ \end{array}$
s. of schooling 0.001 p = 0.469 0.003 rmarried p = 0.232 erience in sector (yrs) p = 0.965 erience in sector (yrs) p = 0.004 p = 0.003 p = 0.872 nc at factory (yrs) p = 0.421 p = 0.064 p = 0.064 p = 0.086* p = 0.086* p = 0.035 0.044 ory code 13 p = 0.544 ory code 63 p = 0.544 ory code 63 p = 0.220 ory code 90 p = 0.220 ory code 90 p = 0.392 Factory has rules p = 0.056 p = 0.050*	$\begin{array}{c} -0.002 \\ p = 0.447 \\ -0.001 \\ p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.162 \\ -0.009 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{c} -0.001 \\ p = 0.704 \\ 0.004 \\ p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.001 \\ p = 0.727 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \\ \end{array}$	$\begin{array}{l} -0.001 \\ p = 0.251 \\ -0.001 \\ p = 0.488 \\ 0.001 \\ p = 0.973 \\ 0.001 \\ p = 0.533 \\ 0.0002 \\ p = 0.936 \\ 0.0024 \end{array}$	-0.002 $p = 0.119$ -0.001 $p = 0.634$ -0.006 $p = 0.672$ 0.001 $p = 0.501$ -0.002 $p = 0.489$ 0.032	$\begin{array}{c} 0.006 \\ p = 0.041^{**} \\ 0.009 \\ p = 0.053^{*} \\ 0.041 \\ p = 0.297 \\ -0.010 \\ p = 0.027^{**} \\ -0.003 \\ p = 0.618 \\ 0.012 \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{l} p = 0.447 \\ -0.001 \\ p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{ll} p = 0.704 \\ 0.004 \\ p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.001 \\ p = 0.765 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \\ \end{array}$	$p = 0.251 \\ -0.001$ $p = 0.488 \\ 0.001$ $p = 0.973 \\ 0.001$ $p = 0.533 \\ 0.0002$ $p = 0.936$ 0.0024	$\begin{array}{l} p = 0.119 \\ -0.001 \\ p = 0.634 \\ -0.006 \\ p = 0.672 \\ 0.001 \\ p = 0.501 \\ -0.002 \\ p = 0.489 \\ 0.032 \end{array}$	$p = 0.041^{**}$ 0.009 $p = 0.053^{*}$ 0.041 $p = 0.297$ -0.010 $p = 0.027^{**}$ -0.003 $p = 0.618$ 0.012
0.003 p = 0.232 0.001 p = 0.965 0.004 p = 0.872 0.003 p = 0.421 -0.064 p = 0.421 -0.030 $p = 0.086^*$ -0.030 p = 0.355 0.044 p = 0.355 0.044 p = 0.355 0.044 p = 0.355 0.044 p = 0.355 0.044 p = 0.352 0.062 p = 0.220 0.062 p = 0.220 0.062	$\begin{array}{c} -0.001 \\ p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \\ \end{array}$	$\begin{array}{c} 0.004 \\ p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.001 \\ p = 0.765 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \\ \end{array}$	$\begin{array}{l} -0.001 \\ p = 0.488 \\ 0.001 \\ p = 0.973 \\ 0.001 \\ p = 0.533 \\ 0.0002 \\ p = 0.936 \\ 0.002 \\ \end{array}$	-0.001 $p = 0.634$ -0.006 $p = 0.672$ 0.001 $p = 0.501$ -0.002 $p = 0.489$ 0.032	$\begin{array}{c} 0.009 \\ p = 0.053* \\ 0.041 \\ p = 0.297 \\ -0.010 \\ p = 0.027** \\ -0.003 \\ p = 0.618 \\ 0.012 \end{array}$
p = 0.232 0.001 p = 0.965 -0.0004 p = 0.872 0.003 p = 0.421 -0.030 p = 0.421 -0.030 p = 0.424 -0.030 p = 0.355 0.044 p = 0.354 -0.090 p = 0.544 -0.090 p = 0.220 -0.090 p = 0.220 -0.090	$\begin{array}{l} p = 0.868 \\ -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{l} p = 0.266 \\ -0.019 \\ p = 0.524 \\ -0.001 \\ p = 0.765 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \end{array}$	p = 0.488 0.001 p = 0.973 0.001 p = 0.533 0.0002 p = 0.936 0.024	$\begin{array}{l} p = 0.634 \\ -0.006 \\ p = 0.672 \\ 0.001 \\ p = 0.501 \\ -0.002 \\ p = 0.489 \\ 0.032 \end{array}$	p = 0.053* 0.041 $p = 0.297$ -0.010 $p = 0.027**$ -0.003 $p = 0.618$ 0.012
yrs) 0.001 p = 0.965 -0.0004 p = 0.872 0.003 p = 0.421 -0.064 $p = 0.086^*$ -0.030 $p = 0.086^*$ -0.030 p = 0.355 p = 0.355 p = 0.244 p = 0.544 p = 0.20 p = 0.20 p = 0.220 p = 0.220 p = 0.220 p = 0.005	$\begin{array}{c} -0.020 \\ p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{l} -0.019 \\ p = 0.524 \\ -0.001 \\ p = 0.765 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \end{array}$	$\begin{array}{c} 0.001 \\ p = 0.973 \\ 0.001 \\ p = 0.533 \\ 0.0002 \\ p = 0.936 \\ 0.024 \end{array}$	-0.006 $p = 0.672$ 0.001 $p = 0.501$ -0.002 $p = 0.489$ 0.032	$\begin{array}{l} 0.041 \\ p = 0.297 \\ -0.010 \\ p = 0.027^{**} \\ -0.003 \\ p = 0.618 \\ 0.012 \end{array}$
p = 0.965 -0.0004 p = 0.872 0.003 p = 0.421 -0.064 p = 0.086* -0.030 p = 0.355 0.044 p = 0.544 0.044 p = 0.544 0.044 p = 0.544 0.044 p = 0.544 0.044 p = 0.090 p = 0.090	$\begin{array}{l} p = 0.556 \\ -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{l} p = 0.524 \\ -0.001 \\ p = 0.765 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \end{array}$	$\begin{array}{c} p = 0.973 \\ 0.001 \\ p = 0.533 \\ 0.0002 \\ p = 0.936 \\ 0.024 \end{array}$	$\begin{array}{c} p = 0.672 \\ 0.001 \\ p = 0.501 \\ -0.002 \\ p = 0.489 \\ 0.032 \end{array}$	$p = 0.297 \\ -0.010$ $p = 0.027^{**} \\ -0.003$ $p = 0.618$ 0.012
yrs) -0.0004 p = 0.872 0.003 p = 0.421 -0.064 $p = 0.086^*$ -0.030 p = 0.355 0.044 p = 0.355 0.044 p = 0.544 -0.090 p = 0.220 p = 0.220 p = 0.220 p = 0.005	$\begin{array}{l} -0.002 \\ p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{c} -0.001 \\ p = 0.765 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \end{array}$	$\begin{array}{c} 0.001 \\ p = 0.533 \\ 0.0002 \\ p = 0.936 \\ 0.024 \end{array}$	$\begin{array}{c} 0.001 \\ p = 0.501 \\ -0.002 \\ p = 0.489 \\ 0.032 \end{array}$	$\begin{array}{l} -0.010 \\ p = 0.027^{**} \\ -0.003 \\ p = 0.618 \\ 0.012 \end{array}$
$\begin{array}{c} p = 0.872 \\ 0.003 \\ 0.003 \\ \end{array}$ neman $\begin{array}{c} p = 0.421 \\ -0.064 \\ -0.030 \\ \end{array}$ $\begin{array}{c} p = 0.355 \\ 0.044 \\ \end{array}$ $\begin{array}{c} p = 0.355 \\ 0.044 \\ \end{array}$ $\begin{array}{c} p = 0.544 \\ -0.090 \\ \end{array}$ $\begin{array}{c} p = 0.220 \\ -0.092 \\ \end{array}$ $\begin{array}{c} p = 0.220 \\ -0.062 \\ \end{array}$	$\begin{array}{l} p = 0.659 \\ -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{c} p = 0.765 \\ 0.002 \\ p = 0.727 \\ -0.011 \\ p = 0.804 \end{array}$	$\begin{array}{c} p = 0.533 \\ 0.0002 \\ p = 0.936 \\ 0.024 \end{array}$	$\begin{array}{c} p = 0.501 \\ -0.002 \\ p = 0.489 \\ 0.032 \end{array}$	$p = 0.027** \\ -0.003$ $p = 0.618$ 0.012
0.003 $p = 0.421$ -0.064 $p = 0.086*$ -0.030 $p = 0.355$ 0.044 $p = 0.344$ -0.090 $p = 0.544$ -0.090 $p = 0.220$ -0.090 $p = 0.220$ -0.062 $p = 0.392$ -0.062	$\begin{array}{l} -0.008 \\ p = 0.162 \\ -0.009 \\ p = 0.854 \\ -0.003 \end{array}$	$\begin{array}{c} 0.002 \\ p = 0.727 \\ -0.011 \end{array}$ $p = 0.804$			-0.003 p = 0.618 0.012
neman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.162 -0.009 $p = 0.854 -0.003$	p = 0.727 -0.011 $p = 0.804$			p = 0.618 0.012
neman -0.064 $p = 0.086^*$ -0.030 p = 0.355 0.044 p = 0.544 -0.090 p = 0.220 p = 0.220 p = 0.220 p = 0.062 p = 0.062	-0.009 p = 0.854 -0.003	-0.011 p = 0.804	0.024	0.032	0.012
$\begin{array}{ll} \mathbf{p} = 0.086^* \\ -0.030 \\ \mathbf{p} = 0.355 \\ 0.044 \\ \mathbf{p} = 0.544 \\ -0.090 \\ \mathbf{p} = 0.220 \\ -0.062 \\ \mathbf{p} = 0.392 \\ -0.056 \\ \mathbf{p} = 0.392 \\ -0.056 \end{array}$	p = 0.854 -0.003	p = 0.804		1	
$\begin{array}{c} -0.030 \\ p = 0.355 \\ 0.044 \\ p = 0.544 \\ -0.090 \\ p = 0.220 \\ -0.062 \\ p = 0.392 \\ -0.056 \\ \end{array}$	-0.003		p = 0.324	p = 0.163	p = 0.831
$\begin{array}{c} p = 0.355 \\ 0.044 \\ 0.044 \\ -0.090 \\ p = 0.544 \\ -0.090 \\ p = 0.220 \\ -0.062 \\ p = 0.392 \\ -0.056 \\ \end{array}$		-0.007	0.004	0.008	0.057
$\begin{array}{c} 0.044 \\ 0.044 \\ -0.544 \\ -0.090 \\ 0.220 \\ -0.062 \\ 0.392 \\ -0.056 \\ 0.005 \end{array}$	p = 0.944	p = 0.869	p = 0.841	p = 0.691	p = 0.254
$\begin{array}{c} p = 0.544 \\ -0.090 \\ p = 0.220 \\ -0.062 \\ p = 0.392 \\ -0.056 \\ p = 0.056 \end{array}$	0.177		0.010		0.216
$\begin{array}{c} -0.090 \\ p = 0.220 \\ -0.062 \\ p = 0.392 \\ -0.056 \\ p = 0.056 \end{array}$	$p = 0.071^*$		p = 0.836		$p = 0.056^*$
$\begin{array}{c} { m p} = 0.220 \\ -0.062 \\ { m p} = 0.392 \\ -0.056 \\ { m r} = 0.025 \end{array}$	0.058		0.009		0.132
$\begin{array}{c} -0.062 \\ p = 0.392 \\ -0.056 \end{array}$	p = 0.555		p = 0.856		p = 0.247
$p = 0.392 \\ -0.056$	0.166		0.021		0.155
-0.056	$p = 0.090^*$		p = 0.661		p = 0.170
	-0.059	-0.078	-0.006	0.0001	0.050
P = 0.044	$\mathrm{p}=0.074^*$	$p = 0.013^{**}$	p = 0.704	p = 0.993	p = 0.186
	0.001	-0.005	0.059	0.054	0.148
p = 0.745 p	p = 0.981	p = 0.916	$p = 0.012^{**}$	$p = 0.017^{**}$	$p = 0.007^{***}$
9.1: Must obey orders -0.050 -0.052	0.012	-0.004	-0.011	-0.002	0.026
$p = 0.078^*$ $p = 0.058^*$	p = 0.758	p = 0.903	p = 0.579	p = 0.891	p = 0.557
Constant 0.076 0.074	0.150	0.179	0.028	0.053	-0.251
p = 0.415 $p = 0.192$	p = 0.233	$p = 0.020^{**}$	p = 0.660	p = 0.168	$p = 0.083^*$
Observations 888 888 888	888	888	888	888	888
Adjusted \mathbb{R}^2 0.032 0.031	0.020	0.017	0.009	0.008	-0.003

