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 + factory FE

			Depend	$Dependent\ variable:$		
	Physical abuse	l abuse	Verb	Verbal abuse	Sexual h	Sexual harassment
	О	STO)	STO	0	STO
	(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	$\mathrm{p}=0.086^*$	p = 0.622	p = 0.193	p = 0.748	p = 0.575
Ever married	-0.025	-0.024	-0.011	-0.003	-0.003	0.011
	p = 0.565	p = 0.559	p = 0.737	p = 0.904	p = 0.925	p = 0.727
Experience in sector (yrs)	0.015	0.014	0.001	-0.0001	-0.0001	0.003
	$p = 0.003^{***}$	$p = 0.003^{***}$	p = 0.715	p = 0.968	p = 0.979	p = 0.465
Tenure at factory (yrs)	-0.001	-0.013	0.0002	-0.006	0.010	-0.004
	p = 0.874	$p = 0.043^{**}$	p = 0.966	p = 0.143	$p = 0.072^*$	p = 0.348
7.1: position helper/lineman	0.047	0.083	0.023	0.012	0.028	0.039
	p = 0.460	p = 0.181	p = 0.619	p = 0.778	p = 0.573	p = 0.410
7.1: position operator	0.003	0.026	-0.041	-0.022	0.034	0.051
	p = 0.952	p = 0.637	p = 0.313	p = 0.569	p = 0.447	p = 0.229
Factory code 13	-0.449		-0.296		-0.173	
	$p = 0.0004^{***}$		$p = 0.002^{***}$		$p = 0.081^*$	
Factory code 63	-0.274		-0.044		-0.058	
	$p = 0.030^{**}$		p = 0.624		p = 0.559	
Factory code 90	-0.375		-0.079		-0.178	
	$p = 0.003^{***}$		p = 0.380		$p = 0.073^*$	
9.1: Factory has rules	0.043	0.056	0.083	0.122	0.032	0.039
	p = 0.290	p = 0.166	$p = 0.006^{***}$	$p = 0.00002^{***}$	p = 0.318	p = 0.213
9.1: Management consults workers	0.121	0.116	-0.010	0.002	0.037	0.047
	$p = 0.042^{**}$	$p = 0.056^*$	p = 0.824	p = 0.959	p = 0.432	p = 0.308
9.1: Must obey orders	0.075	0.112	0.101	0.140	0.141	0.152
	$p = 0.093^*$	$p = 0.013^{**}$	$p = 0.002^{***}$	$p = 0.00001^{***}$	$p = 0.0001^{***}$	$p = 0.00001^{***}$
Constant	0.457	0.276	1.019	0.901	0.135	0.127
	$p = 0.005^{***}$	$p = 0.008^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.288	p = 0.106
Observations Adjusted R ²	888	888	888	888	888	888
		0		1		

*p<0.1; **p<0.05; ***p<0.05 Oustered by factory. Includes factory fixed effects.

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

*	•					
			Depende	Dependent variable:		
	Physical abuse	abuse	Verba	Verbal abuse	Sexual harassment	rassment
	STO	S	0	OLS	STO	S'
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.014	-0.012	0.016	0.030	0.008	0.004
	p = 0.481	p = 0.760	p = 0.497	p = 0.749	p = 0.779	p = 0.871
Age	-0.001	-0.001	-0.003	-0.001	-0.001	-0.001
	p = 0.238	p = 0.771	p = 0.258	p = 0.511	p = 0.536	p = 0.389
Years of schooling	0.006	0.004	0.0004	-0.002	0.012	0.009
	p = 0.243	p = 0.363	p = 0.742	p = 0.257	$p = 0.000^{***}$	p = 0.116
Ever married	0.040	0.070	0.015	0.082	0.016	0.036
	p = 0.000***	p = 0.241	p = 0.742	p = 0.359	p = 0.522	p = 0.619
Experience in sector (yrs)	0.016	0.016	-0.001	-0.002	0.003	0.003
	p = 0.500	p = 0.346	p = 0.742	p = 1.000	p = 0.536	p = 0.615
Tenure at factory (yrs)	-0.009	-0.016	0.010	0.001	-0.001	-0.009
	p = 0.738	p = 1.000	$p = 0.000^{***}$	p = 0.865	p = 0.522	p = 0.882
7.1: position helper/lineman	-0.002	-0.038	-0.044	-0.101	0.026	-0.007
	p = 0.738	p = 0.755	p = 0.258	p = 0.478	p = 0.779	p = 1.000
7.1: position operator	0.038	0.031	-0.095	-0.101	0.031	0.023
	p = 0.481	p = 1.000	p = 0.258	p = 0.356	p = 0.522	p = 0.605
Factory code 63	0.137		0.264		0.108	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.059		0.212		0.004	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.779	
9.1: Factory has rules	0.080	0.104	0.080	0.133	0.031	0.048
	$p = 0.000^{***}$	p = 0.270	p = 0.484	p = 0.766	p = 0.279	p = 0.469
9.1: Management consults workers	0.170	0.184	-0.021	0.002	0.047	0.060
	p = 0.257	p = 0.274	p = 0.742	p = 0.894	p = 0.279	p = 0.377
9.1: Must obey orders	0.106	0.128	0.095	0.159	0.070	0.078
	$p = 0.000^{***}$	p = 0.246	p = 0.484	p = 0.123	p = 0.279	p = 0.250
Constant	-0.124	-0.055	0.731	0.803	-0.107	-0.027
	p = 0.481	p = 0.764	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$ m Adjusted~R^2$	0.052	0.036	0.108	0.019	0.028	0.005
Note:					*p<0.1; **p<0	p<0.1; **p<0.05; ***p<0.01

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

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

			$Dependent\ variable:$	variable:		
	Physica	Physical abuse	Verba	Verbal abuse	Sexual h	Sexual harassment
	0	STO	0	STO	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	-0.026	-0.060	-0.034	-0.033	-0.025	-0.037
0.9. Curronnicon decent to need long (numonic)	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 faing (numeric)	p = 0.834	p = 0.401	-0.004 $p = 0.844$	p = 0.542	p = 0.729	0.018
9.2: Supervisor will side with me (numeric)	-0.016		-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 $p = 0.569$	0.004 0.004 0.089	-0.034 $ m n=0.061^*$	-0.032 $ m p = 0.070^*$	0.032 $p = 0.108$	0.045 0.045
9.2: Supervisor speaks openly (numeric)	P = 0.969 -0.032	P = 0.033 -0.027	P = 0.001	p = 0.019 0.033	p = 0.103 -0.062	P = 0.018 -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 $p = 0.775$	-0.015 $p = 0.167$	-0.021 $p = 0.011**$	-0.025 $0.001***$	-0.012 $p = 0.170$	-0.015
Gender: female		-0.045		-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 0.817	-0.007	-0.002	-0.005 0.172	0.002 $n = 0.691$	-0.001
Ever married	-0.033	-0.028	-0.010	-0.005	-0.013	
	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
7 1. nosition helper/lineman	p = 0.680	p = 0.036	p = 0.680	p = 0.076	p = 0.188	p = 0.273
Today Today	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
Doutows and 19	p = 0.987	p = 0.713	p = 0.231	p = 0.494	p = 0.449	p = 0.262
ractory code 15	$p = 0.0004^{***}$		-0.264 p = 0.002^{***}		-0.130 p = 0.112	
Factory code 63					-0.072	
	$p = 0.015^{**}$		p = 0.519		p = 0.468	
Factory code 90	-0.394 0.002^{***}		-0.078		$-0.179 \ m p = 0.069^*$	
Constant		0.678		1.265	0.454	0.392
	$p = 0.00001^{***}$	$p = 0.00001^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.003^{***}$	$p = 0.0003^{***}$
Observations	888	888	888	888	888	888
Adjusted R ²	0.133	0.052	0.097	0.056	0.096	0.070
Note:					*p<0.1; **p	p<0.1; **p<0.05; ***p<0.01

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

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

			Dependent variable:	variable:		
	Physica	Physical abuse	Verbal	Verbal abuse	Sexual harassment	rassment
	O	OLS	Ō	STO	OLS	Š
	(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 = 0.497	p = 0.751	p = 0.505	p = 0.502	p = 0.255	p = 0.480
9.2: Supervisor doesn't use bad lang (numeric)	0.009	-0.002	0.0002	-0.030	0.010	0.008
0.9. Currention mill side mith me (mumenie)	$p = 0.000^{***}$	p = 0.742	p = 0.758	p = 0.137	p = 0.741	p = 1.000
9.2: Supervisor win side with me (numeric)	-0.022 D = 0.507	-0.022 $p = 0.761$	-0.014 $p = 0.253$	-0.011 $p = 0.771$	-0.007	-0.008 $= 0.509$
9.2: Respect supervisor (numeric)			-0.025	-0.014		
	p=0.507	p = 0.608	$p = 0.000^{***}$	p = 0.251	p = 0.255	p = 0.241
9.2: Supervisor speaks openly (numeric)	-0.051 $z = 0.407$	-0.044 $= -0.044$	0.050	0.057 ~ -0.941	-0.026 $z = 0.741$	-0.017
9.2: I get fair salary (numeric)	P = 0.451	P = 0.401	P = 0.242 -0.042	P = 0.23 -0.053	P = 0.007	F = 0.003
	p = 0.472	p = 0.780	p = 0.263	p = 0.268	p = 0.508	p = 0.622
Gender: female	-0.013	-0.007	0.037	0.059	0.009	0.007
-	p = 0.738	p = 0.875	p = 0.505	p = 0.625	p = 0.741	p = 0.885
Age	-0.002	-0.001	-0.002	-0.001	-0.001	-0.001
	p = 0.241	p = 0.638	p = 0.505	p = 0.623	p = 0.741	p = 0.624
Years of schooling						
Eyrar marriad	p = 0.231	p = 0.529	p=0.505	p = 0.243	p = 0.000	p = 0.280
Lyci mainca	***0000.0	0.399 = 0.399	0.009	0.050	0.508	0.390
Experience in sector (yrs)						
	p = 0.497	p = 0.508	p = 0.758	p = 0.862	p = 0.233	p = 0.257
Tenure at factory (yrs)	-0.010	-0.016	0.007	-0.001	-0.002	-0.009
7 1	p = 0.472	p = 0.884	$p = 0.000^{***}$	p = 0.623	p = 0.508	p = 1.000
тт. ромноп перрег/ппешап	-0.002 p = 0.507	-0.039 p = 0.362	-0.080 p = 0.263	-0.141 $p = 0.360$	0.023 $p = 0.741$	-0.00s p = 1.000
7.1: position operator		0.012	-0.131	-0.152	0.025	0.013
	p = 0.472	p = 1.000	p = 0.263	p = 0.501	p = 0.508	p = 1.000
Factory code 63	0.127		0.223		0.099	
Factory code 90	$p = 0.000^{***}$		$p = 0.000^{***}$ 0.180		$p = 0.000^{***}$ -0.002	
•	$p = 0.000^{***}$		p = 0.000***		p = 0.741	
Constant		0.378		1.258	-0.017	0.091
	p = 0.241	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.486	p = 0.517
Observations Adjusted R ²	389 0.057	$389 \\ 0.045$	$389 \\ 0.141$	389 0.084	389 0.029	389 0.012

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

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

			Dependen	Dependent variable:		
	Physical abuse	l abuse	Verbal	Verbal abuse	Sexual h	Sexual harassment
	STO	S'	O	OLS	0	OLS
	(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
0.9. Gun amissa mill ride mith me (disamon duman)	p = 0.562	p = 0.213	p = 0.105	$p = 0.087^{\circ}$	p = 0.510	p = 0.856
9.2. Supervisor win side with me (disagree duminy)	0.029 $p = 0.368$	0.033 0.093	0.024 $p = 0.301$	$^{1}_{0}$ $^{2}_{0}$ $^{2}_{0}$ $^{2}_{0}$ $^{2}_{0}$	0.000 p = 0.757	0.015
9.2: Respect supervisor (disagree dummy)					-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 $p = 0.076^*$	0.082 $\mathrm{p}=0.059^*$	-0.037 $p = 0.240$	-0.019 p = 0.526	0.117 $p = 0.001^{***}$	0.132 $0 = 0.0001^{***}$
9.2: I get fair salary (disagree dummy)	0.011		0.063	0.072	0.027	
	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
Age	p = 0.706 -0.003	p = 0.262 -0.004	p = 0.525 -0.0003	p = 0.475 -0.0001	$p = 0.048^{-1}$	p = 0.006 -0.001
	p = 0.292	p = 0.201	p = 0.875	p = 0.945	p = 0.810	p = 0.535
Years of schooling			-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				0.003
Tenure at factory (vrs)	p = 0.002 -0.004	p = 0.001 -0.013	p = 0.012 -0.002	p = 0.834 -0.007	p = 0.931	p = 0.360
	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 ± 0.034	$0.025 \\ -0.650$	-0.048 $= -0.048$	-0.026	0.031 $z = 0.480$	0.047
Factory code 13	P = 0.331 -0.450	P - 4	P = 0.230 -0.286	P - 0.000	P = 0.450 -0.166	J - J
	$p = 0.0004^{***}$		$p = 0.002^{***}$		$p = 0.092^*$	
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	
	$p = 0.002^{***}$	0	p = 0.301		$p = 0.054^*$	1
Constant	0.476	0.230 $\sim -0.023**$	1.015 $5 - 0.000***$	0.901 $\sim -0.000***$	0.150 $r = 0.931$	0.116 $r = 0.131$
	600.0 - d	7 – d	DOO:0 — d	P - 0.000	107:0 — d	P - 0.101
Observations Adjusted \mathbb{R}^2	$888 \\ 0.134$	$\frac{888}{0.051}$	888 0.098	888 0.059	$\frac{888}{0.082}$	888 0.056

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

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

Physical Ph	Physical abuse OLS	abuse	Verbal abuse OLS	abuse	Sexual harassment	assment
my)			Ю	٥	10	7
my)	(1)			Č.	OLS	S
my)	(1)	(2)	(3)	(4)	(5)	(9)
my)	0.183	0.196	0.011	0.018	0.009	0.039
((in the second secon	= 0.255	p = 0.125	p = 0.754	p = 0.758	p = 0.736	p = 0.755
	0.000	-0.114 $p = 0.342$	0.000	0.360	$^{***}00000 = 0$	0.055 $p = 0.239$
a ·	0.042					
	= 0.259	p = 0.233	p = 0.491	p = 0.629	$p = 0.000^{***}$	p=0.123
	-0.026	-0.019	0.005 $= 0.401$	$0.015 \\ 5 - 0.731$	-0.094	-0.086
9.2: Supervisor speaks openly (disagree dummy) 0.1	-0.14	p = 1.000 0.105	p = 0.431 -0.062	P = 0.051 -0.064	0.006 0.006	P = 0.0119
ď	= 0.492	p = 0.389	p = 0.263	p = 0.147	p = 0.736	p = 0.874
9.2: I get tair satary (disagree duminy) -0.9	-0.020 $= 0.000***$	-0.012	0.113	0.145 $n = 0.130$	0.012	0.003
Gender: female -0.0.	-0.005	0.0005				
	p = 0.747	p = 0.884	p = 0.491	p = 0.765	p = 0.736	p=1.000
Age -0.0	-0.001	-0.001	-0.002	-0.001	-0.001	-0.002
d	= 0.514	p = 0.621	p = 0.491	p = 0.761	p = 0.736	p = 0.760
Years of schooling 1.00	0.005 - 0.933	0.003 $z = 0.470$	-0.001 $z = 0.401$	-0.004 $= 0.303$	0.011 **-0000	0.008 $z = 0.343$
Fixer married 0	- 0.233 0.030	p = 0.419	p = 0.431	p = 0.332	p = 0.000	p = 0.245
d	= 0.233	p = 0.220	p = 0.754	p = 0.621	p = 0.251	p = 0.485
Experience in sector (yrs) 0.0	0.019	0.019	0.0005	0.0005	0.003	0.003
) = d	= 0.492	p = 0.520	p = 0.754	p = 1.000	p = 0.236	p=0.123
Tenure at factory (yrs) -0.0	-0.012	-0.018	0.007	-0.002	-0.001	-0.009
D	= 0.233	p = 0.869	$p = 0.000^{***}$	p = 0.873	p = 0.500	p = 0.747
0.0 U.1: position neiper/ineman 0.0	0.004 = 0.747	-0.02i 0 = 0.499	-0.074	-0.128 $p = 0.364$	0.021 0.736	-0.012 $p = 1.000$
	0.031	0.021	-0.134	-0.151	0.022	0.011
d	= 0.488	p = 0.772	p = 0.228	p = 0.498	p=0.500	p = 0.909
Factory code 63 0.1	0.113		0.219		0.097	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90 0.0	0.057 $n = 0.255$		0.167		-0.003 -0.736	
Constant -0.0	-0.065	-0.001	P = 0.000	0.839	P = 0.076	0.009
d	= 0.488	p = 0.741	$p = 0.000^{***}$	p = 0.000***	p = 0.487	p = 0.495
	389	389	389	389	389	389
Adjusted \mathbb{R}^2 0.0	0.075	0.066	0.149	0.095	0.032	0.015

 $^*p{<}0.1; \ ^{**}p{<}0.05; \ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

			Dependent variable:	variable:		
	Physical abuse	l abuse	Verbal abuse	abuse	Sexual h	Sexual harassment
	OLS	S'_{\cdot}	STO	S'	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.080	-0.109	-0.062	-0.082	-0.093	-0.095
	$p = 0.00002^{***}$	$p = 0.000^{***}$	$p = 0.00001^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Gender: female	0.016	-0.043	-0.023	-0.022	-0.061	-0.079
	p = 0.674	p = 0.234	p = 0.406	p = 0.400	$p = 0.047^{**}$	$p = 0.005^{***}$
Age	-0.003	-0.004	-0.0004	0.00005	0.001	-0.002
	p = 0.275	p = 0.169	p = 0.874	p = 0.982	p = 0.802	p = 0.478
Years of schooling	0.001	-0.008	-0.002	-0.004	0.001	-0.002
	p = 0.856	$p = 0.095^*$	p = 0.632	p = 0.179	p = 0.864	p = 0.486
Ever married	-0.032	-0.031	-0.015	-0.011	-0.011	0.003
	p = 0.456	p = 0.439	p = 0.631	p = 0.709	p = 0.739	p = 0.916
Experience in sector (yrs)	0.015	0.015	0.002	0.001	0.0004	0.003
	$p = 0.002^{***}$	$p = 0.002^{***}$	p = 0.591	p = 0.792	p = 0.907	p = 0.330
Tenure at factory (yrs)	-0.003	-0.013	-0.002	-0.008	0.007	-0.006
	p = 0.695	$p = 0.032^{**}$	p = 0.731	$p = 0.064^*$	p = 0.185	p = 0.236
7.1: position helper/lineman	0.037	0.083	0.013	0.011	0.025	0.046
	p = 0.557	p = 0.170	p = 0.769	p = 0.792	p = 0.613	p = 0.322
7.1: position operator	0.0002	0.022	-0.045	-0.025	0.030	0.048
	p = 0.997	p = 0.682	p = 0.264	p = 0.521	p = 0.498	p = 0.252
Factory code 13	-0.448		-0.302		-0.167	
	$p = 0.0004^{***}$		$p = 0.001^{***}$		$p = 0.089^*$	
Factory code 63	-0.309		-0.065		-0.091	
	$p = 0.014^{**}$		p = 0.471		p = 0.359	
Factory code 90	-0.401		-0.090		-0.188	
	$p = 0.002^{***}$		p = 0.316		$p = 0.056^*$	
Constant	0.534	0.340	1.095	0.997	0.203	0.180
	$p = 0.001^{***}$	$p = 0.0005^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.100^*$	$p = 0.015^{**}$
Observations	888	888	888	888	888	888
$ m Adjusted~R^2$	0.137	0.053	0.088	0.048	0.086	0.054

 $^*p<0.1;\ ^{**}p<0.05;\ ^{**}p<0.01$ Clustered by factory. Includes factory fixed effects.

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

			Depende	Dependent variable:		
	Physical abuse	abuse	Verba	Verbal abuse	Sexual ha	Sexual harassment
	STO	S	0	STO	O	STO
	(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 = 0.243	$p = 0.000^{***}$	p = 0.134	p = 0.275	p = 0.123
Gender: female	-0.001	0.001	0.025	0.044	0.013	0.011
	p = 0.729	p = 0.875	p=0.505	p = 0.765	p = 0.782	p = 0.890
Age	-0.002	-0.002	-0.002	-0.0002	-0.001	-0.001
	p = 0.501	p = 0.631	p = 0.505	p = 0.733	p = 0.507	p = 0.509
Years of schooling	0.005	0.003	-0.001	-0.003	0.011	0.008
	p = 0.508	p = 0.643	p = 0.756	p = 0.510	$p = 0.000^{***}$	p = 0.119
Ever married	0.039	0.062	0.001	0.055	0.010	0.028
	$p = 0.000^{***}$	p = 0.132	p = 0.756	p = 0.740	p = 0.519	p = 0.364
Experience in sector (yrs)	0.018	0.018	0.001	0.001	0.003	0.004
	p = 0.449	p = 0.520	p = 0.756	p = 1.000	p = 0.507	p = 0.257
Tenure at factory (yrs)	-0.010	-0.017	0.007	-0.002	-0.002	-0.009
	p = 0.508	p = 0.889	p = 0.256	p = 1.000	p = 0.519	p = 0.755
7.1: position helper/lineman	-0.013	-0.048	-0.068	-0.126	0.023	-0.011
	p = 0.501	p = 0.473	p = 0.249	p = 0.524	p = 0.782	p = 0.877
7.1: position operator	0.020	0.009	-0.126	-0.143	0.025	0.013
	p = 0.729	p = 0.883	p = 0.249	p = 0.506	p = 0.519	p = 0.879
Factory code 63	0.115		0.238		0.098	
	p = 0.228		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.040		0.198		0.002	
	p = 0.280		$p = 0.000^{***}$		p = 0.782	
Constant	-0.011	0.070	0.823	0.930	-0.055	0.032
	p = 0.729	p = 0.516	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.263	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.059	0.050	0.129	0.057	0.032	0.014
Note:			•		*p<0.1; **p<0	p<0.1; **p<0.05; ***p<0.01

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

			Depende	$Dependent\ variable:$		
	Physic	Physical abuse	Verb	Verbal abuse	Sexual ha	Sexual harassment
	0	STO	C	STO	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.086 $0.00004***$	-0.113	-0.052 $p = 0.001***$	-0.070	-0.078 $= 0.0001***$	-0.080
Gender: female						F - 0.085
	p = 0.731	p = 0.219	p = 0.472	p = 0.512	p = 0.035**	$p = 0.003^{***}$
Age	-0.003	-0.004	-0.001	-0.0003	0.0004	-0.002
Years of schooling	p = 0.325 0.001	p = 0.200 -0.008	p = 0.767 -0.002	p = 0.875 -0.004	p = 0.864 0.001	p = 0.397 -0.002
0	p = 0.862	$p = 0.092^*$	p = 0.644	p = 0.207	p = 0.708	p = 0.609
Ever married	-0.031	-0.032	-0.014	-0.008	-0.009	0.005
	p = 0.466	p = 0.427	p = 0.644	p = 0.766	p = 0.789	p = 0.864
Experience in sector (yrs)	0.015 0.000***		0.002	0.001		0.003
Tenure at factory (yrs)	p = 0.002 - 0.003	p = 0.002 -0.014	p = 0.647 -0.001	0 = 0.851 -0.007	p = 0.923 0.008	p = 0.328 -0.005
	p = 0.636	$p = 0.027^{**}$	p = 0.828	p = 0.105	p = 0.145	p = 0.273
7.1: position helper/lineman	0.035	0.081	0.016	0.011	0.018	0.038
	p = 0.577	p = 0.180	p = 0.732	p = 0.791	p = 0.723	p = 0.415
7.1: position operator	-0.003	0.020	-0.044	-0.026	0.028	0.046
	p = 0.958	p = 0.716	p = 0.266	p = 0.497	p = 0.524	p = 0.265
Factory code 13	-0.449		-0.296		-0.173	
	$p = 0.0004^{***}$		$p = 0.001^{***}$		$p = 0.077^*$	
Factory code 63	-0.311		-0.066		-0.092	
-	$p = 0.013^{**}$		p = 0.462		p = 0.353	
Factory code 90	-0.397 p = 0.002^{***}		-0.092 p = 0.304		-0.198 p = 0.044^{**}	
9.1: Factory has rules	0.001	-0.003	0.057	0.085	900.0-	-0.003
	p = 0.977	p = 0.938	$\mathrm{p}=0.057^{*}$	$p = 0.004^{***}$	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	0.060	0.091	0.060

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

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

			Depende	$Dependent\ variable:$		
	Physical abuse	abuse	Verba	Verbal abuse	Sexual harassment	rassment
	STO	S	0	OLS	О	OLS
	(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 = 0.126	$p = 0.000^{***}$	p = 0.114	p = 0.268	p = 0.134
Gender: temale	-0.007	-0.004		0.040 ~ -0.610	0.010	0.008
Age	p = 0.748 -0.001	p = 1.000 - 0.001	p = 0.937 -0.003	p = 0.019 -0.001	p = 0.750 - 0.001	p = 1.000 - 0.001
)	p = 0.232	p = 0.745	p=0.537	p = 0.501	p = 0.526	p = 0.382
Years of schooling	0.006 0.261	0.003 0.383	-0.001 $p = 0.537$	-0.003 $p = 0.498$	0.012 0.000^{***}	0.009 0.116
Ever married				0.056	0.013	
	$p = 0.000^{***}$	p=0.352	p = 0.766	p = 0.752	p = 0.488	p = 0.630
Experience in sector (yrs)	0.018	0.018	0.001	0.0005	0.003	0.004
Tanina at factomy (vrs)	p = 0.516	p = 0.487 -0.017	p = 0.766	p = 1.000	p = 0.526	p = 0.623
remark as tactory (315)	p = 0.516	p = 0.644	p = 0.274	p = 1.000	p = 0.488	p = 0.872
7.1: position helper/lineman						-0.012
	p = 0.487	p = 0.519	p = 0.263	p = 0.387	p = 0.756	p = 0.890
7.1: position operator	0.016	0.006	-0.120	-0.135	0.024	0.012
	p = 0.748	p = 1.000	p = 0.263	p = 0.353	p = 0.756	p = 0.881
Factory code 63	0.111		0.232		0.098	
	p = 0.261		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.042		0.193		-0.002	
-	p = 0.232	0	$p = 0.000^{***}$	0	p = 0.756	Č
9.1: Factory has rules	0.051 $- \alpha = 0.001$	0.064 $r = 0.236$	0.047 $r = 0.503$	0.078 - 0.078	0.021 - 0.756	0.031 $r = 0.361$
9.1: Management consults workers	F = 0.157		-0.036	F = 0.024		$\frac{1}{10000000000000000000000000000000000$
	p = 0.255	p = 0.474	p = 0.503	p = 1.000	p = 0.258	p = 0.400
9.1: Must obey orders	0.052	0.057	0.032	0.061	0.051	0.048
	p = 0.232	p = 0.228	p = 0.503	p = 0.616	p = 0.258	p = 0.129
Constant	-0.063	0.006	0.803	0.887	-0.085	-0.002
	p = 0.493	p = 0.737	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.268	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.065	0.057	0.127	0.060	0.029	0.010
Note:			i		*p<0.1; **p<0	p<0.1; **p<0.05; ***p<0.01

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

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

			Depende	$Dependent\ variable:$		
	Humiliation	ation	${ m Th}$	Threats	Abuse and har	Abuse and harassment, index
	STO	S	0	OLS	0	STO
	(1)	(2)	(3)	(4)	(5)	(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	$\mathrm{p}=0.097^*$	p = 0.101
Years of schooling	-0.011	-0.010	-0.004	-0.007	-0.011	-0.019
	$p = 0.058^*$	$p = 0.080^*$	p = 0.483	p = 0.212	p = 0.152	$p = 0.013^{**}$
Ever married	-0.002	0.010	-0.007	-0.007	-0.0001	0.026
	p = 0.969	p = 0.837	p = 0.893	p = 0.893	p = 0.999	p = 0.702
Experience in sector (yrs)	0.003	0.001	0.010	0.008	0.017	0.015
	p = 0.531	p = 0.902	$p = 0.091^*$	p = 0.138	$p = 0.025^{**}$	$p = 0.056^*$
Tenure at factory (yrs)	0.012	0.004	0.019	0.006	0.012	-0.018
	p = 0.128	p = 0.629	$p = 0.022^{**}$	p = 0.412	p = 0.269	$p = 0.075^*$
7.1: position helper/lineman	0.010	-0.050	0.069	0.019	0.090	0.051
	p = 0.899	p = 0.493	p = 0.375	p = 0.792	p = 0.374	p = 0.610
7.1: position operator	-0.022	-0.025	0.007	-0.004	-0.008	0.024
	p = 0.738	p = 0.695	p = 0.915	p = 0.948	p = 0.924	p = 0.793
Factory code 13	-0.196		-0.199		-0.872	
	p = 0.180		p = 0.194		$p = 0.00002^{***}$	
Factory code 63	0.198		0.154		-0.121	
	p = 0.178		p = 0.316		p = 0.542	
Factory code 90	0.088		0.053		-0.364	
	p = 0.547		p = 0.730		$p = 0.066^*$	
9.1: Factory has rules	0.134	0.160	0.187	0.216	0.223	0.305
	$p = 0.005^{***}$	$p = 0.001^{***}$	$p = 0.0002^{***}$	$p = 0.00001^{***}$	$p = 0.001^{***}$	$p = 0.00001^{***}$
9.1: Management consults workers	-0.017	-0.002	0.109	0.154	0.059	0.106
	p = 0.808	p = 0.980	p = 0.135	$p = 0.034^{**}$	p = 0.529	p = 0.284
9.1: Must obey orders	0.284	0.341	0.395	0.452	0.439	0.562
	$p = 0.000000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
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
$\overline{ m Adjusted~R^2}$	0.159	0.056	0.134	0.081	0.232	0.083

 $^*p{<}0.1;\ ^{**}p{<}0.05;\ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

			Dependent variable:	variable:		
	Humiliation	iation	Threats	ats	Abuse and hara	Abuse and harassment, index
	O	STO	STO	\mathcal{S}	IO	STO
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.112	-0.094	0.029	0.042	-0.020	0.010
	$p = 0.000^{***}$	p = 0.488	p = 0.493	p = 0.770	p = 0.508	p = 0.733
Age	-0.008	-0.005	-0.006	-0.004	-0.006	-0.002
	$p = 0.000^{***}$	p = 0.387	p = 0.499	p = 0.752	$p = 0.000^{***}$	p = 0.856
Years of schooling	-0.003	-0.007	0.004	-0.001	0.007	-0.003
	p = 0.741	p = 0.242	p = 0.763	p = 1.000	$p = 0.000^{***}$	p = 1.000
Ever married	0.056	0.153	0.036	0.123	0.104	0.281
	p = 0.509	p = 0.509	p = 0.534	p = 0.487	p = 0.480	p = 0.495
Experience in sector (yrs)	-0.008	-0.009	0.004	0.004	0.013	0.011
	p = 0.474	p = 0.374	p = 0.763	p = 1.000	p = 0.508	p = 0.617
Tenure at factory (yrs)	0.022	0.007	0.030	0.015	0.010	-0.019
	p = 0.232	p = 0.880	$p = 0.000^{***}$	p = 0.505	p = 0.750	p = 0.747
7.1: position helper/lineman	0.073	-0.015	0.032	-0.052	-0.014	-0.181
	p = 0.499	p = 0.867	p = 0.763	p = 0.884	p = 0.750	p = 0.358
7.1: position operator	0.080	0.068	0.038	0.026	0.020	-0.004
	$p = 0.000^{***}$	p = 0.128	p = 0.493	p = 0.890	p = 0.512	p = 0.862
Factory code 63	0.392		0.358		0.726	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.282		0.231		0.497	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	0.194	0.271	0.193	0.262	0.231	0.372
	$p = 0.000^{***}$	p = 0.130	p = 0.499	p = 0.231	$p = 0.000^{***}$	p = 0.129
9.1: Management consults workers	0.006	0.041	0.176	0.209	0.107	0.174
	p = 0.474	p = 0.598	p = 0.270	p = 0.272	$p = 0.000^{***}$	p = 0.223
9.1: Must obey orders	0.257	0.344	0.423	0.497	0.352	0.509
	$p = 0.000^{***}$	p = 0.252	p = 0.270	p = 0.109	$p = 0.000^{***}$	p = 0.117
Constant	0.409	0.535	-0.086	0.046	-0.802	-0.551
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.499	p = 0.730	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$\overline{ m Adjusted~R^2}$	0.153	090.0	0.162	0.095	0.242	0.077
Note:					*p<0.1; **p<0	p<0.1; **p<0.05; ***p<0.01

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

			Dependen	$Dependent\ variable:$		
	Humi	Humiliation	Thr	Threats	Abuse and har	Abuse and harassment, index
	0	OLS	0	STO	Ю	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)		-0.125	-0.101	-0.108	-0.134	-0.159
0.9. C	$p = 0.00002^{***}$	$p = 0.00005^{***}$	$p = 0.003^{***}$	$p = 0.001^{***}$	$p = 0.002^{***}$	$p = 0.0002^{***}$
9.2: Supervisor doesn t use bad fang (numeric)	0.012 $p = 0.712$	-0.024 $p = 0.433$	-0.012 $p = 0.718$	-0.023 $p = 0.457$	-0.053 $p = 0.407$	-0.049 $p = 0.247$
9.2: Supervisor will side with me (numeric)		-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)						
9.2: Supervisor speaks openly (numeric)	p = 0.402 0.055	p = 0.361 0.027	0 = 0.037 0.037	p = 0.148 -0.045	p = 0.532 -0.029	p = 0.049 -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 $p = 0.024^{**}$	-0.035 $ m p = 0.004^{***}$	-0.001 $ m r = 0.955$	-0.019 $n = 0.120$	-0.018 $r = 0.284$	-0.050
Gender: female	-0.053	-0.040	-0.021	-0.002	-0.089	
	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		-0.007	-0.003		-0.009	-0.015
Kron manniod	$p = 0.080^{\circ}$	p = 0.174	p = 0.563	p = 0.368	p = 0.211	$p = 0.033^{-1}$
דייני וומנוזיים		200:0 - u	0.020	0.020 0 – d	05000 u	n — 0 995
Experience in sector (vrs)	V = 0.01		P = 0.011	p = 0.011	P = 0.02	$\frac{1}{1000} = 0.000$
	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	-0.030	-0.042 $n = 0.485$	-0.001 $= 0.983$	-0.013 $n = 0.833$	-0.027	0.003 $n = 0.975$
Factory code 13			-0.208		-0.869	
	p = 0.234		p = 0.157		$p = 0.00001^{***}$	
Factory code 63	0.115		0.037		-0.279	
	p = 0.409		p = 0.804		p = 0.138	
Factory code 90	0.092		0.031		-0.411	
	p = 0.506		p = 0.834	0	p = 0.028**	000
Constant						
	p = 0.000	p = 0.000	p = 0.000	p = 0.000	p = 0.00000	p = 0.000
Observations Adjusted R ²	888 0.260	888 0.185	888 0.219	888 0.195	888	888