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

				Dependen	$Dependent\ variable:$		
	Fair	Fair salary	Festiva	Festival leave	Paid	Paid leave	Auto
		STO	0	STO	0	STO	
	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs	With factory FEs	No factory FEs
	(1)	(2)	(3)	(4)	(5)	(9)	(7)
9.2: Good supervisor rship (index)	0.010	0.028	0.033	0.046	-0.018	-0.017	0.040
	p = 0.494	p = 0.258	p = 0.767	p = 0.138	p = 0.238	p = 0.491	p = 0.260
Gender: female	0.065	0.056	-0.042	-0.040	0.017	0.018	0.005
	p = 0.245	p = 0.469	$p = 0.000^{***}$	p = 0.254	p = 0.516	p = 0.263	p = 0.729
Age	0.003	0.002	-0.003	-0.002	-0.0003	-0.0002	0.008
	p = 0.248	p = 0.488	p = 0.517	p = 0.375	p = 0.763	p = 0.862	p = 0.493
Years of schooling	0.003	0.004	-0.004	-0.001	-0.0003	0.0002	0.011
	p = 0.493	p = 0.641	p = 0.508	p = 0.886	p = 0.763	p = 0.874	p = 0.496
Ever married	-0.033	-0.064	-0.024	-0.044	-0.020	-0.021	-0.018
	p = 0.248	p = 0.121	p = 0.508	p = 0.239	p = 0.238	p = 0.650	p = 0.729
Experience in sector (yrs)	-0.004	-0.003	-0.002	-0.002	0.002	0.002	-0.007
	p = 0.248	p = 0.262	p = 0.767	p = 1.000	p = 0.238	p = 0.128	p = 0.469
Tenure at factory (yrs)	0.001	0.007	-0.004	0.005	-0.002	-0.001	-0.008
	p = 0.493	p = 0.510	p = 0.517	p = 0.754	p = 0.485	p = 1.000	p = 0.493
7.1: position helper/lineman	-0.111	-0.078	-0.060	-0.020	0.007	0.011	0.011
	p = 0.245	p = 0.507	p = 0.508	p = 1.000	p = 0.485	p = 0.745	p = 0.729
7.1: position operator	-0.078	-0.069	-0.045	-0.031	-0.005	-0.003	0.018
	p = 0.245	p = 0.758	p = 0.508	p = 0.623	p = 0.525	p = 0.718	p = 0.729
Factory code 63	-0.141		-0.124		-0.011		-0.081
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.485		p = 0.233
Factory code 90	-0.108		-0.011		0.006		-0.061
	p = 0.000***		p = 0.508		$p = 0.000^{***}$		p = 0.000***
9.1: Factory has rules	-0.057	-0.076	-0.037	-0.050	0.004	0.003	0.053
	$p = 0.000^{***}$	p = 0.243	$p = 0.000^{***}$	p = 0.226	p = 0.763	p = 1.000	p = 0.233
9.1: Management consults workers	-0.015	-0.023	-0.011	-0.023	0.075	0.074	0.032
	p = 0.493	p = 0.388	p = 0.767	p = 1.000	p = 0.278	p = 0.488	p = 0.493
9.1: Must obey orders	-0.057	-0.073	-0.010	-0.008	-0.009	-0.008	0.010
	p = 0.245	p = 0.473	p = 0.767	p = 0.868	p = 0.485	p = 1.000	p = 0.729
Constant	0.156	0.100	0.394	0.295	0.024	0.011	-0.040
	$p = 0.000^{***}$	p = 0.474	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.485	p = 0.766	p = 0.729
Observations	389	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.061	0.021	0.014	-0.003	0.010	0.013	0.003
Note:							*p<0.1;

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

		Dependen	$Dependent\ variable:$	
	Safe	Safe building	Salary	Salary is good
		STO)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
Gender: female	0.053	0.034	0.038	0.052
	p = 0.269	p = 0.443	p = 0.107	$p = 0.015^{**}$
Age	0.001	-0.001	0.001	0.002
	p = 0.874	p = 0.820	p = 0.567	p = 0.364
Years of schooling	-0.001	0.001	-0.003	-0.0003
	p = 0.861	p = 0.868	p = 0.311	p = 0.908
Ever married	0.013	0.058	-0.002	0.004
	p = 0.804	p = 0.234	p = 0.945	p = 0.878
Experience in sector (yrs)	-0.001	-0.003	-0.004	-0.004
	p = 0.851	p = 0.633	p = 0.116	$p = 0.096^*$
Tenure at factory (yrs)	-0.006	0.002	-0.002	-0.001
	p = 0.476	p = 0.770	p = 0.688	p = 0.843
7.1: position helper/lineman	0.019	-0.007	-0.051	-0.054
	p = 0.805	p = 0.920	p = 0.178	p = 0.121
7.1: position operator	-0.013	-0.027	-0.047	-0.052
	p = 0.853	p = 0.680	p = 0.157	$p = 0.095^*$
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 \mathbb{R}^2	0.128	0.071	0.026	0.010
\overline{Note} :			*p<0.1; *	*p<0.1; **p<0.05; ***p<0.01
			•	

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

		Dependen	$Dependent\ variable:$	
	Safe	Safe building	Salary	Salary is good
	0	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
Gender: female	0.086	0.049	0.002	-0.0003
	p = 0.505	p = 0.755	p = 0.748	p = 1.000
Age	0.006	0.001	0.004	0.003
	p = 0.489	p = 1.000	$p = 0.000^{***}$	p = 0.508
Years of schooling	-0.007	-0.014	-0.004	-0.004
	p = 0.489	p = 0.486	p = 0.257	p = 0.499
Ever married	-0.006	-0.056	0.041	0.032
	p = 0.742	p = 0.120	p = 0.496	p = 0.605
Experience in sector (yrs)	-0.004	-0.001	-0.011	-0.011
	p = 0.489	p = 1.000	p = 0.257	p = 0.400
Tenure at factory (yrs)	-0.004	-0.016	0.007	0.008
	p = 0.253	p = 0.607	p = 0.509	p = 0.502
7.1: position helper/lineman	-0.059	-0.072	-0.019	-0.012
	p = 0.237	p = 0.656	p = 0.748	p = 1.000
7.1: position operator	-0.078	-0.097	-0.041	-0.041
	p = 0.489	p = 0.658	p = 0.491	p = 0.389
Factory code 63	-0.101		-0.032	
	p = 0.237		$p = 0.000^{***}$	
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 = 0.490	p = 0.249	p = 0.496	p = 0.741
9.1: Management consults workers	-0.071	-0.066	0.029	0.027
	p = 0.490	p = 0.277	p = 0.748	p = 0.756
9.1: Must obey orders	-0.244	-0.332	-0.007	-0.016
	p = 0.490	p = 0.126	p = 0.748	p = 0.721
Constant	0.795	0.944	0.924	0.917
	p = 0.237	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted R^2	0.125	0.036	0.013	0.014

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

		Dependen	$Dependent\ variable:$	
	Safe l	Safe building	Salary	Salary is good
)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	-0.023	-0.027	0.004	0.006
	p = 0.126	$p = 0.059^*$	p = 0.827	p = 0.688
9.2: Supervisor doesn't use bad lang (numeric)	0.005	0.006	0.005	0.008
	p = 0.760	p = 0.680	p = 0.766	p = 0.636
9.2: Supervisor will side with me (numeric)	-0.019	-0.014	-0.002	-0.007
	$p = 0.030^{**}$	$p = 0.068^*$	p = 0.848	p = 0.448
9.2: Respect supervisor (numeric)	0.028	0.025	0.010	0.010
	$p = 0.046^{**}$	$p = 0.054^*$	p = 0.518	p = 0.472
9.2: Supervisor speaks openly (numeric)	-0.007	-0.011	-0.012	-0.007
	p = 0.542	p = 0.312	p = 0.360	p = 0.579
9.2: I get fair salary (numeric)	0.338	0.341	0.021	0.021
-	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.003^{***}$	p = 0.001
Gender: remale	-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	5.001 $= 0.614$	0.001 $= 0.208$
Vears of schooling	600.0 - 4	0.020 — q 0.0000	₽ — 0.01 —0.003	0.939 - 0.000
	p = 0.943	p = 0.935	0 = 0.376	p = 0.949
Ever married			-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				-0.049
Doctoury goods 13	p = 0.07	p = 0.821	p = 0.181	p = 0.114
racioly code to	0.020		0.045 $0.561$	
Factory code 63	-0.042			
	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 $\mathbb{R}^2$	0.832	0.838	0.034	0.020

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

		Dependen	$Dependent\ variable:$	
	Safe b	Safe building	Salary	Salary is good
	9	STO	0	OLS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	-0.002	-0.005	0.003	0.004
	p = 0.488	p = 0.736	p = 0.493	p = 0.740
9.2: Supervisor doesn't use bad lang (numeric)	-0.007	-0.001	0.004	0.005
	$p = 0.000^{***}$	p = 0.879	p = 0.756	p = 0.757
9.2: Supervisor will side with me (numeric)	-0.011	-0.012	0.017	0.017
9.2: Respect supervisor (numeric)			-0.00003	-0.0002
	p = 0.535	p = 0.761	p = 0.756	p = 1.000
9.2: Supervisor speaks openly (numeric)	-0.015 z=0.754	-0.015 $= -0.015$	-0.014 $z = 0.935$	-0.014 $z = 0.933$
9.2: I get fair salary (numeric)	p = 0.134 $0.336$	p = 1.000 0.339	p = 0.235 0.022	p = 0.232 $0.022$
``	$p = 0.000^{***}$	p = 0.231	p = 0.258	p = 0.124
Gender: female	-0.015	-0.020	-0.004	-0.005
	p = 0.535	p = 0.387	p = 0.756	p = 0.895
Age	-0.0001	-0.0005	0.003	0.003
	p = 0.754	p = 0.873	p = 0.000	p = 0.362
rears of schooling	5 - 0.001	0.001	-0.004 $r = 0.935$	-0.003 $= 0.401$
Ever married	₽ — 0.104 0.006	p = 0.000	p = 0.235 $0.044$	p = 0.431 0.042
	p = 0.485	p = 0.885	p = 0.493	p = 0.633
Experience in sector (yrs)	-0.005	-0.005	-0.012	-0.012
	p = 0.535	p = 0.743	p = 0.235	p = 0.509
Tenure at factory (yrs)	-0.003	-0.003	0.007	0.008
	p = 0.269	p = 0.284	p = 0.498	p = 0.377
7.1: position helper/lineman	$0.067 \pm 0.088$	$0.073$ $\sim -0.200$	-0.008 $= 0.756$	-0.004 $z = 1.000$
7.1: position operator	p = 0.450	0.037	P = 0.150 -0.027	P = 1.000 -0.026
•	p = 0.488	p = 0.618	p = 0.258	p = 0.492
Factory code 63	-0.028		-0.011	
	p = 0.269		p = 0.498	
Factory code 90	-0.038		-0.004	
i	p = 0.535		p = 0.493	
Constant				
	p = 0.000	$p = 0.000^{-2}$	$p = 0.000^{-2}$	p = 0.000
Observations Adjusted R ²	389	389 0.809	389 0.032	389 0.037
>				

 * p<0.1;  * p<0.05;  *** p<0.01 Clustered by factory.

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

	Safe l	Safe building	Salary	Salary is good
		STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(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		0.020	0.008
0. I not fair enlant (diegeno dummit)	p = 0.010	p = 0.010	p = 0.442	p = 0.705
o.c. 1 See ton somety (model of aminaly)	p = 0.000**	a = 0.000**	$p = 0.006^{***}$	$p = 0.002^{***}$
Gender: female	0.004			
	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	
i	p = 0.959		p = 0.545	;
Constant	$0.948$ $n = 0.000^{***}$	0.980 0.980	0.971	$0.965 \\ 0.000 \\ 0.000 $
Observations	888			
Adjusted R ²	0.600	0.904	0.033	0.017