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

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

			Dependent variable:	variable:		
	Humiliation	iation	Threats	ats	Abuse and har	Abuse and harassment, index
	STO	S'	STO	S	0	STO
	(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 = 0.118	$p = 0.000^{***}$	p = 0.126	p = 0.260	p = 0.396
9.2: Supervisor doesn't use bad lang (numeric)	0.007	-0.036	-0.031	-0.070	-0.021	-0.101
	p = 0.490	p = 0.614	p = 0.762	p = 0.386	p = 0.523	p = 0.639
9.2: Supervisor will side with me (numeric)	-0.093		-0.088	-0.084	-0.122	-0.114
9. Besnect supervisor (numeric)	p = 0.238	p = 0.123	$p = 0.000^{***}$	p = 0.108	p = 0.260	p = 0.000*** 0.065
or respect of the second of th	p = 0.751	p = 0.760	p = 0.514	p = 0.506	p = 0.506	p = 0.359
9.2: Supervisor speaks openly (numeric)	0.083	0.091		-0.036	-0.007	0.013
	$p = 0.000^{***}$	p = 0.290	p = 0.498	p = 0.874	p = 0.769	p = 0.748
9.2: I get fair salary (numeric)	-0.028	-0.046	0.020	0.003	0.005	-0.026
Gender: female	p = 0.513 -0.087	p = 0.389 -0.055	p = 0.264	p = 0.615	p = 0.769	p = 0.655
	p = 0.261	p = 0.494	p = 0.498	0.0900 = 0.000	p = 0.506	p = 0.259
Age	-0.006			-0.002	-0.004	
	p = 0.490	p = 0.482	$p = 0.000^{***}$	p = 0.602	$p = 0.000^{***}$	p = 0.742
Years of schooling	-0.005	-0.008	0.001	-0.002	0.004	-0.004
	p = 0.490	p = 0.381	p = 0.762	p = 1.000	p = 0.506	p = 0.511
Ever married	0.038	0.101	-0.007	0.050	0.073	0.199
	p = 0.499	p = 0.767	p = 0.762	p = 0.890	p = 0.506	p = 0.515
Experience in sector (yrs)	-0.004	-0.005	0.010	0.009	0.019	0.019
Towns of footows (smg)	p = 0.490	p = 0.762	$p = 0.000^{***}$	p = 0.371	p = 0.523	p = 0.513
remare at ractory (318)	p = 0.490	0.035	$^{***}0000$	0.508	0.769 = 0.769	0 = 0.757
7.1: position helper/lineman					-0.073	-0.238
	p = 0.751	p = 0.615	p = 0.762	p = 0.884	p = 0.509	p = 0.128
7.1: position operator	0.005	-0.022	-0.027	-0.051	-0.075	-0.132
T. 4 1. 69	p = 0.751	p = 0.641	p = 0.762	p = 0.353	p = 0.246	p = 0.114
ractory code 05			- 1		- 1	
Factory code 90	P = 0.000 0.263		p = 0.000 0.241		p = 0.000 0.478	
	$p = 0.000^{***}$		p = 0.000***		p = 0.000***	
Constant		1.266	_	1.164	0.237	0.718
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.250	p = 0.251	p = 0.506	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted R ²	0.233	0.177	0.226	0.185	0.319	0.207

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

	[;::::I]		i			
		Humiliation	Threats	eats	Abuse and harassment, index	ssment, index
	0	STO	10	STO	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	0.265	0.194	0.146	0.126	0.290	0.293
d.	Ш	$p = 0.032^{**}$	p = 0.124	p = 0.170	$p = 0.016^{**}$	$p = 0.017^{**}$
9.2: Supervisor doesn't use bad lang (disagree dummy)						
0.9. Commission will side with me (discourse down	p = 0.982	p = 0.222	p = 0.338	p = 0.126	p = 0.242	p = 0.125
9.2: Supervisor win side with me (disagree duming) D		0.113 $0 = 0.002^{***}$	0.124 0.002^{***}	0.113 0.002^{***}	0.132 $0 = 0.002^{***}$	0.103 $p = 0.001***$
9.2: Respect supervisor (disagree dummy)		0.043			-0.141	
	p = 0.902	p = 0.514	p = 0.998	p = 0.728	p = 0.107	$p=0.096^*$
9.2: Supervisor speaks openly (disagree dummy)	-0.056	-0.013				
9.2: I get fair salary (disagree dummy)	p = 0.207	p = 0.799	p = 0.0003	p = 0.0001	p = 0.068	p = 0.011 0.146
	p = 0.045**	p = 0.005***	p = 0.870	p = 0.121	p = 0.116	$p = 0.001^{***}$
Gender: female	-0.047	-0.046	-0.015	-0.006	-0.075	-0.107
	p = 0.294	p = 0.275	p = 0.747	p = 0.882	p = 0.202	$p = 0.059^*$
Age	-0.006	-0.004	-0.006	-0.003	-0.005	-0.006
	$p = 0.098^*$	p = 0.283	p = 0.126	p = 0.350	p = 0.259	p = 0.222
Years of schooling	-0.010	-0.009	-0.004	-0.007	-0.010	-0.018
	$p = 0.061^*$	$p = 0.083^*$	p = 0.475	p = 0.190	p = 0.157	$p = 0.013^{**}$
Ever married	-0.023	-0.014	-0.044	-0.043	-0.043	-0.019
	p = 0.632	p = 0.760	p = 0.388	p = 0.354	p = 0.504	p = 0.763
Experience in sector (yrs)	0.005	0.003	0.012	0.011	0.019	0.019
	p = 0.319	p = 0.529	$p = 0.034^{**}$	$p = 0.037^{**}$	$p = 0.007^{***}$	$p = 0.009^{***}$
Tenure at factory (yrs)	900.0	0.001	0.011	0.002	0.002	-0.022
	p = 0.443	p = 0.850	p = 0.168	p = 0.751	p = 0.860	$p = 0.018^{**}$
7.1: position helper/lineman	0.017	-0.019	0.081	0.058	0.079	0.084
	p = 0.818	p = 0.779	p = 0.283	p = 0.410	p = 0.409	p = 0.370
7.1: position operator	-0.029	-0.034	0.010	-0.005	-0.027	0.005
	p = 0.645	p = 0.582	p = 0.883	p = 0.936	p = 0.743	p = 0.952
Factory code 13	-0.182		-0.212		-0.869	
	p = 0.198		p = 0.151		$p = 0.00001^{**}$	
Factory code 63	0.125		0.050		-0.256	
	p = 0.383		p = 0.735		p = 0.175	
Factory code 90	0.081		0.014		-0.419	
	p = 0.567		p = 0.926		$p = 0.026^{**}$	
Constant	0.684	0.607	0.390	0.316	0.332	-0.060
d	$= 0.0002^{***}$	$p = 0.00000^{***}$	$p = 0.038^{**}$	$p = 0.007^{***}$	p = 0.163	p = 0.697
Observations	888	888	888	888	888	888
Adjusted R ²	0.214	0.135	0.198	0.167	0.316	0.215
Note:				*p<0.1; **p<0.05; ***p<0.01 Clustered by factory. Includes factory fixed effects	*p<0.1; **p<0.05; ***p<0.01 orv Includes factory fixed effects	0.05; *** p <br rv fixed effe

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

			Dependent variable:	variable:		
	Humil	Humiliation	Threats	uts	Abuse and har	Abuse and harassment, index
	70	STO	STO	23	10	STO
	(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
0.9. G	$p = 0.000^{***}$	p = 0.120	p = 0.258	p = 0.244	p = 0.238	p = 0.122
9.2: Supervisor doesn t use bad tang (disagree duminity)	-0.025 $p = 0.484$	0.039 0.750	0.030 0.505	0.149 $0 = 0.737$	0.106 $p = 0.489$	0.211 $p = 0.770$
9.2: Supervisor will side with me (disagree dummy)						
	p = 0.484	p = 0.356	p=0.252	p=0.385	p = 0.489	p = 0.240
9.2: Respect supervisor (disagree dummy)	0.022 $z = 0.757$	0.035 - 0.035	0.014 $z = 0.763$	0.026	-0.208	-0.180
9.2: Supervisor speaks openly (disagree dummy)	P = 0.048	P = 0.913 -0.048	P = 0.105	p = 0.142 0.220	P = 0.333	P = 0.000
	p = 0.273	p = 0.751	p = 0.253	p=0.255	p = 0.489	p = 1.000
9.2: I get fair salary (disagree dummy)	0.071	0.121	-0.039			
Gender: female	p = 0.518 -0.082	p = 0.474 -0.056	p = 0.000	p = 0.752	p = 0.500	p = 0.240 0.047
	p = 0.273	p = 0.517	p = 0.505	p = 0.593	p = 0.738	p = 0.761
Age	-0.006	-0.003	-0.004	-0.002	-0.005	-0.001
	p = 0.484	p = 0.376	p = 0.252	p = 0.871	$p = 0.000^{***}$	p = 0.859
Years of schooling	-0.006	-0.009	-0.0001	-0.003	0.002	900.0-
	p = 0.484	p = 0.284	p = 0.763	p = 0.766	p = 0.500	p = 1.000
Ever married	0.009	0.072	-0.037	0.018	0.049	0.169
	p = 0.757	p = 0.604	p = 0.511	p = 0.755	p = 0.738	p = 0.477
Experience in sector (yrs)		-0.004			0.018	
Toning at factory (1000)	p = 0.484	p = 0.861	p = 0.510	p = 0.502	p = 0.489	p = 0.481
	p = 0.484	p = 0.874	$^{***}0000$	p = 0.340	p = 0.738	p = 1.000
7.1: position helper/lineman	0.036				-0.057	
	p = 0.757	p = 1.000	p = 0.763	p = 0.869	p = 0.487	p = 0.358
7.1: position operator	0.020	-0.003	0.0001	-0.020	-0.062	-0.109
D. od 0. d.c. 69	p = 0.484	p = 1.000	p = 0.763	p = 1.000	p = 0.249	p = 0.108
ractory code to	0.013		0.273 $0.000***$		0.000	
Factory code 90			_			
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Constant	0.468	0.583	0.086	0.190	-0.686	-0.430
	p = 0.239	$p = 0.000^{***}$	p = 0.510	p = 0.497	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adiusted \mathbb{R}^2	389	389	$389 \\ 0.224$	389	389 0.328	$389 \\ 0.214$

 $^*p<0.1;\ ^{**}p<0.05;\ ^{**}p<0.01$ Clustered by factory. Includes factory fixed effects.

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

			Depende	$Dependent\ variable:$		
	Humiliation	ation	Ē	Threats	Abuse and harassment, index	ssment, index
	STO	S		OLS	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.218	-0.259	-0.253	-0.281	-0.338	-0.413
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.000***	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Gender: female	-0.049	-0.052	-0.005	-0.003	-0.078	-0.117
	p = 0.268	p = 0.202	p = 0.919	p = 0.936	p = 0.180	$p = 0.038^{**}$
Age	-0.006	-0.004	-0.006	-0.004	-0.006	-0.006
	$p = 0.072^*$	p = 0.285	p = 0.103	p = 0.300	p = 0.211	p = 0.197
Years of schooling	-0.011	-0.010	-0.005	-0.008	-0.011	-0.020
	$p = 0.044^{**}$	$p = 0.058^*$	p = 0.376	p = 0.140	p = 0.122	$p = 0.007^{***}$
Ever married	-0.018	-0.010	-0.028	-0.029	-0.026	-0.007
	p = 0.708	p = 0.817	p = 0.578	p = 0.526	p = 0.687	p = 0.916
Experience in sector (yrs)	0.005	0.003	0.012	0.011	0.019	0.019
	p = 0.345	p = 0.530	$p = 0.039^{**}$	$p = 0.036^{**}$	$p = 0.007^{***}$	$p = 0.008^{***}$
Tenure at factory (yrs)	0.006	0.0002	0.012	0.002	0.003	-0.023
	p = 0.439	p = 0.978	p = 0.134	p = 0.732	p = 0.794	$p = 0.014^{**}$
7.1: position helper/lineman	-0.014	-0.047	0.050	0.033	0.052	0.056
	p = 0.841	p = 0.492	p = 0.506	p = 0.638	p = 0.583	p = 0.546
7.1: position operator	-0.037	-0.039	-0.004	-0.012	-0.030	0.006
	p = 0.555	p = 0.519	p = 0.951	p = 0.848	p = 0.721	p = 0.947
Factory code 13	-0.197		-0.196		-0.873	
	p = 0.162		p = 0.182		$p = 0.00001^{***}$	
Factory code 63	0.116		0.067		-0.249	
	p = 0.414		p = 0.652		p = 0.186	
Factory code 90	0.051		0.016		-0.428	
	p = 0.718		p = 0.912		$p = 0.023^{**}$	
Constant	0.921	0.849	0.574	0.547	0.616	0.318
	$p = 0.00000^{***}$	$p = 0.000^{***}$	$p = 0.002^{***}$	$p = 0.00000^{***}$	$p = 0.009^{***}$	$p = 0.032^{**}$
Observations	888	888	888	888	888	888
$Adjusted R^2$	0.222	0.155	0.203	0.174	0.314	0.213

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

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

	Humiliation	iation	Threats	ats	Abuse and harassment, index	ssment, index
	O	OLS	STO	S	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.191	-0.241	-0.241 $5 - 0.236$	-0.282	-0.278	-0.370
Gender: female	P - 0.000 -0.087	p = 0.123 -0.064	p = 0.230 0.066	p = 0.230 0.084	p - 0.000 0.017	p = 0.121 0.057
~ ~	p = 0.262	p = 0.478	p = 0.523	p = 0.734	$p = 0.000^{***}$	p = 0.247
Age	-0.000 p = 0.259	-0.004 $p = 0.117$	-0.004 $p = 0.250$	-0.003 $p = 0.751$	-0.004 $p = 0.000***$	-0.001 $p = 0.878$
Years of schooling	-0.005	-0.009		-0.004	0.002	-0.006
Fyzer married	p = 0.259	p = 0.483	p = 0.759 -0.010	p = 0.618	p = 0.468	p = 0.770
	p = 0.521	p = 0.629	p = 0.759	p = 1.000	p = 0.468	p = 0.519
Experience in sector (yrs)	-0.004	-0.004	0.009	0.009	0.019	0.019
	p = 0.514	p = 0.646	p = 0.250	p = 0.489	p = 0.520	p = 0.509
Tenure at factory (yrs)	0.015	0.002	0.020	0.009	0.001	-0.026
	p = 0.514	p = 0.875	$p = 0.000^{***}$	p = 0.502	p = 0.748	p = 0.869
7.1: position helper/lineman	0.023	-0.061	-0.006	-0.076	-0.079	-0.241
	p = 0.776	p = 0.626	p = 0.759	p = 1.000	p = 0.508	p = 0.119
7.1: position operator	0.014	-0.012	-0.026	-0.048	-0.071	-0.121
	p = 0.776	p = 0.615	p = 0.759	p = 0.525	p = 0.228	p = 0.360
Factory code 63	0.334		0.276		0.630	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.254		0.202		0.445	
	$p = 0.000^{***}$		p = 0.000***		p = 0.000***	
Constant	0.640	0.804	0.245	0.385	-0.470	-0.142
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.486	p = 0.233	$p = 0.000^{***}$	p = 0.726
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.198	0.132	0.210	0.170	0.304	0.184

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^**p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

			Dependen	$Dependent\ variable:$		
	Humiliation	ation	Th	Threats	Abuse and harassment, index	ssment, index
	STO	S,	0	STO	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.195		-0.217			-0.378
Condon Consolo	$p = 0.000^{11}$	$p = 0.000^{11}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
delitai: jejijaja	0 = 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	
;	$p = 0.049^{**}$	p = 0.197	$p = 0.072^*$	p = 0.201	p = 0.163	p = 0.137
Years of schooling	-0.010	-0.009	-0.004	-0.006	-0.010	
Ever married	$p = 0.059^{\circ} -0.016$	p = 0.082 -0.007	p = 0.518 -0.023	p = 0.227 -0.024	p = 0.156 -0.023	$p = 0.011^{-2}$ -0.001
	p = 0.734	p = 0.881	p = 0.647	p = 0.606	p = 0.724	p = 0.986
Experience in sector (yrs)	0.005	0.003	0.011	0.011	0.019	0.019
	p = 0.385	p = 0.540	$p = 0.046^{**}$	$p = 0.040^{**}$	$p = 0.009^{***}$	$p = 0.009^{***}$
Tenure at factory (yrs)	0.007	0.002	0.014	0.004	0.004	-0.021
7 1: nosition helper/lineman	p = 0.339 -0.017	p = 0.827 -0.053	$p = 0.083^*$	p = 0.566	p = 0.671	$p = 0.023^{**}$
Today more designation	0.808	p = 0.441	p = 0.598	p = 0.813	p = 0.621	p = 0.616
7.1: position operator	-0.036		-0.009	-0.018	-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	
	p = 0.415		p = 0.672		p = 0.181	
Factory code 90	0.039		-0.002		-0.442	
0.1. Experience because	p = 0.783	9800	p = 0.989	8800	$p = 0.019^{-1}$	0 106
J. I. Tacooly has I mes	p = 0.407	p = 0.440	p = 0.099	0.063	p = 0.247	$p = 0.096^*$
9.1: Management consults workers	-0.069			0.076	-0.023	
	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			_			
	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 K [*]	0.226	0.160	0.212	0.185	0.316	0.217

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

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

			$Dependent\ variable:$	variable:		
	Humiliation	iation	Threats	ats	Abuse and harassment, index	assment, index
	0	STO	STO	S	STO	S'
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)		-0.210	ı	-0.233		-0.334
Gender: female	$p = 0.000^{***}$ -0.093	p = 0.126 -0.074	p = 0.000	p = 0.109 0.064	$p = 0.000^{23}$	p = 0.267 0.042
	p = 0.247	p = 0.390	p = 0.491	p = 0.609	p = 0.259	p = 0.247
Age	-0.007	-0.005		-0.003	-0.005	
;	p = 0.247	p = 0.258	p = 0.255	p = 0.744	$p = 0.000^{***}$	p = 0.879
Years of schooling		-0.009	$\begin{array}{c} 0.001 \\ \sim -0.744 \end{array}$	-0.003		-0.005
Ever married	p = 0.491 0.033	p = 0.127 0.104	p = 0.744 0.009	p = 0.022 0.067	p = 0.300 0.068	p = 0.740 0.202
	p = 0.494	p = 0.640	p = 0.744	p = 0.746	p = 0.500	p = 0.405
Experience in sector (yrs)	-0.005	-0.005	0.008	0.008	0.018	0.018
	p = 0.491	p = 0.615	p = 0.255	p = 0.375	p = 0.490	p = 0.250
Tenure at factory (yrs)	0.018	0.005	0.025	0.013	0.003	-0.022
	p = 0.244	p = 1.000	$p = 0.000^{***}$	p = 0.516	p = 0.749	p = 1.000
7.1: position helper/lineman	0.034	-0.044	-0.014	-0.084	-0.074	-0.227
	p = 0.738	p = 0.616	p = 0.491	p = 0.753	p = 0.259	p = 0.268
7.1: position operator	0.024	0.002	-0.028	-0.048	-0.065	-0.110
	p = 0.491	p = 0.870	p = 0.744	p = 0.396	p = 0.259	p = 0.245
Factory code 63	0.322		0.276		0.620	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.239		0.180		0.431	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	0.119	0.161	0.105	0.140	0.117	0.196
	p = 0.244	p = 0.480	p = 0.253	p = 0.123	$p = 0.000^{***}$	p = 0.109
9.1: Management consults workers	-0.029	-0.010	0.135	0.152	0.055	0.091
	p = 0.491	p = 0.877	p = 0.253	p = 0.262	p = 0.259	p = 0.112
9.1: Must obey orders	0.115	0.151	0.256	0.282	0.137	0.200
	$p = 0.000^{***}$	p = 0.122	$p = 0.000^{***}$	p = 0.237	$p = 0.000^{***}$	p = 0.239
Constant	0.567	0.700	0.101	0.229	-0.561	-0.288
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.508	p = 0.484	$p = 0.000^{***}$	p = 0.235
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.204	0.145	0.228	0.192	0.303	0.189
Note:					*p<0.1; **p<0.05; ***p<0.01	.05; ***p<0.0

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

Ever injured in fit 0.02 (1) (1) 0.02 0.083 0.003 0.003 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.004 0.001 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002 0.002			1
(1) der: female 0.083 e.0.003 p = 0.048** 0.003 p = 0.340 s. of schooling p = 0.445 -0.134 p = 0.445 -0.134 p = 0.004 p = 0.004 p = 0.001 p = 0.001 p = 0.094* p = 0.094 p = 0.094 p = 0.094 p = 0.093 p = 0.050 p = 0.050 p = 0.066 p = 0.035 p = 0.750 p = 0.376 Management consults workers p = 0.376 Must obey orders p = 0.315 p = 0.315 p = 0.992 avations swartons swartons swartons swartons swartons swartons swartons swartons p = 0.992 p = 0.992		Ever in	njured in factory
$\begin{array}{c} 0.083 \\ 0.083 \\ 0.003 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.001 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.012 \\ 0.010 \\ 0.010 \\ 0.003 \\ 0.038 \\ 0.048 \\ 0.048 \\ 0.092 \\ 0.048 \\ 0.092 \\ 0.063 \\ 0.048 \\$			STO
der: female 0.083 0.003 s of schooling 0.004 married 0.004 p = 0.445 -0.134 p = 0.445 -0.134 p = 0.445 -0.134 p = 0.004 p = 0.004 p = 0.004 p = 0.004 p = 0.001 p = 0.012 p = 0.012 p = 0.012 p = 0.094* position helper/lineman 0.006 p = 0.066 p = 0.094* p = 0.052 p = 0.043 p = 0.043 p = 0.750 p = 0.376 Must obey orders 0.037 p = 0.315 p = 0.315 p = 0.992 p = 0.992		(1)	(2)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.083	0.030
s of schooling 0.003 s of schooling 0.004 naarried 0.004 *** erience in sector (yrs) 0.001 p = 0.044 ** position helper/lineman 0.002 position operator 0.100 position operator 0.066 position operator 0.004 * ory code 13 0.066 ory code 63 0.043 ory code 63 0.043 ory code 63 0.043 ory code 63 0.043 p = 0.750 ory code 63 0.043 ory code 90 0.043 p = 0.035 0.035 p = 0.750 do 0.038 0.038 p = 0.557 Must obey orders 0.048 p = 0.092 stant 0.048 p = 0.092 p = 0.092		$p = 0.048^{**}$	p = 0.424
s of schooling $p = 0.340$ s of schooling $p = 0.445$ married $p = 0.004^{***}$ erience in sector (yrs) $p = 0.004^{***}$ position belper/lineman $p = 0.094^{*}$ position operator $p = 0.063$ position operator $p = 0.094^{*}$ ory code 13 $p = 0.094^{*}$ ory code 63 $p = 0.094^{*}$ ory code 63 $p = 0.034^{*}$ ory code 63 $p = 0.034^{*}$ ory code 63 $p = 0.035$ ory code 90 $p = 0.750$ ory code 90 $p = 0.750$ ory code 90 $p = 0.750$ Management consults workers $p = 0.756$ Must obey orders $p = 0.376$ purple $p = 0.992$ stant $p = 0.992$ organish $p = 0.992$	Age	0.003	0.001
$\begin{array}{l} 0.004 \\ p = 0.445 \\ -0.134 \\ p = 0.004^{***} \\ 0.011 \\ p = 0.870 \\ 0.012 \\ 0.012 \\ p = 0.094^{*} \\ -0.063 \\ p = 0.352 \\ 0.100 \\ p = 0.352 \\ 0.100 \\ p = 0.066 \\ p = 0.006 \\ p = 0.043 \\ p = 0.750 \\ -0.035 \\ p = 0.750 \\ -0.035 \\ p = 0.796 \\ 0.038 \\ p = 0.992 \\ 0.048 \\ p = 0.992 \\ 0.063$		p = 0.340	p = 0.719
$\begin{array}{l} p = 0.445 \\ -0.134 \\ 0.001 \\ p = 0.004^{***} \\ 0.001 \\ p = 0.870 \\ 0.012 \\ 0.012 \\ -0.063 \\ p = 0.094^{*} \\ -0.063 \\ p = 0.352 \\ 0.100 \\ p = 0.094^{*} \\ 0.066 \\ p = 0.094^{*} \\ 0.066 \\ p = 0.006 \\ p = 0.750 \\ -0.035 \\ p = 0.796 \\ 0.038 \\ p = 0.376 \\ 0.048 \\ p = 0.992 \\ 0.063$	Years of schooling	0.004	0.0003
$\begin{array}{l} -0.134 \\ -0.004^{****} \\ 0.001 \\ 0.001 \\ 0.012 \\ 0.012 \\ -0.063 \\ 0.100 \\ 0.100 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.076 \\ 0.038 \\ 0.048 \\ 0.092 \\ 0.092 \\ 0.063 \\ 0.064$		p = 0.445	p = 0.958
$p = 0.004^{***}$ 0.001 $p = 0.870$ 0.012 $p = 0.094^{*}$ -0.063 $p = 0.352$ 0.100 $p = 0.094^{*}$ 0.066 $p = 0.094^{*}$ 0.06 $p = 0.750$ -0.035 $p = 0.750$ -0.035 $p = 0.750$ 0.038 $p = 0.756$ 0.038 $p = 0.756$ 0.038 $p = 0.557$ 0.048 $p = 0.557$ 0.048 $p = 0.557$ 0.048 $p = 0.092$ $p = 0.992$ $p = 0.992$	Ever married	-0.134	-0.134
0.001 $p = 0.870$ 0.012 $p = 0.094^*$ -0.063 $p = 0.352$ 0.100 $p = 0.094^*$ 0.066 $p = 0.094^*$ 0.06 $p = 0.750$ -0.035 $p = 0.750$ -0.035 $p = 0.750$ 0.048 $p = 0.376$ 0.037 $p = 0.376$ 0.048 $p = 0.557$ $p = 0.376$ 0.048 $p = 0.35$ $p = 0.376$ 0.037 $p = 0.376$ 0.037 $p = 0.376$ 0.038 $p = 0.392$ $p = 0.992$ $p = 0.992$		$p = 0.004^{***}$	$p = 0.002^{***}$
$\begin{array}{c} p = 0.870 \\ 0.012 \\ 0.012 \\ -0.063 \\ -0.063 \\ p = 0.352 \\ 0.100 \\ p = 0.094* \\ 0.066 \\ p = 0.006 \\ p = 0.043 \\ p = 0.750 \\ -0.035 \\ p = 0.750 \\ -0.035 \\ p = 0.750 \\ 0.048 \\ p = 0.376 \\ 0.037 \\ p = 0.376 \\ 0.048 \\ p = 0.557 \\ 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ \end{array}$	Experience in sector (yrs)	0.001	-0.0001
$\begin{array}{l} \text{0.012} \\ \text{p} = 0.094^* \\ -0.063 \\ \text{p} = 0.352 \\ 0.100 \\ \text{p} = 0.094^* \\ 0.066 \\ \text{p} = 0.0621 \\ 0.043 \\ \text{p} = 0.750 \\ -0.035 \\ \text{p} = 0.750 \\ -0.035 \\ \text{p} = 0.756 \\ 0.048 \\ \text{p} = 0.376 \\ 0.037 \\ \text{p} = 0.376 \\ 0.037 \\ \text{p} = 0.376 \\ 0.037 \\ \text{p} = 0.315 \\ -0.002 \\ \text{p} = 0.992 \\ \text{p} = 0.99$		p = 0.870	p = 0.990
$p = 0.094^*$ -0.063 $p = 0.352$ 0.100 $p = 0.094^*$ 0.066 $p = 0.0621$ 0.043 $p = 0.750$ -0.035 $p = 0.750$ 0.038 $p = 0.756$ 0.038 $p = 0.756$ 0.038 $p = 0.557$ $p = 0.557$ $p = 0.557$ $p = 0.376$ $p = 0.376$ $p = 0.376$ $p = 0.376$ $p = 0.398$ $p = 0.992$ $p = 0.992$	Tenure at factory (yrs)	0.012	0.013
$\begin{array}{l} -0.063 \\ -0.063 \\ 0.100 \\ p = 0.352 \\ 0.100 \\ 0.066 \\ p = 0.066 \\ 0.043 \\ p = 0.750 \\ -0.035 \\ p = 0.750 \\ -0.035 \\ p = 0.750 \\ 0.048 \\ p = 0.376 \\ 0.037 \\ p = 0.376 \\ 0.048 \\ p = 0.557 \\ 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ 0.063 \\ \end{array}$		$p = 0.094^*$	$p = 0.048^{**}$
erator $p = 0.352$ 0.100 $p = 0.094^*$ 0.066 p = 0.061 0.043 p = 0.750 -0.035 p = 0.750 -0.035 p = 0.796 p = 0.796 p = 0.796 p = 0.796 p = 0.037 p = 0.376 p = 0.988	7.1: position helper/lineman	-0.063	-0.027
erator 0.100 $p = 0.094^*$ 0.066 p = 0.621 0.043 p = 0.750 -0.035 p = 0.796 p = 0.796 at consults workers $p = 0.376$ at consults workers $p = 0.376$ p = 0.376 p = 0.002 p = 0.902		p = 0.352	p = 0.672
p = 0.094* 0.066 $p = 0.621$ 0.043 $p = 0.750$ -0.035 $p = 0.796$ 0.038 $p = 0.376$ $p = 0.037$ $p = 0.048$ $p = 0.048$ $p = 0.092$ $p = 0.992$ $p = 0.992$	7.1: position operator	0.100	0.136
$\begin{array}{c} 0.066 \\ 0.066 \\ 0.043 \\ 0.043 \\ 0.043 \\ -0.035 \\ 0.038 \\ 0.038 \\ \text{p} = 0.796 \\ 0.038 \\ \text{p} = 0.376 \\ 0.037 \\ \text{p} = 0.376 \\ 0.048 \\ \text{p} = 0.557 \\ \text{orders} \\ \text{p} = 0.557 \\ 0.048 \\ \text{p} = 0.092 \\ \text{p} = 0.992 \\ 0.063 \\ \end{array}$		$p = 0.094^*$	$p = 0.016^{**}$
$\begin{array}{c} p = 0.621 \\ 0.043 \\ p = 0.750 \\ -0.035 \\ p = 0.796 \\ 0.038 \\ p = 0.796 \\ 0.038 \\ p = 0.376 \\ orders \\ p = 0.376 \\ 0.048 \\ p = 0.557 \\ orders \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ 0.063 \\ 0.063 \\ \end{array}$	Factory code 13	0.066	
$\begin{array}{c} 0.043 \\ p = 0.750 \\ -0.035 \\ p = 0.796 \\ 0.038 \\ p = 0.796 \\ 0.038 \\ p = 0.376 \\ orders \\ p = 0.377 \\ p = 0.557 \\ orders \\ p = 0.557 \\ orders \\ p = 0.48 \\ p = 0.002 \\ p = 0.992 \\ orders \\ orders$		p = 0.621	
$\begin{array}{c} p = 0.750 \\ -0.035 \\ p = 0.796 \\ 0.038 \\ p = 0.376 \\ 0.048 \\ p = 0.557 \\ 0.048 \\ p = 0.557 \\ 0.048 \\ p = 0.092 \\ p = 0.992 \\ \end{array}$	Factory code 63	0.043	
$\begin{array}{c} -0.035 \\ p = 0.796 \\ 0.038 \\ p = 0.376 \\ 0.037 \\ p = 0.557 \\ 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ \end{array}$		p = 0.750	
$\begin{array}{c} p = 0.796 \\ 0.038 \\ p = 0.376 \\ 0.037 \\ p = 0.557 \\ 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ \end{array}$	Factory code 90	-0.035	
$\begin{array}{c} 0.038 \\ 0.037 \\ 0.037 \\ 0.048 \\ p = 0.557 \\ 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ 888 \\ 0.063 \end{array}$		p = 0.796	
$\begin{array}{c} p = 0.376 \\ 0.037 \\ p = 0.557 \\ 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ \hline 888 \\ 0.063 \end{array}$	9.1: Factory has rules	0.038	0.020
$\begin{array}{c} 0.037 \\ p = 0.557 \\ 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ 888 \\ 0.063 \end{array}$			p = 0.630
$\begin{array}{c} p = 0.557 \\ 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ 888 \\ 0.063 \end{array}$	9.1: Management consults workers	0.037	0.050
$\begin{array}{c} 0.048 \\ p = 0.315 \\ -0.002 \\ p = 0.992 \\ 888 \\ 0.063 \end{array}$			p = 0.416
$\begin{array}{c} p = 0.315 \\ -0.002 \\ p = 0.992 \\ \end{array}$	9.1: Must obey orders	0.048	0.033
$ \begin{array}{r} -0.002 \\ p = 0.992 \\ \hline 888 \\ 0.063 \end{array} $			p = 0.468
p = 0.992 888	Constant	-0.002	0.131
888		p = 0.992	p = 0.213
0.063	Observations	888	888
	Adiusted B ²	0.063	0.041

 $^*\mathrm{p}{<}0.1;$ $^{**}\mathrm{p}{<}0.05;$ $^{***}\mathrm{p}{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

Ever injured in factory OLS (1) (2) (2) (2) (3) (4) (4) (5) (5) (4) (5) (5) (6) (6) (7) (7) (7) (7) (7) (7) (7) (7) (7) (7		Depe	$Dependent \ variable:$
(1) 0.013 $p = 0.743$ -0.001 $p = 0.743$ 0.002 $p = 0.743$ -0.005 $p = 0.743$ -0.0077 $p = 0.227$ -0.005 $p = 0.743$ 0.022 $p = 0.000***$ $p = 0.000$ $p = 0.481$ $p = 0.005$ $p = 0.003$ $p = 0.003$ $p = 0.743$ $p = 0.009$ $p = 0.743$ $p = 0.009$ $p = 0.743$ $p = 0.003$ $p = 0.254$ 0.026 $p = 0.254$ 0.026 $p = 0.254$ 0.026 $p = 0.254$ 0.026 $p = 0.516$ $p = 0.516$		Ever in	ijured in factory
(1) 0.013 $p = 0.743$ -0.001 $p = 0.743$ 0.002 $p = 0.743$ -0.005 $p = 0.227$ -0.005 $p = 0.743$ 0.022 $p = 0.00$ $p = 0.743$ 0.022 $p = 0.005$ $p = 0.743$ $p = 0.743$ $p = 0.005$ $p = 0.003$ $p = 0.743$ $p = 0.005$ $p = 0.003$ $p = 0.743$ $p = 0.003$ $p = 0.743$ 0.038 $p = 0.743$ 0.038 $p = 0.743$ 0.026 $p = 0.743$ 0.026 $p = 0.743$ 0.026 $p = 0.743$ 0.026 $p = 0.516$ $p = 0.516$			STO
0.013 $p = 0.743$ -0.001 $p = 0.743$ 0.002 $p = 0.077$ $p = 0.005$ $p = 0.27$ -0.0005 $p = 0.743$ 0.022 $p = 0.743$ 0.022 $p = 0.000***$ -0.013 $p = 0.000***$ $p = 0.743$ $p = 0.000$ $p = 0.743$ $p = 0.000$ $p = 0.743$ $p = 0.000$ $p = 0.262$ $p = 0.254$ 0.026 $p = 0.254$ 0.026 $p = 0.254$ 0.026 $p = 0.516$ $p = 0.516$ $p = 0.516$		(1)	(2)
$\begin{array}{lll} p = 0.743 \\ -0.001 \\ p = 0.743 \\ 0.002 \\ p = 0.743 \\ -0.077 \\ p = 0.227 \\ -0.0005 \\ p = 0.227 \\ -0.005 \\ p = 0.743 \\ 0.022 \\ p = 0.000^{**}* \\ -0.013 \\ p = 0.000 \\ -0.013 \\ p = 0.743 \\ -0.013 \\ p = 0.000^{**}* \\ 0.038 \\ p = 0.000 \\ 0.038 \\ p = 0.0038 \\ p = 0.262 \\ -0.013 \\ p = 0.262 \\ -0.013 \\ p = 0.254 \\ 0.026 \\ p = 0.254 \\ 0.028 \\ p = 0.254 \\ 0.028 \\ p = 0.254 \\ 0.028 \\ p = 0.516 \\ 0.033 \\ 0.026 \\ p = 0.516 \\ 0.033 \\ 0.026 \\ p = 0.516 \\ 0.033 \\ 0.$	Gender: female	0.013	0.003
$\begin{array}{l} -0.001 \\ -0.002 \\ 0.002 \\ 0.002 \\ 0.002 \\ \end{array}$ rs) $\begin{array}{l} p = 0.743 \\ -0.077 \\ -0.0005 \\ p = 0.227 \\ -0.0005 \\ p = 0.743 \\ 0.022 \\ p = 0.000^{**} * \\ -0.013 \\ p = 0.000^{**} * \\ -0.013 \\ p = 0.000 \\ 0.038 \\ p = 0.262 \\ 0.038 \\ p = 0.262 \\ 0.038 \\ p = 0.262 \\ 0.038 \\ p = 0.254 \\ 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.516 \\ 0.033 \\ 0.026 \\ p = 0.254 \\ 0.028 \\ p = 0.516 \\ 0.033 \\ 0.026 \\ p = 0.254 \\ 0.028 \\ p = 0.516 \\ 0.033 \\ 0.026 \\ p = 0.516 \\ 0.033 \\ 0.034 \\ 0.034 \\ 0.034 \\ 0.034 \\ 0.034 \\ 0.035 \\ 0.0$		p = 0.743	p = 1.000
p = 0.743 0.002 p = 0.743 -0.077 p = 0.227 -0.0005 p = 0.743 0.022 p = 0.000*** 0.025 p = 0.481 0.151 p = 0.481 0.151 p = 0.481 0.151 p = 0.481 0.151 p = 0.481 0.038 p = 0.743 -0.013 p = 0.743 -0.038 p = 0.743 0.038 p = 0.743 0.038 p = 0.743 0.038 p = 0.262 -0.013 p = 0.254 0.128 p = 0.254 0.128 p = 0.254 0.128	Age	-0.001	-0.003
ceman 0.002 $p = 0.743$ -0.077 $p = 0.227$ -0.0005 $p = 0.743$ 0.022 $p = 0.743$ 0.022 $p = 0.000^{***}$ 0.151 $p = 0.481$ 0.151 $p = 0.481$ 0.151 $p = 0.481$ 0.013 $p = 0.743$ -0.013 $p = 0.743$ -0.038 $p = 0.262$ alts workers $p = 0.262$ -0.013 $p = 0.262$ $p = 0.263$ $p = 0.254$ $p = 0.263$		p = 0.743	p = 0.470
p = 0.743 -0.077 p = 0.227 -0.0005 p = 0.743 0.022 p = 0.000*** -0.005 p = 0.481 0.151 p = 0.481 0.151 p = 0.481 0.153 p = 0.000*** 0.038 p = 0.743 -0.097 p = 0.743 0.038 p = 0.743 0.038 p = 0.262 -0.013 p = 0.262	Years of schooling	0.002	-0.00005
rs) $\begin{array}{c} -0.077 \\ -0.0005 \\ -0.0005 \\ \end{array}$ p = 0.743 $\begin{array}{c} 0.022 \\ 0.022 \\ 0.022 \\ \end{array}$ p = 0.000*** $\begin{array}{c} -0.005 \\ -0.005 \\ \end{array}$ p = 0.481 $\begin{array}{c} 0.151 \\ 0.151 \\ \end{array}$ p = 0.481 $\begin{array}{c} 0.151 \\ 0.151 \\ \end{array}$ p = 0.743 $\begin{array}{c} -0.013 \\ \end{array}$ p = 0.743 $\begin{array}{c} -0.098 \\ 0.038 \\ \end{array}$ p = 0.743 $\begin{array}{c} 0.038 \\ \end{array}$ p = 0.0026 $\begin{array}{c} 0.026 \\ \end{array}$ p = 0.254 $\begin{array}{c} 0.026 \\ 0.026 \\ \end{array}$ p = 0.254 $\begin{array}{c} 0.026 \\ 0.026 \\ \end{array}$ p = 0.516 $\begin{array}{c} 389 \\ 0.033 \\ \end{array}$		p = 0.743	p = 1.000
rs) $p = 0.227 -0.0005 -0.0005$ $p = 0.743 -0.022$ $p = 0.000*** -0.005$ $p = 0.481 -0.151$ $p = 0.481 -0.151$ $p = 0.481 -0.151$ $p = 0.151$ $p = 0.151$ $p = 0.151$ $p = 0.013$ $p = 0.0038$ $p = 0.0038$ $p = 0.0038$ $p = 0.0038$ $p = 0.262$ 0.026 $p = 0.254$ 0.026 $p = 0.254$ 0.026 $p = 0.254$ 0.026 $p = 0.516$ $p = 0.516$ 0.038	Ever married	-0.077	-0.087
rs) -0.0005 p = 0.743 0.022 p = 0.000*** -0.005 p = 0.481 0.151 p = 0.481 0.151 p = 0.000*** -0.013 p = 0.000*** p = 0.743 -0.098 p = 0.262 0.038 p = 0.262 0.038 p = 0.262 0.038 p = 0.264 0.026 p = 0.254 0.026 p = 0.254 0.026 p = 0.516 0.033		p = 0.227	p = 0.369
p = 0.743 0.022 p = 0.000*** -0.005 p = 0.481 0.151 p = 0.00*** -0.013 p = 0.743 -0.097 p = 0.008** p = 0.743 0.038 p = 0.262 0.038 p = 0.262 0.038 p = 0.264 0.026 p = 0.254 0.026 p = 0.254 0.026 p = 0.516 p = 0.516	Experience in sector (yrs)	-0.0005	0.0003
eman 0.022 $p = 0.000^{***}$ -0.005 p = 0.481 0.151 p = 0.481 0.151 $p = 0.00^{***}$ p = 0.003 p = 0.009 p = 0.038 p = 0.262 p = 0.262 p = 0.262 p = 0.262 p = 0.243 p = 0.254 p = 0.254 p = 0.254 p = 0.254 p = 0.254 p = 0.262 p = 0.262		p = 0.743	p = 0.872
neman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.022	0.018
neman -0.005 p = 0.481 0.151 p = 0.000*** -0.013 p = 0.743 -0.097 p = 0.097 p = 0.097 p = 0.000 p = 0.262 p = 0.263 p = 0.264 p = 0.264		$p = 0.000^{***}$	p = 0.248
$\begin{array}{c} p = 0.481 \\ 0.151 \\ 0.151 \\ 0.000^{***} \\ -0.013 \\ p = 0.743 \\ -0.097 \\ p = 0.000^{***} \\ 0.038 \\ p = 0.262 \\ 0.038 \\ p = 0.262 \\ -0.013 \\ p = 0.743 \\ 0.026 \\ p = 0.743 \\ 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.516 \\ 0.033 \\ 0.033 \end{array}$	7.1: position helper/lineman	-0.005	-0.013
$\begin{array}{c} 0.151 \\ p = 0.000^{***} \\ -0.013 \\ p = 0.743 \\ -0.097 \\ p = 0.000^{**} \\ 0.038 \\ p = 0.262 \\ -0.013 \\ p = 0.743 \\ p = 0.743 \\ p = 0.743 \\ 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.516 \\ 0.033 \\ 0.033 \end{array}$		p = 0.481	p = 1.000
$\begin{array}{c} p = 0.000^{***} \\ -0.013 \\ p = 0.743 \\ -0.097 \\ p = 0.000^{***} \\ 0.038 \\ p = 0.262 \\ -0.013 \\ p = 0.262 \\ p = 0.243 \\ p = 0.743 \\ 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.516 \\ 0.033 \\ 0.033 \end{array}$	7.1: position operator	0.151	0.145
$\begin{array}{c} -0.013 \\ p = 0.743 \\ -0.097 \\ p = 0.000^{***} \\ 0.038 \\ p = 0.262 \\ -0.013 \\ p = 0.743 \\ 0.026 \\ p = 0.743 \\ 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.254 \\ 0.028 \\ p = 0.254 \\ 0.038 \\ 0.0389 \\ 0.033 \end{array}$		$p = 0.000^{***}$	p = 0.230
$\begin{array}{c} p = 0.743 \\ -0.097 \\ p = 0.000^{***} \\ 0.038 \\ p = 0.262 \\ 0.026 \\ p = 0.743 \\ 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.254 \\ 0.128 \\ p = 0.516 \\ 0.033 \\ 0.033 \end{array}$	Factory code 63	-0.013	
$\begin{array}{c} -0.097 \\ -0.000^{***} \\ 0.038 \\ p = 0.262 \\ \text{sults workers} \\ -0.013 \\ p = 0.743 \\ 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.254 \\ 0.128 \\ p = 0.516 \\ 0.033 \end{array}$		p = 0.743	
p = 0.000*** 0.038 $p = 0.262$ sults workers -0.013 $p = 0.743$ 0.026 $p = 0.254$ 0.128 $p = 0.256$ 0.028 0.028 0.028 0.028	Factory code 90	-0.097	
0.038 $p = 0.262$ sults workers -0.013 $p = 0.743$ 0.026 $p = 0.254$ 0.128 $p = 0.256$ 389 0.033		$p = 0.000^{***}$	
p = 0.262 -0.013 p = 0.743 0.026 p = 0.254 0.128 p = 0.254 0.128 p = 0.254 0.023	9.1: Factory has rules	0.038	0.031
wults workers -0.013 p = 0.743 0.026 p = 0.254 0.128 p = 0.516 p = 0.516		p = 0.262	p = 0.377
$\begin{array}{c} p = 0.743 \\ 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.516 \\ 389 \\ 0.033 \end{array}$	9.1: Management consults workers	-0.013	-0.010
$\begin{array}{c} 0.026 \\ p = 0.254 \\ 0.128 \\ p = 0.516 \\ 389 \\ 0.033 \end{array}$		p = 0.743	p = 0.613
p = 0.254 0.128 $p = 0.516$ 389	9.1: Must obey orders	0.026	0.004
0.128 $p = 0.516$ 389		p = 0.254	p = 0.636
p = 0.516 389	Constant	0.128	0.178
389			p=0.513
0.033	Observations	389	389
	Adinstod B2	0.033	8600

 $^*p{<}0.1;\ ^{**}p{<}0.05;\ ^{***}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

	Depe	Dependent variable.
	Ever i	Ever injured in factory
		STO
	(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
0 9. Summission —: 11 0:15 —: (b. 100 (b. 100 (b. 100 cm))	$p = 0.008^{***}$	$p = 0.002^{***}$
9.2: Supervisor win side with me (numeric)	-0.021 $n = 0.114$	-0.028
9.2: Respect supervisor (numeric)	-0.004	0.015
	p = 0.883	p = 0.553
9.2: Supervisor speaks openly (numeric)		0.022
9.2: I get fair salary (numeric)	p = 0.178 -0.015	p = 0.31/ -0.009
	p = 0.229	p = 0.410
Gender: female	0.076	0.028
Δ mo	$p = 0.073^*$	p = 0.459
	0.003	0.000
Years of schooling		
	p = 0.431	p = 0.742
Ever married	-0.128	-0.124
	$p = 0.006^{***}$	$p = 0.004^{***}$
Experience in sector (yrs)	0.001	0.0002
Towns of footows (1700)	p = 0.812	p = 0.971
renue at tactory (yrs)	p = 0.124	0.0037**
7.1: position helper/lineman	-0.055	-0.025
	p = 0.416	p = 0.690
7.1: position operator	0.101 $5 - 0.088*$	$0.134 \\ -0.018**$
Factory code 13	P = 0.000	0100
	p = 0.448	
Factory code 63	0.080	
	p = 0.553	
Factory code 90	0.017	
į	p = 0.897	
Constant	0.004 0.004 0.086	$\begin{array}{c} 0.104 \\ \sim -0.467 \end{array}$
	p - 0.300	p - 0.401
Observations	888	888
Adjusted R^2	0.071	0.054

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

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

	Depend	$Dependent\ variable:$
	Ever inju	Ever injured in factory
		STO
	(1)	(2)
9.2: Supervisor respects me (numeric)	-0.106	-0.117
	p = 0.241	p = 0.226
9.2: Supervisor doesn't use bad lang (numeric)	0.100	0.111
	p = 0.241	p = 0.269
9.2: Supervisor will side with me (numeric)	-0.010	-0.013
0.9. Respect supervisor (numeric)	p = 0.471	p = 0.647 -0.007
o.z. respect super visor (municipe)	p = 0.733	0.000
9.2: Supervisor speaks openly (numeric)	0.045	0.050
	p = 0.492	p = 0.514
9.2: I get fair salary (numeric)	-0.026	-0.017
Gender: female	p = 0.471	p = 1.000
	p = 0.733	p = 0.876
Age	-0.001	-0.002
	p = 0.733	p = 0.369
Years of schooling	0.002	0.0003
	p = 0.733	p = 0.887
Ever married	-0.074	-0.081
	p = 0.262	$\mathrm{p}=0.522$
Experience in sector (yrs)	0.0001	
EE	p = 0.733	p = 0.883
renue at tactory (31s)	0.020	0.017
7.1: position helper/lineman	-0.007	-0.009
	p = 0.733	p = 1.000
7.1: position operator	0.151	0.149
	$p = 0.000^{***}$	p = 0.135
Factory code 63	-0.013	
Rootsus 200 do 00	p = 0.492	
ractory code 30	-0.003	
Constant	p = 0.000	0.130
	p = 0.471	p = 0.478
Observations	389	389
Adjusted \mathbb{R}^2	0.050	0.049

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

	Depe	$Dependent\ variable:$
	Ever in	Ever injured in factory
		STO
	(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 0.8 0.8 0.8	0.004 0.004 0.004
9.2: Respect supervisor (disagree dummy)	0.040	0.007
	p = 0.528	p = 0.902
9.2: Supervisor speaks openly (disagree dummy)	-0.013 $= 0.789$	-0.008
9.2: I get fair salary (disagree dummy)	p = 0.762 0.020	p = 0.034 0.008
	p = 0.516	p = 0.793
Gender: female	0.084	0.034
A res	$p = 0.048^{**}$	p = 0.377
Age	0.003 0.327	0.001 0.001
Years of schooling	0.004	0.0003
)	p = 0.473	p = 0.949
Ever married	-0.135	-0.134
	$p = 0.004^{***}$	$p = 0.002^{***}$
Experience in sector (yrs)	0.001 n — 0.898	0.0002
Tenure at factory (yrs)	p = 0.020	P = 0.300 0.012
	p = 0.113	$\mathrm{p}=0.052^*$
7.1: position helper/lineman	-0.057	-0.022 -0.790
7.1: position operator	P = 0.305	$\frac{1}{2} = \frac{1}{2}$
	$p = 0.082^*$	$p = 0.014^{**}$
Factory code 13	0.071 $p = 0.597$	
Factory code 63	0.050	
•	p = 0.710	
Factory code 90	-0.026	
	p = 0.846	(
Constant	0.009 $r = 0.957$	0.140 $3.00 - 3.00$ 3.00 3.00 3.00
		P = 0:100
Observations Adjusted \mathbb{R}^2	888 0.059	888 0.039
·		

 $^*p<0.1;\ ^{**}p<0.05;\ ^{**}p<0.01$ Clustered by factory. Includes factory fixed effects.

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

	Depe	Dependent variable.
	Ever i	Ever injured in factory
		STO
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.095	0.125
	$p = 0.000^{***}$	p = 0.237
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.068	-0.093
	p = 0.500	p = 0.365
9.2: Supervisor will side with me (disagree dummy)	0.016	0.019
	p = 0.490	p = 0.634
9.2: Respect supervisor (disagree dummy)	-0.039	-0.036
	p = 0.758	p = 1.000
9.2: Supervisor speaks openly (disagree dummy)	-0.056	790.0—
9.2: I get fair salary (disagree dummy)	p = 0.258 0.040	p = 0.370 0.016
	p = 0.490	p = 0.862
Gender: female	0.019	0.009
	p = 0.758	p = 0.881
Age	-0.001	-0.002
	p = 0.758	p = 0.489
Years of schooling	0.002	0.0001
	p = 0.758	p = 1.000
Ever married	-0.073	-0.080
	p = 0.526	p = 0.502
Experience in sector (yrs)	-0.00003	0.001
	p = 0.758	p = 1.000
Tenure at factory (yrs)	0.021	0.017
	$p = 0.000^{***}$	p = 0.248
7.1: position neiper/ ineman	-0.015	-0.022 -1.000
7.1: position operator	P = 0.929 0.144	P = 1.000 0.141
	$p = 0.000^{***}$	p = 0.239
Factory code 63	-0.012	
	p = 0.758	
Factory code 90	-0.095	
	$p = 0.000^{***}$	
Constant	0.122	0.167
	p = 0.490	p = 0.478
Observations	389	389
Adinsted D2	0600	2000

 $^*p{<}0.1;\ ^{**}p{<}0.05;\ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

Good supervisor rship (index) -0.011 -0.011 -0.011 0.083 0.003 0.003 0.004 s of schooling 0.004 married 0.004 rience in sector (yrs) 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 0.003 0.003 ory code 0.003 0.004 0.001 0.003 ory code 0.003 0.003 ory code 0.003 0.003 0.003 ory code 0.003 0.003 0.003 0.003 stant 0.033			
Good supervisor rship (index)		Ever in	Ever injured in factory
ship (index) rs) eman			STO
Good supervisor rship (index) ler: female s of schooling married arience in sector (yrs) ue at factory (yrs) position helper/lineman position operator ory code 13 ory code 63 ory code 63 stant		(1)	(2)
der: female married rience in sector (yrs) re at factory (yrs) position helper/lineman position operator ory code 13 ory code 63 ory code 63 stant		-0.011	-0.009
der: female married rience in sector (yrs) re at factory (yrs) position helper/lineman position operator ory code 13 ory code 63 ory code 63 stant	= d	= 0.588	p = 0.614
s of schooling married rience in sector (yrs) re at factory (yrs) position helper/lineman position operator ory code 13 ory code 63 ory code 63 stant		0.083	0.032
s of schooling married rience in sector (yrs) we at factory (yrs) position helper/lineman position operator ory code 13 ory code 63 ory code 63 stant	$=$ \vec{q}	: 0.046**	p = 0.405
s of schooling married rience in sector (yrs) ure at factory (yrs) position helper/lineman position operator ory code 13 ory code 63 ory code 63 stant)	0.003	0.001
rs) eman	= d	= 0.324	p = 0.715
rs) eman		0.004	0.0001
rs) eman	= d	= 0.466	p = 0.980
rs) eman		-0.136	-0.135
rs) eman	= d	0.004^{***}	$p = 0.002^{***}$
eman		0.001	0.0001
eman	= d	= 0.853	p = 0.991
per/lineman srator		0.012	0.012
per/lineman srator	= d	= 0.105	$p = 0.050^{**}$
srator	,	-0.063	-0.024
erator	= d	= 0.356	p = 0.702
		0.101	0.138
	= d	*680.0	$p = 0.015^{**}$
a a a		0.065	
<u>a</u> a	= d	= 0.629	
מ מ מ		0.043	
· a. a	= d	= 0.750	
d a		-0.034	
Ω		= 0.801	
p = 0.846		0.033	0.152
T	= d	= 0.846	p = 0.127
Observations 888		888	888
		0.064	0.043

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

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

Ever inj tood supervisor rship (index)	Ever injured in OLS (1) Good supervisor rship (index) -0.003 der: female 0.014 b = 0.740 0.014 p = 0.740 0.002 p = 0.740 p = 0.078 p = 0.0002 p = 0.000 p = 0.003 p = 0.000 p = 0.000 p = 0.003 p = 0.000 p = 0.003 p = 0.036 p = 0.036		*	
Good supervisor rship (index)	Good supervisor rship (index)		Ever in	njured in factory
Good supervisor rship (index)	Good supervisor rship (index)			STO
Good supervisor rship (index) -0.003 her: female 0.014 letter female 0.014 so f schooling 0.002 married 0.002 rience in sector (yrs) 0.002 p = 0.740 0.002 p = 0.740 here at factory (yrs) 0.002 p = 0.740 here at factory (yrs) 0.021 p = 0.740 hosition helper/lineman 0.021 p = 0.000*** hosition operator 0.021 p = 0.000 here 0.002 p = 0.000 here 0.002 p = 0.000 here 0.002 p = 0.007 here 0.002 her	Good supervisor rship (index) -0.003 her: female 0.014 letter female 0.014 so f schooling 0.002 married 0.002 rience in sector (yrs) 0.002 p = 0.740 neat factory (yrs) 0.002 p = 0.740 p = 0.740 p = 0.740 position helper/lineman 0.021 p = 0.000*** position operator 0.021 p = 0.000 p = 0.000 p = 0.007 p = 0.003 rvations 0.036		(1)	(2)
be:: female 0.740 ler:: female 0.014 s of schooling 0.002 married 0.002 rience in sector (yrs) 0.002 respectively 0.002 p = 0.740 0.002 p = 0.740 0.002 p = 0.740 0.002 p = 0.740 position helper/lineman 0.021 p = 0.000*** position operator 0.148 p = 0.000 p = 0.007 p = 0.007 p = 0.007 p = 0.009 p = 0.009 p = 0.009 p = 0.092 p = 0.093 stant 0.145 p = 0.036 stred 0.145 p = 0.036	p = 0.740 der: female 0.014 p = 0.740 -0.001 p = 0.740 -0.002 p = 0.740 p = 0.740 0.002 p = 0.740 p = 0.002 p = 0.000*** p = 0.000*** p = 0.000 p = 0.036 p = 0.036 p = 0.036	9.2: Good supervisor rship (index)	-0.003	0.005
ter: female 0.014 0.014 0.001 s of schooling 0.002 married 0.002 p = 0.740 0.002 p = 0.740 0.002 p = 0.740 0.002 p = 0.740 p = 0.000*** position helper/lineman 0.021 p = 0.000*** position operator 0.148 p = 0.000** ory code 63 0.000 p = 0.000** ory code 90 0.000 p = 0.000** p = 0.000** p = 0.000** p = 0.000** p = 0.000** p = 0.003 p = 0.003 p = 0.003 p = 0.036	ter: female 0.014 0.014 0.001 s of schooling 0.002 married 0.002 p = 0.740 0.002 p = 0.740 0.002 p = 0.740 0.002 p = 0.740 p = 0.740 p = 0.000*** p = 0.000*** p = 0.000*** p = 0.000*** p = 0.000** p = 0.007 p = 0.007 p = 0.007 p = 0.007 p = 0.007 p = 0.007 p = 0.003 p = 0.008** p = 0.740 0.148 p = 0.740 0.148 p = 0.740 p = 0.007 p = 0.003 p = 0.003 p = 0.003 p = 0.003 p = 0.003		p = 0.740	
p = 0.740 -0.001 p = 0.740 married 0.002 p = 0.740 rience in sector (yrs) p = 0.237 re at factory (yrs) p = 0.740 position helper/lineman p = 0.740 position operator p = 0.009 position operator p = 0.740 ory code 63 p = 0.007 ory code 90 p = 0.007 p = 0.092 p = 0.092 stant p = 0.503 srvations 389 srted R² 0.036	be of schooling be 0.740 and a sof schooling be 0.002 married 0.002 rience in sector (yrs) 0.0237 arience in sector (yrs) 0.0237 arience in sector (yrs) 0.0237 be 0.002 reat factory (yrs) 0.0237 pe 0.002 position helper/lineman 0.0237 pe 0.009 position operator 0.148 provide 0.033 ory code 0.033 provide 0.000 provided 0.000 provided 0.000 provided 0.000 provided 0.000	Gender: female	0.014	0.003
a of schooling $\begin{array}{cccccccccccccccccccccccccccccccccccc$	as of schooling $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.740	p = 1.000
s of schooling $p = 0.740$ married $p = 0.740$ married $p = 0.740$ reience in sector (yrs) $p = 0.237$ reat factory (yrs) $p = 0.740$ reat factory (yrs) $p = 0.740$ position helper/lineman $p = 0.000$ position operator $p = 0.740$ position operator $p = 0.740$ ory code 63 $p = 0.007$ provide 63 $p = 0.003$ provide 63	be of schooling by the color of schooling b	Age	-0.001	-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.740	p = 0.480
p = 0.740 -0.078 $p = 0.237 -0.0002$ $p = 0.740 0.021$ $p = 0.740 0.021$ $p = 0.740 0.021$ $p = 0.000 *** 0.148$ $p = 0.007 0.148$ $p = 0.007 0.148$ $p = 0.007 0.148$ $p = 0.740 0.148$ $p = 0.740 0.007$ $p = 0.740 0.007$ $p = 0.740 0.007$ $p = 0.740 0.007$ $p = 0.007$ $p = 0.007$ $p = 0.003$ 9.99	p = 0.740 -0.078 $p = 0.237 -0.0002$ $p = 0.740 0.021$ $p = 0.740 0.021$ $p = 0.740 0.021$ $p = 0.000 ***$ -0.009 $p = 0.740 0.148$ $p = 0.007$ $p = 0.740 0.007$ $p = 0.145$ $p = 0.003$ 389 0.036	Years of schooling	0.002	0.0001
$\begin{array}{l} -0.078 \\ -0.0002 \\ -0.0002 \\ p = 0.740 \\ 0.021 \\ p = 0.021 \\ -0.009 \\ p = 0.000 *** \\ -0.009 \\ p = 0.740 \\ 0.148 \\ p = 0.007 \\ 0.036 \\ 0.036 \\ 0.036 \\ \end{array}$	$\begin{array}{c} -0.078 \\ -0.002 \\ p = 0.237 \\ -0.0002 \\ p = 0.740 \\ 0.021 \\ p = 0.000 *** \\ -0.009 \\ p = 0.740 \\ 0.148 \\ p = 0.000 *** \\ -0.007 \\ p = 0.007 \\ 0.008 \\ \end{array}$		p = 0.740	p = 0.879
$\begin{array}{c} p = 0.237 \\ -0.0002 \\ p = 0.740 \\ 0.021 \\ p = 0.000 *** \\ -0.009 \\ p = 0.740 \\ 0.148 \\ p = 0.740 \\ -0.007 \\ p = 0.000 *** \\ -0.007 \\ p = 0.000 *** \\ 0.145 \\ p = 0.000 *** \\ 0.036 \\ 0.036 \\ \end{array}$	$\begin{array}{c} p = 0.237 \\ -0.0002 \\ p = 0.740 \\ 0.021 \\ p = 0.000^{***} \\ -0.009 \\ p = 0.740 \\ 0.148 \\ p = 0.740 \\ -0.007 \\ p = 0.000^{***} \\ -0.092 \\ p = 0.000 \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \\ \end{array}$	Ever married	-0.078	-0.084
$\begin{array}{c} -0.0002 \\ p = 0.740 \\ 0.021 \\ p = 0.002 \\ -0.009 \\ p = 0.009 \\ 0.148 \\ p = 0.740 \\ -0.007 \\ p = 0.007 \\ 0.036 \\ 0.036 \\ \end{array}$	$\begin{array}{c} -0.0002 \\ p = 0.740 \\ 0.021 \\ p = 0.000^{***} \\ -0.009 \\ p = 0.740 \\ 0.148 \\ p = 0.740 \\ -0.007 \\ p = 0.007 \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \\ \end{array}$		p = 0.237	p = 0.496
p = 0.740 0.021 $p = 0.000***$ -0.009 $p = 0.740$ 0.148 $p = 0.007$ $p = 0.007$ $p = 0.740$ -0.092 $p = 0.0092$ $p = 0.740$ -0.092 $p = 0.503$ $p = 0.036$ 0.036	p = 0.740 0.021 $p = 0.000***$ -0.009 $p = 0.740$ 0.148 $p = 0.007$ $p = 0.740$ -0.007 $p = 0.740$ -0.092 $p = 0.740$ -0.092 $p = 0.740$ -0.093 $p = 0.000***$ 0.145 $p = 0.000***$ 0.045	Experience in sector (yrs)	-0.0002	0.0005
$\begin{array}{l} \text{p} = 0.021 \\ -0.009 \\ \text{p} = 0.740 \\ 0.148 \\ \text{p} = 0.740 \\ -0.007 \\ \text{p} = 0.740 \\ -0.007 \\ \text{p} = 0.740 \\ -0.092 \\ \text{p} = 0.740 \\ -0.092 \\ \text{p} = 0.000 *** \\ 0.145 \\ \text{p} = 0.0036 \\ 0.036 \\ \end{array}$	$\begin{array}{c} 0.021 \\ 0.021 \\ -0.009 \\ p = 0.740 \\ 0.148 \\ p = 0.007 \\ -0.007 \\ p = 0.740 \\ -0.092 \\ p = 0.000 *** \\ 0.045 \\ p = 0.503 \\ 389 \\ 0.036 \\ \end{array}$		p = 0.740	p = 0.895
p = 0.000*** -0.009 $p = 0.740$ 0.148 $p = 0.007$ $p = 0.740$ -0.092 $p = 0.740$ -0.092 $p = 0.145$ $p = 0.145$ $p = 0.503$ 389 0.036	p = 0.000*** -0.009 $p = 0.740$ 0.148 $p = 0.007$ $p = 0.740$ -0.092 $p = 0.740$ -0.092 $p = 0.145$ $p = 0.503$ 389 0.036	Tenure at factory (yrs)	0.021	0.018
$\begin{array}{l} -0.009 \\ -0.009 \\ 0.148 \\ 0.148 \\ -0.007 \\ \end{array}$ $\begin{array}{l} p = 0.740 \\ -0.092 \\ p = 0.740 \\ -0.092 \\ \end{array}$ $\begin{array}{l} p = 0.740 \\ -0.092 \\ p = 0.000*** \\ 0.145 \\ p = 0.503 \\ \end{array}$ $\begin{array}{l} 389 \\ 0.036 \\ \end{array}$	$\begin{array}{c} -0.009 \\ -0.009 \\ 0.148 \\ p = 0.148 \\ -0.007 \\ p = 0.740 \\ -0.092 \\ p = 0.000 *** \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \\ \end{array}$		$p = 0.000^{***}$	p = 0.259
p = 0.740 0.148 p = 0.000*** -0.007 p = 0.740 -0.092 p = 0.000*** 0.145 p = 0.0036 0.036	p = 0.740 0.148 p = 0.000*** -0.007 p = 0.740 -0.092 p = 0.000*** 0.145 p = 0.0036	7.1: position helper/lineman	-0.009	-0.018
arator 0.148 $p = 0.000^{***}$ -0.007 p = 0.740 -0.092 $p = 0.000^{***}$ 0.145 p = 0.503 389 0.036	arator $\begin{array}{c} 0.148 \\ p = 0.000^{***} \\ -0.007 \\ \hline p = 0.740 \\ -0.092 \\ \hline p = 0.000^{***} \\ 0.145 \\ \hline p = 0.503 \\ 389 \\ 0.036 \\ \end{array}$		p = 0.740	p = 0.752
$p = 0.000^{***}$ -0.007 $p = 0.740$ -0.092 $p = 0.000^{***}$ 0.145 $p = 0.503$ 389 0.036	$\begin{array}{c} p = 0.000^{***} \\ -0.007 \\ p = 0.740 \\ -0.092 \\ p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \\ \end{array}$	7.1: position operator	0.148	0.143
$\begin{array}{c} -0.007 \\ -0.007 \\ p = 0.740 \\ -0.092 \\ p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \end{array}$	$\begin{array}{c} -0.007 \\ -0.007 \\ -0.092 \\ p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \\ \end{array}$		p = 0.000***	p = 0.230
$\begin{array}{c} p = 0.740 \\ -0.092 \\ p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \end{array}$	$\begin{array}{c} p = 0.740 \\ -0.092 \\ p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \end{array}$	Factory code 63	-0.007	
$\begin{array}{c} -0.092 \\ p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \end{array}$	$\begin{array}{c} -0.092 \\ p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \end{array}$		p = 0.740	
$\begin{array}{c} p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ \end{array}$ $\begin{array}{c} 389 \\ 0.036 \\ \end{array}$	$\begin{array}{c} p = 0.000^{***} \\ 0.145 \\ p = 0.503 \\ \end{array}$ $\begin{array}{c} 389 \\ 0.036 \\ \end{array}$	Factory code 90	-0.092	
$\begin{array}{c} 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \end{array}$	$\begin{array}{c} 0.145 \\ p = 0.503 \\ 389 \\ 0.036 \end{array}$		$p = 0.000^{***}$	
p = 0.503 389 0.036	p = 0.503 389 0.036	Constant	0.145	0.187
389 0.036	389 0.036		p = 0.503	p = 0.515
0.036	0.036	Observations	389	389
		$ m Adjusted~R^2$	0.036	0.032
		N_{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 + factory FE