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

Safe building           OLS         No factory FEs         With factory FEs         N           9.2: Supervisor respects me (disagree dummy)         0.025         0.047           9.2: Supervisor doesn't use bad lang (disagree dummy)         0.001         0.001           9.2: Supervisor will side with me (disagree dummy)         0.001         0.002           9.2: Supervisor will side with me (disagree dummy)         0.019         0.023           9.2: Supervisor will side with me (disagree dummy)         0.019         0.023           9.2: Supervisor speaks openly (disagree dummy)         0.019         0.023           9.2: Supervisor speaks openly (disagree dummy)         0.004         0.006           9.3: Supervi	c F	Salary is good
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		
1) (2) (2) (2) (2) (2) (2) (2) (2) (2) (2		STO
(1)         (2)           Supervisor respects me (disagree dummy)         0.025         0.047           Supervisor respects me (disagree dummy)         0.001         0.013           Supervisor doesn't use bad lang (disagree dummy) $p = 0.738$ $p = 0.742$ Supervisor will side with me (disagree dummy) $p = 0.263$ $p = 0.002$ Respect supervisor (disagree dummy) $p = 0.263$ $p = 0.500$ Supervisor speaks openly (disagree dummy) $p = 0.000$ $p = 0.000$ Supervisor speaks openly (disagree dummy) $p = 0.000$ $p = 0.000$ Supervisor speaks openly (disagree dummy) $p = 0.000$ $p = 0.000$ Supervisor speaks openly (disagree dummy) $p = 0.000$ $p = 0.000$ Supervisor speaks openly (disagree dummy) $p = 0.000$ $p = 0.000$ Supervisor speaks openly (disagree dummy) $p = 0.000$ $p = 0.000$ I get fair salary (disagree dummy) $p = 0.000$ $p = 0.000$ der: female $p = 0.000$ $p = 0.000$ der: female $p = 0.738$ $p = 0.738$ $p = 0.000$ evicence in sector (yrs) $p = 0.738$ $p = 0.43$ $p = 0.43$	Es No factory FES	With factory FEs
Supervisor respects me (disagree dummy)         0.025         0.047           Supervisor respects me (disagree dummy)         p = 0.738         p = 0.742           Supervisor doesn't use bad lang (disagree dummy)         p = 0.738         p = 0.756           Supervisor will side with me (disagree dummy)         p = 0.263         p = 0.007           Respect supervisor (disagree dummy)         p = 0.000***         p = 0.367           Supervisor speaks openly (disagree dummy)         p = 0.000***         p = 0.052           Supervisor speaks openly (disagree dummy)         p = 0.493         p = 0.500           Ger: female         0.004         0.004         0.002           der: female         0.004         0.003         p = 0.126           der: female         0.738         p = 0.138         p = 0.0003           so f schooling         p = 0.738         p = 0.003         p = 0.100           r married         p = 0.738         p = 0.356         0.025           r married         p = 0.738         p = 0.360         0.002           p exition operator         p = 0.493         p = 0.489           p exition operator         p = 0.493         p = 0.000           p exition operator         p = 0.493         p = 0.756           p exition operator	(3)	(4)
Supervisor doesn't use bad lang (disagree dummy)         p = 0.738         p = 0.742           Supervisor doesn't use bad lang (disagree dummy)         0.001         -0.003           Respect supervisor will side with me (disagree dummy)         p = 0.263         p = 0.756           Respect supervisor (disagree dummy)         0.019         0.022           Supervisor speaks openly (disagree dummy)         p = 0.493         p = 0.500           Supervisor speaks openly (disagree dummy)         p = 0.493         p = 0.500           Ger: female         0.004         -0.065           der: female         0.004         -0.002           der: female         0.004         -0.003           so f schooling         p = 0.738         p = 1.000           so f schooling         p = 0.738         p = 0.356           nearried         0.026         -0.003           p = 0.738         p = 0.358           p = 0.026         p = 0.358           p = 0.245         p = 0.356           p = 0.245         p = 0.383           p = 0.245         p = 0.489           p = 0.245         p = 0.489           p = 0.493         p = 0.489           p = 0.493         p = 0.493           p = 0.493         p = 0.756	0.029	0.030
Supervisor doesn't use bad lang (disagree dummy) $0.001 - 0.013$ $0.013$ $0.023$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.0$	p = 0.250	p = 0.513
Supervisor will side with me (disagree dummy) $p = 0.753$ $p = 0.750$ Respect supervisor (disagree dummy) $p = 0.263$ $p = 0.367$ Respect supervisor (disagree dummy) $p = 0.000^{***}$ $p = 0.367$ Supervisor speaks openly (disagree dummy) $p = 0.003$ $p = 0.006$ I get fair salary (disagree dummy) $p = 0.007$ $p = 0.006$ Ger: female $p = 0.007$ $p = 0.126$ der: female $p = 0.004$ $p = 0.126$ der: female $p = 0.004$ $p = 0.126$ der: female $p = 0.738$ $p = 1.000$ s. of schooling $p = 0.738$ $p = 1.000$ s. of schooling $p = 0.738$ $p = 0.356$ r. married $p = 0.738$ $p = 0.356$ p retire in sector (yrs) $p = 0.000$ $p = 0.000$ p p e 0.245 $p = 0.493$ $p = 0.493$ p p e 0.245 $p = 0.493$ $p = 0.493$ p p e 0.493 $p = 0.493$ $p = 0.009$ ory code 63 $p = 0.493$ $p = 0.493$ p p e 0.475 $p = 0.493$	-0.051	-0.054
Respect supervisor (disagree dummy) $p = 0.263$ $p = 0.367$ Supervisor speaks openly (disagree dummy) $p = 0.008$ $p = 0.500$ Supervisor speaks openly (disagree dummy) $p = 0.038$ $p = 0.006$ I get fair salary (disagree dummy) $p = 0.007$ $p = 0.002$ der: female $0.004$ $p = 0.126$ der: female $0.004$ $p = 0.000$ s of schooling $p = 0.738$ $p = 1.000$ s of schooling $p = 0.738$ $p = 0.356$ n rarried $0.026$ $0.025$ n re at factory (yrs) $p = 0.000$ $p = 0.356$ position helper/lineman $p = 0.453$ $p = 0.489$ position operator $p = 0.493$ $p = 0.736$ position operator $p = 0.738$ $p = 0.736$ portion operator $p = 0.738$ $p = 0.738$	p = 0.481 $-0.009$	p = 0.080 -0.008
mmy) $0.019$ $0.022$ $0.000^{***}$ $0.0066$ $0.0058$ $0.0066$ $0.0058$ $0.0068$ $0.004$ $0.003$ $0.0004$ $0.0002$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.0006$ $0.0025$ $0.026$ $0.026$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.007$ $0.000$ $0.009$ $0.002$ $0.009$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.001$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$	p = 0.484	p = 0.629
(disagree dummy) $p = 0.000^{***}$ $p = 0.500$ $-0.058$ $-0.066$ $p = 0.493$ $p = 0.635$ $-0.921$ $p = 0.007$ $-0.921$ $p = 0.004$ $-0.002$ $p = 0.738$ $p = 1.000$ $0.004$ $-0.003$ $p = 0.738$ $p = 1.000$ $-0.003$ $p = 0.738$ $p = 1.000$ $-0.002$ $p = 0.738$ $p = 1.000$ $-0.002$ $p = 0.738$ $p = 0.005$ $p = 0.005$ $p = 0.25$ $p = 0.006$ $p = 0.25$ $p = 0.245$ $p = 0.489$ $p = 0.245$ $p = 0.489$ $p = 0.493$ $p = 0.379$ $p = 0.493$ $p = 0.756$ $p = 0.738$ $p = 0.745$ $p = 0.475$ $p = 0.475$	-0.058	-0.059
(dusagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$p = 0.000^{***}$	p = 0.269
salary (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.004 $0.004$ $0.004$	0.004 $n = 0.383$
be $0.000^{***}$ $0.004$ $0.002$ $0.004$ $0.002$ $0.0004$ $0.0002$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.0002$ $0.002$ $0.025$ $0.025$ $0.025$ $0.002$ $0.005$ $0.002$ $0.005$ $0.002$ $0.002$ $0.002$ $0.003$ $0.002$ $0.003$ $0.002$ $0.003$ $0.002$ $0.003$ $0.002$ $0.003$ $0.002$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$	-0.031	-0.034
ble block $0.004$ $-0.002$ $0.0004$ $0.0002$ $0.0004$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.0004$ $0.0003$ $0.026$ $0.025$ $0.026$ $0.025$ $0.026$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$	p = 0.247	p = 0.241
p = 0.738 p = 1.000 0.0004 -0.0003 0.0004 -0.0003 0.0004 -0.0003 0.0004 -0.0003 0.0002 -0.003 0.025 p = 0.738 p = 1.000 0.025 p = 0.738 p = 0.356 0.025 p = 0.006 0.025 p = 0.383 0.005 p = 0.489 p = 0.493 p = 0.379 p = 0.493 p = 0.756 p = 0.493 p = 0.756 p = 0.493 p = 0.756	-0.003	-0.004
oling $0.0004$ $-0.0003$ $0.0004$ $-0.0003$ oling $0.0004$ $-0.002$ $0.002$ $-0.003$ $0.026$ $0.025$ $0.025$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ helper/lineman $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$	p = 0.731	p = 1.000
oling $p = 0.738$ $p = 1.000$ $-0.002$ $-0.003$ $p = 0.738$ $p = 0.356$ $0.026$ $0.025$ $p = 0.006***$ $p = 0.383$ $-0.006$ $p = 0.383$ $-0.006$ $p = 0.489$ tory (yrs) $p = 0.493$ $p = 0.489$ helper/lineman $p = 0.493$ $p = 0.379$ operator $p = 0.493$ $p = 0.756$ operator $p = 0.493$ $p = 0.756$ $p = 0.493$ $p = 0.756$ $p = 0.493$ $p = 0.756$ $p = 0.756$ $p = 0.493$ $p = 0.756$ $p = 0.738$ $p = 0.756$ $p = 0.738$ $p = 0.756$ $p = 0.745$	0.003	0.003
oung $p = 0.738$ $p = 0.026$ $0.026$ $p = 0.000^{***}$ $p = 0.006$ $p = 0.006$ $p = 0.245$ $p = 0.002$ $p = 0.45$ $p = 0.002$ $p = 0.493$ $p = 0.493$ $p = 0.493$ $p = 0.025$ $p = 0.738$ $p = 0.014$ $p = 0.745$ $p = 0.745$ $p = 0.245$	$p = 0.000^{***}$	p = 0.239
t sector (yrs) $ \begin{array}{ccccccccccccccccccccccccccccccccccc$	-0.003	-0.003 $= 0.958$
p = 0.000***  t sector (yrs)  tory (yrs)  helper/lineman  p = 0.493  p = 0.025  p = 0.493  p = 0.738  p = 0.738  p = 0.738  p = 0.745  p = 0.745  p = 0.455  p = 0.245	p - 0.230	p — 0.338 0.053
tan  tan $ \begin{array}{c}                                     $	p = 0.497	0 = 0.366
terman $\begin{array}{c} p = 0.245 & p \\ 0.002 & \\ 0.002 & \\ 0.002 & \\ 0.002 & \\ 0.025 & \\ p = 0.493 & p \\ 0.025 & \\ p = 0.738 & p \\ 0.014 & \\ p = 0.475 & \\ -0.051 & \\ p = 0.245 & \\ \end{array}$	-0.012	-0.012
eman $0.002$ $p = 0.493$ $0.002$ $p = 0.493$ $0.025$ $p = 0.738$ $p = 0.738$ $p = 0.738$ $p = 0.745$ $p = 0.475$ $p = 0.475$ $p = 0.475$	p = 0.250	p = 0.500
neman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.008	0.008
neman 0.002 $\\ 0.025 \\ 0.025 \\ 0.014 \\ 0.014 \\ 0.051 \\ 0.051 \\ 0.045 \\ 0.051 \\ 0.045 \\ 0.045 \\ 0.045 \\ 0.045 \\ 0.045 \\ 0.045$	p = 0.484	p = 0.481
$\begin{array}{c} p = 0.755 \\ 0.025 \\ 0.025 \\ 0.014 \\ p = 0.475 \\ -0.051 \\ p = 0.245 \end{array}$	-0.015	-0.013 $r = 0.877$
$\begin{array}{c} p = 0.738 & p \\ 0.014 & \\ p = 0.475 & \\ -0.051 & \\ p = 0.245 & \end{array}$	P = 0.30	-0.030
	p = 0.247	p = 0.358
	-0.009	
	p = 0.484	
0 - 0.2	5 - 0.011	
Constant 0.976 1.017	p = 0.431	0.938
$p = 0.000^{***}$ $p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.000***
389	389	389
Adjusted $R^2$ 0.863 0.862	0.024	0.028

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

		Dependen	$Dependent\ variable:$	
	Safe b	Safe building	Salary	Salary is good
	9	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.332	0.330	0.026	0.032
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.021^{**}$	$p = 0.002^{***}$
Gender: female	0.050	0.044	0.037	0.052
	p = 0.249	p = 0.273	p = 0.109	$p = 0.014^{**}$
Age	-0.002	-0.002	0.001	0.001
	p = 0.657	p = 0.467	p = 0.654	p = 0.454
Years of schooling	-0.003	0.0001	-0.003	-0.0002
	p = 0.601	p = 0.990	p = 0.313	p = 0.939
Ever married	0.036	0.083	0.0001	900.0
	p = 0.452	$p = 0.062^*$	p = 0.997	p = 0.782
Experience in sector (yrs)	-0.003	900.0-	-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 $\mathbb{R}^2$	0.297	0.234	0.031	0.016

 * p<0.1;  * p<0.05;  *** p<0.01 Clustered by factory.