Ever injured in fa (1) (1) pervisor rship (index) -0.004 0.083 ale 0.083 0.083 0.003 0.003 0.003 0.003 0.004 0.003 0.004 0.003 0.001		Depe	$Dependent\ variable:$
(1) Good supervisor rship (index)		Ever i	njured in factory
Good supervisor rship (index)			STO
Good supervisor rship (index) -0.004 der: female 0.083 der: female 0.083 s of schooling $p = 0.047^{**}$ nmarried $p = 0.337$ rience in sector (yrs) $p = 0.445$ reat factory (yrs) $p = 0.004^{***}$ position helper/lineman $p = 0.098^*$ position operator $p = 0.095^*$ ory code 03 $p = 0.095^*$ ory code 63 $p = 0.621$ ory code 63 $p = 0.621$ ory code 63 $p = 0.036$ ory code 63 $p = 0.760$ Management consults workers		(1)	(2)
p = 0.861 der: female 0.083 p = 0.047** 0.003 p = 0.377 p = 0.337 0.004 p = 0.445 regrete in sector (yrs) p = 0.445 p = 0.445 p = 0.004 p = 0.045 p = 0.012 p = 0.012 p = 0.095* p = 0.095 p = 0.095 p = 0.790 p = 0.399 p = 0.995 p = 0.995	9.2: Good supervisor rship (index)	-0.004	-0.006
her: female 0.083 p = 0.047** 0.003 p = 0.377 0.004 p = 0.337 0.004 p = 0.445 0.001 p = 0.445 0.001 p = 0.045 0.001 p = 0.045 0.001 p = 0.045 0.001 p = 0.045 0.001 p = 0.067 0.000 p = 0.095* 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.007 0.006 0.007			p = 0.781
s of schooling $p = 0.047^{**}$ naarried $p = 0.445$ married $p = 0.445$ erience in sector (yrs) $p = 0.004^{***}$ p = 0.044* $p = 0.044^{***}$ rience in sector (yrs) $p = 0.001$ p = 0.04* $p = 0.098^{**}$ position helper/lineman $p = 0.064$ p = 0.095* 0.006 ory code 13 $p = 0.095$ ory code 63 $p = 0.036$ Management consults workers $p = 0.415$ Must obey orders $p = 0.399$ or code 63 $p = 0.995$ or code 63 $p = 0.995$ or code 63 $p = 0.999$ or code 63 $p = 0.999$	Gender: female	0.083	0.031
s of schooling $p = 0.337$ nearried $p = 0.445$ nearried $p = 0.445$ eve at factory (yrs) $p = 0.004^{***}$ position helper/lineman $p = 0.098^*$ position operator $p = 0.098^*$ position operator $p = 0.095^*$ ory code 13 $p = 0.095^*$ ory code 63 $p = 0.095^*$ ory code 63 $p = 0.036$ ory code 63 $p = 0.036$ ory code 90 $p = 0.036$ Management consults workers $p = 0.415$ Must obey orders $p = 0.936$ or of 4 $p = 0.995$ arvations $p = 0.995$ arvations $p = 0.995$		$p = 0.047^{**}$	p = 0.423
s of schooling $p = 0.337$ s of schooling $p = 0.445$ married $p = 0.004^{***}$ erience in sector (yrs) $p = 0.001$ p e 0.001 $p = 0.003^*$ position helper/lineman $p = 0.064$ position operator $p = 0.064$ position operator $p = 0.064$ position operator $p = 0.004$ provided 13 $p = 0.004$ ory code 63 $p = 0.03$ ory code 63 $p = 0.03$ p e 0.760 ory code 90 $p = 0.790$ Factory has rules $p = 0.790$ p e 0.737 $p = 0.415$ Must obey orders $p = 0.399$ stant $p = 0.995$ p e 0.995 p e 0.995	Age	0.003	0.001
$\begin{array}{c} 0.004 \\ \text{p} = 0.445 \\ -0.135 \\ -0.135 \\ \text{p} = 0.004^{***} \\ 0.001 \\ \text{p} = 0.867 \\ 0.012 \\ \text{p} = 0.98^{*} \\ -0.064 \\ \text{p} = 0.095^{*} \\ 0.100 \\ \text{p} = 0.095^{*} \\ 0.066 \\ \text{p} = 0.095 \\ 0.041 \\ \text{p} = 0.790 \\ 0.041 \\ \text{p} = 0.790 \\ 0.036 \\ \text{p} = 0.790 \\ 0.037 \\ \text{p} = 0.995 \\ 0.001 \\ \text{p} = 0.995 \\ 0.001 \\ \text{p} = 0.995 \\ 0.0693 \\ 0.001 \\ \text{p} = 0.995 \\ 0.0693 \\ 0.001 \\ \text{p} = 0.995 \\ 0.0693 \\ 0.0693 \\ 0.001 \\ \text{p} = 0.995 \\ 0.0693 \\ 0.0$		p = 0.337	p = 0.714
$p = 0.445$ -0.135 $p = 0.004^{***}$ 0.001 $p = 0.867$ 0.012 $p = 0.098^{*}$ -0.064 $p = 0.348$ 0.100 $p = 0.348$ 0.006 $p = 0.621$ 0.041 $p = 0.760$ -0.036 $p = 0.760$ -0.036 $p = 0.770$ 0.037 $p = 0.790$ 0.037 $p = 0.790$ 0.044 $p = 0.399$ 0.001 $p = 0.995$ 0.001	Years of schooling	0.004	0.0003
$\begin{array}{l} p = 0.035 \\ -0.135 \\ 0.001 \\ p = 0.867 \\ 0.012 \\ 0.012 \\ 0.012 \\ -0.064 \\ p = 0.098^* \\ -0.064 \\ p = 0.348 \\ 0.100 \\ p = 0.348 \\ 0.100 \\ p = 0.006 \\ p = 0.006 \\ p = 0.006 \\ p = 0.006 \\ p = 0.760 \\ -0.036 \\ p = 0.760 \\ -0.036 \\ p = 0.770 \\ 0.037 \\ p = 0.790 \\ 0.044 \\ p = 0.399 \\ 0.001 \\ p = 0.995 \\ 0.001 \\ p = 0.995 \\ 0.002 \\ 0.001 \\ 0.002 \\ 0.002 \\ 0.001 \\ 0.002 \\ 0.001 \\ 0.002 \\ 0.001 \\ 0.001 \\ 0.002 \\ 0.001 \\ 0.002 \\ 0.001 \\ 0.002 \\ 0.001 \\ 0.002 \\ $		p = 0.445	p = 0.956
$\begin{array}{c} p = 0.004 \\ 0.001 \\ 0.001 \\ 0.012 \\ 0.012 \\ 0.004 \\ p = 0.095 * \\ 0.066 \\ p = 0.095 * \\ 0.066 \\ p = 0.006 \\ 0.041 \\ p = 0.760 \\ -0.036 \\ p = 0.760 \\ -0.036 \\ p = 0.790 \\ 0.044 \\ p = 0.570 \\ 0.044 \\ p = 0.599 \\ 0.001 \\ p = 0.995 \\ 0.001 \\ 0.001 \\ \end{array}$	Ever married	-0.135	-0.135 $-0.009***$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (vrs)	p = 0.004	500.5 — d -0.0000
$\begin{array}{c} 0.012 \\ p = 0.098^* \\ -0.064 \\ p = 0.348 \\ 0.100 \\ p = 0.348 \\ 0.066 \\ p = 0.095^* \\ p = 0.095 \\ 0.041 \\ p = 0.621 \\ 0.041 \\ p = 0.790 \\ 0.037 \\ p = 0.790 \\ 0.037 \\ p = 0.415 \\ p = 0.415 \\ p = 0.415 \\ p = 0.339 \\ 0.036 \\ p = 0.570 \\ 0.036 \\ p = 0.570 \\ p = 0.995 $	()	p = 0.867	p = 1.000
$\begin{array}{c} p = 0.098^* \\ -0.064 \\ -0.064 \\ p = 0.348 \\ 0.100 \\ p = 0.400 \\ 0.041 \\ p = 0.760 \\ -0.036 \\ p = 0.790 \\ 0.037 \\ p = 0.097 \\ p = 0.995 \\ p = 0.$	Tenure at factory (yrs)	0.012	0.012
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.098^*$	$p = 0.050^{**}$
$\begin{array}{c} p = 0.348 & p \\ 0.100 & \\ 0.100 & \\ 0.006 & \\ 0.066 & \\ p = 0.621 & \\ 0.041 & \\ p = 0.760 & \\ -0.036 & \\ p = 0.790 & \\ 0.037 & \\ p = 0.790 & \\ 0.037 & \\ p = 0.790 & \\ 0.044 & \\ p = 0.570 & \\ p = 0.995 & \\ $	7.1: position helper/lineman	-0.064	-0.027
$\begin{array}{c} 0.100 \\ 0.100 \\ 0.066 \\ 0.066 \\ 0.066 \\ 0.041 \\ 0.041 \\ 0.041 \\ 0.036 \\ 0.037 \\ 0.036 \\ 0.037 \\ 0.036 \\ 0.037 \\ 0.036 \\ 0.037 \\ 0.036 \\ 0.037 \\ 0.036 \\ 0.037 \\ 0.039 \\ 0.039 \\ 0.044 \\ 0.044 \\ 0.044 \\ 0.044 \\ 0.091 \\ 0.001 \\ 0.001 \\ 0.002 \\ 0.002 \\ 0.002 \\ 0.002 \\ 0.002 \\ 0.003 \\ 0.001 \\ 0.001 \\ 0.002 \\ 0.002 \\ 0.002 \\ 0.002 \\ 0.003 \\ 0.002 \\ 0.002 \\ 0.003 \\ 0.003 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.001 \\ 0.002 \\ 0.002 \\ 0.002 \\ 0.002 \\ 0.003 \\ 0.003 \\ 0.003 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.0001 $		p = 0.348	p = 0.671
$p = 0.095^{-}$ 0.066 $p = 0.621$ 0.041 $p = 0.760$ -0.036 $p = 0.790$ 0.037 $p = 0.415$ $p = 0.415$ $p = 0.415$ $p = 0.399$ $p = 0.399$ $p = 0.399$ $p = 0.995$ $p = 0.995$	7.1: position operator	0.100	0.136
$\begin{array}{c} 0.066 \\ \text{p} = 0.621 \\ 0.041 \\ 0.041 \\ \text{p} = 0.760 \\ -0.036 \\ \text{p} = 0.790 \\ 0.037 \\ \text{p} = 0.415 \\ 0.036 \\ \text{p} = 0.570 \\ 0.044 \\ \text{p} = 0.599 \\ 0.001 \\ \text{p} = 0.995 \\ 0.062 \\ \end{array}$		$p = 0.095^*$	$p = 0.017^{**}$
$\begin{array}{c} p = 0.621 \\ 0.041 \\ 0.041 \\ p = 0.760 \\ -0.036 \\ p = 0.790 \\ 0.037 \\ p = 0.415 \\ 0.036 \\ p = 0.570 \\ 0.044 \\ p = 0.399 \\ 0.001 \\ p = 0.995 \\ 0.062 \\ \end{array}$	Factory code 13	0.066	
$\begin{array}{c} \text{p} = 0.041 \\ \text{p} = 0.760 \\ -0.036 \\ \text{p} = 0.790 \\ 0.037 \\ \text{p} = 0.415 \\ 0.036 \\ \text{p} = 0.570 \\ 0.044 \\ \text{p} = 0.399 \\ 0.001 \\ \text{p} = 0.995 \\ 888 \\ 0.062 \\ \end{array}$;	p = 0.621	
$p = 0.760 \\ -0.036 \\ p = 0.790 \\ 0.037 \\ p = 0.415 \\ 0.036 \\ p = 0.570 \\ 0.044 \\ p = 0.399 \\ 0.001 \\ p = 0.995 \\ 0.069$	Factory code 63	0.041	
$\begin{array}{c} \text{p} = 0.036 \\ \text{p} = 0.790 \\ 0.037 \\ \text{p} = 0.415 \\ 0.036 \\ \text{p} = 0.570 \\ 0.044 \\ \text{p} = 0.399 \\ 0.001 \\ \text{p} = 0.995 \\ 0.063 \\ 0.063 \\ \end{array}$		p = 0.760	
$p = 0.790 \\ 0.037 \\ 0.036 \\ 0.036 \\ p = 0.570 \\ 0.044 \\ p = 0.399 \\ 0.001 \\ p = 0.995 \\ 0.069$	Factory code 90	-0.036	
$\begin{array}{c} \text{0.037} \\ \text{0.036} \\ \text{0.036} \\ \text{p} = 0.570 \\ \text{0.044} \\ \text{p} = 0.399 \\ \text{0.001} \\ \text{p} = 0.995 \\ \text{gray} \\$		p = 0.790	
$\begin{array}{c} p = 0.415 \\ 0.036 \\ p = 0.570 \\ 0.044 \\ p = 0.399 \\ 0.001 \\ p = 0.995 \\ 888 \\ 0.062 \end{array}$	9.1: Factory has rules	0.037	0.017
$\begin{array}{c} 0.036 \\ 0.044 \\ 0.044 \\ p = 0.399 \\ 0.001 \\ p = 0.995 \\ 0.062 \\ \end{array}$		p = 0.415	p = 0.693
$\begin{array}{c} p = 0.570 \\ 0.044 \\ p = 0.399 \\ 0.001 \\ p = 0.995 \\ 888 \\ 0.069 \end{array}$	9.1: Management consults workers	0.036	0.049
$\begin{array}{c} \text{0.044} \\ \text{p} = 0.399 \\ \text{0.001} \\ \text{p} = 0.995 \\ \text{888} \\ \text{0.063} \end{array}$,		p = 0.436
$\begin{array}{c} p = 0.399 \\ 0.001 \\ p = 0.995 \\ 888 \\ 0.062 \end{array}$	9.1: Must obey orders	0.044	0.027
$\begin{array}{c} 0.001 \\ p = 0.995 \\ 888 \\ 0.069 \end{array}$		p = 0.399	p = 0.591
p = 0.995 888	Constant	0.001	0.134
888			p = 0.205
690 0	Observations	888	888
	Adinsted B ²	0.069	0.040

 $^*\mathrm{p}{<}0.1;~^{**}\mathrm{p}{<}0.05;~^{***}\mathrm{p}{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

	Ever i	Ever injured in factory
		STO
	(1)	(2)
9.2: Good supervisor rship (index)	0.002	0.007
	p = 0.754	p = 1.000
Gender: female	0.013	0.002
	p = 0.754	p = 1.000
Age	-0.001	-0.003
	p = 0.754	p = 0.368
Years of schooling	0.002	0.00001
	p = 0.754	p = 0.877
Ever married	-0.076	-0.086
	p = 0.240	p = 0.517
Experience in sector (yrs)	-0.001	0.0002
	p = 0.754	p = 0.877
Tenure at factory (yrs)	0.022	0.018
	$p = 0.000^{**}$	p = 0.247
7.1: position helper/lineman	-0.004	-0.012
	p = 0.754	p = 1.000
7.1: position operator	0.151	0.147
	$p = 0.000^{***}$	p = 0.138
Factory code 63	-0.012	
	p = 0.754	
Factory code 90	-0.096	
	$p = 0.000^{***}$	
9.1: Factory has rules	0.039	0.035
	p = 0.514	p = 0.600
9.1: Management consults workers	-0.013	-0.008
	p = 0.495	p = 0.874
9.1: Must obey orders	0.028	0.010
	p = 0.514	p = 0.625
Constant	0.126	0.172
	p = 0.514	p = 0.512
Observations	389	389
4 J J D 2		6 6

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

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

	Fee	Feel safe in factory
		ò
		STO
	(1)	(2)
Gender: female	0.051	0.060
	$p = 0.014^{**}$	$p = 0.002^{***}$
Age	0.001	
	p = 0.544	$p = 0.069^*$
Years of schooling	-0.0003	0.002
	p = 0.894	p = 0.308
Ever married	-0.018	-0.017
	p = 0.429	p = 0.407
Experience in sector (yrs)	-0.005	-0.005
	$p = 0.063^*$	$p = 0.030^{**}$
Tenure at factory (yrs)	0.001	0.002
	p = 0.816	p = 0.495
7.1: position helper/lineman	-0.050	-0.046
	p = 0.141	p = 0.151
7.1: position operator	-0.034	-0.035
	p = 0.255	p = 0.224
Factory code 13	0.079	
	p = 0.235	
Factory code 63	0.040	
	p = 0.548	
Factory code 90	0.051	
	p = 0.443	
9.1: Factory has rules	-0.031	-0.040
	p = 0.144	$\mathrm{p}=0.057^{*}$
9.1: Management consults workers	0.011	0.010
	p = 0.730	p = 0.742
9.1: Must obey orders	-0.036	-0.054
	p = 0.129	$p = 0.019^{**}$
Constant	0.941	0.926
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888
Adjusted R ²	0.066	0.020

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

	De	$Dependent\ variable:$
	Fe	Feel safe in factory
		STO
	(1)	(2)
Gender: female	0.024	0.022
	p = 0.512	p = 0.497
Age	0.002	0.002
	p = 0.000**	p = 0.272
Years of schooling	-0.003	-0.003
	p = 0.479	p = 0.370
Ever married	0.017	0.007
	p = 0.265	p = 0.641
Experience in sector (yrs)	-0.013	-0.013
	p = 0.232	p = 0.526
Tenure at factory (yrs)	0.010	0.011
	p = 0.265	p = 0.124
7.1: position helper/lineman	-0.033	-0.025
	p = 0.247	p = 0.621
7.1: position operator	-0.028	-0.028
	p = 0.247	p = 0.255
Factory code 63	-0.037	
	p = 0.265	
Factory code 90	-0.034	
	$p = 0.000^{***}$	
9.1: Factory has rules	-0.002	-0.009
	p = 0.479	p = 0.644
9.1: Management consults workers	0.021	0.018
	$p = 0.000^{***}$	p = 0.269
9.1: Must obey orders	-0.028	-0.038
	p = 0.497	p = 0.377
Constant	0.991	0.983
	p = 0.232	$p = 0.000^{***}$
Observations	389	389
Adjusted \mathbb{R}^2	0.037	0.034
Note:		*p<0.1; **p<0.05; ***p<0.01

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

		· · · · · · · · · · · · · · · · · · ·
	reel sare	Feel sate in factory
	9	STO
	(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
0.9. Supervisor will side with me (numeric)	p = 0.412 -0.017	p = 0.413 -0.019
	$p = 0.047^{**}$	$p = 0.020^{**}$
9.2: Respect supervisor (numeric)	0.011	0.010
0.9. Currention angels areals (vinneals)	p = 0.432	p = 0.454
9.2. Supervisor speaks openny (numeric)	-0.002 $p = 0.876$	0.003 $0 = 0.802$
9.2: I get fair salary (numeric)	0.021	0.023
Candor female	$p = 0.0005^{***}$	$p = 0.00004^{***}$
	0.041 $0 = 0.052^*$	$^{**}_{0.00}$ $^{**}_{0.00}$
Age		
	p = 0.549	$p = 0.069^*$
Years of schooling	0.0002	0.003
	p = 0.926	p = 0.172
Ever married	-0.017	-0.013
Experience in sector (yrs)	p = 0.400 -0.005	0.0000
	$p = 0.046^{**}$	$p = 0.017^{**}$
Tenure at factory (yrs)	0.002	0.003
7.1: position helper/lineman	p = 0.603 -0.041	p = 0.297 -0.043
	p = 0.220	p = 0.173
7.1: position operator	-0.028	-0.030
Factory code 13	p = 0.331	p = 0.277
	p = 0.335	
Factory code 63	0.035	
	p = 0.599	
Factory code 90	0.056	
Constant	p = 0.399	0 750
	p = 0.000***	p = 0.000**
Observations	888	888
Adjusted R ²	0.082	0.044

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

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

	Depen	$Dependent\ variable:$
	Feel 8	Feel safe in factory
		OCS
	(1)	(2)
9.2: Supervisor respects me (numeric)	700.0—	-0.006
0.9. Sunamison dogsn't use had lang (numeric)	p = 0.724	p = 0.879
o.e. Supervisor doesn v ase bad ang (mumerre)	0.031	p = 0.649
9.2: Supervisor will side with me (numeric)	-0.010	-0.010
	p = 0.489	p = 0.378
9.2: Respect supervisor (numeric)	0.00001	0.0002
9. Sunervisor speaks onenly (numeric)	p = 0.724 -0.003	p = 1.000 -0.004
or order of the state of the st	p = 0.724	p = 1.000
9.2: I get fair salary (numeric)	0.024	0.024
ondon francis	p = 0.235	p = 0.256
	p = 0.724	p = 0.371
Age	0.002	0.002
	p = 0.239	p = 0.126
Years of schooling	-0.002	-0.002
	p = 0.489	p = 0.628
Ever married	0.025	0.023
Generalization in contan (rma)	p = 0.000	p = 0.381
Experience in sector (318)	0.013	-0.013
Tenure at factory (yrs)	0.011	0.012
	p = 0.485	p = 0.500
7.1: position helper/lineman	-0.015	-0.010
7.1: position operator	p = 0.474 -0.011	p = 0.028 -0.009
, , , , , , , , , , , , , , , , , , ,	p = 0.485	p = 0.368
Factory code 63	0.013	
	p = 0.485	
Factory code 90	-0.0003	
	p = 0.724	660 0
Constant	0.000^{***}	0.000
Observations	380	
Adjusted B ²	0.073	0.078
,))

 $^*\mathrm{p}{<}0.1;\ ^*\mathrm{p}{<}0.05;\ ^{***}\mathrm{p}{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

	Depe	$Dependent\ variable:$
	Feel	Feel safe in factory
		STO
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.061	0.069
	p = 0.151	$p=0.090^*$
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.070	-0.081
	$p = 0.084^*$	$p = 0.040^{**}$
9.2: Supervisor will side with me (disagree dummy)	0.026	0.024
	p = 0.134	p = 0.144
9.2: Respect supervisor (disagree dummy)	-0.054	-0.048
0.9. Sunawison engale onguly (disamon dummy)	$p = 0.077^*$	p = 0.112
9.2. Dupervisor speaks openny (uisagree duminy)	-0.010 $p = 0.480$	-0.028 $p = 0.212$
9.2: I get fair salary (disagree dummy)	-0.050	-0.056
	$p = 0.002^{***}$	$p = 0.0002^{***}$
Gender: female	0.048	0.060
	$p = 0.020^{**}$	$p = 0.002^{***}$
Age	0.001	0.003
Years of schooling	p = 0.535	$c_{0} = d$
0	p = 0.944	p = 0.167
Ever married	-0.016	-0.015
	p = 0.473	p = 0.471
Experience in sector (yrs)	-0.005	-0.005
Tenure at factory (vrs)	p = 0.032 0.002	p = 0.025 0.003
	p = 0.629	p = 0.330
7.1: position helper/lineman	-0.046	-0.047
7.1: position operator	p = 0.103 -0.030	p = 0.130 - 0.031
•	p = 0.312	p = 0.266
Factory code 13		
Doctomore and 29	p = 0.289	
Factory code 03	0.045 n = 0.519	
Factory code 90		
	p = 0.331	
Constant		
	p = 0.000 = d	p = 0.000
Observations	888	888
Adjusted \mathbb{R}^2	0.084	0.043

 $^*p<0.1;\ ^{**}p<0.05;\ ^{**}p<0.01$ Clustered by factory. Includes factory fixed effects.

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

	Dep_{o}	$Dependent\ variable:$
	Feel	Feel safe in factory
		STO
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	0.102	0.099
9.2: Supervisor doesn't use bad lang (disagree dummy)	p = 0.000 - -0.112	p = 0.124 -0.112
	p = 0.241	p = 0.620
9.2: Supervisor will side with me (disagree dummy)	0.017	0.017
()	p = 0.514	p = 0.482
9.2: Respect supervisor (disagree duminy)	-0.07	-0.078
9.2: Supervisor speaks openly (disagree dummy)	-0.024	-0.023
	p = 0.496	p = 0.527
9.2: I get fair salary (disagree dummy)	-0.054 $5 - 0.055$	-0.054 $= 0.333$
Gender: female	P = 0.255 0.019	P = 0.222 0.019
	p = 0.496	p = 0.379
Age	0.002	0.002
;	p = 0.241	p = 0.237
Years of schooling	-0.002	-0.002
Ever married	p = 0.514 0.033	p = 0.634
	p = 0.000***	p = 0.529
Experience in sector (yrs)	-0.013	-0.013
	p = 0.273	p = 0.498
Tenure at factory (yrs)	0.011	0.012
7.1: position helper/lineman	p = 0.528 -0.029	p = 0.371 -0.024
4	p = 0.496	p = 0.382
7.1: position operator	-0.017	-0.015
Doctower gode 63	p = 0.496	p = 0.378
racioly code of	-0.010 p = 0.255	
Factory code 90	-0.003	
	p = 0.769	
Constant	0.987	
	p = 0.000	p = 0.000
Observations	389	389
Adjusted R ²	0.090	0.094

 $^*p{<}0.1; \ ^{**}p{<}0.05; \ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

	Fe	Feel safe in factory
		STO
	(1)	(2)
9.2: Good supervisor rship (index)	0.028	0.038
	$p = 0.005^{***}$	$p = 0.0001^{***}$
Gender: female	0.052	0.061
	$p = 0.013^{**}$	$p = 0.002^{***}$
Age	0.001	0.003
	p = 0.648	$\mathrm{p}=0.097^*$
Years of schooling	-0.0005	0.002
	p = 0.860	p = 0.301
Ever married	-0.016	-0.014
	p = 0.475	p = 0.494
Experience in sector (yrs)	-0.005	-0.006
	$p = 0.050^{**}$	$p = 0.019^{**}$
Tenure at factory (yrs)	0.002	0.003
	p = 0.644	p = 0.372
7.1: position helper/lineman	-0.044	-0.045
	p = 0.185	p = 0.153
7.1: position operator	-0.031	-0.033
	p = 0.289	p = 0.249
Factory code 13	0.081	
	p = 0.219	
Factory code 63	0.051	
	p = 0.446	
Factory code 90	0.057	
	p = 0.385	
Constant	0.911	0.893
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888
Adinsted B ²	0.073	0.030

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

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

Feel safe in fact OLS (1) pervisor rship (index) 0.039 ale 0.021 p = 0.234 p = 0.234 p = 0.021 p = 0.002 p = 0.005 p = 0.025 p = 0.287 p = 0.287 p = 0.014 p = 0.287 p = 0.287 p = 0.287 p = 0.234 coperator p = 0.474 p = 0.234 p = 0.474 p = 0.015 p = 0.474 p = 0.015 p = 0.474 p = 0.015 p = 0.234 p = 0.005 p = 0.234 p = 0.005		Dep	$Dependent\ variable:$
(1) Good supervisor rship (index) 0.039 Her: female 0.021 p = 0.474 0.002 p = 0.474 0.002 p = 0.000***		Fee	l safe in factory
Good supervisor rship (index) 0.039 Her: female 0.021 0.021 0.002 0.003 0.003 0.003 0.003 0.001 0.001 0.001 0.001 0.001 0.001 0.001 0.002 0.001 0.002 0.002 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003 0.003			STO
Good supervisor rship (index) 0.039 p = 0.234 0.021 her: female 0.021 s of schooling 0.025 married 0.025 p = 0.526 married 0.025 p = 0.000*** 0.025 p = 0.025 p = 0.287 re at factory (yrs) 0.011 p = 0.287 re at factory (yrs) 0.011 p = 0.474 position operator 0.024 position operator 0.015 p = 0.474 ory code 63 0.019 p = 0.234 ory code 90 0.025 p = 0.234 0.025 p = 0.234 stant 0.063 p = 0.234 0.063 stant 0.000 ***		(1)	(2)
be: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Good supervisor rship (index)	0.039	0.043
ter: female 0.021 $p = 0.474$ 0.002 s of schooling $p = 0.000^{***}$ married 0.025 married 0.025 p = 0.526 married 0.025 p = 0.000 The at factory (yrs) 0.011 p = 0.287 p = 0.244 position helper/lineman 0.024 position operator 0.015 p = 0.474 position operator 0.015 p = 0.234 ory code 63 0.0019 p = 0.234 atant 0.063 p = 0.234 stant 0.963 p = 0.000****		p = 0.234	p = 0.125
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.021	0.018
s of schooling 0.002 narried $p = 0.526$ married 0.025 p = 0.526 nerience in sector (yrs) $p = 0.000^{***}$ rience in sector (yrs) $p = 0.000^{***}$ ne at factory (yrs) $p = 0.287$ position helper/lineman $p = 0.520$ position operator $p = 0.474$ ory code 63 $p = 0.474$ ory code 63 $p = 0.234$ ory code 90 $p = 0.234$ stant $p = 0.234$ reant $p = 0.000^{***}$ p = 0.000**** p = 0.000****		p = 0.474	p = 0.484
s of schooling $p = 0.000^{***}$ as of schooling $p = 0.526$ married $p = 0.526$ rience in sector (yrs) $p = 0.000^{***}$ re at factory (yrs) $p = 0.287$ position helper/lineman $p = 0.520$ position operator $p = 0.474$ ory code 63 $p = 0.474$ ory code 63 $p = 0.234$ ory code 90 $p = 0.234$ ory code 90 $p = 0.234$ stant $p = 0.234$ rvations $p = 0.000^{***}$ sred R2 $p = 0.000^{***}$ sred R2 $p = 0.000^{***}$	Age	0.002	0.001
1g -0.002 p = 0.526 0.025 0.025 0.014 p = 0.287 0.011 p = 0.287 0.011 p = 0.287 0.011 p = 0.474 0.015 p = 0.474 0.019 p = 0.474 0.019 p = 0.234 0.965 p = 0.234 0.965 p = 0.234 0.965 p = 0.234 0.965 p = 0.234 0.965 p = 0.234 0.965 p = 0.000***		$p = 0.000^{***}$	p = 0.109
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	-0.002	-0.002
ctor (yrs) $\begin{array}{c} 0.025 \\ p = 0.000^{***} \\ -0.014 \\ p = 0.287 \\ 0.011 \\ p = 0.520 \\ -0.024 \\ p = 0.474 \\ -0.015 \\ p = 0.474 \\ -0.019 \\ p = 0.474 \\ -0.019 \\ p = 0.234 \\ -0.025 \\ p = 0.234 \\ 0.963 \\ p = 0.234 \\ 0.963 \\ p = 0.234 \\ 0.963 \\ p = 0.000^{***} \\ \end{array}$		p = 0.526	p = 0.772
ctor (yrs) $\begin{array}{ccc} p = 0.000^{***} \\ -0.014 \\ p = 0.287 \\ 0.011 \\ p = 0.520 \\ -0.024 \\ p = 0.474 \\ -0.015 \\ p = 0.474 \\ -0.015 \\ p = 0.474 \\ -0.015 \\ p = 0.234 \\ -0.025 \\ p = 0.234 \\ 0.963 \\ p = 0.000^{***} \\ \end{array}$	Ever married	0.025	0.020
ctor (yrs) -0.014 y (yrs) $p = 0.287$ 0.011 p = 0.520 -0.024 per/lineman $p = 0.474$ -0.015 p = 0.474 -0.019 p = 0.234 -0.025 p = 0.234 0.963 p = 0.234 0.963 p = 0.234 0.963 p = 0.234		$p = 0.000^{***}$	p = 0.116
p = 0.287 0.011 $p = 0.520$ -0.024 $p = 0.474$ -0.015 $p = 0.474$ -0.019 $p = 0.234$ -0.025 $p = 0.234$ 0.963 $p = 0.234$ 0.963 $p = 0.000***$	Experience in sector (yrs)	-0.014	-0.014
y (yrs) 0.011 p = 0.520 -0.024 per/lineman $p = 0.474$ -0.015 p = 0.474 -0.019 p = 0.234 -0.025 p = 0.234 0.963 p = 0.234 0.963 p = 0.234 0.963		p = 0.287	p = 0.356
per/lineman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.011	0.011
per/lineman -0.024 rator $p = 0.474$ -0.015 $p = 0.474$ -0.019 $p = 0.234$ -0.025 $p = 0.234$ 0.963 $p = 0.000***$ 389 0.059		p = 0.520	p = 0.138
p = 0.474 -0.015 p = 0.474 -0.019 p = 0.234 -0.025 p = 0.234 0.963 p = 0.234 0.963 p = 0.000***	7.1: position helper/lineman	-0.024	-0.021
arator -0.015 p = 0.474 -0.019 p = 0.234 -0.025 p = 0.234 0.963 p = 0.000***		p = 0.474	p = 0.759
p = 0.474 -0.019 $p = 0.234$ -0.025 $p = 0.234$ 0.963 $p = 0.000***$ 389 0.059	7.1: position operator	-0.015	-0.014
$\begin{array}{c} -0.019 \\ p = 0.234 \\ -0.025 \\ p = 0.234 \\ 0.963 \\ p = 0.000*** \\ 389 \\ 0.059 \\ \end{array}$		p = 0.474	p = 0.510
p = 0.234 -0.025 $p = 0.234$ 0.963 $p = 0.000***$ 389 0.059	Factory code 63	-0.019	
$\begin{array}{c} -0.025 \\ \text{p} = 0.234 \\ 0.963 \\ \text{p} = 0.000^{***} \\ 389 \\ 0.059 \end{array}$		p = 0.234	
$p = 0.234$ 0.963 $p = 0.000^{***}$ 389 0.059	Factory code 90	-0.025	
0.963 $p = 0.000^{***}$ 389 0.059		p = 0.234	
$p = 0.000^{***}$ 389 0.059	Constant	0.963	0.960
389		$p = 0.000^{***}$	$p = 0.000^{***}$
0.059	Observations	389	389
200:0	Adjusted \mathbb{R}^2	0.059	0.061

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

9.2: Good supervisor rship (index) Gender: female	Feel	Feel safe in factory OLS
9.2: Good supervisor rship (index) Gender: female		STO
9.2: Good supervisor rship (index) Gender: female		!
9.2: Good supervisor rship (index) Gender: female	(1)	(2)
Gender: female	0.026	0.033
Gender: female	$p = 0.020^{**}$	$p = 0.002^{***}$
	0.050	0.059
	$p = 0.016^{**}$	$p = 0.002^{***}$
Age	0.001	0.003
	p = 0.602	$p = 0.079^*$
Years of schooling	-0.0004	0.002
	p = 0.875	p = 0.323
Ever married	-0.016	-0.015
	p = 0.478	p = 0.471
Experience in sector (yrs)	-0.005	900.0—
	$p = 0.055^*$	$p = 0.020^{**}$
Tenure at factory (yrs)	0.001	0.002
	p = 0.682	p = 0.438
7.1: position helper/lineman	-0.046	-0.045
	p = 0.171	p = 0.153
7.1: position operator	-0.032	-0.033
	p = 0.281	p = 0.248
Factory code 13	0.079	
	p = 0.234	
Factory code 63	0.051	
	p = 0.444	
Factory code 90	0.057	
	p = 0.386	
9.1: Factory has rules	-0.019	-0.022
	p = 0.393	p = 0.302
9.1: Management consults workers	0.018	0.021
	p = 0.573	p = 0.502
9.1: Must obey orders	-0.011	-0.020
	p = 0.670	p = 0.435
Constant	0.921	0.908
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888
Adingted R2	0.079	0.030

 $^*{\rm p}{<}0.1; \ ^{**}{\rm p}{<}0.05; \ ^{***}{\rm p}{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

Cood supervisor rship (index) 0.038	Feel safe in factory OLS (2) 0.041 $p = 0.258$ 0.018 $p = 0.518$ 0.002 $p = 0.134$ -0.002 $p = 0.134$ -0.002 $p = 0.34$ -0.017 $p = 0.363$ -0.014 $p = 0.233$ 0.011 $p = 0.23$
Good supervisor rship (index) der: female sof schooling rrience in sector (yrs) ure at factory (yrs) position helper/lineman position operator ory code 63 ory code 63 Management consults workers Management consults	4 4 4 4
	(2) 0.041 $p = 0.258$ 0.018 $p = 0.518$ 0.002 $p = 0.134$ -0.002 $p = 0.622$ 0.017 $p = 0.363$ -0.014 $p = 0.233$ 0.011 $p = 0.233$ 0.011 $p = 0.120$ -0.020
Good supervisor rship (index) der: female s of schooling married erience in sector (yrs) ure at factory (yrs) position helper/lineman position operator ory code 63 ory code 63 Management consults workers Management consults workers	$\begin{array}{c} 0.041 \\ p = 0.258 \\ 0.018 \\ p = 0.518 \\ 0.002 \\ p = 0.002 \\ p = 0.134 \\ -0.002 \\ p = 0.134 \\ -0.002 \\ p = 0.134 \\ -0.017 \\ p = 0.23 \\ 0.011 \\ p = 0.233 \\ 0.011 \\ p = 0.230 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.012 \\ \end{array}$
der: female s of schooling married rience in sector (yrs) position helper/lineman position operator ory code 63 ory code 63 Management consults workers Management consults workers	$\begin{array}{c} p = 0.258 \\ 0.018 \\ 0.018 \\ 0.002 \\ \end{array}$ $\begin{array}{c} p = 0.518 \\ 0.002 \\ -0.002 \\ \end{array}$ $\begin{array}{c} p = 0.034 \\ -0.017 \\ \end{array}$ $\begin{array}{c} p = 0.622 \\ 0.017 \\ \end{array}$ $\begin{array}{c} p = 0.622 \\ 0.017 \\ \end{array}$ $\begin{array}{c} p = 0.23 \\ 0.011 \\ \end{array}$ $\begin{array}{c} p = 0.23 \\ 0.011 \\ \end{array}$
der: female s of schooling married erience in sector (yrs) position helper/lineman position operator ory code 63 ory code 63 Management consults workers Management consults	0.018 $p = 0.518$ 0.002 $p = 0.134$ -0.002 $p = 0.622$ 0.017 $p = 0.622$ 0.017 $p = 0.23$ 0.011 $p = 0.120$ -0.020
s of schooling married rience in sector (yrs) we at factory (yrs) position helper/lineman position operator ory code 63 ory code 90 Factory has rules Management consults workers Must obey orders	$\begin{array}{c} p = 0.518 \\ 0.002 \\ p = 0.134 \\ -0.002 \\ p = 0.622 \\ 0.017 \\ p = 0.363 \\ -0.014 \\ p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.020 \\ \end{array}$
s of schooling married rience in sector (yrs) we at factory (yrs) position helper/lineman position operator ory code 63 ory code 90 Factory has rules Management consults workers Must obey orders	$\begin{array}{c} 0.002 \\ p = 0.134 \\ -0.002 \\ p = 0.622 \\ 0.017 \\ p = 0.363 \\ -0.014 \\ p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.020 \end{array}$
s of schooling married rience in sector (yrs) we at factory (yrs) position helper/lineman position operator ory code 63 ory code 90 Factory has rules Management consults workers Must obey orders	$\begin{array}{c} p = 0.134 \\ -0.002 \\ p = 0.622 \\ 0.017 \\ p = 0.363 \\ -0.014 \\ p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.020 \end{array}$
	$\begin{array}{c} -0.002 \\ p = 0.622 \\ 0.017 \\ p = 0.363 \\ -0.014 \\ p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.020 \end{array}$
	$\begin{array}{c} p = 0.622 \\ 0.017 \\ p = 0.363 \\ -0.014 \\ p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.021 \end{array}$
	$\begin{array}{c} 0.017 \\ p = 0.363 \\ -0.014 \\ p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.020 \end{array}$
	$\begin{array}{c} p = 0.363 \\ -0.014 \\ p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.021 \end{array}$
	$\begin{array}{c} -0.014 \\ p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \\ 0.021 \end{array}$
	$\begin{array}{c} p = 0.233 \\ 0.011 \\ p = 0.120 \\ -0.020 \end{array}$
	$\begin{array}{c} 0.011 \\ p = 0.120 \\ -0.020 \end{array}$
	p = 0.120 -0.020
	-0.020
	1000
	p = 0.874
	-0.014
	p = 0.883
	0.012
	p = 0.760
	0.028
	p = 0.255
	0.001
	p = 1.000
Constant 0.954	0.951
$p = 0.000^{***}$	$p = 0.000^{***}$
Observations 389	389
Adjusted \mathbb{R}^2 0.054	0.056

*p<0.1; **p<0.05; ***p<0.05; Olustered by factory. Includes factory fixed effects.