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

Safe building Salany is Safe building Salany is $OLS$ No factory FEs With factory FEs OLSS  (1) (2) (3) (3) (3) (1) (2) (3) (3) (3) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4			Dependen	$Dependent\ variable:$	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		Safe p	uilding	Salary	is good
kip (index) No factory FEs With factory FEs (1) (2) (3) (3) (3) (1) (2) (2) (3) (3) (3) (4) (5) (2) (4) (5) (5) (6) (6) (6) (6) (6) (6) (6) (6) (6) (6		0	ST	0	ST
ship (index) $0.297$ $0.319$ $0.037$ ship (index) $0.297$ $0.319$ $0.037$ $0.052$ $0.016$ $0.000^{***}$ $0.052$ $0.016$ $0.000$ $0.052$ $0.016$ $0.000$ $0.004$ $0.0001$ $0.004$ $0.0001$ $0.004$ $0.0001$ $0.003$ $0.004$ $0.0001$ $0.003$ $0.004$ $0.0001$ $0.003$ $0.028$ $0.016$ $0.048$ $0.003$ $0.016$ $0.048$ $0.003$ $0.008$ $0.012$ $0.003$ $0.008$ $0.008$ $0.003$ $0.009$ $0.008$ $0.022$ $0.009$ $0.009$ $0.027$ $0.009$ $0.009$ $0.012$ $0.009$ $0.027$ $0.009$ $0.009$ $0.012$ $0.009$ $0.027$ $0.009$ $0.012$ $0.009$ $0.027$ $0.009$ $0.010$ $0.029$ $0.027$ $0.009$ $0.010$ $0.029$ $0.010$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.039$ $0.039$ $0.048$ $0.048$ $0.048$ $0.049$ $0.058$ $0.059$ $0.090$ $0.090$ $0.090$ $0.010$ $0.010$ $0.029$ $0.029$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.030$ $0.039$ $0.030$ $0.030$ $0.030$ $0.030$		No factory FEs	With factory FEs	No factory FEs	With factory FEs
ship (index) $0.297$ $0.319$ $0.037$ $0.052$ $0.016$ $0.0004$ $0.052$ $0.016$ $0.0004$ $0.052$ $0.006$ $0.003$ $0.004$ $0.0001$ $0.003$ $0.004$ $0.0001$ $0.003$ $0.004$ $0.0001$ $0.003$ $0.028$ $0.018$ $0.048$ $0.028$ $0.012$ $0.048$ $0.003$ $0.048$ $0.028$ $0.012$ $0.048$ $0.003$ $0.048$ $0.003$ $0.048$ $0.004$ $0.012$ $0.0048$ $0.003$ $0.0049$ $0.0048  0.003 0.001 0.008 0.002 0.001 0.008 0.002 0.001 0.009 0.009 0.027 0.009 0.009 0.012 0.009 0.009 0.012 0.012 0.012 0.009 0.012 0.012 0.012 0.012 0.012 0.012 0.012 0.012 0.012 0.012 0.013 0.013 0.0496 0.0538 0.010 0.0496 0.0538 0.010 0.0538 0.010 0.029 0.039 0.0496 0.0538 0.099 0.099 0.099 0.099 0.099 0.099 0.099 0.099 0.099 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0.019 0$		(1)	(2)	(3)	(4)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Good supervisor rship (index)	0.297	0.319	0.037	0.039
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.000**	p = 0.232	$p = 0.000^{***}$	p = 0.131
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.052	0.016	-0.0004	-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			p = 0.706	p = 0.755	p = 0.860
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	0.004	0.0001	0.003	0.003
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.478	p = 0.893	p = 0.275	p = 0.128
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	-0.004	-0.011	-0.003	-0.004
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.478	p = 0.134	p = 0.233	p = 0.376
rs) $ \begin{array}{ccccccccccccccccccccccccccccccccccc$	Ever married	0.028	0.016	0.048	0.045
rs) $-0.010$ $-0.008$ $-0.012$ $p = 0.478$ $p = 0.467$ $p = 0.233$ $0.003$ $-0.012$ $0.008$ $p = 0.478$ $p = 0.512$ $p = 0.480$ eman $0.022$ $-0.018$ $p = 0.755$ $0.027$ $0.009$ $p = 0.755$ $0.012$ $p = 0.884$ $p = 0.775$ $0.012$ $p = 0.480$ $-0.012$ $p = 0.478$ $p = 0.884$ $p = 0.275$ $0.012$ $p = 0.480$ $-0.290$ $p = 0.478$ $p = 0.275$ $0.012$ $p = 0.480$ $-0.29$ $p = 0.480$ $-0.012$ $p = 0.480$ $-0.012$ $p = 0.480$ $-0.012$ $p = 0.480$ $-0.018$ $p = 0.000***$		p = 0.510	p = 0.871	p = 0.508	p = 0.377
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	-0.010	-0.008	-0.012	-0.012
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.478	p = 0.467		p = 0.375
eman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.003	-0.012	0.008	0.008
neman $0.022$ $-0.018$ $-0.011$ p = 0.510 $p = 0.898$ $p = 0.7550.027$ $0.009$ $-0.029p = 0.742$ $p = 0.884$ $p = 0.2750.012$ $p = 0.478$ $p = 0.480-0.290$ $p = 0.480p = 0.478$ $p = 0.012p = 0.000^{***} p = 0.018p = 0.000^{***} p = 0.000^{***}$		p = 0.478	p = 0.512	p = 0.480	p = 0.500
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	0.022	-0.018	-0.011	-0.009
$\begin{array}{cccccccccccccccccccccccccccccccccccc$				p = 0.755	p = 0.871
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position operator	0.027	0.009	-0.029	-0.028
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			p = 0.884	p = 0.275	p = 0.496
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 63	0.012		-0.012	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.478		p = 0.480	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 90	-0.290		-0.018	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.000^{***}$		p = 0.233	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Constant	0.496	0.658	0.910	0.909
; 389 389 389 0.277 0.208 0.030			$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
0.208 0.030	Observations	389	389	389	389
	Adjusted $\mathbb{R}^2$	0.277	0.208	0.030	0.034

 $^*p<0.1; ^*p<0.05; ^{**}p<0.01$  Clustered by factory.

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

Safe building         OLS         OLS         OLS         (1)       (2)         (2)       (2)         (3)       (333       0.331         Gender: female       0.038       0.031         Age       0.038       0.031         Age       0.001       0.001       0.001         Years of schooling       0.038       0.001       0.001         Ever married       0.038       0.001       0.001         Experience in sector (yrs)       0.038       0.003       0.005         Tenure at factory (yrs)       0.002       0.005       0.006         Tenure at factory (yrs)       0.002       0.003       0.005         T.1: position helper/lineman       0.055       0.005       0.005         Pactory code (3)       0.013       0.024       0.004         Factory code (63)       0.024       0.034       0.034         Pactory code (63)       0.024       0.034       0.034 <th>Salary</th> <th>Salary is good</th>	Salary	Salary is good
OL         Sood supervisor rship (index)       0.333         Good supervisor rship (index)       0.038         der: female $p = 0.000^{***}$ der: female $p = 0.370$ -0.001 $p = 0.721$ -0.002 $p = 0.721$ expected (yrs) $p = 0.732$ ne at factory (yrs) $p = 0.424$ erience in sector (yrs) $p = 0.002$ position helper/lineman $p = 0.557$ position helper/lineman $p = 0.765$ position operator $p = 0.349$ position operator $p = 0.043$ *         ory code 13 $p = 0.043$ *         ory code 63 $p = 0.043$ *         ory code 63 $p = 0.043$ *         ory code 63 $p = 0.013$ *         ory code 63 $p = 0.013$ *         ory code 63 $p = 0.013$ *         ory code 63 $p = 0.005$ *         ory code 63 $p = 0.013$ *         ory code 90 $p = 0.013$ *         ory code 90 $p = 0.013$ *      <		
No factory FEs		STO
Good supervisor rship (index) 0.333  der: female 0.038  p = 0.000***  0.038  p = 0.370  0.038  p = 0.721  p = 0.721  rmarried 0.038  p = 0.732  p = 0.424  p = 0.557  p = 0.557  p = 0.002  p = 0.002  p = 0.002  p = 0.002  p = 0.012  p = 0.013**  ory code 03  p = 0.013**  ory code 63  p = 0.004**  p = 0.013**  ory code 63  p = 0.006***  Management consults workers  p = 0.006***  p = 0.010  p = 0.059  Must obey orders  p = 0.850  p = 0.850	No factory FEs	With factory FEs
Good supervisor rship (index) $0.333$ $p = 0.000^{**}$ per: female $0.038$ $0.038$ per: female $0.038$ pe	(3)	(4)
p = 0.000*** p  0.038  p = 0.370  -0.001  s of schooling  p = 0.721  p = 0.721  p = 0.721  p = 0.732  rmarried  p = 0.732  p = 0.038  p = 0.424  p = 0.002  p = 0.557  p = 0.002  p = 0.349  p = 0.349  p = 0.349  p = 0.348  p = 0.043**  ory code 03  p = 0.043**  ory code 63  p = 0.043**  p = 0.006***  p = 0.006**  p = 0.006**  p = 0.006*  p = 0.364  -0.127  p = 0.006  p = 0.864  -0.127  p = 0.059  Must obey orders  p = 0.850	0.022	0.027
der: female $0.038$ der: female $0.038$ $0.001$ so f schooling $0.002$ married $0.038$ re at factory (yrs) $0.002$ position helper/lineman $0.065$ position operator $0.002$ position operator $0.002$ position operator $0.002$ position and $0.002$ position helper/lineman $0.002$ position helper/lineman $0.002$ position helper/lineman $0.002$ position operator $0.002$	$p = 0.076^*$	$p = 0.020^{**}$
p = 0.370  -0.001  s of schooling  married  married  p = 0.732  0.038  p = 0.732  p = 0.732  p = 0.732  p = 0.424  p = 0.455  p = 0.043  ory code 13  p = 0.44  p = 0.043**  ory code 63  p = 0.043**  ory code 63  p = 0.065  p = 0.012  p = 0.012  p = 0.013*  management consults workers  p = 0.066**  p = 0.864  -0.127  p = 0.368  Must obey orders  p = 0.850	0.037	0.052
as of schooling $\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.117	$p = 0.015^{**}$
be of schooling by a constraint of schooling by a constraint of the at factory (yrs) by a constraint of the at factory (yrs) by a constraint of the at factory (yrs) by a constraint operator ory code $0.002$ by a code $0.002$ by a code $0.002$ by a code $0.002$ by a code $0.002$ cory code $0.002$ by a code $0.002$ cory code $0.002$ by a code $0.002$ cory code $0.002$ by a consults workers by a	0.001	0.001
$\begin{array}{c} -0.002 \\ p = 0.732 \\ 0.038 \\ p = 0.424 \\ -0.003 \\ p = 0.424 \\ -0.003 \\ p = 0.557 \\ 0.002 \\ p = 0.005 \\ p = 0.349 \\ 0.012 \\ p = 0.048 \\ 0.278 \\ p = 0.043^{**} \\ 0.278 \\ p = 0.044 \\ p = 0.044 \\ p = 0.044 \\ p = 0.024 \\ p = 0.024 \\ p = 0.064 \\ p = 0.066^{***} \\ p = 0.006^{***} \\ p = 0.059 \\$	p = 0.612	p = 0.393
$\begin{array}{c} p = 0.732 \\ 0.038 \\ 0.038 \\ p = 0.424 \\ -0.003 \\ p = 0.557 \\ 0.002 \\ p = 0.765 \\ 0.005 \\ p = 0.048 \\ 0.012 \\ p = 0.048 \\ 0.012 \\ p = 0.048 \\ p = 0.044 \\ p = 0.059 \\ p = 0.068** \\ p = 0.068 \\ p = 0.059 \\ $	-0.003	-0.0004
$\begin{array}{c} 0.038 \\ 0.038 \\ -0.003 \\ 0.002 \\ 0.002 \\ 0.065 \\ 0.065 \\ 0.065 \\ 0.005 \\ 0.012 \\ 0.012 \\ 0.005 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.029 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 $	p = 0.302	p = 0.887
$\begin{array}{c} p = 0.424 \\ -0.003 \\ p = 0.557 \\ 0.002 \\ p = 0.765 \\ 0.065 \\ p = 0.765 \\ 0.065 \\ p = 0.349 \\ 0.012 \\ p = 0.013 \\ 0.278 \\ p = 0.044 \\ p = 0.044 \\ p = 0.024 \\ p = 0.013 \\ p = 0.013 \\ p = 0.024 \\ p = 0.024 \\ p = 0.024 \\ p = 0.0127 \\ p = 0.059 \\ p = 0.010 \\ p = 0.059 \\ p = 0.059$	-0.0002	0.005
$\begin{array}{c} p = 0.557 \\ 0.002 \\ 0.002 \\ p = 0.765 \\ 0.065 \\ p = 0.349 \\ 0.0278 \\ p = 0.043^{**} \\ 0.344 \\ p = 0.043^{**} \\ 0.278 \\ p = 0.043^{**} \\ 0.278 \\ p = 0.043^{**} \\ 0.024 \\ p = 0.064 \\ -0.127 \\ p = 0.066^{**} \\ p = 0.066^{**} \\ p = 0.069 \\ p = 0.059 \\ p = 0.059 \\ p = 0.010 \\ p =$	p = 0.996 $-0.005$	p = 0.814 $-0.005$
$\begin{array}{c} 0.002 \\ 0.005 \\ 0.065 \\ \end{array}$ $\begin{array}{c} p = 0.765 \\ 0.065 \\ \end{array}$ $\begin{array}{c} p = 0.349 \\ 0.012 \\ \end{array}$ $\begin{array}{c} p = 0.848 \\ 0.278 \\ \end{array}$ $\begin{array}{c} p = 0.043^{**} \\ 0.344 \\ \end{array}$ $\begin{array}{c} p = 0.044 \\ \end{array}$ $\begin{array}{c} p = 0.044 \\ \end{array}$ $\begin{array}{c} p = 0.024 \\ -0.127 \\ \end{array}$ $\begin{array}{c} p = 0.06^{***} \\ \end{array}$ $\begin{array}{c} p = 0.066^{***} \\ \end{array}$ $\begin{array}{c} p = 0.0659 \\ -0.010 \\ \end{array}$	p = 0.106	$p = 0.076^*$
$\begin{array}{c} p = 0.765 \\ 0.065 \\ 0.065 \\ p = 0.349 \\ 0.012 \\ p = 0.013 \\ 0.344 \\ p = 0.043^{**} \\ 0.24 \\ p = 0.024 \\ p = 0.024 \\ -0.127 \\ p = 0.06^{***} \\ p = 0.368 \\ -0.010 \\ p = 0.368 \\ -0.010 \\ p = 0.368 \\ \end{array}$	-0.001	-0.0005
$\begin{array}{c} 0.065 \\ 0.042 \\ 0.012 \\ 0.012 \\ 0.278 \\ 0.278 \\ 0.344 \\ 0.344 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.024 \\ 0.029 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\$	p = 0.790	p = 0.895
$\begin{array}{c} p = 0.349 \\ 0.012 \\ 0.012 \\ 0.278 \\ 0.278 \\ p = 0.043^{**} \\ 0.344 \\ p = 0.013^{**} \\ 0.024 \\ p = 0.864 \\ -0.127 \\ p = 0.864 \\ -0.127 \\ p = 0.368 \\ 0.059 \\ p = 0.368 \\ -0.010 \\ p = 0.850 \\ \end{array}$	-0.048	-0.054
$\begin{array}{c} \text{p} = 0.012 \\ \text{p} = 0.848 \\ 0.278 \\ \text{p} = 0.043^{**} \\ 0.344 \\ \text{p} = 0.013^{**} \\ 0.024 \\ \text{p} = 0.864 \\ -0.127 \\ \text{p} = 0.864 \\ -0.127 \\ \text{p} = 0.368 \\ -0.010 \\ \text{p} = 0.368 \\ -0.010 \\ \text{p} = 0.850 \\ \text{p}$	p = 0.205	p = 0.122
$\begin{array}{c} p = 0.848 \\ 0.278 \\ 0.278 \\ p = 0.043^{**} \\ 0.344 \\ p = 0.013^{**} \\ 0.024 \\ p = 0.864 \\ -0.127 \\ p = 0.06^{**} \\ p = 0.006^{**} \\ p = 0.059 \\ p = 0.010 \\$	-0.045	-0.051
$\begin{array}{c} 0.278 \\ 0.278 \\ 0.344 \\ 0.344 \\ 0.024 \\ 0.024 \\ -0.127 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 $	p = 0.172	p = 0.104
$\begin{array}{c} p = 0.043^{***} \\ 0.344 \\ 0.344 \\ p = 0.013^{**} \\ 0.024 \\ p = 0.864 \\ -0.127 \\ p = 0.006^{***} \\ p \\ 0.059 \\ p = 0.368 \\ -0.010 \\ p = 0.850 \\ \end{array}$	0.061	
$\begin{array}{c} 0.344 \\ 0.344 \\ 0.024 \\ 0.024 \\ -0.127 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 \\ 0.059 $	p = 0.412	
$\begin{array}{c} p = 0.013 \\ 0.024 \\ 0.024 \\ -0.127 \\ p = 0.06^{***} \\ p = 0.06 \\ 0.059 \\ p = 0.368 \\ -0.010 \\ p = 0.850 \\ \end{array}$	0.038	
$\begin{array}{c} p = 0.864 \\ -0.127 \\ p = 0.006*** \\ 0.059 \\ p = 0.368 \\ -0.010 \\ p = 0.850 \\ \end{array}$	p = 0.012	
$\begin{array}{c} -0.127 \\ p = 0.006^{***} & p \\ 0.059 \\ p = 0.368 \\ -0.010 \\ p = 0.850 \\ \end{array}$	p = 0.506	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.013	-0.017
$\begin{array}{c} 0.059 \\ p = 0.368 \\ -0.010 \\ p = 0.850 \end{array}$	p = 0.601	p = 0.474
p = 0.368 p $-0.010$ . $p = 0.850$ p $-0.850$ p	0.011	0.021
-0.010 $p = 0.850$ $p = 0.343$	p = 0.751	p = 0.552
p = 0.850 p	-0.018	-0.025
	p = 0.536	p = 0.373
0.040		0.953
10000.0 = q $100.0 = q$	DOO:00	D = 0.000
888	888	888
Adjusted $R^2$ 0.312 0.251	0.028	0.015

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

O. O. O. S.	Safe	Safe building	Salary	Salary is good
O. O. O. O. S.		0	>	)
O. O. C. C. S.		STO	)	STO
0 9. O 22 June 2000 July 10 July 1	No factory FEs	With factory FEs	No factory FEs	With factory FEs
O. O. O. o. d commence making (in down	(1)	(2)	(3)	(4)
3.2: Good supervisor rsimp (maex)	0.299	0.309	0.040	0.042
	p = 0.000**	p = 0.268	p = 0.000***	p = 0.126
Gender: female	0.053			-0.004
	p = 0.505	p = 0.626	p = 0.764	p = 1.000
Age	0.004	0.001	0.003	0.003
	p = 0.499	p = 0.874	p = 0.270	p = 0.254
Years of schooling	-0.003	-0.011	-0.003	-0.003
	p = 0.499	p = 0.382	p = 0.256	p = 0.484
Ever married	0.036	0.017	0.047	0.043
	p = 0.505	p = 1.000	p = 0.526	p = 0.615
Experience in sector (yrs)	-0.010	-0.007	-0.012	-0.012
	p = 0.499	p = 0.359	p = 0.256	p = 0.496
Tenure at factory (yrs)	0.003	-0.013	0.008	0.008
	p = 0.246	p = 0.361	p = 0.494	p = 0.509
7.1: position helper/lineman	0.012	-0.029	-0.009	-0.007
	p = 0.751	p = 1.000	p = 0.764	p = 0.881
7.1: position operator	0.021	0.001	-0.028	-0.027
	p = 0.751	p = 0.872	p = 0.508	p = 0.480
Factory code 63	0.024		-0.016	
	p = 0.499		p = 0.238	
Factory code 90			-0.020	
- -	p = 0.000	0	p = 0.000	000
9.1: Factory nas ruies	-0.071	-0.079		0.032 - 0.001
9.1: Management consults workers	p = 0.00	p = 1.000	p = 0.520	p = 0.391
	p = 0.751	p = 1.000	p = 0.526	p = 0.389
9.1: Must obey orders	0.007	-0.047		0.023
	p = 0.751	p = 1.000	p = 0.494	p = 0.634
Constant	0.512	0.701	0.886	0.884
	p = 0.246	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted $\mathbb{R}^2$	0.277	0.206	0.025	0.029

 $^*p<0.1; ^*p<0.05; ^{***}p<0.01$  Clustered by factory.

Note:

152

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

		Dependen	$Dependent \ variable:$	
	Work	Work is safe	Can be fir	Can be fired any time
	)	OLS	)	OLS
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
Gender: female	-0.022	-0.008	0.076	0.075
	p = 0.639	p = 0.847	$p = 0.061^*$	$p = 0.041^{**}$
Age	900.0-	-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	900.0
	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 $\mathbb{R}^2$	0.097	0.043	0.048	0.030
Note:			*p<0.1; *	*p<0.1; **p<0.05; ***p<0.01
			•	, , ,

 $^*p<0.1; ^*p<0.05; ^{***}p<0.01$  Clustered by factory.