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

			Depender	$Dependent \ variable:$		
	Buildin	Building safety	${ m Fire/elect}$	Fire/electricity safety	Healthy work	Healthy work environment
	O	OLS	0	STO	O	OLS
	(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 $z = 0.685$		0.0001 $z=0.063$	0.005 $= 0.113$	-0.0001	
Ever married	0.0000	$p = 0.190 \\ 0.021$	p = 0.903	p = 0.112 0.085	p = 0.983 0.001	p = 0.048 0.034
	p = 0.990	p = 0.351	$p = 0.001^{***}$	$p = 0.001^{***}$	p=0.972	p = 0.136
Experience in sector (yrs)	-0.0005	-0.001	-0.001	-0.002	-0.002	-0.001
	p = 0.851	p = 0.607	p = 0.607	p = 0.469	p = 0.399	p = 0.823
Lenure at factory (yrs)	-0.005 $r = 0.178$	-0.002 $r = 0.642$	-0.0004 $r = 0.933$	0.0002 -0.954	0.003 $r = 0.353$	0.003 $r = 0.469$
7.1: position helper/lineman		P = 0.012 -0.018	P = 0.935 -0.015	F = 0.024 -0.020		P = 0.455 -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	
0.1. 17 1 1	p = 0.263	900	p = 0.593	000	p = 0.382	60.0
9.1: ractory has rules	0.000 n — 0.791	-0.000	0.010 0.010	-0.009 -0.713	-0.000	-0.021 -0.358
9.1: Management consults workers	0.042	0.051	-0.009	-0.009	-0.013	-0.002
)	p = 0.201	p = 0.130	p = 0.795	p = 0.815	p = 0.683	p = 0.957
9.1: Must obey orders	-0.012	-0.019	-0.079	-0.104	-0.034	-0.054
	p = 0.616	p = 0.457	$p = 0.004^{***}$	$p = 0.0002^{***}$	p = 0.151	$p = 0.030^{**}$
Constant	0.820	0.828	0.976	0.867	0.899	0.878
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adiusted R ²	888	888	888	888	888	888
	1					

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

			Lepenacu	Depenaent variable:		
	Buildin	Building safety	Fire/electr	Fire/electricity safety	Healthy work	Healthy work environment
	0	OLS	0	OLS	O	STO
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.033	-0.031	-0.017	-0.019	0.027	0.024
	p = 0.471	p = 0.764	p = 0.525	p = 0.616	p = 0.252	p = 0.263
Age	0.003	0.003	-0.0003	-0.001	0.0003	-0.0001
	$p = 0.000^{***}$	p = 0.127	p = 0.760	p = 0.872	p = 0.531	p = 1.000
Years of schooling	-0.005	-0.004	-0.002	-0.002	-0.004	-0.005
	p = 0.234	p = 0.501	p = 0.526	p = 0.741	p = 0.000***	p = 0.129
Ever married	0.028	0.026	0.093	0.083	0.026	0.027
	p = 0.265	p = 0.363	p = 0.235	p = 0.361	p = 0.279	p = 0.253
Experience in sector (yrs)	-0.0005	-0.001	-0.010	-0.010	-0.005	-0.005
	$p = 0.000^{***}$	p = 0.262	$p = 0.000^{***}$	p = 0.116	p = 0.516	p = 0.119
Tenure at factory (yrs)	-0.006	-0.004	0.003	0.005	0.003	0.001
	p = 0.265	p = 0.381	p = 0.469	p = 0.623	p = 0.768	p = 1.000
7.1: position helper/lineman	0.018	0.025	-0.029	-0.020	-0.017	-0.025
	p = 0.471	p = 0.750	p = 0.526	p = 1.000	$p = 0.000^{***}$	p = 0.251
7.1: position operator	-0.002	-0.0002	-0.004	-0.003	-0.013	-0.016
	p = 0.736	p = 1.000	p = 0.760	p = 0.877	p = 0.531	p = 0.507
Factory code 63	-0.019		-0.038		0.019	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.007		-0.024		-0.024	
	p = 0.471		p = 0.234		p = 0.252	
9.1: Factory has rules	0.010	0.008	0.023	0.016	-0.025	-0.024
	p = 0.499	p = 0.750	p = 0.469	p = 0.744	$p = 0.000^{***}$	p = 0.511
9.1: Management consults workers	0.038	0.035	0.006	0.003	-0.009	-0.005
	$p = 0.000^{***}$	p = 0.249	p = 0.760	p = 1.000	$p = 0.000^{***}$	p = 0.479
9.1: Must obey orders	-0.030	-0.030	-0.082	-0.090	-0.039	-0.043
	p = 0.237	p = 0.493	p = 0.234	p = 0.371	$p = 0.000^{***}$	p = 0.504
Constant	0.943	0.924	0.991	0.977	1.006	1.035
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$Adjusted R^2$	0.010	0.012	0.045	0.046	0.017	0.009

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

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

$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$				Dependen	$Dependent\ variable:$		
1,		Buildin	g safety	Fire/electr	ricity safety	Healthy worl	k environment
Supervisor respects me (numeric) 0.026 0.030 0.0124 0.003 0.0039 0.0034 0.0039		0	ST	0	ST	0	ST
Supervisor respects me (numeric) 0.026 0.036 -0.024 -0.031 -0.032 $-$		(1)	(2)	(3)	(4)	(5)	(9)
Supervisor doesn't use bad lang (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Supervisor respects me (numeric)	0.026	0.030	-0.024	-0.031	0.029	0.027
Supervisor doesn't use bad lang (numeric) Supervisor will side with me (numeric) D = 0.786 D = 0.032 D = 0.034 D = 0.034 D = 0.034 D = 0.037 D = 0.035 Supervisor speaks openly (numeric) D = 0.031 D = 0.037 D =							
Supervisor will side with me (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Supervisor doesn't use bad lang (numeric)		0.005 ≈ -0.768	$0.023 \\ = 0.178$	$0.032 \\ \sim -0.067*$		-0.023 $= 0.144$
Peacet supervisor (numeric) Peacet supervisor (numeric) Peacet supervisor (numeric) Peacet supervisor (numeric) Peacet supervisor speaks openly	9.2: Supervisor will side with me (numeric)		p = 0.003	p = 0.110 -0.002	p = 0.000		p = 0.144 -0.004
Respect supervisor (numeric) -0.029 -0.029 -0.020 -0.023 0.010 Supervisor speaks openly (numeric) $p = 0.013^{-1}$ $p = 0.044^{-1}$ $p = 0.012$ 0.012 0.024 -0.022 Iget fair salary (numeric) $p = 0.011^{-1}$ $p = 0.065^{-1}$ $p = 0.039$ $p = 0.032^{-1}$ $p = 0.032$ Iget fair salary (numeric) $p = 0.003^{-1}$ $p = 0.005^{-1}$ $p = 0.032$ p			p = 0.702	p = 0.845	p = 0.541		p = 0.621
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	9.2: Respect supervisor (numeric)	-0.029	-0.028	-0.020	-0.023	0.010	-0.001
Leget fair salary (numeric) De 0.011** De 0.005*** De 0.0390 De 0.048** De 0.0315 De 0.0414 De 0.007 De 0.0019 De 0.017 De 0.014 De 0.007 De 0.0019 De 0.0037 De 0.017 De 0.0048** De 0.0232 De 0.0071 De 0.0031 De 0.0001 De 0.0002 De 0.0001 De 0.0001 De 0.0002 De 0.0001 De 0.0002 De 0.000	9.2: Supervisor speaks openly (numeric)						
Leg t fair salary (numeric) 0.019 0.017 0.0111 0.0144 0.007 0.0078 0.0037 0.0057 0.0057 0.0037 0.0037 0.0057 0.0037 0.0037 0.0037 0.0037 0.0037 0.0037 0.0037 0.0001 0.00002 0.0000			$p = 0.065^*$		$p = 0.082^*$	p = 0.315	p = 0.478
the remains the control of the cont	9.2: I get fair salary (numeric)	0.019	0.017	0.011	0.014	0.007	0.011
ter: female be could	5		`	p = 0.103			
so f schooling be 0.049** p = 0.250 p = 0.250 p = 0.259 p = 0.059; p = 0.050; p = 0.050	Gender: temale			-0.027	-0.008	-0.010	
s of schooling p = 0.049* p = 0.042* p = 0.043 p = 0.044	Λ σο			p = 0.238	p = 0.728	p = 0.049	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	2007			p = 0.493		p = 0.903	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling			$\hat{1}$ 0.001		0.0004	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.704		p = 0.726		p = 0.875	$p = 0.035^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	-0.003	0.020	0.090	0.089	-0.0001	0.034
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.891				p = 0.999	p = 0.143
teman $b = 0.844$ $b = 0.547$ $b = 0.674$ $b = 0.545$ $b = 0.344$ $b = 0.004$ 0.0004 0.001 0.004 0.004 0.001 0.004 0.001 0.004 0.004 0.001 0.004 0.004 0.001 0.004 0.001 0.004 0.001 0.004 0.001 0.004 0.001 0.004 0.001 0.004 0.001 0.0038 0.038 0.012 0.012 0.002 0.002 0.007 0.009 0.012 0.003 0.002 0.007 0.009 0.048 0.048 0.029 0.063 0.063 0.063 0.063 0.063 0.064 0.065 0.065 0.009 0.068 0.065 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.006 0.009 0.006 0.008 0.008 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.009 0.000 0.009 0.000	Experience in sector (yrs)	-0.001	-0.002	-0.001	-0.002	-0.002	-0.001
terman -0.004 -0.001 0.00004 0.001 0.0004 0.001 0.0004 0.001 0.004 0.014 0.014 0.014 0.014 0.014 0.014 0.014 0.014 0.014 0.014 0.016 0.028 0.038 0.038 0.014 0.012 0.018 0.038 0.012 0.002 0.002 0.007 0.009 0.012 0.002 0.0002 0.007 0.009 0.048 0.048 0.089 0.063 0.063 0.054 0.054 0.054 0.054 0.065 0.065 0.065 0.065 0.065 0.065 0.065 0.068 0.068 0.068 0.0883 0.883 0.888 0.000 *** 0.029 0.0161 0.023 0.0161 0.023 0.0161 0.023 0.0161 0.023 0.0161 0.023 0.0184		p = 0.844	p = 0.547	p = 0.674	p = 0.545		p = 0.747
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	-0.004	-0.001	0.00004	0.001	0.004	0.003
per/lineman 0.014 -0.016 -0.028 -0.030 0.038 p = 0.693 p = 0.632 p = 0.478 p = 0.444 p = 0.265 p = 0.012 -0.0003 -0.007 0.009 arator 0.012 -0.0003 -0.007 0.009 p = 0.701 p = 0.991 p = 0.964 p = 0.833 p = 0.757 p = 0.048 p = 0.485 p = 0.705 p = 0.705 p = 0.352 p = 0.352 p = 0.352 p = 0.485 p = 0.485 p = 0.404 p = 0.352 p = 0.352 p = 0.352 p = 0.404 p = 0.352 p = 0.404 p = 0.559 p = 0.500*** p = 0.000*** p = 0.0000** p = 0.000*** p = 0.0000** p = 0.0000** p = 0.0000*** p = 0.000			p = 0.696	p = 0.993			
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman		0.016	-0.028	-0.030	0.038	-0.0IZ
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7 1. monition on another		p = 0.032	p = 0.478	p = 0.444	p = 0.265	p = 0.727
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	i.i. position operator			-0.002	0.833 = 0.833		-0.014 $p = 0.654$
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 13			-0.029	1		•
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$				p = 0.705			
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Factory code 63	0.054		-0.065		0.097	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	00 - 1 - 1 - 1			p = 0.404			
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	ractory code 90			-0.040		0.039	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Constant		0.883	$\frac{2}{2}$	0.835	P = 0.335	0.789
888 888 888 888 888 0.150 0.022 0.161 0.023 0.184			- 1		- 1		II
$0.150 \qquad 0.022 \qquad 0.161 \qquad 0.023 \qquad 0.184$	Observations	888	888	888	888	888	888
	Adjusted \mathbb{R}^2	0.150	0.022	0.161	0.023	0.184	0.007
p<0.13: p<0.03: p<0.01: p<0.	Note:					_p <u.i;p<< td=""><td>0.05;</td></u.i;p<<>	0.05;

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

9.2: Supervisor respects me (numeric) 0.05	Building safety OLS OLS 0.028 0.028 0.005 0.010 0.011 0.011 0.012 0.012 0.012 0.012 0.013 0.013 0.013	safety $ \begin{array}{c} (2) \\ 0.030 \\ -0.007 \\ 0.011 \\ p = 0.874 \\ 0.011 \\ p = 0.874 \\ 0.011 \\ p = 0.368 \\ -0.031 \\ p = 0.117 \\ -0.028 \\ p = 0.250 \\ 0.010 \\ p = 0.365 $	Fire/electricity safety OLS OLS $(3) \qquad (4)$ $-0.040 \qquad -0.03$ $p = 0.512 \qquad p = 0.5$ $0.052 \qquad 0.052$ $p = 0.512 \qquad p = 0.6$ $0.001 \qquad 0.001$ $p = 0.751 \qquad p = 0.8$ $-0.059 \qquad 0.001$ $p = 0.754 \qquad p = 0.8$ $p = 0.274 \qquad p = 0.9$ $p = 0.274 \qquad p = 0.9$ $p = 0.274 \qquad p = 0.2$	oLS OLS A A A A A A A	0 N	OLS (6)
α α	(1) 0.028 0.028 0.005 0.005 0.011 0.012 0.000*** 0.000***			_ d d		
	(1) 0.028 = 0.500 -0.005 -0.005 = 0.754 0.011 0.0032 0.000*** 0.000*** 0.0000***		(3) -0.040 $p = 0.512$ 0.052 $p = 0.512$ 0.001 $p = 0.751$ -0.059 $p = 0.274$ 0.008 $p = 0.274$ 0.016		(5) 0.018	(6)
Δ. Δ	0.028 0.005 0.005 0.005 0.011 0.013 0.000*** 0.000*** 0.000***		$\begin{array}{lll} -0.040 \\ p = 0.512 \\ 0.052 \\ p = 0.512 \\ 0.001 \\ p = 0.751 \\ -0.059 \\ p = 0.274 \\ 0.008 \\ p = 0.274 \\ 0.016 \\ p = 0.027 \\ p = 0.0$		0.018	0.011
α α	0.500 0.005 0.005 0.011 0.000*** 0.000*** 0.000*** 0.000*** 0.000***		$\begin{array}{c} p = 0.512 \\ 0.052 \\ p = 0.512 \\ 0.001 \\ p = 0.751 \\ -0.059 \\ p = 0.274 \\ 0.008 \\ p = 0.274 \\ 0.008 \\ p = 0.274 \\ 0.016 \\ p = 0.238 \\ -0.027 \\ p = 0.238 \\ -0.027 \\ p = 0.512 \\ \end{array}$			1 1
ם מ	-0.005 = 0.754 0.011 -0.032 0.000*** 0.000*** 0.000***		$\begin{array}{c} 0.052 \\ 0.052 \\ 0.001 \\ 0.001 \\ -0.059 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.008 \\ 0.016 $		p = 0.501	p = 0.876
()	0.011 0.011 0.032 0.000*** 0.000*** 0.000*** 0.012 0.012 0.036		$\begin{array}{c} p = 0.312 \\ 0.001 \\ p = 0.751 \\ -0.059 \\ p = 0.274 \\ 0.008 \\ p = 0.274 \\ 0.016 \\ p = 0.238 \\ -0.027 \\ p = 0.238 \\ p = 0.238 \\ p = 0.238 \\ p = 0.238 \\ p = 0.212 \\ p = 0.512 \\ p = 0$			-0.023
, α α	= 0.500 -0.032 0.000*** 0.000*** 0.000*** 0.012 = 0.266		$\begin{array}{c} p = 0.751 \\ -0.059 \\ p = 0.274 \\ 0.008 \\ p = 0.274 \\ 0.016 \\ p = 0.238 \\ -0.027 \\ p = 0.238 \\ p = 0.512 \\ \end{array}$		0.000 0.008	p = 0.397 0.007
p meric) D	0.000*** 0.000*** 0.000*** 0.000*** 0.012 0.012 0.036		$\begin{array}{c} -0.059 \\ p = 0.274 \\ 0.008 \\ p = 0.274 \\ 0.016 \\ p = 0.238 \\ -0.027 \\ p = 0.512 \\ \end{array}$	010	p = 0.501	p = 0.647
d Q	0.000^{***} 0.0027 0.000^{***} 0.012 0.266 0.0036		$p = 0.274 \\ 0.008 \\ p = 0.274 \\ 0.016 \\ p = 0.238 \\ -0.027 \\ p = 0.512$	60.0-	-0.008	-0.011
Q	0.000*** 0.012 = 0.266 -0.036		$\begin{aligned} p &= 0.274 \\ 0.016 \\ p &= 0.238 \\ -0.027 \\ p &= 0.512 \end{aligned}$	p = 0.247 0.005	p = 0.501 -0.007	p = 0.764 -0.004
4	0.012 0.266 0.036		$\begin{array}{c} 0.016 \\ p = 0.238 \\ -0.027 \\ p = 0.512 \end{array}$	p = 0.109	p = 0.501	p = 0.744
9.2: I get fair salary (numeric) 0.03	= 0.266 -0.036		p = 0.238 -0.027 p = 0.512	0.016	0.004	0.009
$\mathbf{p} = 0$ Gender: female -0.0		-0.034	p = 0.512	p = 0.270 -0.027	p = 0.241 0.029	p = 0.118 0.024
d	= 0.200	p = 0.775		p = 0.765	p = 0.000***	p = 0.242
Age 0.00	0.003	0.003	-0.001	-0.001	-0.0001	-0.001
	$p = 0.000^{***}$	p = 0.267	p = 0.751	p = 0.863	p = 0.742	$\mathrm{p}=0.606$
Years of schooling -0.0	-0.005	-0.004	-0.002	-0.001	-0.004	-0.004
d	= 0.500	p = 0.514	p = 0.513	p = 0.751	$p = 0.000^{***}$	p = 0.140
Ever married 0.0.	0.033	0.033	0.104	0.099	0.025	0.025
	p = 0.520	p = 0.401	p = 0.239	p = 0.361	p = 0.236	p = 0.128
Experience in sector (yrs) -0.0	-0.0003	-0.0004	-0.009	-0.009	-0.005	-0.005
	p = 0.254	p = 0.504	p = 0.239	p = 0.116	p = 0.477	p = 0.370
	-0.004 -0.590	-0.004 $r = 0.370$	0.004 = 0.477	0.006 $= 0.613$	$0.004 \\ n = 0.336$	0.002 $= 1.000$
7.1: position helper/lineman 0.0	-0.920 0.021	p = 0.319	P = 0.417 -0.032	p = 0.012 -0.022	p = 0.230 -0.023	p = 1.000 - 0.028
d	= 0.500	p = 0.746	p = 0.513	p = 0.613	p = 0.000***	p = 0.227
7.1: position operator 0.00	0.001	0.002	-0.006	-0.003	-0.020	-0.022
ď	= 0.754	p = 1.000	p = 0.513	p = 0.754	$p = 0.000^{***}$	p = 0.117
Factory code 63 —0.0	-0.004		-0.030		0.006	
$\mathrm{p}=0$	= 0.520		p = 0.477 -0.004		p = 0.241 -0.037	
d	= 0.754		p = 0.751		p = 0.000	
Constant 1.05	1.029	1.020	1.103	1.071		1.080
p = 0.0	$= 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
	389	389	389	389	389	389
Adjusted R ² 0.00	0.019	0.024	0.038	0.041	0.017	0.008

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

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

			Dependen	$Dependent \ variable:$		
	Buildin	Building safety	Fire/electr	Fire/electricity safety	Healthy work	Healthy work environment
	0	STO	0	STO	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.004	0.001	0.074	0.097	-0.005	0.026
	p = 0.932	p = 0.981	p = 0.136	$\mathrm{p}=0.056^{*}$	p = 0.910	p = 0.558
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.048	-0.052	-0.082	-0.098	-0.025	-0.040
0.9. Currention will ride with me (discerned duraner)	p = 0.260	p = 0.230	$p = 0.084^*$	$p = 0.046^{**}$	p = 0.553	p = 0.361
9.2: Supervisor will stue with the (disagree duffinity)	-0.011	-0.008	0.013	0.013	-0.004 $= 0.836$	-0.001 $= 0.957$
9.2: Respect supervisor (disagree dummy)	p = 0.952 0.024	P = 0.92	P = 0.003	P = 0.929	P = 0.93 0.024	P = 0.33 0.028
	p = 0.453	p = 0.508	p = 0.930	p = 0.914	p = 0.453	p = 0.398
9.2: Supervisor speaks openly (disagree dummy)	0.052 0.052 0.032^{**}	0.039 0.116	-0.005	-0.030	-0.013 $n = 0.568$	-0.044 $p = 0.072*$
9.2: I get fair salary (disagree dummy)			-0.020	-0.027	00:00	
	$p = 0.012^{**}$	$p = 0.019^{**}$	p = 0.270	p = 0.126	p = 0.563	p = 0.329
Gender: female	-0.006	0.011	-0.024	-0.003	-0.011	0.009
٧	p = 0.787	p = 0.585	p = 0.311	p = 0.903	p = 0.611	p = 0.660
Age	0.003 $r = 0.049**$	0.004 $r = 0.032**$	-0.001 $r = 0.603$	0.0003 $r = 0.877$	0.00002	0.001 $r = 0.493$
Years of schooling	P = 0.032 -0.001	P = 0.03	p = 0.003	0.006	P = 0.991	0.006
	p = 0.711	p = 0.209	p = 0.613	$p = 0.040^{**}$	p = 0.965	$p = 0.038^{**}$
Ever married	-0.0003	0.021	0.089	0.088	0.004	0.037
	p = 0.991	p = 0.367	$p = 0.001^{***}$	$p = 0.001^{***}$	p = 0.867	p = 0.103
Experience in sector (yrs)	-0.0005	-0.001	-0.001	-0.002	-0.002	-0.001
	p = 0.863	p = 0.608	p = 0.650	p = 0.561	p = 0.391	p = 0.816
Tenure at factory (yrs)	-0.005	-0.002	0.0001	0.001	0.004	0.003
	p = 0.202	p = 0.615	p = 0.989	p = 0.785	p = 0.275	p = 0.369
7.1: position helper/lineman	0.017 - 0.027	-0.016	-0.025	-0.030	0.040 ≈ -0.327	-0.013
7.1: nosition operator	p = 0.057	p = 0.650	p = 0.329	p = 0.457	p = 0.237	p = 0.05
Toronto de la companya de la company	p = 0.628	p = 0.983	p = 0.944	p = 0.885	p = 0.734	p = 0.638
Factory code 13	0.060		-0.027		0.075	
	p = 0.381		p = 0.721		p=0.265	
Factory code 63			-0.059			
Factory code 90	p = 0.300		p = 0.440 -0.050		60.0 = 0.03	
	p = 0.256		p = 0.519		p = 0.357	
Constant	0.863	0.860	0.974	0.849	0.900	0.874
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888	888	888	888	888
Adjusted R ²	0.141	0.013	0.158	0.017	0.184	0.008
Note:					*p<0.1; **p<0	p<0.1; ** p<0.05; *** p<0.01

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

			Dependent	$Dependent\ variable:$		
	Building safety	g safety	Fire/electricity safety	city safety	Healthy work environment	environment
	STO	S_{2}	STO	S'	10	STO
	(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 = 0.733	p = 1.000	$p = 0.000^{***}$	p = 0.115	$p = 0.000^{***}$	p = 0.127
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.038	-0.035		-0.146	-0.057	-0.064
9.2: Supervisor will side with me (disagree dummy)	p = 0.479 -0.007	p = 0.867	p = 0.000	p = 0.018	p = 0.000 - 0.016	p = 0.144 -0.015
	p = 0.479	p = 0.729	p = 0.494	p = 0.375	p = 0.507	p = 0.615
9.2: Respect supervisor (disagree dummy)	0.016	0.015	-0.028	-0.030	0.013	0.015
9.2: Sunervisor sneaks onenly (disagree dummy)	p = 0.733	p = 0.858	p = 0.493	p = 0.863	p = 0.510 -0.015	p = 0.379 -0.019
(frames or soon) franch area de controller	p = 0.484	p = 0.367	p = 0.754	p = 1.000	p = 0.753	p = 0.882
9.2: I get fair salary (disagree dummy)	-0.021	-0.018	-0.020	-0.023	0.001	-0.006
Condon formals	p = 0.484	p = 0.613	p = 0.494	p = 0.389	p = 0.753	p = 0.486
Contact: 1cmono	p = 0.503	p = 0.753	p = 0.494	p = 0.761	$^{**}0000 = 0$	p = 0.263
Age	0.003		-0.0005	-0.001	0.0001	-0.0003
	$p = 0.000^{***}$	p = 0.116	p = 0.754	p = 0.858	p = 0.753	p = 0.848
Years of schooling	-0.004	-0.004	-0.001	-0.001	-0.004	-0.004
,	p = 0.249	p = 0.502	p = 0.493	p = 0.607	p = 0.264	p = 0.124
Ever married	0.036	0.035	0.109	0.102	0.026	0.027
	p = 0.230	p = 0.368	$p = 0.000^{-12}$	p = 0.343	p = 0.264	p = 0.251
Experience in sector (yrs)	-0.0003 $n = 0.254$	-0.0003	-0.009	-0.009 $n = 0.119$	-0.003	-0.005
Tenure at factory (yrs)	-0.005	-0.004			0.003	
	p = 0.484	p = 0.378	p = 0.521	p = 0.608	p = 0.507	p = 1.000
7.1: position helper/lineman	0.022	0.026	-0.038	-0.029	-0.019	-0.025
	p = 0.503	p = 0.600	p = 0.493	p = 0.743	$p = 0.000^{***}$	p = 0.132
7.1: position operator	0.003 $n = 0.733$	0.005 $= 0.883$	-0.008	-0.005 -1.000	-0.013 $= 0.264$	-0.016
Factory code 63	-0.009	Jo - 0.003	P = 0.032	P - 1:000	p = 0.234	7 – 7
	p = 0.484		p = 0.521		$p = 0.000^{***}$	
Factory code 90	0.010		-0.020		-0.026	
	p = 0.484		p = 0.261		$p = 0.000^{***}$	
Constant	0.947	0.934	0.969	0.953	0.998	1.022
	$p = 0.000^{***}$	$p = 0.000^{**}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adjusted \mathbb{R}^2	389	389	389	389 0.024	389	389 0.013
٠						

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

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

			Dependen	$Dependent\ variable:$		
	Buildin	Building safety	${ m Fire/elect}$	Fire/electricity safety	Healthy work	Healthy work environment
	0	STO	0	OLS	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.014	0.021	0.009	0.019	0.012	0.019
	p = 0.176	$p = 0.044^{**}$	p = 0.421	p = 0.104	p = 0.247	$p = 0.069^*$
Gender: female	-0.0003	0.015	-0.023	-0.004	-0.009	0.009
	p = 0.988	p = 0.459	p = 0.342	p = 0.873	p = 0.657	p = 0.677
Age	0.004	0.003	-0.001	0.0002	0.0001	0.001
	$p = 0.040^{**}$	$p = 0.038^{**}$	p = 0.553	p = 0.931	p = 0.971	p = 0.487
Years of schooling	-0.001	0.003	0.001	900.0	0.0002	0.006
	p = 0.699	p = 0.195	p = 0.693	$p = 0.057^*$	p = 0.933	$p = 0.036^{**}$
Ever married	0.001	0.023	0.089	0.088	0.002	0.036
	p = 0.969	p = 0.312	$p = 0.001^{***}$	$p = 0.001^{***}$	p = 0.925	p = 0.114
Experience in sector (yrs)	-0.001	-0.002	-0.002	-0.002	-0.002	-0.001
	p = 0.809	p = 0.560	p = 0.594	p = 0.477	p = 0.383	p = 0.780
Tenure at factory (yrs)	-0.005	-0.001	0.0004	0.001	0.004	0.003
	p = 0.228	p = 0.730	p = 0.927	p = 0.793	p = 0.296	p = 0.383
7.1: position helper/lineman	0.015	-0.016	-0.026	-0.031	0.038	-0.014
	p = 0.672	p = 0.638	p = 0.502	p = 0.422	p = 0.262	p = 0.681
7.1: position operator	0.010	-0.003	-0.0002	-0.007	0.008	-0.016
	p = 0.749	p = 0.933	p = 0.996	p = 0.852	p = 0.794	p = 0.601
Factory code 13	0.073		-0.023		0.076	
	p = 0.289		p = 0.762		p = 0.255	
Factory code 63	0.067		-0.056		0.108	
	p = 0.335		p = 0.469		p = 0.108	
Factory code 90	0.078		-0.057		0.056	
	p = 0.260		p = 0.457		p = 0.400	
Constant	0.823	0.825	0.972	0.845	0.887	0.857
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888	888	888	888	888
Adjusted \mathbb{R}^2	0.131	0.006	0.159	0.015	0.184	0.006

 ${\rm ^*p}<0.1;\ {\rm ^{**}p}<0.05;\ {\rm ^{***}p}<0.01$ Clustered by factory. Includes factory fixed effects.

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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 + factory FE

			Dependen	$Dependent\ variable:$		
	Buildin	Building safety	${ m Fire/elect}$	Fire/electricity safety	Healthy work	Healthy work environment
	0	OLS	0	OLS	0	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.006	0.008	0.004	0.010	-0.010	-0.008
	p = 0.503	p = 0.611	p = 0.493	p = 0.370	p = 0.263	$p = 0.100^*$
Gender: female	-0.033	-0.033	-0.020	-0.024	0.026	0.022
	p = 0.506	p = 0.740	p = 0.513	p = 0.752	$p = 0.000^{***}$	p = 0.107
Age	0.003	0.003	-0.001	-0.001	0.0002	-0.0004
	$p = 0.000^{***}$	p = 0.130	p = 0.744	p = 0.888	p = 0.770	p = 0.761
Years of schooling	-0.005	-0.004	-0.001	-0.001	-0.003	-0.005
	p = 0.246	p = 0.247	p = 0.482	p = 0.626	$p = 0.000^{***}$	p = 0.132
Ever married	0.036	0.033	0.106	0.098	0.027	0.027
	p = 0.243	p = 0.349	p = 0.231	p = 0.359	p = 0.268	p = 0.140
Experience in sector (yrs)	-0.0004	-0.001	-0.009	-0.009	-0.005	-0.005
	$p = 0.000^{***}$	p = 0.251	$p = 0.000^{***}$	p = 0.130	p = 0.531	p = 0.238
Tenure at factory (yrs)	-0.005	-0.003	0.005	0.006	0.004	0.002
	p = 0.503	p = 0.375	p = 0.493	p = 0.748	p = 0.507	p = 1.000
7.1: position helper/lineman	0.016	0.022	-0.041	-0.033	-0.021	-0.028
	p = 0.506	p = 0.759	p = 0.482	p = 1.000	$p = 0.000^{***}$	p = 0.255
7.1: position operator	-0.002	-0.0004	-0.012	-0.010	-0.018	-0.022
	p = 0.749	p = 0.873	p = 0.744	p = 0.896	$p = 0.000^{***}$	p = 0.129
Factory code 63	-0.016		-0.035		0.008	
	p = 0.503		p = 0.493		p = 0.239	
Factory code 90	0.002		-0.038		-0.035	
	p = 0.749		p = 0.231		$p = 0.000^{***}$	
Constant	0.939	0.924	0.972	0.961	0.993	1.019
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.002	900.0	0.009	0.009	0.016	0.005

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

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

			Dependes	Dependent variable:		
	Buildin	Building safety	Fire/elect	Fire/electricity safety	Healthy work environment	environment
	0	STO	0	STO	0	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.012	0.019	-0.010	-0.004	900.0	0.009
	p = 0.313	p = 0.102	p = 0.413	p = 0.729	p = 0.602	p = 0.410
Gender: female	-0.001	0.015	-0.018	0.003	-0.008	0.010
	p = 0.965	p = 0.484	p = 0.438	p = 0.898	p = 0.704	p = 0.628
Age	0.004	0.004	-0.001	0.001	0.0001	0.001
Vears of schooling	$p = 0.033^{**}$	$p = 0.030^{**}$	p = 0.659	p = 0.706	p = 0.935 -0.0001	p = 0.406
	p = 0.678	p = 0.202	p = 0.956	p = 0.111	p = 0.979	p = 0.049**
Ever married	0.001	0.023	0.086	0.085	0.001	0.035
	p = 0.961	p = 0.322	$p = 0.002^{***}$	$p = 0.001^{***}$	p=0.957	p = 0.129
Experience in sector (yrs)	-0.001	-0.002	-0.001	-0.002	-0.002	-0.001
	p = 0.830	p = 0.555	p = 0.622	p = 0.480	p = 0.392	p = 0.794
Tenure at factory (yrs)	-0.005	-0.001	-0.001	0.0002	0.004	0.003
	p = 0.205	p = 0.675	p = 0.884	p = 0.962	p = 0.334	p = 0.455
7.1: position helper/lineman	0.015	-0.017	-0.016	-0.020	0.041	-0.011
	p = 0.669	p = 0.612	p = 0.670	p = 0.597	p = 0.230	p = 0.756
7.1: position operator	0.008	-0.005	0.002	-0.005	0.009	-0.015
	p = 0.784	p = 0.884	p = 0.955	p = 0.889	p = 0.771	p = 0.616
Factory code 13	0.074		-0.015		0.078	
	p = 0.284		p = 0.838		p = 0.244	
Factory code 63	0.066		-0.055		0.109	
	p = 0.342		p = 0.472		p = 0.107	
Factory code 90	0.080		-0.043		0.060	
	p = 0.245	6	p = 0.570	6	p = 0.370	6
9.1: Factory has rules	$0.012 \\ 5 - 0.615$	$0.003 \\ = 0.886$	0.005 $z = 0.847$	-0.012 $= -0.657$	-0.003	-0.016
0 1. Managamont congults workons	p = 0.015	p — 0.660	p = 0.041	p = 0.031	p = 0.630	p = 0.436
9.1. ivianagement consuits workers	0.045	0.031 = 0.093	-0.012	0.00-	n = 0.721	0.001 $r = 0.973$
9.1: Must obey orders				-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		_	0.869	0.895	0.873
	p = 0.000***	p = 0.000***	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.000***
Observations	888	888	888	888	888	888
Adjusted n	0.191	0.001	0.170	0.097	0.100	0.001

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

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

			Dependen	$Dependent\ variable:$		
	Buildin	Building safety	Fire/electr	Fire/electricity safety	Healthy work environment	environment
	0	OLS	0	STO	10	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.002	-0.0001	-0.015	-0.010	-0.020	-0.020
<u>F</u>	p = 0.506	p = 1.000	p = 0.525	p = 0.624	p = 0.245	p = 0.126
Gender: remaie	-0.032 $r = 0.481$	-0.031 $= 0.751$	-0.016 $n = 0.524$	-0.018	0.029 0.232	0.026
Age	0.003		-0.0003	-0.0005	0.0004	-0.00005
	$p = 0.000^{***}$	p = 0.114	p = 0.764	p = 0.869	p = 0.751	p = 0.869
rears of schooling	-0.005	-0.004 $p = 0.489$	-0.003 $p = 0.479$	-0.002 $p = 0.615$	-0.004 $p = 0.000***$	-0.005 $p = 0.123$
Ever married			0.090			0.022
	p = 0.255	p = 0.392	p = 0.240	p = 0.503	p = 0.274	p = 0.255
Experience in sector (yrs)	-0.0004	-0.001	-0.009	-0.009	-0.005	-0.005
Tenure at factory (yrs)	p = 0.253 -0.006	p = 0.255 -0.004	p = 0.000	p = 0.301	p = 0.919	p = 0.215 0.0004
	p = 0.506	p = 0.380	p = 0.525	p = 0.625	p = 0.751	p = 1.000
7.1: position helper/lineman	0.017	0.025	-0.032	-0.021	-0.021	-0.028
	p = 0.481	p = 0.758	p = 0.479	p = 0.861	$p = 0.000^{***}$	p = 0.264
7.1: position operator	-0.003	-0.0003	-0.009	-0.006	-0.020	-0.023
	p = 0.736	p = 1.000	p = 0.764	p = 1.000	$p = 0.000^{***}$	p = 0.367
Factory code 63	-0.020		-0.044		0.010	
	p = 0.506		p = 0.240		p = 0.232	
Factory code 90	0.007 0.485		-0.028 $n = 0.000***$		-0.029 $p = 0.000***$	
9.1: Factory has rules		0.008		0.010	ı	-0.034
	p = 0.736	p = 1.000	p = 0.525	p = 0.751	$p = 0.000^{***}$	p = 0.499
9.1: Management consults workers	0.038	0.035	0.003	0.0004	-0.013	-0.010
	$p = 0.000^{***}$	p = 0.234	p = 0.764	p = 1.000	$p = 0.000^{***}$	p = 0.392
9.1: Must obey orders	-0.031	-0.030	-0.095	-0.099	-0.056	-0.062
į	p = 0.506	p = 0.739	p = 0.286	p = 0.490	$p = 0.000^{***}$	p = 0.244
Constant	0.945 p = 0.000^{***}	0.924 p = 0.000***	1.005 $p = 0.000***$	0.985 p = 0.000***	1.025 $p = 0.000^{***}$	1.051 $p = 0.000^{***}$
Observations Adjusted R ²	389	389	389	389	389	389

 $^*p<0.1;\ ^**p<0.05;\ ^{**}p<0.01$ Clustered by factory. Includes factory fixed effects.