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

		Dependen	$Dependent\ variable:$	
	Work	Work is safe	Can be fire	Can be fired any time
	)	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
Gender: female	0.057	0.065	0.052	0.048
	p = 0.527	p = 0.777	p = 0.490	p = 0.621
Age	-0.009	-0.008	-0.009	-0.010
	$p = 0.000^{***}$	p = 0.120	$p = 0.000^{***}$	p = 0.254
Years of schooling	-0.004	-0.007	0.016	0.015
	p = 0.471	p = 0.390	p = 0.256	p = 0.244
Ever married	-0.056	0.004	-0.017	-0.019
	p = 0.237	p = 1.000	p = 0.746	p = 1.000
Experience in sector (yrs)	0.014	0.014	-0.008	-0.008
	p = 0.530	p = 0.758	p = 0.259	p = 0.358
Tenure at factory (yrs)	-0.021	-0.033	0.005	0.003
	p = 0.294	p = 0.342	p = 0.515	p = 0.756
7.1: position helper/lineman	0.048	-0.013	0.079	0.075
	p = 0.530	p = 1.000	p = 0.231	p = 0.237
7.1: position operator	-0.042	-0.052	0.119	0.116
	p = 0.530	p = 0.762	$p = 0.000^{***}$	p = 0.261
Factory code 63	0.254		0.002	
	$p = 0.000^{***}$		p = 0.746	
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 = 0.237	p = 0.122	p = 0.490	p = 0.377
9.1: Management consults workers	090.0	0.084	-0.025	-0.023
	p = 0.530	p = 0.356	p = 0.487	p = 0.625
9.1: Must obey orders	0.116	0.166	-0.061	-0.068
	p = 0.471	p = 0.526	p = 0.487	p = 0.394
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 K ⁻	0.073	0.040	0.044	0.048

 $^*p<0.1; ^{**}p<0.05; ^{***}p<0.01$  Clustered by factory.

Note:

154

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

		Dependen	$Dependent\ variable:$	
	Work	Work is safe	Can be fire	Can be fired any time
	9	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	-0.040	-0.054	0.042	0.042
,	p = 0.207	$p = 0.078^*$	p = 0.144	p = 0.123
9.2: Supervisor doesn't use bad lang (numeric)	0.024	0.015	-0.027	-0.014
0.9. 0	p = 0.465	p = 0.632	p = 0.343	p = 0.599
9.2: Supervisor will side with me (numeric)	0.013 $p = 0.417$	0.025 $0.154$	0.070	0.039 0.002***
9.2: Respect supervisor (numeric)	-0.018	-0.008		780.0-
	p=0.537	p = 0.766	$p = 0.002^{***}$	$p = 0.0005^{***}$
9.2: Supervisor speaks openly (numeric)	-0.063	-0.071	-0.046 $-0.046$	-0.039
9.2: I get fair salary (numeric)	p - 0.014	p - 0.004 -0.101	p = 0.042 $-0.044$	p = 0.000 $-0.041$
	p = 0.000***	$p = 0.000^{***}$	$p = 0.0002^{***}$	$p = 0.0002^{***}$
Gender: female	0.0001	0.005	0.092	0.069
A mo	p = 0.999	p = 0.902	$p = 0.022^{**}$	$p = 0.057^*$
Age	-0.000	-0.003 $p = 0.133$	-0.003 $p = 0.126$	$^*00.00$ = 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		-0.006	-0.004
Tonne of footoms (rma)	p = 0.006	$p = 0.020^{**}$	p = 0.207	p = 0.383
remure at factory (yrs)	-0.012 $p = 0.115$	$^{**}_{0.00}$	0.003 $p = 0.496$	0.003
7.1: position helper/lineman	0.032	-0.002		
	p = 0.663	p = 0.977	p = 0.942	p = 0.494
7.1: position operator	-0.033 $n = 0.007$	-0.058 $= 0.339$	0.035 $n = 0.528$	0.027 $n = 0.618$
Factory code 13	0.098			
	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	
Constant	p = 0.343	1.960	p = 0.577	0890
Constant	$p = 0.00001^{***}$	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

 $^*p<0.1; ^*p<0.05; ^{**}p<0.01$  Clustered by factory.

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

		Tomarodo A	Dependent varable.	
	Worl	Work is safe	Can be fir	Can be fired any time
	)	OLS	)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	-0.037	-0.059	-0.0002	-0.015
	p = 0.511	p = 0.606	p = 0.766	p = 0.865
9.2: Supervisor doesn't use bad lang (numeric)	0.024	0.010	0.004	0.015
	p = 0.747	p = 1.000	p = 0.766	p = 0.867
9.2: Supervisor will side with me (numeric)	0.051	0.050	0.077	0.074
( ; )	p = 0.250	p = 0.119	$p = 0.000^{***}$	p = 0.131
9.2: Kespect supervisor (numeric)	-0.010	-0.009 $-1.000$	-0.007	-0.014 $r = 0.758$
9.2: Supervisor speaks openly (numeric)	p = 0.141	p = 1.000 - 0.021	p = 0.902 $-0.036$	p = 0.198 -0.029
	p = 0.511	p = 0.595	p = 0.502	p = 0.722
9.2: I get fair salary (numeric)	-0.105	-0.102	-0.053	-0.042
	$p = 0.000^{***}$	p = 0.118	p = 0.249	p = 0.369
Gender: female	0.092	0.096	0.066	0.054
	p = 0.497	p = 0.230	$p = 0.000^{**}$	p = 0.217
Age	-0.008	-0.008	-0.009	-0.010
	p = 0.250	p = 0.103	p = 0.502	p = 0.382
Years of schooling	-0.006	-0.012	0.015	0.013
	p = 0.747	p = 0.485	p = 0.249	p = 0.388
Ever marned			-0.014	-0.014
	0.250 = 0.250	p = 0.302	0.000 = d	p = 0.770
Experience in sector (yrs)	5.000		-0.008	0.00
Tenure at factory (vrs)	P = 0.911	-0.038	10.00 J	0.002 0.002
	p = 0.261	p = 0.268	p = 0.513	p = 1.000
7.1: position helper/lineman	-0.006	-0.083	0.047	0.034
	p = 0.747	p = 0.484	p = 0.502	p = 0.372
7.1: position operator	-0.087	-0.115	0.103	0.097
Factory code 63	p = 0.511 $0.244$	p = 0.496	$p = 0.000^{-1}$	p = 0.233
	p = 0.000***		p = 0.513	
Factory code 90	0.057		-0.086	
	$p = 0.000^{***}$		$p = 0.000^{***}$	
Constant				
	p = 0.000	p = 0.000	p = 0.204	p = 0.000
Observations	389	389	389	389
Adjusted R ²	0.135	0.107	090.0	0.055

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

		Dependen	$Dependent\ variable:$	
	Work	Work is safe	Can be fire	Can be fired any time
	9	STO	0	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(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
9.2: Supervisor speaks openly (disagree dummy)	p = 0.108	p = 0.228 0.137	p = 0.481 $0.037$	p = 0.289
	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	900.0	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			0.052	
Doctour godo 69	p = 0.990		p = 0.004	
racioty code of	- 1			
Factory code 00	p = 0.036		p = 0.141	
ractory code 30			-0.041	
Towns towns	p = 0.574	0.416	p = 0.714	0.190
Combination	0.230 $0.207$	0.410	0.103	0.139 $n = 0.163$
Obcommentions			000	
Observations	000	999	000	000
Adjusted R ²	0.171	0.136	0.070	0.044

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

		Dependen	$Dependent\ variable:$	
	Worl	Work is safe	Can be fir	Can be fired any time
	)	STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	0.206	0.251	0.141	0.170
	p = 0.466	p = 0.754	$p = 0.000^{***}$	p = 0.393
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.108	-0.097	-0.078	-0.100
	$p = 0.000^{***}$	p = 0.135	p = 0.255	p = 0.492
9.2: Supervisor will side with me (disagree dummy)	-0.083	-0.084	-0.102	-0.100
	$p = 0.000^{***}$	p = 0.134	$p = 0.000^{***}$	p = 0.266
9.2: Respect supervisor (disagree dummy)	-0.192	-0.176	-0.154	-0.150
	p = 0.287	p = 0.369	$p = 0.000^{***}$	p = 0.488
9.2: Supervisor speaks openly (disagree dummy)	0.053		0.003	-0.007
	p = 0.466	p = 0.618	p = 0.756	p = 0.875
9.2: I get fair salary (disagree dummy)				
	p = 0.000	p = 0.138	p = 0.238	p = 0.244
Gender: Iemale	0.084 - 0.084	0.089 $= 0.950$	0.060	0.030 $= 0.473$
Δπο	p = 0.464	p = 0.239	p = 0.230	p = 0.412
202	0.000	n = 0.109	n = 0.501	0.010
Years of schooling	-0.006	-0.011	P = 0.015	P = 0.93
	p = 0.554	p = 0.380	p = 0.238	p = 0.123
Ever married	-0.054	-0.014	0.002	-0.003
	p = 0.554	p = 0.884	p = 0.756	p = 1.000
Experience in sector (yrs)	0.015	0.016	-0.009	-0.008
	p = 0.466	p = 0.517	p = 0.493	p = 0.128
Tenure at factory (yrs)				
	p = 0.198	p = 0.246	p = 0.493	p = 0.864
7.1: position helper/lineman	0.011	-0.059		
7.1. monition on another	p = 0.400	p = 0.737	0.000 = d	p = 0.242
r.i. postuon operator	-0.0s0 u 0.466	-0.104 n - 0.469	0.030 ***UUU — u	0.092 $0.092$ $0.018$
Factory code 63	F = 0.231			
	p = 0.000***		p = 0.756	
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 = 0.250
Observations	389	389	389	389
Adjusted $\mathbb{R}^2$	0.155	0.130	0.067	0.064