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

			Depender	$Dependent\ variable:$		
	Working hor	Working hours/overtime	Product	Production target	Behaviour of	Behaviour of management
	0	OLS	0	STO	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.019	-0.067	0.004	-0.007	0.074	0.053
	p = 0.664	$p = 0.099^*$	p = 0.927	p = 0.860	p = 0.112	p = 0.215
Age	0.004	0.004	-0.001	-0.001	0.001	-0.00003
	p = 0.214	p = 0.286	p = 0.768	p = 0.768	p = 0.883	p = 0.993
Years of schooling	0.007	0.005	0.001	0.0003	900.0	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	900.0	9000	-0.005	0.003
	$p = 0.092^*$	p = 0.508	p = 0.448	p = 0.341	p = 0.566	p = 0.632
7.1: position helper/lineman	0.086	0.084	-0.066	-0.072	-0.091	-0.054
	p = 0.216	p = 0.214	p = 0.354	p = 0.268	p = 0.230	p = 0.443
7.1: position operator	0.002	0.026	-0.053	-0.057	-0.134	-0.112
	p = 0.971	p = 0.666	p = 0.395	p = 0.327	$p = 0.044^{**}$	$p = 0.078^*$
Factory code 13	0.162		0.027		-0.251	
	p = 0.237		p = 0.850		$p = 0.093^*$	
Factory code 63	0.381		0.173		-0.438	
	$p = 0.006^{***}$		p = 0.221		$p = 0.004^{***}$	
Factory code 90	0.016		0.066		-0.358	
	p = 0.908		p = 0.637		$p = 0.017^{**}$	
9.1: Factory has rules	-0.220	-0.188	-0.286	-0.284	-0.189	-0.214
	$p = 0.00000^{***}$	$p = 0.00003^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.0002^{***}$	$p = 0.00001^{***}$
9.1: Management consults workers	-0.260	-0.229	-0.147	-0.141	-0.083	-0.098
	$p = 0.0001^{***}$	$p = 0.001^{***}$	$p = 0.028^{**}$	$p = 0.029^{**}$	p = 0.240	p = 0.158
9.1: Must obey orders	-0.246	-0.240	-0.340	-0.349	-0.409	-0.464
	$p = 0.000000^{***}$	$p = 0.00001^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Constant	0.208	0.412	0.460	0.565	1.226	0.858
	p = 0.233	$p = 0.0003^{***}$	$p = 0.011^{**}$	$p = 0.00000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888	888	888	888	888
Adjusted R ²	0.139	0.031	0.053	0.063	0.137	0.103

 $^*p{<}0.1;\ ^{**}p{<}0.05;\ ^{**}p{<}0.01$ Clustered by factory. Includes factory fixed effects.

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

			Dependen	$Dependent\ variable:$		
	Working hours/overtime	rs/overtime	Production target	n target	Behaviour of management	management
	STO	S_i	STO	S	STO	S_{2}^{r}
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	0.011	-0.014	0.008	0.005	0.048	0.042
	p = 0.757	p = 1.000	p = 0.753	p = 1.000	p = 0.759	p = 0.855
Age	0.007	0.004	-0.001	-0.002	-0.002	-0.002
	p = 0.249	p = 0.368	p = 0.753	p = 1.000	p = 0.538	p = 0.867
Years of schooling	0.007	-0.004	0.009	0.005	0.010	0.013
	p = 0.511	p = 0.611	p = 0.262	p = 0.501	p = 0.538	p = 0.507
Ever married	-0.064	-0.042	-0.018	0.010	-0.045	-0.088
	p = 0.495	p = 0.761	p = 0.753	p = 0.887	p = 0.259	p = 0.135
Experience in sector (yrs)	-0.004	-0.002	0.009	0.009	0.007	200.0
	p = 0.511	p = 0.728	p = 0.511	p = 0.485	p = 0.480	p = 0.766
Tenure at factory (yrs)	0.012	-0.012	0.005	-0.005	-0.009	-0.0005
	p = 0.511	p = 0.121	p = 0.504	p = 0.489	p = 0.480	p = 1.000
7.1: position helper/lineman	0.063	-0.019	-0.024	-0.067	-0.044	-0.0004
	p = 0.495	p = 0.873	p = 0.753	p = 0.525	p = 0.759	p = 0.872
7.1: position operator	-0.009	-0.037	-0.045	-0.056	-0.146	-0.140
	p = 0.757	p = 0.865	p = 0.491	p = 0.768	p = 0.538	p = 0.876
Factory code 63	0.196		0.144		-0.180	
	$p = 0.000^{***}$		p = 0.262		p = 0.259	
Factory code 90	-0.174		0.015		-0.108	
	$p = 0.000^{***}$		p = 0.511		$p = 0.000^{***}$	
9.1: Factory has rules	-0.126	-0.106	-0.252	-0.229	-0.190	-0.224
	p = 0.495	p = 0.869	$p = 0.000^{***}$	p = 0.251	p = 0.279	p = 0.132
9.1: Management consults workers	-0.197	-0.165	-0.229	-0.212	-0.151	-0.168
	p = 0.249	p = 0.385	$p = 0.000^{***}$	p = 0.536	$p = 0.000^{***}$	p = 0.126
9.1: Must obey orders	-0.148	-0.174	-0.230	-0.218	-0.360	-0.395
	p = 0.495	p = 0.613	p = 0.262	p = 0.247	p = 0.259	p = 0.116
Constant	0.187	0.444	0.375	0.477	1.009	0.937
	p = 0.495	p = 0.502	$p = 0.000^{***}$	p = 0.251	p = 0.279	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted \mathbb{R}^2	0.083	-0.004	0.023	0.013	0.089	0.075

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

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

			Depend	$Dependent\ variable:$		
	Working ho	Working hours/overtime	Producti	Production target	Behaviour of	Behaviour of management
	0	STO	0	ODS	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	-0.048	-0.075	-0.021	-0.024	-0.058	-0.052
0.00	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 fang (numeric)	0.001 $0 = 0.981$	0.014 0.640	0.073 $0.011**$	0.070 $0.017**$	0.120 $0.0001***$	0.00001***
9.2: Supervisor will side with me (numeric)						
	p = 0.772	p = 0.760	$p = 0.065^*$	$p = 0.065^*$	$p = 0.00000^{***}$	$p = 0.000000^{***}$
9.2: Respect supervisor (numeric)	-0.005 $= 0.861$	-0.014 $p = 0.598$	0.070 0.012^{**}	0.058 0.029^{**}	-0.065 $p = 0.021**$	-0.069 0.010^{***}
9.2: Supervisor speaks openly (numeric)	0.074		0.026			
()	$p = 0.002^{***}$	$p = 0.0002^{***}$	p = 0.273	p = 0.282	$p = 0.0005^{***}$	$p = 0.00004^{***}$
9.2: 1 get fair salary (numeric)	0.082	0.089	0.035 = 0.008	0.040 0.041 0.001	0.042 0.042 $0.001***$	0.044 0.044 0.000
Gender: female		- 1		-0.008		
	p = 0.442	$p=0.055^*$	p = 0.875	p = 0.841	p = 0.139	p = 0.332
Age	0.004	0.003	-0.003	-0.002	-0.003	-0.003
,	p = 0.260	p = 0.301	p = 0.454	p = 0.511	p = 0.362	p = 0.323
Years of schooling	0.007 0.007 0.007	0.006 $5 - 0.340$	0.001 $\pi = 0.813$	0.001 $z=0.865$	0.004 $z = 0.487$	$0.007 \\ n = 0.167$
Fixer married	p = 0.160 - 0.062	p = 0.249 - 0.039	6.0 = 4	p = 0.805	p = 0.461	p = 0.107
	p = 0.177	p = 0.371	p = 0.900	p = 0.713	0.950	p = 0.995
Experience in sector (yrs)	600.0-		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
7 1	$p = 0.057^*$	p = 0.417	p = 0.153	p = 0.163	p = 0.898	p = 0.421
тт. Ромпон перет/плешан	0.082 0.228	0.065 0.190	0.566	0 = 0.227	0.206	0.284
7.1: position operator			-0.046	-0.059	-0.134	-0.109
	p = 0.889	p = 0.731	p = 0.451	p = 0.305	$p = 0.030^{**}$	$p = 0.063^*$
Factory code 13	0.103 -0.444		0.048 $r = 0.795$		-0.248 $-0.075*$	
Factory code 63					-0.348	
	$p = 0.030^{**}$		$p=0.076^*$		$p = 0.014^{**}$	
Factory code 90	0.026		0.136		-0.268	
Constant	p = 0.850	0 089	p = 0.323	0 360	$p = 0.055^*$	0.038
COIDSCAILL	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	p<0.05; *** p<0.01

*p<0.1; **p<0.05; ***p<0.05; Olustered by factory. Includes factory fixed effects.

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

			Dependen	Dependent variable:		
	Working hours/overtime	rs/overtime	Producti	Production target	Behaviour of management	management
	STO	S	O	STO	STO	\mathcal{S}_{2}
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	-0.058	-0.090	-0.006	-0.016	-0.090	-0.079
	p = 0.237	p = 0.253	p = 0.750	p = 0.634	p = 0.497	p = 0.140
9.2: Supervisor doesn't use bad lang (numeric)	0.041	0.041	0.075	0.055	0.154	0.158
	p = 0.237	p = 0.119	p = 0.497	p = 0.778	$p = 0.000^{***}$	p = 0.129
9.2: Supervisor will side with me (numeric)	-0.018	-0.022	-0.010	-0.009	0.075	0.076
	p = 0.508	p = 0.750	p = 0.486	p = 0.751	p = 0.245	p = 0.121
9.2: Respect supervisor (numeric)	-0.038 0.000***	-0.045 $r = 0.476$	0.086 ***000 — a	0.091 $r = 0.127$	-0.069 -0.089	-0.068 $r = 0.417$
9.2: Supervisor speaks openly (numeric)	$\frac{1}{10000000000000000000000000000000000$	P = 0.115	0.037	F = 0.048		p = 0.121
	p = 0.237	p = 0.238	p = 0.517	p = 0.379	p = 0.245	p = 0.252
9.2: I get fair salary (numeric)	0.102	0.115	0.058	0.054	0.034	0.031
•	$p = 0.000^{***}$	p = 0.120	p = 0.000**	p = 0.385	p = 0.244	p = 0.125
Gender: female	-0.023	-0.032	-0.041	-0.028	0.015	0.016
~~~ <b>~</b>	p = 0.759	p = 0.863	p = 0.517	p = 1.000	p = 0.741	p = 0.869
Age	$0.000$ $\pi = 0.971$		-0.002			-0.004 $z = 0.754$
Years of schooling	7 – 7 0 009	p = 0.439	p = 0.130	70.102 0.008	p = 0.430	p = 0.03
0	p = 0.000***	p = 0.759	p = 0.253	p = 0.379	p = 0.244	p = 0.359
Ever married	-0.060	-0.026	-0.003	0.038	-0.009	-0.026
	p = 0.251	p = 0.639	p = 0.750	p = 0.879	p = 0.741	p = 0.885
Experience in sector (yrs)	-0.006	-0.004	0.004	0.005	0.003	0.002
,	p = 0.508	p = 0.758	p = 0.486	p = 0.521	p = 0.741	p = 0.879
Tenure at factory (yrs)	0.011 $z=0.508$	-0.007	0.008 = 0.008	-0.002	-0.003 $z = 0.741$	0.003 - 0.740
7.1: position helper/lineman	0.099	p = 0.362 0.026	p = 0.917	p = 1.000 - 0.012	p = 0.04	p = 0.140
	p = 0.271	p = 0.900	p = 0.264	p = 0.121	p = 0.741	p = 1.000
7.1: position operator	0.029	0.001	0.035	0.013	-0.061	-0.050
	p = 0.522	p = 0.846	p = 0.750	p = 1.000	p = 0.496	p = 0.880
Factory code 63			0.210			
Factory code 90	p = 0.000 $-0.044$		p = 0.000		p = 0.000 - 0.005	
•	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.741	
Constant	-0.338	-0.096	-0.820	-0.631	-0.019	-0.120
	p = 0.237	p = 0.237	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.741	p = 0.475
Observations Adjusted $\mathbb{R}^2$	389 0.178	389 0.142	389 0.110	389 0.088	389 0.232	389 0.231

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

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

Wo    O.2: Supervisor respects me (disagree dummy)	Working hours/overtime	rs/overtime	<u> </u>			
d dummy)		,	Product	Production target	Behaviour of	Behaviour of management
d p	STO	$\dot{\mathcal{S}}$	0	STO	10	OCS
p dummy)	(1)	(2)	(3)	(4)	(5)	(9)
Ф	0.085	0.133	-0.052	-0.052	0.099	0.097
	= 0.318	p = 0.122	p=0.556	p = 0.540	p = 0.271	p = 0.264
	0.036	0.003	-0.071	-0.057	-0.294	-0.302
d	= 0.664	p = 0.967	p = 0.407	p = 0.483	$p = 0.001^{***}$	$p = 0.0004^{***}$
	-0.081		-0.095	-0.074	1	
p=0 9.2: Respect supervisor (disagree dummy) $-0$ .	= 0.020 -0.010	p = 0.214 $0.026$	p = 0.003 $-0.142$	p = 0.029 $-0.108$	p = 0.0002 $0.141$	p = 0.0003
	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.	-0.152	-0.175		-0.074		-0.255
d	$= 0.002^{***}$	$p = 0.0002^{***}$	$p = 0.091^*$	p = 0.106	$p = 0.00001^{***}$	$p = 0.00000^{***}$
9.2. I get tall sataly (uisagles duming) $= 0.00$	= 0.000	0.000	0.0002***	-0.131 $p = 0.00002***$	0 = 0.00004***	$^{**}0000000 = a$
	-0.015					
d	= 0.717	p = 0.101	p = 0.899	p = 0.973	p = 0.113	p = 0.229
	0.004					
$\begin{array}{c} p = 0 \\ \text{Years of schooling} \end{array}$	0.006	p = 0.323 $0.005$	p = 0.468 $0.001$	p = 0.537 $0.001$	$\mathbf{p} \equiv 0.620$	p = 0.514 $0.010$
ď	= 0.230	p = 0.304	p = 0.850	p = 0.912	p = 0.316	$p = 0.062^*$
Ever married $-0$ .	-0.066	-0.042	0.011	0.017	0.012	0.005
	p = 0.150	p = 0.339	p = 0.816	p = 0.689	p = 0.798	p = 0.907
Experience in sector (yrs) $-0$ .	-0.010	-0.009	0.0002	-0.001	-0.002	-0.0003
$\mathrm{p}=0$ . Then the set factors (vrs.)	$= 0.053^{\circ}$	$p = 0.058^{\circ}$	p = 0.969	p = 0.760	p = 0.688	p = 0.948
Q	$= 0.048^{**}$	p = 0.450	p = 0.120	p = 0.165	p = 0.795	p = 0.327
	0.057		-0.076		-0.101	-0.084
d	= 0.398	p = 0.273	p = 0.280	p = 0.124	p = 0.155	p = 0.206
7.1: position operator $-0.$	-0.018 0.765	0.019 $n = 0.753$	-0.059 $r = 0.337$	-0.063 $r = 0.276$	-0.128 $-0.041**$	-0.104 $-0.080*$
	0.118					
d	= 0.378		p = 0.885		$p = 0.052^*$	
Factory code 63	0.329		0.222		-0.370	
d	$= 0.015^{**}$		p = 0.110		$p = 0.009^{***}$	
	0.035					
ď	= 0.794	0 400	p = 0.440		p = 0.030	6600
$\begin{array}{c} \text{Constant} \\ \text{p} = 0.2 \\ \text{p} = 0.2$	0.200 = 0.223	0.402 p = $0.0003^{***}$	0.388 $p = 0.027**$	$0.510$ $p = 0.00001^{***}$	$1.249$ $p = 0.000^{***}$	0.923 $p = 0.000***$
	888	888	888	888	888	888
Adjusted $\mathbb{R}^2$ 0.1	0.187	960.0	0.095	0.088	0.243	0.222
Note:				Clustered by fa	$^*p<0.1; ^{**}p<0.05; ^{***}p<0.01$ Clustered by factory. Includes factory fixed effects	* p<0.1; ** p<0.05; *** p<0.01 Includes factory fixed effects.

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

			Dependent variable:	variable:		
	Working hours/overtime	rs/overtime	Production target	n target	Behaviour of management	management
	STO	$\mathcal{S}_{2}$	STO	S	STO	S
	(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 = 0.250	p = 0.517	p = 0.753	p = 0.725	p = 0.509	p = 0.623
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.049	-0.074	-0.076	-0.057	-0.224	-0.227
	p = 0.502	p = 0.365	p = 0.753	p = 0.866	$p = 0.000^{***}$	p = 0.249
9.2: Supervisor will side with me (disagree dummy)	-0.055	-0.052	0.004	0.002	-0.172	-0.172
	p = 0.502	p = 0.614	p = 0.753	p = 1.000	$p = 0.000^{***}$	p = 0.112
9.2: Respect supervisor (disagree dummy)	0.020	0.042	-0.146	-0.133	0.205	0.198
	$p = 0.000^{***}$	p = 0.121	$p = 0.000^{***}$	p = 0.114	p = 0.497	p = 0.250
9.2: Supervisor speaks openly (disagree dummy)	-0.146	-0.177	-0.046	-0.057	-0.266	-0.258
9.2: I get fair salary (disagree dummy)	p = 0.250 - 0.263	p = 0.125 $-0.293$	p = 0.469 -0.167	p = 0.022 - 0.155	p = 0.240 -0.123	p = 0.244 -0.123
	p = 0.000***	p = 0.143	p = 0.247	p = 0.348	p = 0.258	p = 0.238
Gender: female	-0.012	-0.022	-0.031	-0.023	0.031	0.030
	p = 0.740	p = 1.000	p = 0.753	p = 1.000	p = 0.755	p = 0.861
Age	0.006	0.004	-0.002	-0.002	-0.004	-0.004
	p = 0.252	p = 0.379	p = 0.753	p = 0.621	p = 0.509	p = 0.758
Years of schooling	0.008	0.0001	0.011	0.007	0.014	0.016
	p = 0.252	p = 0.881	p = 0.247	p = 0.376	p = 0.509	p = 0.496
Ever married	-0.061	-0.030	0.016	0.054	0.003	-0.014
	p = 0.490	p = 0.890	p = 0.753	p = 0.738	p = 0.504	p = 0.623
Experience in sector (yrs)	-0.005	-0.003	0.005	0.005	0.004	0.004
	p = 0.502	p = 0.629	p = 0.511	p = 0.376	p = 0.755	p = 0.617
Tenure at factory (yrs)	0.012	-0.007	0.012	-0.0001	-0.002	0.005
:	p = 0.502	p = 0.381	p = 0.489	p = 1.000	p = 0.755	p = 0.630
7.1: position helper/lineman	0.064	-0.016	0.009	-0.050	-0.031	-0.002
	p = 0.490	p = 1.000	p = 0.753	p = 0.495	p = 0.755	p = 0.867
7.1: position operator	$0.016 \times -0.740$	-0.012	$0.006 \times -0.762$	-0.013	-0.084	-0.074 0.881
Co. at comes and a 69	p = 0.140	p = 0.010	p = 0.755	p - 0.010	p = 0.903	p - 0.001
racioly code 05	0.217		0.210 $0.000***$		$^{***}0000$ – a	
Factory code 90						
•	$p = 0.000^{***}$		p = 0.247		p = 0.509	
Constant	0.223	0.446	0.234	0.360	0.958	0.889
	p = 0.250	p = 0.230	$p = 0.000^{***}$	p = 0.242	p = 0.251	p = 0.261
Observations Adjusted R ²	389	389	389	389	389	389
ar hagarat	7 17 10	171.0	1000	0000		007:0

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

cing hours/overtime  OLS  (2)  0.089  0.089  0.008  1				Dependent variable:	variable:		
$ODS \\ \text{Good supervisor rship (index)} \\ \text{p} = 0.00000^{***} \\ \text{p} = 0.00000^{***} \\ -0.023 \\ -0.068 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.003 \\ 0.002 \\ 0.0004 \\ 0.003 \\ 0.002 \\ 0.0001 \\ 0.0007 \\ \text{p} = 0.271 \\ 0.006 \\ 0.0006 \\ 0.0001 \\ 0.0007 \\ 0.006 \\ 0.0001 \\ 0.0001 \\ 0.0004 \\ 0.0002 \\ 0.0001 \\ 0.0001 \\ 0.0001 \\ 0.0001 \\ 0.0002 \\ 0.0011 \\ 0.0006 \\ 0.0012 \\ 0.0002 \\ 0.0012 \\ 0.0002 \\ 0.0012 \\ 0.0002 \\ 0.0011 \\ 0.0004 \\ 0.0001 \\ 0.0004 \\ 0.0001 \\ 0.0004 \\ 0.0001 \\ 0.0004 \\ 0.0001 \\ 0.0004 \\ 0.0001 \\ 0.0002 \\ 0.0002 \\ 0.0002 \\ 0.0002 \\ 0.0002 \\ 0.0002 \\ 0.0002 \\ 0.0002 \\ 0.0003 \\ 0.0003 \\ 0.0003 \\ 0.0003 \\ 0.0003 \\ 0.0003 \\ 0.0003 \\ 0.0003 \\ 0.0000000000$		Working hou	$_{ m irs/overtime}$	$\operatorname{Producti}$	ion target	Behaviour of management	management
Good supervisor rship (index) $0.102$ $0.089$ $0.000$ $0.089$ $0.002$ $0.089$ $0.002$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.007$ $0.006$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$		О	$S_{i}^{r}$	0	ST	STO	Š
Good supervisor rship (index) $0.102$ $0.089$ ler: female $-0.023$ $-0.068$ $-0.023$ $-0.068$ $0.004$ $0.003$ $0.004$ $0.003$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.011$ $0.019$ $0.017$ $0.019$ $0.017$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$		(1)	(2)	(3)	(4)	(5)	(9)
ler: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Good supervisor rship (index)	0.102	0.089	0.208	0.186	0.270	0.288
ler: female $-0.023$ $-0.068$ $p = 0.588$ $p = 0.097^*$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.007$ $0.006$ $0.003$ $0.009$ $0.019$ $0.015$ $0.009$ $0.019$ $0.017$ $0.009$ $0.019$ $0.017$ $0.019$ $0.019$ $0.017$ $0.019$ $0.017$ $0.019$ $0.017$ $0.019$ $0.017$ $0.019$ $0.017$ $0.019$ $0.017$ $0.019$ $0.017$ $0.019$ $0.017$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.01$		$p = 0.00000^{***}$		$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
b = 0.588	der: female	-0.023	-0.068	0.001	-0.002	0.061	0.044
s of schooling $0.004$ $0.003$ s of schooling $0.007$ $0.006$ $0.006$ married $0.060$ $0.060$ $0.005$ p = $0.197$ $0.023$ $0.023$ p = $0.208$ $0.011$ $0.011$ p = $0.000$ $0.001$ $0.006$ p = $0.047^{**}$ $0.006$ $0.006$ p = $0.047^{**}$ $0.006$ $0.006$ p = $0.043^{**}$ $0.006$ $0.006$ p = $0.174$ $0.013$ $0.013$ p = $0.982$ $0.006$ $0.017$ p = $0.001$ $0.017$ $0.019$ p = $0.001$ $0.036$ $0.006$ p = $0.006$ $0.036$ $0.006$ p = $0.006$ $0.036$ $0.036$ p = $0.006$ $0.036$ $0.036$ p = $0.007$ $0.036$ $0.036$ p = $0.007$ $0.036$ $0.036$ p =				p = 0.980	p = 0.964	p = 0.165	p = 0.273
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		0.004	0.003	-0.002	-0.002	-0.001	-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.271	p = 0.352		p = 0.499	p = 0.687	p = 0.561
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	rs of schooling	0.007	0.006	0.001	0.001	0.007	0.011
ctor (yrs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.197	p = 0.253	p = 0.836	p = 0.879	p = 0.237	$p = 0.041^{**}$
ctor (yrs) $p = 0.208$ $p = 0.611$ $p = 0.010$ $-0.011$ $p = 0.047**$ $p = 0.031**$ $p = 0.047**$ $p = 0.031**$ $p = 0.043**$ $p = 0.066$ $p = 0.095$ $0.073$ $p = 0.174$ $p = 0.280$ $p -0.001$ $0.019$ $p = 0.172$ $p = 0.982$ $p = 0.756$ $p = 0.172$ $p = 0.211$ $p = 0.040**$ $p = 0.036$ $p = 0.0406$ $p = 0.036$ $p = 0.098$	r married	-0.060	-0.023	0.006	0.019	0.003	0.001
ctor (yrs) $-0.010$ $-0.011$ $p = 0.047^{**}$ $p = 0.031^{**}$ $p$ 0.015 $0.006per/lineman p = 0.043^{**} p = 0.369 p0.095$ $0.073$ $pprator p = 0.174 p = 0.280 p-0.001$ $0.019$ $pp = 0.982$ $p = 0.756$ $pp = 0.172$ $p = 0.019$ $pp = 0.0406$ $pp = 0.004^{***} pp = 0.007$ $pp = 0.007$ $pp = 0.007$ $pp = 0.024^{**} p$		p = 0.208	p = 0.611		p = 0.654	p = 0.953	p = 0.978
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	erience in sector (yrs)	-0.010	-0.011	0.0004	-0.002	-0.003	-0.002
y (yrs) $0.015$ $0.006$ p = $0.043^{**}$ p = $0.369$ p $0.095$ $0.073$ p = $0.174$ p = $0.280$ p $-0.001$ $0.019$ p $0.172$ p = $0.756$ p $0.172$ p = $0.756$ p $0.406$ p $0.406$ p = $0.369$ p $0.406$ p $0.369$ p		$p = 0.047^{**}$	$p = 0.031^{**}$		p = 0.725	p = 0.573	p = 0.739
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	ure at factory (yrs)	0.015	0.006	0.012	0.010	0.003	0.007
per/lineman $0.095$ $0.073$ $0.073$ $0.0174$ $0.019$ $0.019$ $0.019$ $0.172$ $0.172$ $0.046$ $0.172$ $0.046$ $0.046$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$ $0.038$		$p = 0.043^{**}$	p = 0.369		p = 0.137	p = 0.695	p = 0.268
erator $\begin{array}{cccccccccccccccccccccccccccccccccccc$	position helper/lineman	0.095	0.073	-0.037	-0.077	-0.069	-0.068
erator $-0.001$ $0.019$ $0.019$ $0.172$ $0.172$ $0.172$ $0.172$ $0.406$ $0.406$ $0.406$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.04**$ $0.036$ $0.04**$ $0.036$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$ $0.04**$		p = 0.174	p = 0.280	p = 0.592	p = 0.229	p = 0.338	p = 0.312
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	position operator	-0.001	0.019	-0.044	-0.057	-0.120	-0.103
$\begin{array}{c} 0.172 \\ p = 0.211 \\ 0.406 \\ p = 0.004^{***} \\ 0.036 \\ p = 0.792 \\ -0.007 \\ p = 0.024^{**} \end{array}  \begin{array}{c} p \\ p \\ p \\ p \\ 888 \\ 888 \\ 888 \\ \end{array}$		p = 0.982	p = 0.756		p = 0.324	$p = 0.057^*$	$p = 0.088^*$
$\begin{array}{c} p = 0.211 & p \\ 0.406 \\ p = 0.004^{***} & p \\ 0.036 \\ p = 0.792 & p \\ -0.007 & 0.243 \\ p = 0.966 & p = 0.024^{**} & p \\ 888 & 888 \end{array}$	cory code 13	0.172		0.043		-0.253	
$\begin{array}{c} 0.406 \\ p = 0.004^{***} \\ 0.036 \\ p = 0.792 \\ -0.007 \\ p = 0.966 \\ p = 0.024^{**} \\ p \\ 888 \\ 888 \\ 888 \\ \end{array}$		p = 0.211		p = 0.756		$p = 0.074^*$	
$\begin{array}{c} p = 0.004^{***} & p \\ 0.036 & \\ p = 0.792 & \\ -0.007 & 0.243 & p \\ p = 0.966 & p = 0.024^{**} & p \\ 888 & 888 & 888 \end{array}$	ory code 63	0.406		0.244		-0.344	
$\begin{array}{cccc} 0.036 & & & & & & & & & & & & & & & & & & &$		$p = 0.004^{***}$		$p = 0.077^*$		$p = 0.017^{**}$	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	ory code 90	0.036		0.112		-0.318	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.792				$p = 0.025^{**}$	
$p = 0.966$ $p = 0.024^{**}$ $p$ 888 888	stant	-0.007	0.243	0.175	0.326	0.977	0.643
888			$p = 0.024^{**}$		$p = 0.002^{***}$	$p = 0.00000^{***}$	$p = 0.000^{***}$
	ervations	888	888	888	888	888	888
Adjusted $R^2$ 0.134 0.026 0.107	usted $\mathbb{R}^2$	0.134	0.026	0.107	0.096	0.220	0.199

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

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

			Dependent	Dependent variable:		
	Working hours/overtime	rs/overtime	Production target	n target	Behaviour of management	nanagement
	OLS	S	STO	S	STO	S
	(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 = 0.241	$p = 0.000^{***}$	p = 0.254	$p = 0.000^{***}$	p = 0.253
Gender: female	-0.008	-0.031	-0.022	-0.018	0.011	900.0
	p = 0.752	p = 1.000	p = 0.736	p = 0.871	p = 0.748	p = 0.892
Age	0.007	0.004	-0.002	-0.002	-0.003	-0.003
	p = 0.268	p = 0.373	p = 0.736	p = 0.746	p = 0.482	p = 0.888
Years of schooling	0.008	-0.002	0.011	0.006	0.015	0.016
	p = 0.539	p = 0.625	p = 0.241	p = 0.533	p = 0.482	p = 0.520
Ever married	-0.059	-0.021	-0.007	0.035	-0.003	-0.021
	p = 0.481	p = 1.000	p = 0.736	p = 0.870	p = 0.482	p = 0.577
Experience in sector (yrs)	-0.007	-0.005	0.004	0.004	0.002	0.001
	p = 0.539	p = 0.752	p = 0.481	p = 0.393	p = 0.748	p = 0.866
Tenure at factory (yrs)	0.014	-0.011	0.009	-0.003	0.0003	0.004
	p = 0.539	p = 0.117	p = 0.496	p = 0.759	p = 0.748	p = 0.609
7.1: position helper/lineman	0.090	-0.009	0.037	-0.027	0.010	0.031
	p = 0.481	p = 1.000	p = 0.495	p = 0.270	p = 0.748	p = 1.000
7.1: position operator	0.028	-0.009	0.030	0.009	-0.066	-0.060
	p = 0.752	p = 0.863	p = 0.736	p = 1.000	p = 0.482	p = 0.869
Factory code 63	0.238		0.211		-0.083	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.140		0.072		-0.058	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Constant	0.016	0.301	0.092	0.242	0.686	0.643
	p = 0.752	p = 0.531	$p = 0.000^{***}$	p = 0.484	p = 0.482	p = 0.256
Observations	389	389	389	389	389	389
Adjusted $\mathbb{R}^2$	0.109	0.018	0.106	0.083	0.192	0.192

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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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 + factory FE

			Dependen	$Dependent\ variable:$		
	Working hours/overtime	urs/overtime	Producti	Production target	Behaviour of	Behaviour of management
	IO	OLS	0	STO	0	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)		0.064	0.183	0.155	0.233	0.246
Gender: female	p = 0.0004 -0.022	p = 0.003 -0.068	p = 0.000 -0.004	p = 0.000 -0.009	p = 0.000 $0.064$	$p = 0.000 \\ 0.051$
	p = 0.601	$p = 0.095^*$	p = 0.922	p = 0.823	p = 0.147	p = 0.207
Age	0.004	0.003	-0.002	-0.001	-0.001	-0.001
Years of schooling	p = 0.263	p = 0.315	p = 0.544	p = 0.634 $-0.0001$	p = 0.835	p = 0.787
0	p = 0.226	p = 0.322	p = 0.865	p = 0.986	p = 0.350	$p = 0.081^*$
Ever married		-0.026	0.003	0.014		-0.005
Experience in sector (vrs)	p = 0.168 -0.010	p = 0.554 $-0.011$	p = 0.951	p = 0.739 -0.001	p = 0.968 -0.003	p = 0.907
( ( )	$p = 0.050^{**}$	$p = 0.038^{**}$	p = 0.846	p = 0.822	p = 0.632	p = 0.775
Tenure at factory (yrs)	0.015	0.005	0.010		0.001	900.0
	$p = 0.050^{**}$	p = 0.457	p = 0.162	p = 0.235	p = 0.889	p = 0.409
7.1: position helper/lineman	0.097	0.085	-0.041	-0.070	-0.059	-0.051
	p = 0.160	p = 0.208	p = 0.552	p = 0.267	p = 0.411	p = 0.439
7.1: position operator	0.008	0.030	-0.040	-0.049	-0.117	-0.098
	p = 0.892	p = 0.623	p = 0.509	p = 0.391	$p = 0.063^*$	$p = 0.099^*$
Factory code 13	0.162		0.027		-0.251	
	p = 0.233		p = 0.844		$p = 0.075^*$	
Factory code 63	0.415		0.251		-0.340	
-	$p = 0.003^{***}$		$p = 0.066^{\circ}$		p = 0.017**	
ractory code 90	0.030 $0.789$		0.113 $p = 0.404$		$0.035^{**}$	
9.1: Factory has rules		-0.154		-0.203		-0.084
	$p = 0.0001^{***}$	$p = 0.001^{***}$	$p = 0.00002^{***}$	$p = 0.00001^{***}$	p = 0.109	$p = 0.063^*$
9.1: Management consults workers	-0.238	-0.208	-0.098	-0.091	-0.021	-0.020
	$p = 0.0003^{***}$	$p = 0.002^{***}$	p = 0.129	p = 0.145	p = 0.755	p = 0.761
9.1: Must obey orders	-0.168	-0.175	-0.164	-0.190	-0.185	-0.212
i	$p = 0.002^{***}$	$p = 0.002^{***}$	$p = 0.002^{***}$	$p = 0.0002^{***}$	$p = 0.001^{***}$	$p = 0.0001^{***}$
Constant	0.147 $r = 0.400$	0.378 $- 0.001***$	$0.321 \\ r = 0.065*$	0.482 $r = 0.0001***$	1.050	0.727 $- 0.000***$
4	- 1		- 1			
Observations Adjusted $\mathbb{R}^2$	$888 \\ 0.152$	$888 \\ 0.039$	$888 \\ 0.125$	$888 \\ 0.117$	$888 \\ 0.231$	$888 \\ 0.215$

 $^*p<0.1;\ ^{**}p<0.05;\ ^{**}p<0.01$  Clustered by factory. Includes factory fixed effects.

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

	Working hours/overtime	rs/overtime	Producti	Production target	Behaviour of management	nanagement
	STO	S	0	OLS	STO	S
	(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 = 0.248	$p = 0.000^{***}$	p = 0.132	$p = 0.000^{***}$	p = 0.265
Gender: female	-0.002	-0.024	-0.016	-0.013	0.021	0.018
	p = 0.773	p = 0.878	p = 0.749	p = 1.000	p = 0.741	p = 1.000
Age	0.007	0.004	-0.002	-0.002	-0.003	-0.003
XZ G1 1	p = 0.253	p = 0.346	p = 0.749	p = 0.634	p = 0.741	p = 1.000
rears of schooling	0.008 $p = 0.515$	-0.003 $p = 0.753$	0.012 $p = 0.234$	0.000 $p = 0.359$	0.014 $0.506$	0.015 $p = 0.513$
Ever married		-0.018	0.012	0.055		-0.028
	p = 0.258	p = 0.749	p = 0.749	p = 1.000	p = 0.236	p = 0.496
Experience in sector (yrs)	-0.007	-0.004	0.005	0.006	0.002	0.002
	p = 0.515	p = 0.649	p = 0.494	p = 0.363	p = 0.741	p = 0.887
Tenure at factory (yrs)	0.015	-0.012	0.010	-0.004	-0.002	0.002
	p = 0.515	p = 0.254	p = 0.489	p = 0.633	p = 0.741	p = 1.000
7.1: position helper/lineman	0.091	-0.006	0.027	-0.041	0.013	0.034
	p = 0.511	p = 1.000	p = 0.749	p = 0.110	p = 0.741	p = 1.000
7.1: position operator	0.031	-0.005	0.026	0.004	-0.066	-0.060
	p = 0.773	p = 1.000	p = 0.515	p = 0.885	p = 0.506	p = 0.749
Factory code 63	0.246		0.233		-0.080	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.143		0.070		-0.045	
	$p = 0.000^{***}$		p = 0.234		p = 0.000**	
9.1: Factory has rules	-0.073	-0.052	-0.157	-0.130	-0.082	-0.092
	p = 0.773	p = 0.864	$p = 0.000^{***}$	p = 0.129	p = 0.236	p = 0.119
9.1: Management consults workers	-0.172	-0.140	-0.185	-0.166	-0.101	-0.106
	p = 0.511	p = 0.512	$p = 0.000^{***}$	p = 0.129	$p = 0.000^{***}$	p = 0.254
9.1: Must obey orders	-0.047	-0.081	-0.050	-0.044	-0.157	-0.163
	p = 0.773	p = 0.859	p = 0.515	p = 0.641	$p = 0.000^{***}$	p = 0.243
Constant	0.073	0.364	0.174	0.329	0.781	0.740
	p = 0.773	p = 0.535	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.236	p = 0.234
Observations	389	389	389	389	389	389
$Adjusted R^2$	0.111	0.017	0.121	0.092	0.194	0.195

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

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

			Depende	$Dependent \ variable:$		
	Opportuniti	Opportunities to complain	Salar	Salary/bonus	Salary payment date	nent date
	)	STO	0	STO	OLS	S
	(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	$p = 0.065^*$	p = 0.225
Ever married	-0.040 $= 0.031$	0.023 $= 0.698$	0.005 $= 0.031$	0.053 $= 0.970$	0.015 = 0.713	0.103
Experience in sector (yrs)	p = 0.451 $-0.010$	p = 0.028 $-0.009$	p = 0.921 $-0.001$	p = 0.219 - 0.001	p = 0.113 0.002	p - 0.003 $-0.003$
``	$p = 0.064^*$	$p = 0.081^*$	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 $0.020$ $0.020$	0.075 - 0.081	-0.070	$-0.043$ $\sim -0.856$	-0.0003	$0.053$ $\sim -0.270$
	p = 0.110	p = 0.201	p = 0.341	p — 0.550	p = 0.930	p = 0.310
9.1: Must obey orders		-0.L70		-0.370	$\begin{array}{c} 0.015 \\ -0.716 \end{array}$	0.017
7	p = 0.002	p = 0.001	p = 0.000	p = 0.000	p = 0.710	p = 0.00
Constant	$0.042$ $p = 0.001^{***}$	$p = 0.00001^{***}$	$p = 0.002^{***}$	p = 0.00000**	$p = 0.00002^{***}$	$^{0.999}_{**}$ $^{0.009}$
Observations	888	888	888	888	888	888
unjanga 11	0.130	0.011	0.101	0.000	0.740	0.020

*p<0.1; **p<0.05; ***p<0.05 Olustered by factory. Includes factory fixed effects.

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

			Denenden	Denendent namable:		
				(1)		
	Opportunities	Opportunities to complain	Salary	Salary/bonus	Salary payment date	ment date
	0	STO	0	STO	Ю	STO
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	0.107	0.101	0.096	0.057	0.024	0.028
	p = 0.516	p = 0.507	p = 0.494	p = 0.753	p = 0.474	p = 0.754
Age	-0.0002	-0.001	0.006	0.001	0.0003	0.001
	p = 0.762	p = 0.678	p = 0.486	p = 0.871	p = 0.502	p = 0.768
Years of schooling	0.010	0.008	-0.011	-0.019	-0.019	-0.016
	p = 0.267	p = 0.394	p = 0.249	p = 0.137	p = 0.231	p = 0.135
Ever married	-0.070	-0.076	-0.016	-0.063	0.100	0.081
	$p = 0.000^{***}$	p = 0.244	p = 0.494	p = 0.624	p = 0.271	p = 0.354
Experience in sector (yrs)	-0.008	-0.008	-0.004	-0.001	-0.002	-0.003
	p = 0.516	p = 0.637	p = 0.486	p = 0.896	p = 0.745	p = 0.872
Tenure at factory (yrs)	0.030	0.028	0.001	-0.013	-0.004	0.004
	$p = 0.000^{***}$	p = 0.140	p = 0.494	p = 0.522	$p = 0.000^{***}$	p = 0.752
7.1: position helper/lineman	-0.148	-0.153	-0.159	-0.182	-0.171	-0.138
	p = 0.249	p = 0.382	$p = 0.000^{***}$	p = 0.239	$p = 0.000^{***}$	p = 0.104
7.1: position operator	-0.189	-0.192	-0.162	-0.184	-0.110	-0.101
	p = 0.249	p = 0.369	p = 0.486	p = 0.501	p = 0.474	p = 0.765
Factory code 63	-0.006		-0.073		-0.106	
	$p = 0.000^{***}$		p = 0.249		$p = 0.000^{***}$	
Factory code 90	-0.055		-0.384		0.005	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.745	
9.1: Factory has rules	-0.101	-0.105	-0.203	-0.237	-0.045	-0.061
	p = 0.513	p = 0.237	p = 0.506	p = 0.251	p = 0.745	p = 0.350
9.1: Management consults workers	-0.058	-0.056	-0.071	-0.062	-0.067	-0.080
	p = 0.267	p = 0.130	$p = 0.000^{***}$	p = 0.384	p = 0.474	p = 0.509
9.1: Must obey orders	-0.263	-0.275	-0.199	-0.289	0.085	0.079
	$p = 0.000^{***}$	p = 0.151	p = 0.506	p = 0.125	p = 0.271	p = 0.259
Constant	0.885	0.914	0.867	1.047	1.054	0.970
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.249	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
$Adjusted R^2$	0.069	0.071	0.137	0.035	0.053	0.040
$ m Adjusted~R^2$	0.069	0.071	0.137	0.035		0.053

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

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

			Dependen	$Dependent\ variable:$		
	Opportunitie	Opportunities to complain	Salary	Salary/bonus	Salary pay	Salary payment date
	0	STO	0	STO	Ю	STO
	(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 $r = 0.898$	-0.018 $-0.0528$	0.011	0.014 $n = 0.470$	$0.045 \\ 0.067^*$	0.018 r = 0.488
9.2: Supervisor will side with me (numeric)		0.087	P = 0.039 -0.016	P = 0.419 $-0.013$	P = 0.00	-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 $-0.063$	-0.068	0.026 $5 - 0.150$	$0.015 \\ 5 - 0.386$		
9.2: Supervisor speaks openly (numeric)	$p = 0.030 \\ 0.101$	p = 0.010	p = 0.130 - 0.014	p = 0.380 -0.016	p = 0.0000	p = 0.00001 -0.019
	$p = 0.0001^{***}$	$p = 0.0004^{***}$	p = 0.374	p = 0.261	p = 0.751	p = 0.344
9.2: I get fair salary (numeric)						
Complem formal	p = 0.476	$p = 0.030^*$	$p = 0.000^{***}$	p = 0.000***	$p = 0.00000^{**}$	p = 0.000***
Gendel: Jemale	0.140	0.008***	-0.0001	0.00-	0.022 $0.518$	-0.042
Age	0.001			-0.001		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	$\mathrm{p}=0.074^*$	p = 0.553	p = 0.974	p = 0.196	$p = 0.033^{**}$
Ever married	-0.027	0.024	-0.0003	9000	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 neiper/lineman	-0.250	-0.245	-0.042	-0.059	-0.032	-0.047
7 1: nosition operator	p = 0.001	p = 0.0005	p = 0.349	p = 0.180	p = 0.300	p = 0.414
i.i. position operation	$p = 0.004^{***}$	$p = 0.007^{***}$	p = 0.419	p = 0.436	p = 0.497	p = 0.598
Factory code 13				•	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			-0.062			
Constant	p = 0.414 0.219	0.234	p = 0.48t -0.48t	-0 305	p = 0.003	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	p<0.05; *** p<0.01

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

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

			Dependent variable:	variable:		
	Opportunities to complain	s to complain	Salary	Salary/bonus	Salary payment date	nent date
	STO	$S_{i}^{r}$	O	STO	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	0.005	-0.005	0.002	-0.012	-0.054	-0.025
	p = 0.767	p = 0.594	p = 0.741	p = 0.644	p = 0.526	p = 0.631
9.2: Supervisor doesn't use bad lang (numeric)	-0.040	-0.033 $z = 0.514$			$0.016 \\ \sim -0.536$	
9.2: Supervisor will side with me (numeric)	p = 0.000	p = 0.914 $0.097$	p = 0.912 $-0.036$	p = 0.025 $-0.039$	p = 0.320 -0.094	p = 0.871 $-0.090$
	p = 0.000***	p = 0.250	p = 0.256	p = 0.402	p = 0.235	p = 0.129
9.2: Respect supervisor (numeric)	-0.017	-0.021	0.061	0.054	0.093	0.101
9.2: Supervisor speaks openly (numeric)	p = 0.524 $0.116$	p = 0.392 $0.121$	$p = 0.000^{***}$ $-0.016$	p = 0.125 $-0.009$	$p = 0.000^{***}$ $0.033$	p = 0.236 0.015
	$p = 0.000^{***}$	p = 0.138	p = 0.485	p = 0.865	p = 0.473	p = 0.761
9.2: I get fair salary (numeric)	0.001	0.008	0.293	0.303	0.066	0.052
Gender: female	p = 0.767 0.117	p = 0.762 0.109	$p = 0.000^{***}$ $-0.001$	p = 0.139 -0.013	p = 0.235 $-0.002$	p = 0.236 0.011
	p = 0.271	p = 0.361	p = 0.741	p = 1.000	p = 0.761	p = 0.635
Age	-0.003	-0.004	0.002	0.0003	0.001	0.003
	p = 0.243	p = 0.494	p = 0.741	p = 1.000	p = 0.526	p = 0.748
Years of schooling	0.010	0.009	-0.005	-0.007	-0.018	-0.012
	p = 0.271	p = 0.504	p = 0.741	p = 0.740	p = 0.289	p = 0.740
Ever married	-0.045 $= 0.514$	-0.046 $r = 0.749$	-0.003 $5 - 0.741$	-0.000	0.091 $r = 0.238$	0.073 $-0.307$
Experience in sector (yrs)	p = 0.013	p = 0.011	P = 0.006	P = 0.919	P = 0.239 -0.002	P = 0.33
	p = 0.271	p = 0.361	p = 0.485	p = 0.754	p = 0.761	p = 0.875
Tenure at factory (yrs)	0.036	0.033	0.002	-0.002	-0.009	0.005
5	$p = 0.000^{**}$	p = 0.256	p = 0.741	p = 0.740	p = 0.238	p = 0.505
7.1: position helper/lineman	-0.154 $p = 0.271$	-0.162 $0.397$	-0.032 $p = 0.485$	-0.040 $p = 0.152$	-0.143 $p = 0.000***$	-0.093 $0.228$
7.1: position operator	-0.161		-0.049			
	p = 0.271	p = 0.371	p = 0.256	p = 0.490	p = 0.523	p = 0.635
Factory code 63	0.012		0.005		-0.131	
T	p = 0.243		p = 0.485		$p = 0.000^{***}$	
ractory code 90	$^{**}000-$		$^{**}0000-$		0.082 $ m p=0.235$	
Constant	0.222	0.256	ı	-0.338		0.561
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.000***	p = 0.000***	$p = 0.000^{***}$	p = 0.250
Observations Adinated R ²	389	389 0 136	389	389	389	389
injustice in	001.0	001.0	210.0	0000	001.0	101.0

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

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

			Dependent variable:	variable:		
	Opportunitie	Opportunities to complain	Salary/bonus	/bonus	Salary payment date	nent date
	0	OLS	STO	$S_{2}^{2}$	OLS	$\mathcal{S}_{2}$
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.024	-0.058	-0.040	-0.012	-0.014	-0.080
	p = 0.798	p = 0.529	p = 0.441	p = 0.809	p = 0.840	p = 0.297
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.036 p = 0.691	0.004 $p = 0.965$	0.020 p = $0.692$	0.014 $p = 0.775$	-0.035 $p = 0.611$	0.021 $p = 0.774$
9.2: Supervisor will side with me (disagree dummy)	-0.062	-0.071	0.004		0.147	0.109
	$p = 0.100^*$	$p = 0.053^*$	p = 0.852	p = 0.715	$p = 0.00000^{***}$	$p = 0.0005^{***}$
9.2: Respect supervisor (disagree dummy)	0.089 0 = 0.187	0.102 $p = 0.130$	0.022 $0.569$	0.041 $p = 0.253$	0.017 $0.744$	0.070 $0.215$
9.2: Supervisor speaks openly (disagree dummy)		-0.218	-0.035		0.041	0.078
9.2: I get fair salary (disagree dummy)	p = 0.00001	$p = 0.00002^{mx} - 0.055$	p = 0.223 $-0.843$	p = 0.124 $-0.868$	p = 0.288 -0.195	$p = 0.065^{\circ} -0.216$
	p = 0.705	$p = 0.092^*$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Gender: female	0.127	0.105	0.036	0.022	-0.011	-0.043
Аор	$p = 0.006^{***}$	$p = 0.014^{**}$	p = 0.162	p = 0.325 $-0.0001$	p = 0.743	p = 0.225
	p = 0.631	p = 0.663	p = 0.838	p = 0.945	p = 0.223	$p = 0.022^{**}$
Years of schooling		0.013	-0.002	0.0003	0.007	900.0
-	p = 0.458	$p = 0.021^{**}$	p = 0.463	p = 0.930	p = 0.113	p = 0.155
Ever married	-0.019				0.009	
Experience in sector (yrs)	p = 0.703 -0.011	p = 0.412 -0.010	p = 0.955 - 0.002	p = 0.625 -0.001	p = 0.805	p = 0.019 $-0.003$
	$p = 0.045^{**}$	$p = 0.062^*$	p = 0.520	p = 0.670	p = 0.568	p = 0.477
Tenure at factory (yrs)	0.021	0.027	0.007	0.006	-0.001	0.012
71: nosition helper/lineman	$p = 0.008^{***}$ -0.254	$p = 0.0002^{***}$ -0.255	p = 0.124 $-0.067$	p = 0.119 $-0.079$	p = 0.865 $-0.038$	$p = 0.038^{**}$ $-0.043$
Total and the second se	$p = 0.001^{***}$	$p = 0.0004^{***}$	p = 0.105	$p = 0.037^{**}$	p = 0.499	p = 0.464
7.1: position operator	-0.186	-0.172	-0.023	-0.017	-0.025	-0.016
Factory code 13	$p = 0.005^{***}$	$p = 0.007^{***}$	p = 0.523	p = 0.619	p = 0.607	p = 0.769
I account to	p = 0.223		p = 0.423		$p = 0.040^{**}$	
Factory code 63			0.114		0.175	
Factory code 90	p = 0.291		p = 0.166		p = 0.117	
	p = 0.381		p = 0.806		p = 0.005***	
Constant		0.686		0.930	0.617	0.588
	p = 0.0003***	$p = 0.000^{***}$	p = 0.000***	p = 0.000***	$p = 0.00002^{***}$	$p = 0.000^{***}$
Observations	888	888	888	888	888	888
Adjusted K	0.105	0.094	0.759	0.760	0.303	0.091

Note:

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

			Dependent variable:	variable:		
	Opportunities to complain	s to complain	Salary/bonus	ponus	Salary payment date	ment date
	STO	$S_{i}^{r}$	STO	Š	STO	S'
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.102	-0.075	-0.115	-0.067	0.028	-0.035
0.9. Sunarvisor dosen't use had lang (disagna dummy)	p = 0.504	p = 1.000	p = 0.254	p = 0.743	p = 0.241	p = 0.217
ore superiors account and seasons (accepted among)	p = 0.504	p = 0.760	p = 0.531	p = 0.749	p = 0.518	p = 1.000
9.2: Supervisor will side with me (disagree dummy)	-0.144	-0.142		0.053	0.133	0.130
	p = 0.244	p = 0.260	p = 0.254	p = 0.526	p = 0.241	p = 0.118
9.2: Respect supervisor (disagree dummy)	0.036 $p = 0.000***$	0.041 $p = 1.000$	$0.022$ p = $0.000^{***}$	0.031 $p = 0.117$	0.090 p = $0.000^{***}$	0.077 p = 0.264
9.2: Supervisor speaks openly (disagree dummy)	-0.179	-0.189	-0.078	-0.096	-0.010	
(	p = 0.235	p = 0.246	p = 0.532	p = 0.874	p = 0.759	p = 0.746
9.2: 1 get iair salary (disagree dummy)	-0.019 $n = 0.504$	-0.035 $n = 0.521$	-0.792	-0.820 $r = 0.118$	-0.214	-0.183 $n = 0.128$
Gender: female	0.095			0.008		
	p = 0.235	p = 0.504	p = 0.785	p = 1.000	p = 0.475	p = 0.890
Age	-0.002	-0.003	0.002	0.00005	0.001	0.002
	p = 0.479	p = 0.518	p = 0.278	p = 1.000	p = 0.759	p = 1.000
Years of schooling	0.012			-0.009		-0.014
	p = 0.244	p = 0.493	p = 0.785	p = 0.258	p = 0.234	p = 0.521
Ever married	-0.032 $= 0.405$	-0.030	0.018 - 0.07	0.021 $z = 1.000$	0.077 z = 0.385	0.066 $= 0.748$
Exnerience in sector (vrs)	p = 0.435 $-0.011$	p = 0.435	p = 0.00	p - 1.000 - 0.005	p = 0.265 - 0.001	p = 0.146
	p = 0.479	p = 0.772	p = 0.532	p = 0.791	p = 0.475	p = 0.394
Tenure at factory (yrs)	0.038	0.034	0.009	0.0003	-0.008	0.004
	$p = 0.000^{***}$	p = 0.127	p = 0.253	p = 0.873	$p = 0.000^{***}$	p = 1.000
7.1: position helper/lineman	-0.165	-0.180	-0.093	-0.121	-0.143	-0.099
71. modified on one tour	$p = 0.000^{***}$	p = 0.363	p = 0.278	p = 0.242	$p = 0.000^{***}$	p = 0.245
r.i. postuon operator	0.235	-0.180	-0.001	-0.012	-0.091 $p = 0.475$	-0.074
Factory code 63			0.050	4	-0.100	
	p = 0.244		p = 0.278		p = 0.000***	
Factory code 90	-0.054		-0.097		0.097	
	p = 0.260		$p = 0.000^{***}$		$p = 0.000^{***}$	
Constant	0.875	0.929	0.972	1.070	1.043	0.902
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{**}$	$p = 0.000^{**}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adjusted $\mathbb{R}^2$	389 0.096	389 0.096	389 0.723	389 0.713	$389 \\ 0.136$	389 0.095

 $^*p<0.1;\ ^**p<0.05;\ ^{**}p<0.01$  Clustered by factory. Includes factory fixed effects.

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

	Opportunitie	Opportunities to complain	Salary	Salary/bonus	Salary payment date	ment date
	0	OLS	0	STO	STO	Š
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.152	0.154	0.310	0.304	0.026	0.032
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.131	$p = 0.076^*$
Gender: female	0.115 $n = 0.011**$	0.101 $p = 0.017**$	0.080 0.080	0.060 $p = 0.146$	0.017 $ m p=0.633$	-0.020 $n = 0.576$
Age	F = 0.011	P = 0.01	-0.0005	P = 0.145 -0.002	0.003	0.006
)	p = 0.600	p = 0.564	p = 0.896	p = 0.600	p = 0.367	$p = 0.048^{**}$
Years of schooling	0.005	0.014	-0.005	0.0001	-0.009	0.005
	p = 0.380	$p = 0.012^{**}$	p = 0.378	p = 0.982	p = 0.038**	p = 0.294
Ever married	-0.028	0.035	0.027		0.015	0.107
Francisco in contor (1700)	p = 0.574	p = 0.450	p = 0.579	p = 0.094	p = 0.701	p = 0.008
	-0.011	0.011 $0.048**$	-0.004	$r_{0.003} = 0.337$	0.002	-0.004
Tenure at factory (yrs)				0.010	-0.002	0.012
I	$p = 0.009^{***}$	$p = 0.0002^{***}$	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
i	$p = 0.002^{***}$	$p = 0.0005^{***}$	p = 0.858	p = 0.246	p = 0.356	p = 0.355
7.1: position operator	-0.174	-0.167	-0.031	-0.043	-0.045	-0.033
	$p = 0.007^{***}$	$p = 0.008^{***}$	p = 0.623	p = 0.487	p = 0.375	p = 0.540
Factory code 13	0.167		0.302		0.287	
;	p = 0.249		$p = 0.032^{**}$		p = 0.013**	
Factory code 63			0.362		0.228	
Ecotomic code 00	p = 0.257		$p = 0.011^{**}$		$p = 0.049^{**}$	
ractory code 90	0.121		0.015		$^{**}_{*}$	
Constant		0.547	0.289	0.442		0.563
	$p = 0.002^{***}$	$p = 0.00001^{***}$	p = 0.101	$p = 0.0001^{***}$	$p = 0.00004^{***}$	$p = 0.000^{***}$
Observations	888	888	8888	888	888	888
Adjusted R ²	0.164	0.095	0.276	0.202	0.245	0.025
Note:				Clustered by fact	* p<0.1; * *p<0.05; * **p<0.01 Clustered by factory. Includes factory fixed effects.	p<0.1; ** $p<0.05$ ; *** $p<0.01$ ncludes factory fixed effects.

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

	dies to complain  OLS  (2)  0.159 $p = 0.117$ $p = 0.078$ $p = 0.374$ $p = 0.302$ $p = 0.351$	ary/bonu OLS		Salary payment date	ment date
(index) $0.161$ $0.159$ $0.0161$ $0.161$ $0.159$ $0.084$ $0.084$ $0.078$ $0.084$ $0.084$ $0.078$ $0.084$ $0.0078$ $0.084$ $0.0078$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.002$ $0.001$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.005$ $0.003$ $0.005$ $0.003$ $0.005$ $0.000$	ODES $(2)$ $0.159$ $p = 0.117$ $0.078$ $p = 0.374$ $-0.002$ $p = 0.351$	d B			
(index) $0.161$ $0.159$ $0.000***$ $0.0159$ $0.084$ $0.084$ $0.078$ $0.084$ $0.084$ $0.078$ $0.084$ $0.078$ $0.084$ $0.078$ $0.084$ $0.078$ $0.001$ $0.002$ $0.013$ $0.013$ $0.013$ $0.011$ $0.013$ $0.013$ $0.011$ $0.035$ $0.027$ $0.037$ $0.037$ $0.031$ $0.037$ $0.031$ $0.037$ $0.031$ $0.037$ $0.031$ $0.037$ $0.037$ $0.039$ $0.037$ $0.039$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.052$ $0.000*** 0.052 0.000$	(2) $0.159$ $p = 0.117$ $0.078$ $p = 0.374$ $-0.002$ $p = 0.351$	ď		STO	$\dot{\mathcal{S}}$