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$			Dependen	$Dependent\ variable:$	
No factory FEs With factory FEs (1) (2) (3) (3) (3) (1) (2) (2) (3) (3) (3) (4) (2) (4) (4) (4) (5) (5) (6) (6) (6) (6) (6) (6) (6) (6) (6) (6		Work	s is safe	Can be fir	ed any time
No factory FEs With factory FEs No factory FEs (1) (2) (3) (3) $-0.176$ $-0.198$ $-0.046$ $-0.000^{***}$ $-0.046$ $-0.000^{***}$ $-0.019^{**}$ $-0.046$ $-0.000^{***}$ $-0.004$ $-0.0070$ $-0.005$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.004$ $-0.0017$ $-0.004$ $-0.0017$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.001$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0.002$ $-0$		0	STC	0	ST
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		No factory FEs	With factory FEs	No factory FEs	With factory FEs
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		(1)	(2)	(3)	(4)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Good supervisor rship (index)	-0.176	-0.198	-0.046	-0.034
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			$p = 0.000^{***}$		
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	-0.019	-0.013	0.070	0.063
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.676	p = 0.757	$p = 0.084^*$	$p = 0.086^*$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	-0.005	-0.004	-0.004	-0.004
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.151	p = 0.187	p = 0.256	p = 0.182
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	-0.004	-0.008	0.013	0.009
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.514	p = 0.130	$p = 0.009^{***}$	$p = 0.045^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	-0.041	-0.032	-0.017	-0.029
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.416	p = 0.482	p = 0.710	p = 0.473
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	0.015	0.012	-0.006	-0.004
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.007^{***}$	$p = 0.019^{**}$	p = 0.185	p = 0.396
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	-0.012	-0.018	0.005	0.005
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.132	$p = 0.010^{***}$	p = 0.506	
operator $\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	0.030	0.010	0.018	0.049
operator $-0.031$ $-0.050$ $0.06$ 13 $p = 0.631$ $p = 0.426$ $p = 00.004$ $p = 0.979$ $p = 00.210$ $p = 0.154$ $p = 00.096$ $0.096$ $0.096$ $0.0428$ $p = 00.428$ $888$ $888$ $88$ $88$ $88$ $88$ $88$		p = 0.691		p = 0.786	p = 0.422
13 $p = 0.631$ $p = 0.426$ $p = 0.004$ $0.004$ $0.004$ $0.004$ $0.0079$ $0.210$ $0.210$ $0.0154$ $0.096$ $0.096$ $0.096$ $0.096$ $0.428$ $0.572$ $0.18$ $0.18$ $0.18$ $0.18$ $0.18$ $0.18$ $0.18$ $0.18$ $0.18$ $0.18$	7.1: position operator	-0.031	-0.050	0.041	0.029
13 $0.004$ $p = 0.979$ $0.210$ $p = 0.154$ $0.096$ $p = 0.514$ $p = 0.572$ $p = 0.020^{**}$ $p = 0.0000^{**}$ $p = 0.0000^{**}$ $0.18$ $888$ $888$ $888$ $888$ $888$ $888$ $88$		p = 0.631	p = 0.426	p = 0.472	
63 $p = 0.979$ $p = 0.070$ 63 $0.210$ 64 $0.210$ 65 $0.210$ 66 $0.096$ 67 $0.096$ 68 $0.096$ 69 $0.096$ 60 $0.096$ 60 $0.096$ 60 $0.096$ 61 $0.096$ 62 $0.096$ 63 $0.096$ 64 $0.096$ 65 $0.096$ 66 $0.096$ 67 $0.096$ 68 $0.096$ 69 $0.096$ 60 $0.096$ 60 $0.096$ 60 $0.096$ 60 $0.096$	Factory code 13	0.004		0.005	
63 $0.210$ $-0.0$ 0.210 $0.210$ $0.09690 0.096 0.096 0.0096 0.428 0.572 0.18 0.428 0.572 0.18 0.18 0.18 0.139 0.101 0.00$		p = 0.979		p = 0.970	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 63	0.210		-0.009	
90 0.096 $-0.00$ p = 0.514 $p = 00.428$ $0.572$ $0.18p = 0.020^{**} p = 0.00000^{***} p = 0888$ $888$ $88$ $88$ $88$ $88$ $88$ $8$				p = 0.943	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 90	0.096		-0.062	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.514		p = 0.630	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Constant	0.428	0.572	0.188	0.197
888 888 888 0.139 0.101 0.0c					
$0.139 \qquad 0.101 \qquad 0.0c$	Observations	888	888	888	888
	Adjusted R ²	0.139	0.101	0.041	0.015
Clustered by factory.	Note:			*p<0.1; *	*p<0.05; ***p<0.01
				D	lustered by factory.

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

		Dependen	$Dependent\ variable:$	
	Work	Work is safe	Can be fir	Can be fired any time
	0	STO	)	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	-0.103	-0.134	0.001	0.003
	p = 0.228	p = 0.235	p = 0.751	p = 0.866
Gender: female	0.071	0.082	0.049	0.044
	p = 0.488	p = 0.375	p = 0.495	p = 0.390
Age	-0.009	-0.008	-0.009	-0.010
	$p = 0.000^{***}$	p = 0.232	p = 0.256	p = 0.514
Years of schooling	-0.004	-0.008	0.017	0.016
	p = 0.529	p = 0.498	p = 0.256	p = 0.126
Ever married	-0.060	-0.011	-0.004	-0.003
	p = 0.497	p = 0.634	p = 0.751	p = 1.000
Experience in sector (yrs)	0.017	0.018	-0.008	-0.007
	p = 0.497	p = 0.741	p = 0.264	p = 0.370
Tenure at factory (yrs)	-0.024	-0.035	0.007	0.004
	p = 0.228	p = 0.121	p = 0.520	p = 0.614
7.1: position helper/lineman	0.009	-0.055	0.060	0.050
	p = 0.757	p = 0.738	p = 0.487	p = 0.380
7.1: position operator	-0.085	-0.106	0.105	0.101
	p = 0.497	p = 0.500	$p = 0.000^{***}$	p = 0.101
Factory code 63	0.232		0.014	
	p = 0.000***		p = 0.751	
Factory code 90	0.130		-0.039	
	$p = 0.000^{***}$		p = 0.231	
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 $\mathbb{R}^2$	0.083	0.058	0.027	0.030

 $^*p<0.1; ^*p<0.05; ^{**}p<0.01$  Clustered by factory.

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

		Dependen	$Dependent\ variable:$	
	Wor	Work is safe	Can be fi	Can be fired any time
		STO		STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	-0.161	-0.183	-0.047	-0.035
	p = 0.000**	$p = 0.000^{***}$	$p = 0.030^{**}$	$p = 0.082^*$
Gender: female	-0.015	-0.006	0.078	0.075
	p = 0.746	p = 0.877	$p = 0.054^*$	$p = 0.040^{**}$
Age	-0.005	-0.005	-0.004	-0.004
	p = 0.128	p = 0.155	p = 0.234	p = 0.180
Years of schooling	-0.004	-0.008	0.013	0.009
	p = 0.516	p = 0.146	$p = 0.012^{**}$	$p = 0.052^*$
Ever married	-0.039	-0.030	-0.018	-0.029
	p = 0.435	p = 0.517	p = 0.692	p = 0.476
Experience in sector (yrs)	0.015	0.012	-0.007	-0.004
	$p = 0.008^{***}$	$p = 0.023^{**}$	p = 0.164	p = 0.345
Tenure at factory (yrs)	-0.011	-0.017	0.005	0.006
	p = 0.157	$p = 0.015^{**}$	p = 0.498	p = 0.341
7.1: position helper/lineman	0.033	0.009	0.029	0.056
	p = 0.653	p = 0.892	p = 0.659	p = 0.355
7.1: position operator	-0.034	-0.054	0.042	0.026
	p = 0.605	p = 0.390	p = 0.460	p = 0.628
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	0.144	0.107	0.059	0.032

 $^*p<0.1; ^{**}p<0.05; ^{***}p<0.01$  Clustered by factory.

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

Z	Work	Work is safe	Can be fir	Can be fired any time
Z			Con Do III	ed any time
Z	0	STO	9	STO
	No factory FEs	With factory FEs	No factory FEs	With factory FEs
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	-0.100	-0.127	-0.012	-0.011
	p = 0.258	p = 0.135	p = 0.742	p = 1.000
Gender: female	0.068	0.078	0.053	0.049
	p = 0.502	p = 0.746	p = 0.487	p = 0.730
Age	600.0-	-0.008	-0.009	600.0-
	p = 0.000***	p = 0.128	p = 0.255	p = 0.131
Years of schooling	-0.005	-0.008	0.016	0.015
	p = 0.515	p = 0.529	p = 0.255	p = 0.135
Ever married	-0.070	-0.026	-0.019	-0.022
	p = 0.503	p = 0.375	p = 0.742	p = 1.000
Experience in sector (yrs)	0.016	0.016	-0.008	-0.008
	p = 0.503	p = 0.759	p = 0.246	p = 0.514
Tenure at factory (yrs)	-0.024	-0.034	0.005	0.003
	p = 0.245	p = 0.256	p = 0.501	p = 0.612
7.1: position helper/lineman	0.025	-0.030	0.077	0.074
	p = 0.760	p = 1.000	p = 0.241	$p = 0.000^{***}$
7.1: position operator	-0.075	-0.092	0.115	0.113
	p = 0.503	p = 0.395	$p = 0.000^{***}$	p = 0.121
Factory code 63	0.212		-0.003	
	p = 0.000***		p = 0.742	
Factory code 90	0.127		-0.033	
	p = 0.000***		p = 0.487	
9.1: Factory has rules	0.134	0.160	0.073	0.071
	p = 0.258	p = 0.245	p = 0.487	p = 0.611
9.1: Management consults workers	0.039	0.053	-0.027	-0.025
	p = 0.760	p = 0.870	p = 0.742	p = 0.625
9.1: Must obey orders	0.032	0.049	-0.072	-0.078
	p = 0.760	p = 0.620	p = 0.496	p = 0.381
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 $\mathbb{R}^2$	0.090	0.070	0.042	0.046

 $^*p<0.1; ^*p<0.05; ^{***}p<0.01$  Clustered by factory.