(index) $0.161$ $0.159$ $0.008**$ $0.084$ $0.078$ $0.084$ $0.078$ $0.084$ $0.084$ $0.078$ $0.084$ $0.084$ $0.078$ $0.084$ $0.084$ $0.078$ $0.084$ $0.0874$ $0.01$ $0.013$ $0.011$ $0.013$ $0.011$ $0.013$ $0.011$ $0.013$ $0.011$ $0.0035$ $0.011$ $0.037$ $0.037$ $0.031$ $0.037$ $0.031$ $0.037$ $0.031$ $0.037$ $0.031$ $0.037$ $0.031$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0$	$\begin{array}{c} 0.159 \\ p = 0.117 \\ 0.078 \\ p = 0.374 \\ -0.002 \\ p = 0.351 \end{array}$	d	(4)	(5)	(9)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} p = 0.117 & p \\ 0.078 & \\ p = 0.374 & \\ -0.002 & \\ p = 0.351 & \\ \end{array}$	р	0.306	0.002	0.009
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.078 = 0.374 p -0.002 = 0.351 p		= 0.255	p = 0.747	p = 0.738
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.374 p -0.002 $= 0.351$ p		0.027	0.025	0.031
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.002 = 0.351 p	d	= 1.000	p = 0.513	p = 0.636
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.351		0.0001		0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		b	= 0.879	p = 0.484	p = 0.651
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.011 and $0.122$ by	e. C	0.122	0.020	0.010
ctor (yrs) $p = 0.495$ $p = 0.728$ $p = 0.0011$ $-0.011$ $p = 0.495$ $p = 0.607$ $p = 0.037$ $0.037$ $0.031$ $p = 0.000*** p = 0.105$ $p = 0.122$ $-0.145$ $p = 0.145$ $p = 0.255$ $p = 0.379$ $p = 0.052$ $p = 0.3594$ $p = 0.052$ $p = 0.005$ $p = 0.000*** p = 0.000$		1	0.002	0.081	
ctor (yrs) $-0.011$ $-0.011$ $-0.011$ $-0.011$ $-0.037$ $0.037$ $0.031$ $0.037$ $0.031$ $0.037$ $0.031$ $0.045$ $0.045$ $0.031$ $0.055$ $0.045$ $0.045$ $0.045$ $0.045$ $0.045$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.055$ $0.05$	d	= 0.521 p =	= 1.000	p = 0.234	p = 0.509
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.011 $-0.010$		-0.007	-0.003	-0.004
y (yrs) $0.037$ $0.031$ $0$ $p = 0.000^{**} p = 0.105 p = 0.122$ $-0.122 -0.145 -0.145 p = 0.379 p = 0.0145$ $-0.145 -0.153 p = 0.379 p = 0.055 p = 0.379 p = 0.052$ $p = 0.255 p = 0.379 p = 0.052 p = 0.379 p = 0.052 p = 0.052 p = 0.052 p = 0.005 p = 0.005 p = 0.000 p = 0.0000 p = 0.00000 p = 0.0000 p = 0.00000 p = 0.0$	= 0.607	= 0.488 p $=$	= 0.732	p = 0.497	p = 1.000
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.031		-0.010	-0.007	0.003
per/lineman $-0.122$ $-0.145$ $-0.125$ p = 0.379 p = $-0.145$ $-0.153$ p = $0.055$ p = 0.394 p = $0.052$ p = 0.394 p = $0.052$ p = 0.394 p = $0.052$ p = 0.000*** p = $-0.036$ p = $-0.036$ p = $0.036$ p = $0.03$	p = 0.105 p	= 0.503 p $=$	= 0.247	p = 0.234	p = 0.867
p = 0.255 p = 0.379 p = $-0.145$	-0.145	'	-0.125	-0.157	-0.116
arator $-0.145$ $-0.153$ $-0.055$ $p = 0.394$ $p = 0.052$ $p = 0.394$ $p = 0.052$ $p = 0.000**$	p = 0.379 p	d **:	= 0.238	p = 0.250	p = 0.135
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	•		-0.079	-0.100	-0.085
$\begin{array}{c} 0.052 \\ p = 0.000^{***} \\ -0.036 \\ p = 0.000^{***} \\ 0.685 \\ p = 0.000^{***} \\ p = 0.000^{**} \\ p = 0.$	d	88 p	= 0.629	p = 0.513	p = 0.619
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		35		-0.107	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	* $p = 0.488$	.488		$p = 0.000^{***}$	
$p = 0.000^{***}$ $p = 0.685$ $0.751$ $p = 0.000^{***}$ $p = 0.000^{***}$ $p = 0.000^{***}$ $p = 0.000^{***}$	-0.302	302		0.026	
$\begin{array}{ccc} 0.685 & 0.751 & 0.685 \\ 0 = 0.000^{***} & D = 0.000^{***} & D = 0.000^{***} \end{array}$	d	$= 0.000^{***}$		$p = 0.000^{***}$	
= 0.000*** $p = 0.000***$	0.751		0.778	1.056	0.947
T T	$p = 0.000^{***}$ $p =$	$0.000^{***}$ p = (	= 0.000**	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations 389 389 3	389 389		389	389	389
Adjusted R2   0.101   0.100   0.5	0.100 0.281		0.200	0.027	0.009

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

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

			Depend	Dependent variable.		
	Opportuniti	Opportunities to complain	Salar	Salary/bonus	Salary pay	Salary payment date
	)	STO	)	STO	O	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)		0.140	0.311	0.294	0.039	
Gender: female	$p = 0.000^{***}$	p = 0.000*** $0.112$	$p = 0.000^{***}$	$p = 0.000^{***}$ $0.047$	$p = 0.040^{**}$ $0.011$	$p = 0.027^{**}$ -0.029
	p = 0.008***	p = 0.008***	p = 0.112	p = 0.256	p = 0.752	p = 0.421
Age		0.003	-0.0002	-0.001	0.002	0.006
Years of schooling	p = 0.549 $0.004$	p = 0.459 $0.013$	p = 0.946 $-0.004$	p = 0.690 $0.0001$	p = 0.392 $-0.008$	$p = 0.054^*$ $0.006$
0	p = 0.487	$p = 0.018^{**}$	p = 0.484	p = 0.980	$p = 0.061^*$	p = 0.233
Ever married	-0.030	0.033	0.028	0.074	0.017	0.108
T	p = 0.551	p = 0.479	p = 0.555	p = 0.101	p = 0.659	$p = 0.007^{***}$
Experience in sector (yrs)	-0.011	-0.011	-0.003 0.544	-0.003	0.002 $-0.637$	-0.004 $-0.415$
Tenure at factory (yrs)	0.020		0.007	0.009		p = 0.2
	$p = 0.012^{**}$	$p = 0.0002^{***}$	p = 0.353	p = 0.213	p = 0.844	$p = 0.043^{**}$
7.1: position helper/lineman	-0.223	-0.239	-0.028	-0.086	-0.064	-0.067
	$p = 0.003^{***}$	$p = 0.001^{***}$	p = 0.689	p = 0.205	p = 0.269	p = 0.271
7.1: position operator	-0.175	-0.172	-0.032	-0.041	-0.047	-0.036
	$p = 0.007^{***}$	$p = 0.006^{***}$	p = 0.604	p = 0.497	p = 0.356	p = 0.510
Factory code 13	0.181		0.281		0.276	
	p = 0.210		$p = 0.044^{**}$		$p = 0.016^{**}$	
Factory code 63	0.163		0.365		0.228	
	p = 0.261		$p = 0.010^{***}$		$p = 0.048^{**}$	
Factory code 90	0.137 p = $0.344$		0.002 0.987		$0.312$ $0.907^{***}$	
9.1: Factory has rules		0.104		-0.159	-0.043	-0.029
	p = 0.102	$p = 0.030^{**}$	$p = 0.002^{***}$	$p = 0.001^{***}$	p = 0.257	p = 0.490
9.1: Management consults workers	0.057	0.120	0.014	0.051	0.010	0.068
	p = 0.410	$p = 0.082^*$	p = 0.836	p = 0.449	p = 0.851	p = 0.258
9.1: Must obey orders	-0.038	-0.026	-0.019	-0.068	0.053	0.062
	p = 0.499	p = 0.637	p = 0.721	p = 0.210	p = 0.238	p = 0.199
Constant	0.538 r — 0.004***	0.479 $-0.0005***$	0.372 $r = 0.037**$	0.543 $r = 0.00001***$	$0.610$ $\alpha = 0.00004***$	0.565 $-0.0000$
01						
Observations	000	0 107	000	0.210	000	000
Aujusteu 11	0.112	0.101	0.232	0.413	0.201	20.0

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

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

			J	Personal car sacre.		
	Opportunitie	Opportunities to complain	Salary,	Salary/bonus	Salary payment date	ment date
	0	OLS	0	OLS	O	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)				0.303	0.026	
Gender: female	p = 0.000 $0.092$	0.088 = 0.088	p = 0.000	p = 0.27 $0.027$	p = 0.255 $0.021$	p = 0.129 $0.025$
A mo	p = 0.505	p = 0.513	p = 0.529	p = 1.000	p = 0.513	p = 0.710
78c	p = 0.750	p = 0.359	p = 0.528	p = 1.000	p = 0.760	p = 0.766
Years of schooling	0.011 $r = 0.236$	0.009 $5 - 0.507$	-0.007	-0.016	-0.019	-0.015
Ever married	-0.052	P = 0.045	0.025	0.009	P = 0.255	0.089
	p = 0.269	p = 0.489	p = 0.529	p = 0.739	$p = 0.000^{***}$	p = 0.489
Experience in sector (yrs)	-0.011 p = 0.505	-0.010	-0.009 $p = 0.528$	-0.007	-0.003 $p = 0.502$	-0.003 $p = 1.000$
Tenure at factory (yrs)	0.034				-0.003	
	$p = 0.000^{**}$	p = 0.125	p = 0.475	p = 0.133	p = 0.258	p = 0.624
7.1: position helper/lineman	-0.116	-0.135	-0.089	-0.140	-0.165	-0.133
7 1. mosition operator	p = 0.269 -0.145	p = 0.358	$p = 0.000^{***}$	p = 0.236	$p = 0.000^{***}$	p = 0.246
iii postaton operatori	p = 0.269	p = 0.480	p = 0.528	p = 0.613	p = 0.513	p = 0.644
Factory code 63					-0.095	•
	$p = 0.000^{***}$		p = 0.528		$p = 0.000^{***}$	
Factory code 90	-0.021 $p = 0.000***$		-0.307		0.011 $p = 0.502$	
9.1: Factory has rules		-0.038	-0.072	-0.078	-0.033	-0.042
	p = 0.481	p = 1.000	p = 0.475	p = 0.875	p=0.505	p = 0.378
9.1: Management consults workers	-0.031					
9.1: Must obey orders	p = 0.481 $-0.151$	p = 0.750 -0.156	p = 0.475	p = 0.100	p = 0.513	p = 0.322 $0.112$
	p = 0.000***	p = 0.234	p = 0.475	p = 0.868	p = 0.502	p = 0.124
Constant	$0.759$ p = $0.000^{***}$	0.813 p = $0.000^{***}$	0.587 p = $0.000^{***}$	$0.809$ p = $0.000^{***}$	1.029 p = $0.000^{***}$	$0.942$ $p = 0.000^{***}$
Observations Adjusted R ²			389			

 $^*{\rm p}{<}0.1; \ ^**{\rm p}{<}0.05; \ ^{***}{\rm p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

			Dependen	$Dependent\ variable:$		
	os qof	Job security	Skill developme	Skill development opportunities	Promotion opportunities	portunities
	0	STO	0	OLS	OLS	S
	(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	0.006	0.004	-0.004	-0.001	0.001	0.002
,	p = 0.119	p = 0.227	p = 0.212	p = 0.804	p = 0.693	p = 0.537
Years of schooling	0.007	0.011	0.005	0.010	-0.004	
Fver married	p = 0.245 $0.039$	$p = 0.043^{**}$ $0.056$	p = 0.372 $0.053$	$p = 0.042^{**}$ $0.034$	p = 0.435 $-0.101$	p = 0.944 -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	0	p = 0.122	1	$\mathrm{p}=0.516$	
9.1: Factory has rules	-0.207	-0.190	-0.093	-0.148	0.008	-0.011
	$p = 0.00004^{***}$	$p = 0.0001^{***}$	$p = 0.028^{**}$	$p = 0.0004^{***}$	p = 0.837	p = 0.799
9.1: Management consults workers	-0.037	-0.003	-0.076	-0.113	-0.001	-0.033
	p = 0.607	p = 0.965	p = 0.221	$p = 0.068^*$	p = 0.987	p = 0.602
9.1: Must obey orders	-0.272	-0.276	-0.131	-0.192	-0.025	-0.038
	$p = 0.00000^{***}$	$p = 0.00000^{***}$	$p = 0.005^{***}$	$p = 0.00003^{***}$	p = 0.617	p = 0.413
Constant	0.724	0.584	0.335	0.413	0.280	0.150
	$p = 0.0003^{***}$	$p = 0.00001^{***}$	$p = 0.044^{**}$	$p = 0.0001^{***}$	p = 0.113	p = 0.162
Observations	888	888	888	888	888	888
Adjusted R ²	0.100	0.061	0.141	0.077	0.115	0.112

 $^*p<0.1; \ ^**p<0.05; \ ^{**}p<0.01$  Clustered by factory. Includes factory fixed effects.

73

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

			Depende	$Dependent\ variable:$		
	or Job se	Job security	Skill developm	Skill development opportunities	Promotion o	Promotion opportunities
	Ô	OLS	)	OLS	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.010	-0.015	-0.063	-0.072	0.041	0.039
	p = 0.512	p = 0.617	p = 0.494	p = 0.467	p = 0.750	p = 1.000
Age	0.009	0.008	-0.005	-0.006	-0.002	-0.002
	$p = 0.000^{***}$	p = 0.118	p = 0.494	p = 0.127	p = 0.514	p = 0.519
Years of schooling	0.002	0.004	0.004	0.009	-0.014	-0.013
	p = 0.759	p = 0.646	p = 0.733	p = 0.391	p = 0.252	p = 0.142
Ever married	0.050	0.017	0.118	0.048	-0.091	-0.111
	p = 0.494	p = 0.606	p = 0.494	p = 0.852	p = 0.236	p = 0.145
Experience in sector (yrs)	-0.015	-0.014	0.003	0.003	-0.010	-0.010
	p = 0.512	p = 0.875	p = 0.733	p = 0.722	$p = 0.000^{***}$	p = 0.265
Tenure at factory (yrs)	0.023	0.029	0.025	0.038	0.042	0.047
	p = 0.265	p = 0.124	p = 0.224	p = 0.119	$p = 0.000^{***}$	p = 0.124
7.1: position helper/lineman	-0.099	-0.067	-0.314	-0.242	-0.064	-0.041
	p = 0.247	p = 1.000	p = 0.494	p = 0.257	$p = 0.000^{***}$	p = 0.251
7.1: position operator	-0.066	-0.062	-0.276	-0.264	0.181	0.186
	p = 0.512	p = 0.628	$p = 0.000^{***}$	p = 0.247	$p = 0.000^{***}$	p = 0.245
Factory code 63	-0.139		-0.297		-0.089	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.091		-0.174		-0.042	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	-0.213	-0.240	-0.136	-0.192	0.027	0.011
	p = 0.247	p = 0.253	$p = 0.000^{***}$	p = 0.247	p = 0.488	p = 0.761
9.1: Management consults workers	-0.071	-0.084	-0.112	-0.141	-0.021	-0.030
	p = 0.247	p = 0.402	p = 0.224	p = 0.143	p = 0.750	p = 0.623
9.1: Must obey orders	-0.177	-0.206	-0.098	-0.155	-0.064	-0.079
	p = 0.247	p = 0.242	p = 0.270	p = 0.252	p = 0.262	p = 0.118
Constant	0.659	0.608	0.739	0.618	0.299	0.256
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.252	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted $\mathbb{R}^2$	0.045	0.038	0.131	0.081	0.119	0.119

 $^*\mathrm{p}{<}0.1;\ ^*\mathrm{p}{<}0.05;\ ^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

			Depende	$Dependent\ variable:$		
	Job se	Job security	Skill development opportunities	it opportunities	Promotion o	Promotion opportunities
	0	OLS	10	STO	Ю	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	0.035	0.046	0.051	0.061	0.011	0.022
0.9. Charamitan Jones 1. 110 had land (managed)	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 $0.943$	-0.005	-0.002	-0.017
9.2: Supervisor will side with me (numeric)	00000			-0.018	-0.017	-0.008
0.9. Recoget concernion (numeric)	p = 0.735	p = 0.516	p = 0.135	p = 0.242	p = 0.329	p = 0.624
o.c. respect after visor (numeric)	p = 0.535	p = 0.829	p = 0.121	p = 0.233	p = 0.249	p = 0.321
9.2: Supervisor speaks openly (numeric)	0.066	0.070	-0.035	-0.036	$\begin{array}{c} 0.045 \\ \sim -0.05 \\ \end{array}$	
9.2: I get fair salary (numeric)	p = 0.012 $0.100$	p = 0.003	p = 0.12i $0.051$	p = 0.102 0.063	p = 0.058	p = 0.034 $0.052$
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.00002^{***}$	$p = 0.000^{***}$	$p = 0.00001^{***}$	$p = 0.00001^{***}$
Gender: female	0.024 $0.607$	0.013 $0.761$	-0.053 $p = 0.190$	-0.050	-0.009 $0.827$	0.030
Age				-0.001		
	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	900.0	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 0.003***	-0.013	-0.005	-0.009	-0.015	-0.021 
Tenure at factory (vrs)	p - 0.002 $0.022$	p = 0.018 0.027	p = 0.312 0.024	p - 0.044	p - 0.004 0.039	p - 0.00002 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 $-0.0363$	-0.039 $-0.539$	-0.159 $-0.06***$	-0.141 $p = 0.011**$	0.203 $-0.001***$	0.189
Factory code 13			_			100:0
	p = 0.606		$p = 0.014^{**}$		p = 0.490	
factory code b3	-0.193 $r = 0.197$		0.053 $-0.684$		-0.145 $-0.00$	
Factory code 90	P = 0.15 -0.064		P = 0.03		0.25.0 - 4 -0.067	
,	p = 0.666		p = 0.130		p = 0.622	
Constant	-0.072	-0.240	-0.051	-0.040	-0.186	-0.279
	p = 0.745	p = 0.129	p = 0.793	p = 0.779	p = 0.362	$p = 0.054^*$
Observations	888	888	888	888	888	888
Adjusted R ²	0.176	0.156	0.170	0.114	0.160	0.152
Note:					*p<0.1; **p<0.05; ***	<0.05; *** p<0.01

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

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

			Dependen	$Dependent\ variable:$		
	Job security	urity	Skill developme	Skill development opportunities	Promotion opportunities	portunities
	STO	S	O	STO	STO	S
	(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 = 0.754	$p = 0.000^{***}$	p = 0.238	p = 0.506	p = 1.000
9.2: Supervisor doesn't use bad lang (numeric)		-0.027	-0.002		$\begin{array}{c} 0.002 \\ 0.745 \end{array}$	
9.2: Supervisor will side with me (numeric)	p = 0.259 - 0.017	p = 0.233 $-0.016$	p = 0.747 -0.006	p = 1.000 - 0.006	p = 0.740 -0.049	p = 1.000 -0.046
	p = 0.489	p = 0.858	p = 0.462	p = 1.000	$p = 0.000^{***}$	p = 0.219
9.2: Respect supervisor (numeric)	0.008	0.010	0.016	0.011	0.021	0.026
0.9. Currentine and le crombe (museum)	p = 0.739	p = 0.861	p = 0.747	p = 1.000	p = 0.506	p = 0.743
9.2: Supervisor speaks openiy (numeric)	0.034 $p = 0.480$	0.022 $p = 0.613$	-0.088 $p = 0.237$	-0.102 $p = 0.135$	0.001	0.062 $p = 0.494$
9.2: I get fair salary (numeric)	0.108		0.076		0.082	
•	$p = 0.000^{***}$	p = 0.225	$p = 0.000^{***}$	p = 0.257	p = 0.240	p = 0.132
Gender: temale			-0.103	-0.114	0.016	
Age	0.000 = 0.000	p = 0.378	p = 0.462 -0.005	p = 0.491 $-0.005$	0.00000000000000000000000000000000000	p = 0.720 -0.002
)	p = 0.000***	p = 0.237	$p = 0.000^{***}$	p = 0.250	p = 0.506	p = 0.477
Years of schooling	0.004	0.008	0.007	0.012	-0.011	-0.009
	p = 0.739	p = 0.643	p = 0.522	p = 0.490	p = 0.240	p = 0.125
Ever married	0.058	0.035	0.115	0.068	-0.069	-0.078
T	p = 0.489	p = 0.757	p = 0.462	p = 1.000	$p = 0.000^{***}$	p = 0.234
Experience in sector (yrs)	-0.017	-0.018	0.001 $n = 0.747$	0.001 $0.872$	-0.010	-0.011
Tenure at factory (yrs)						
	p = 0.000***	p = 0.127	p = 0.225	p = 0.120	p = 0.000***	p = 0.246
7.1: position helper/lineman	-0.049		-0.259	-0.186	-0.044	-0.018
7.1: position operator	p = 0.469 $-0.020$	p = 0.016	p = 0.402 $-0.230$	p = 0.231 $-0.203$	p = 0.240	p = 0.380
The state of the s	p = 0.480	p = 1.000	p = 0.237	p = 0.259	p = 0.000***	$p = 0.098^*$
Factory code 63	-0.134	,	-0.244			
-	p = 0.000**		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	0.0002		-0.104 $-0.000***$		0.047 $r = 0.506$	
Constant	$P = 0.159 \\ 0.052$	-0.093	P = 0.993	0.135	P = 0.900 $-0.180$	-0.269
	p = 0.739	p = 0.458	$p = 0.000^{***}$	p = 0.000***	p = 0.506	p = 0.242
Observations Adjusted $\mathbb{R}^2$	$389 \\ 0.102$	389 0.095	389 0.180	389 0.152	$\frac{389}{0.173}$	389 0.170

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

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

			Depende	Dependent variable:		
	s dol	Job security	Skill developme	Skill development opportunities	Promotion c	Promotion opportunities
	0	OLS	0	STO	Ö	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	-0.180	-0.181	0.011	0.003	-0.031	-0.054
	$p = 0.058^*$	$p = 0.048^{**}$	p = 0.890	p = 0.972	p = 0.723	p = 0.515
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.116 $$	0.110 $n = 0.214$	-0.127 $-0.197$ $-0.109$	-0.122 $r = 0.191$	0.005 $R = 0.950$	0.041 $r = 0.611$
9.2: Supervisor will side with me (disagree dummy)	P = 0.200 0.026	P = 0.213	p = 0.109 0.041	p = 0.121 $0.028$	P = 0.350 0.026	p = 0.011
	p=0.505	p = 0.211	p = 0.216	p = 0.379	p = 0.462	p = 0.680
9.2: Respect supervisor (disagree dummy)	0.057	0.046	-0.056	-0.060	-0.060	-0.038
0.9. Cum amijaa maala amaala (dinamaa dumama)	p = 0.408	p = 0.490	p = 0.349	p = 0.308	p = 0.350	p = 0.532
9.2. Jupervisor speaks openny (uisagree umniny)	$p = 0.015^{**}$	$p = 0.005^{***}$	$p = 0.006^{***}$	$p = 0.011^{**}$	-0.004 $p = 0.179$	-0.000 p = 0.146
9.2: I get fair salary (disagree dummy)	-0.270		-0.139		-0.144	-0.138
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.00001^{***}$	$p = 0.00000^{***}$	$p = 0.00001^{***}$	$p = 0.00001^{***}$
Gender: female	0.025	0.012	-0.047	-0.043	-0.004	
Δσο	p = 0.586	p = 0.773	p = 0.241	p = 0.248 $-0.001$	p = 0.922	p = 0.427
1,50	p = 0.183	p = 0.309	p = 0.200	p = 0.844	p = 0.681	p = 0.482
Years of schooling	0.008	0.012		0.011	-0.004	
	p = 0.169	$p = 0.021^{**}$	p = 0.207	$p = 0.017^{**}$	p = 0.461	p = 0.976
Ever married	0.050	0.060	0.055	0.032	-0.096	-0.085
	p = 0.330	p = 0.198	p = 0.218	p = 0.435	$p = 0.042^{**}$	$p = 0.045^{**}$
Experience in sector (yrs)	-0.018	-0.012	-0.004	-0.009	-0.015	-0.021
	$p = 0.002^{***}$	$p = 0.020^{**}$	p = 0.396	$p = 0.060^*$	$p = 0.004^{***}$	$p = 0.00003^{***}$
Tenure at factory (yrs)	0.023 $-0.005***$	0.027	0.023 $r = 0.003***$	0.035 - 0.0000	0.039 $- 0.0000$	0.042 $-0.000***$
7.1: position helper/lineman	-0.146			-0.232		-0.111
	$p = 0.053^*$	$p = 0.068^*$	$p = 0.0002^{***}$	$p = 0.0002^{***}$	p = 0.342	$p = 0.081^*$
7.1: position operator	-0.060	-0.039	-0.158	-0.142	0.199	0.186
Factory code 13	p = 0.359 $-0.055$	p = 0.536	p = 0.006***	$p = 0.011^{**}$	$p = 0.002^{***}$ $-0.085$	$p = 0.002^{***}$
	p = 0.709		$p = 0.011^{**}$		p = 0.534	
Factory code 63	-0.168		0.051		-0.131	
	p = 0.261		p = 0.691		p = 0.338	
Factory code 90	-0.053 $= 0.710$		$\begin{array}{c} 0.202 \\ 5 - 0.115 \end{array}$		-0.063	
Constant	p = 0.03	0 283	p = 0.115	898 0	p = 0.045	0.919
	$p = 0.0002^{***}$	$p = 0.00000^{***}$	$p = 0.050^{**}$	$p = 0.0004^{***}$	$p = 0.046^{**}$	$p = 0.044^{**}$
Observations	888	888	888	888	888	888
Adjusted R ²	0.165	0.143	0.167	0.105	0.148	0.143
					**	34 34 34 34 34 34 34 34 34 34 34 34 34 3

Note:

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

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

			$Dependent\ variable:$	variable:		
	Job se	Job security	Skill developme	Skill development opportunities	Promotion opportunities	portunities
	0	OLS	Ö	OLS	STO	23
	(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 = 0.259	p = 0.612	$p = 0.000^{***}$	p = 0.119	p = 0.753	p = 0.871
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.165 n — 0.000***	0.167 r = 0.197	-0.122 $-0.000***$	-0.143 $r = 0.518$	0.014 $r = 0.533$	0.026 $r = 0.749$
9.2: Supervisor will side with me (disagree dummy)	P = 0.000	P = 0.12	P = 0.005	P = 0.919	P = 0.939	P = 0.1
	p = 0.755	p = 1.000	p=0.510	p = 0.761	p = 0.000***	p = 0.128
9.2: Respect supervisor (disagree dummy)	0.143	0.133	0.010	-0.026	-0.027	-0.033
9.2: Supervisor speaks openly (disagree dummy)	p = 0.507 - 0.059	p = 0.511 -0.046	p = 0.757 0.238	$p = 1.000 \\ 0.251$	p = 0.753 -0.073	p = 0.722 -0.064
	p = 0.755	p = 0.749	p = 0.000***	p = 0.240	p = 0.283	p = 0.642
9.2: I get fair salary (disagree dummy)	-0.313	-0.307		-0.227	-0.217	
Gender: female	p = 0.000 - 0.042	p = 0.240 -0.041	0.000 = 0.000	p = 0.204 -0.106	p = 0.220 $0.019$	p = 0.131 $0.024$
	p = 0.496	p = 0.377	p = 0.495	p = 0.489	p = 0.471	p = 0.742
Age	900.0	0.007	-0.005	-0.005	-0.002	-0.002
	p = 0.259	p = 0.114	p = 0.247	p = 0.114	p = 0.533	p = 0.622
rears of schooling	0.004 $n = 0.755$	0.007	0.007	0.012 $0.505$	-0.012 $n = 0.283$	-0.009 $r = 0.393$
Ever married	0.051				790.0-	-0.072
	p = 0.507	p = 0.888	p = 0.495	p = 0.743	p = 0.283	p = 0.217
Experience in sector (yrs)	-0.016	-0.017	0.002	0.001	-0.009	-0.010
	p = 0.507	p = 0.628	p = 0.757	p = 1.000	p = 0.533	p = 0.232
Tenure at factory (yrs)	0.027 $= 0.348$	$0.037 \\ 5 - 0.136$	0.026 $= 0.348$	0.040 $z = 0.326$	$0.045$ $\sim -0.000***$	0.051 $5 - 0.131$
7.1: position helper/lineman	p = 0.246 -0.071	p = 0.120 -0.030	p = 0.240 -0.262	p = 0.230 - 0.191	p = 0.000 -0.063	p = 0.121 $-0.043$
	p = 0.259	p = 0.874	p = 0.495	p = 0.239	$p = 0.000^{***}$	p = 0.230
7.1: position operator	-0.031	-0.017	-0.228	-0.205	0.192	0.199
	p = 0.507	p = 1.000	p = 0.247	p = 0.114	$p = 0.000^{***}$	p = 0.138
Factory code 63	-0.127		-0.248		-0.047	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.008				0.036	
Constant	p = 0.507	0 5 4 3	p = 0.000	0 539	p = 0.471	7560
Compraint	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.000**	$^{**}0000 = 0$	$p = 0.000^{**}$	p = 0.249
Observations	389	389	389	389	389	389
Adjusted K [*]	0.125	0.119	0.193	0.163	0.169	0.169

Note:

 $^*\mathrm{p}{<}0.1;$   $^{**}\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

			Depend	Dependent variable:		
	s qof	Job security	Skill developme	Skill development opportunities	Promotion o	Promotion opportunities
	0	OLS	0	OLS	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.185	0.196	0.084	0.101	0.111	0.100
	p = 0.000***	p = 0.000***	$p = 0.00002^{***}$	$p = 0.00000^{***}$	p = 0.000000***	p = 0.000000***
Gender: female	0.041	0.029	-0.029	-0.030	0.003	0.036
	p = 0.379	p = 0.500	p = 0.465	p = 0.429	p = 0.947	p = 0.352
Age	0.004	0.003	-0.005	-0.001	0.001	0.002
	p = 0.226	p = 0.371	p = 0.156	p = 0.668	p = 0.772	p = 0.530
Years of schooling	0.007	0.011	0.005	0.010	-0.005	-0.0005
	p = 0.248	$p = 0.036^{**}$	p = 0.365	$p = 0.035^{**}$	p = 0.343	p = 0.920
Ever married	0.053	0.072	0.060	0.043	-0.094	-0.078
	p = 0.309	p = 0.126	p = 0.176	p = 0.300	$p = 0.045^{**}$	$p = 0.064^*$
Experience in sector (yrs)	-0.018	-0.013	-0.005	-0.009	-0.015	-0.021
	$p = 0.002^{***}$	$p = 0.015^{**}$	p = 0.355	$p = 0.045^{**}$	$p = 0.004^{***}$	$p = 0.00002^{***}$
Tenure at factory (yrs)	0.022	0.026	0.024	0.036	0.039	0.042
	p = 0.008***	$p = 0.0003^{***}$	$p = 0.001^{***}$	$p = 0.000^{***}$	p = 0.00000***	$p = 0.000^{***}$
7.1: position helper/lineman	-0.124	-0.124	-0.249	-0.226	-0.050	-0.104
	p = 0.105	$p = 0.082^*$	$p = 0.0002^{***}$	$p = 0.0003^{***}$	p = 0.472	p = 0.101
7.1: position operator	-0.060	-0.047	-0.167	-0.148	0.202	0.185
	p = 0.372	p = 0.465	$p = 0.004^{***}$	$p = 0.009^{***}$	$p = 0.001^{***}$	$p = 0.002^{***}$
Factory code 13	0.017		0.369		-0.048	
	p = 0.912		$p = 0.005^{***}$		p = 0.722	
Factory code 63	-0.074		0.091		-0.084	
	p = 0.625		p = 0.482		p = 0.540	
Factory code 90	-0.025		0.219		-0.051	
	p = 0.870		$p = 0.090^*$		p = 0.708	
Constant	0.512	0.422	0.231	0.283	0.242	0.131
	$p = 0.007^{***}$	$p = 0.0002^{***}$	p = 0.153	$p = 0.005^{***}$	p = 0.156	p = 0.193
Observations	888	888	888	888	888	888
$ m Adjusted~R^2$	0.139	0.111	0.155	0.091	0.148	0.141
Note:				Clustered by	*p<0.1; **p<0.05; ***p<0.01	*p<0.1; **p<0.05; ***p<0.01
				Olusieren by 1	actory, includes lac	ony maca emecus.

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

Job security $OLS$ $OLS$ (1) (2) pervisor rship (index) $0.121$ $0.121$ $0.0137$ $0.0121$ $0.034$ $0.008$ $0.007$ $0.008$ $0.007$ $0.008$ $0.007$ $0.008$ $0.007$ $0.008$ $0.007$ $0.008$ $0.007$ $0.003$ $0.005$ $0.003$ $0.005$ $0.003$ $0.005$ $0.003$ $0.005$ $0.003$ $0.005$ $0.003$ $0.005$ $0.003$ $0.005$ $0.003$ $0.005$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.003$ $0.007$ $0.009$ $0.007$ $0.009$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.009$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0019$ $0.0$				
visor rship (index) $0.121$ $0.137$ $0.091$ visor rship (index) $0.121$ $0.137$ $0.091$ $-0.028$ $-0.034$ $-0.077$ $0.008$ $0.007$ $0.007$ $0.008$ $0.007$ $0.005$ $0.008$ $0.007$ $0.005$ $0.008$ $0.007$ $0.005$ $0.009$ $0.009$ $0.007$ $0.005$ $0.009$ $0.009$ $0.007$ $0.005$ $0.009$ $0.009$ $0.005$ $0.005$ $0.009$ $0.009$ $0.005$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.027$ $0.032$ $0.026$ $0.027$ $0.032$ $0.026$ $0.027$ $0.032$ $0.026$ $0.027$ $0.032$ $0.026$ $0.027$ $0.032$ $0.026$ $0.027$ $0.032$ $0.027$ $0.027$ $0.032$ $0.027$ $0.027$ $0.027$ $0.027$ $0.027$ $0.027$ $0.027$ $0.027$ $0.029$ $0.027$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.0$	Skill development	Skill development opportunities	Promotion opportunities	pportunities
visor rship (index) $0.121$ $0.137$ $0.121$ $0.137$ $0.000$ *** $p = 0.248$ $p = -0.028$ $-0.034$ $-0.028$ $0.007$ $0.008$ $0.007$ $0.008$ $0.007$ $0.008$ $0.007$ $0.009$ $0.007$ $0.009$ $0.007$ $0.009$ $0.005$ $0.005$ $0.005$ $0.006$ $0.005$ $0.005$ $0.006$ $0.005$ $0.006$ $0.005$ $0.006$ $0.005$ $0.006$ $0.005$ $0.006$ $0.005$ $0.006$ $0.005$ $0.006$ $0.005$ $0.006$ $0.005$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$	STO	S	IO	STO
visor rship (index) $0.121$ $0.137$ $0.137$ $0.137$ $0.0028$ $0.0034$ $0.0028$ $0.0034$ $0.008$ $0.007$ $0.008$ $0.007$ $0.009$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.005$ $0.0060$ $0.035$ $0.0060$ $0.035$ $0.0060$ $0.035$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.007$ $0.009$ $0.007$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$	(3)	(4)	(5)	(9)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.091	0.127	0.087	0.092
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.000**	p = 0.248	$p = 0.000^{***}$	p = 0.255
ag $ \begin{array}{cccccccccccccccccccccccccccccccccc$	-0.077	-0.089 $n = 0.743$	0.032 $0.739$	0.031 $n = 1.000$
p = 0.274 p = 0.128 p = 0.003 0.005 0.005 0.003 0.005 p = 0.761 p = 0.624 p = 0.060 0.035 0.005 p = 0.487 p = 0.615 p = 0.018 0.0027 0.032 0.032 p = 0.274 p = 0.756 p = 0.274 p = 0.117 p = 0.274 p = 0.117 p = 0.058 0.009 p = 0.015 p = 0.487 p = 0.893 p = 0.019 p = 0.015 p = 0.009 p = 0.0115 p = 0.0009 p = 0.0011 p = 0.0009 p = 0.0001 p	-0.005	- 0.006 -0.006	-0.002	F = 1.000 $-0.002$
ag $0.003$ $0.005$ $0$ $0.005$ $0$ $0.005$ $0$ $0.060$ $0.035$ $0.060$ $0.035$ $0.060$ $0.035$ $0.060$ $0.035$ $0.060$ $0.035$ $0.021$ $0.027$ $0.032$ $0.027$ $0.032$ $0.027$ $0.032$ $0.027$ $0.032$ $0.027$ $0.032$ $0.027$ $0.032$ $0.027$ $0.032$ $0.027$ $0.032$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$		p = 0.256	p = 0.000***	p = 0.135
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.005	0.010	-0.013	-0.012
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.380	p = 0.243	p = 0.132
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.119	0.061	-0.075	-0.083
ctor (yrs) $-0.018$ $-0.018$ $0$ y (yrs) $p = 0.515$ $p = 0.756$ $p = 0.027$ $0.032$ $0$ per/lineman $p = 0.274$ $p = 0.117$ $p = 0.058$ $-0.027$ $0.032$ per/lineman $p = 0.487$ $p = 0.893$ $p = 0.019$ $-0.019$ $0.009$ $0.009$ rator $0 = 0.515$ $0 = 0.639$ $0 = 0.0115$ $0 = 0.515$ $0 = 0.639$ $0 = 0.0115$ $0 = 0.000$ $0 = 0.000$ $0 = 0.000$ $0 = 0.000$ $0 = 0.000$ $0 = 0.000$ $0 = 0.000$ $0 = 0.000$ $0 = 0.000$ $0 = 0.000$	p = 0.494	p = 0.731	$p = 0.000^{***}$	p = 0.256
y (yrs) $p = 0.515$ $p = 0.756$ $p = 0.027$ $0.032$ ( ) $0.027$ $0.032$ ( ) $0.027$ $0.032$ ( ) $0.027$ $0.032$ $0.058$ $-0.027$ $-0.058$ $0.027$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$	0.0005	-0.0002	-0.011	-0.011
y (yrs) $0.027$ $0.032$ $0$ p = 0.274 p = 0.117 p = $-0.058$ $-0.027$ $-0.058$ rator $0.0487$ p = 0.893 p = $-0.019$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$	p = 0.757	p = 1.000	p = 0.504	p = 0.126
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.026	0.040	0.044	0.047
per/lineman $-0.058$ $-0.027$ $-0.0487$ $p = 0.893$ $p = -0.019$ $-0.019$ $-0.009$ $-0.015$ $p = 0.515$ $p = 0.639$ $p = -0.115$ $p = 0.639$ $p = -0.115$ $p = 0.000***$ $p = 0.071$ $p = 0.274$ $p = 0.475$ $p = 0.276$ $p = 0.241$	p = 0.240	p = 0.255	$p = 0.000^{***}$	p = 0.150
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.285	-0.209	-0.052	-0.039
arator $-0.019$ $-0.009$ $-0.009$ $-0.15$ $-0.115$ $-0.115$ $-0.000^{***}$ $-0.071$ $-0.071$ $-0.071$ $-0.074$ $-0.076$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$ $-0.077$	p = 0.494	p = 0.126	p = 0.243	p = 0.113
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.241	-0.217	0.205	0.209
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.254	p = 0.132	$p = 0.000^{***}$	p = 0.113
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.273		-0.043	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$p = 0.000^{***}$		p = 0.261	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.149		-0.017	
$\begin{array}{ccc} 0.475 & 0.410 & 0 \\ p = 0.241 & p = 0.276 & p = 0 \end{array}$			p = 0.261	
p = 0.241 $p = 0.276$ $p = 0.276$	0.608	0.444	0.236	0.207
006	Ш	$p = 0.000^{***}$	p = 0.243	$p = 0.000^{***}$
Observations 569 569 569	389	389	389	389
Adjusted $R^2$ 0.056 0.053 0.145	0.145	0.106	0.134	0.138

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

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

			Depend	$Dependent\ variable:$		
	dol	Job security	Skill developm	Skill development opportunities	Promotion o	Promotion opportunities
		OCS	)	STO	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.165 $n = 0.000***$	0.177 $n = 0.000***$	0.075 $0.075$ $0.001***$	0.085 $0.0004***$	0.128 $0.00000***$	$0.116$ $\alpha = 0.00000***$
Gender: female	0.036	F = 0.024	-0.030	P = 0.032 $= 0.032$		
	p = 0.445	p = 0.576	p = 0.464	p = 0.397	p = 0.939	p = 0.358
Age			-0.004	-0.001	0.001	0.002
Years of schooling	6.1.0 = 0.00	p = 0.284 0.011	p = 0.166 0.004	p = 0.729 0.010	p = 0.840 -0.005	p = 0.018 $0.0001$
Fyer married	p = 0.260	$p = 0.045^{**}$	p = 0.388	$p = 0.045^{**}$	p = 0.394 $-0.092$	p = 0.992 $-0.076$
	p = 0.323	p = 0.144	p = 0.188	p = 0.328	$p = 0.051^*$	$p = 0.072^*$
Experience in sector (yrs)	-0.018	-0.013	-0.004	-0.009	-0.015	-0.021
	$p = 0.002^{***}$	$p = 0.016^{**}$	p = 0.369	$p = 0.052^*$	$p = 0.003^{***}$	$p = 0.00002^{***}$
Tenure at factory (yrs)	0.021 $r = 0.019**$	0.025 $-0.005$ $-0.005$	0.023 $-0.003***$	0.035	$0.040$ $\sim -0.0000***$	0.043 $-0.000***$
7.1: position helper/lineman		P = 0.0005 - 0.123	p = 0.002 - 0.248		p = 0.00000 -0.052	p = 0.000 $-0.109$
	$p = 0.094^*$	$p = 0.084^*$	$p = 0.0002^{***}$	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 $r = 0.470$		780:0— 7 — 0 434	
Factory code 90	P = 0.040 $-0.021$		p = 0.410		0.025 $-0.05$	
	p = 0.889		$p = 0.089^*$		p = 0.673	
9.1: Factory has rules	-0.127	760.0	-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		-0.055	-0.085		
O 1. Must obor ondows	p = 0.924	p = 0.440	p = 0.308	p = 0.160	p = 0.008	p = 0.949
orr. Mast obey orders	$0 = 0.053^*$	$^{+0.03-}_{-0.096}$	-0.059 $p = 0.244$	$0 = 0.037^{**}$	$0.039$ $0.062^*$	p = 0.110
Constant	0.599		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	8888	888	888	888	888	888
$Adjusted R^2$	0.146	0.117	0.153	0.094	0.149	0.141

Note:

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

			$Dependent\ variable:$	: variable:		
	os qof	Job security	Skill developme	Skill development opportunities	Promotion opportunities	portunities
	0	OLS	0	OLS	STO	S
	(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 = 0.239	p = 0.124	$p = 0.000^{***}$	p = 0.128	$p = 0.000^{***}$	p = 0.250
Gender: female	-0.022	-0.027	-0.074	-0.084	0.031	0.030
V	p = 0.521	p = 0.760	p = 0.495	p = 0.514	p = 0.485	p = 0.862
Age	0.000	0.008 $p = 0.122$	0.000 = 0.000 $0.00$	-0.000 p = 0.268	-0.002 p = 0.245	-0.002 p = 0.125
Years of schooling	0.003	0.005	_		-0.013	-0.012
	$\mathrm{p}=0.760$	p=0.507	p = 0.492	p = 0.358	p = 0.269	p = 0.258
Ever married	0.065	0.045	0.131	0.077	-0.079	-0.089
	p = 0.494	p = 0.376	p = 0.495	p = 0.609	$p = 0.000^{***}$	p = 0.123
Experience in sector (yrs)	-0.017	-0.017	0.001 $r = 0.759$	0.001 $r = 1.000$	-0.012 $-0.969$	-0.012 $= 0.116$
Tenure at factory (yrs)	P = 0.999	P = 0.030	$P = 0.159 \\ 0.027$	P = 1.999	P = 0.255	p = 0.119
	p = 0.521	p = 0.129	p = 0.267	p = 0.272	$p = 0.000^{***}$	p = 0.130
7.1: position helper/lineman	-0.074	-0.050	-0.292	-0.225	-0.043	-0.028
	p = 0.494	p = 0.871	p = 0.495	p = 0.122	p = 0.509	p = 0.256
7.1: position operator	-0.030	-0.023	-0.245	-0.225	0.211	0.215
	p = 0.505	p = 0.729	$p = 0.000^{***}$	p = 0.142	$p = 0.000^{***}$	p = 0.110
Factory code 63	-0.094		-0.259		-0.053	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.245	
Factory code 90	-0.062		-0.150		-0.019	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	-0.165	-0.177	-0.095	-0.127	0.066	0.060
	p = 0.239	p = 0.234	$p = 0.000^{***}$	p = 0.124	p = 0.509	p = 0.379
9.1: Management consults workers	-0.049					
O 1. Misset obors condons	$c_0c_0=d$	p = 0.480	0.000 = d	p = 0.124	p = 0.754	p = 0.87
3.1. Iviust obey orders	0.00- 0.00- c	-0.035 $-1.000$	-0.020	-0.041 $r = 0.740$		
Constant	p = 0.434	p = 1.000	p = 0.753	$p = 0.1 \pm 0$	p = 0.465	p = 0.141
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.269	p = 0.268
Observations	389	389	389	389	389	389
Adjusted $\mathbb{R}^2$	0.064	0.064	0.146	0.111	0.132	0.135

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

	Sat	Satisfied overall
		STO
	(1)	(2)
Gender: female	0.026	0.013
	p = 0.581	p = 0.762
Age	0.005	0.005
	p = 0.158	p = 0.178
Years of schooling	-0.003	0.003
	p = 0.609	p = 0.637
Ever married	-0.070	-0.053
	p = 0.185	p = 0.279
Experience in sector (yrs)	-0.009	-0.007
,	p = 0.110	p = 0.206
Tenure at factory (yrs)	0.004	0.014
	p = 0.618	$p = 0.056^*$
7.1: position helper/lineman	-0.053	-0.016
	p = 0.500	p = 0.825
7.1: position operator	-0.009	-0.0004
	p = 0.895	p = 0.996
Factory code 13	0.447	
	$p = 0.004^{***}$	
Factory code 63	0.174	
	p = 0.258	
Factory code 90	0.153	
	p = 0.320	
9.1: Factory has rules	-0.192	-0.250
	$p = 0.0002^{***}$	$p = 0.00000^{***}$
9.1: Management consults workers	0.026	0.026
	p = 0.725	p = 0.722
9.1: Must obey orders	-0.263	-0.337
	$p = 0.00001^{***}$	$p = 0.000^{***}$
Constant	0.518	0.683
	$p = 0.009^{***}$	$p = 0.00000^{***}$
Observations	888	888
Adinsted R ²	0.118	0.061

 $^*\mathrm{p}{<}0.1;$   $^{**}\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

	Depo	$Dependent\ variable:$
	Sa	Satisfied overall
		STO
	(1)	(2)
Gender: female	0.086	0.061
	p = 0.246	p = 0.489
Age	900.0	0.003
	$p = 0.000^{***}$	p = 0.505
Years of schooling	-0.007	-0.006
	p = 0.480	p = 0.734
Ever married	-0.139	-0.217
	p = 0.486	p = 0.132
Experience in sector (yrs)	-0.001	0.0003
	p = 0.480	p = 0.872
Tenure at factory (yrs)	0.005	0.010
	p = 0.480	p = 0.743
7.1: position helper/lineman	-0.143	-0.095
	p = 0.234	p = 0.639
7.1: position operator	-0.134	-0.134
	p = 0.480	p = 0.757
Factory code 63	-0.274	
	p = 0.252	
Factory code 90	-0.312	
	p = 0.000**	
9.1: Factory has rules	-0.142	-0.202
	p = 0.486	p = 0.229
9.1: Management consults workers	-0.020	-0.039
	p = 0.486	p = 0.758
9.1: Must obey orders	-0.163	-0.249
	p = 0.252	p = 0.118
Constant	1.006	0.988
	p = 0.234	$p = 0.000^{***}$
Observations	389	389
Adiusted B ²	0.111	0.039
ar manenfar	7.7.7	250.0

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

	Depe	$Dependent\ variable:$
	Sat	Satisfied overall
		STO
	(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 $p = 0.901$	-0.006 $= 0.824$
9.2: Supervisor will side with me (numeric)	0.007	0.008
0.9. Democat auromition (numeronia)	p = 0.693	p = 0.594
9.2: respect supervisor (numeric)	0.039 $0.027**$	0.035 $0.032**$
9.2: Supervisor speaks openly (numeric)		0.038
9.2: I get fair salary (numeric)	p = 0.249 0.173	$p = 0.087^{\circ}$ 0.182
	p = 0.000***	$p = 0.000^{***}$
Gender: female	-0.015	-0.011
Age	p = 0.715 $0.004$	p = 0.767 $0.004$
D	p = 0.207	p = 0.171
Years of schooling	-0.003	0.002
	p = 0.606	p = 0.623
Ever married	-0.066 $5 - 0.148$	-U.U68 * 0.100*
Experience in sector (yrs)	p = 0.140 -0.010	0.100 -0.008
	$p = 0.036^{**}$	$p=0.084^*$
Tenure at factory (yrs)	$\begin{array}{c} 0.011 \\ 5 - 0.141 \end{array}$	$\begin{array}{c} 0.017 \\ 0.000 \\ \end{array}$
7.1: position helper/lineman	p = 0.141 -0.021	0.008 = 0.008
1	p = 0.756	p = 0.892
r.i. postuon operator	0.014 p = 0.809	0.020 $p = 0.642$
Factory code 13	0.306	
Doctor condo 69	$p = 0.021^{**}$	
ractory code 05	0.101 $p = 0.450$	
Factory code 90	0.173	
	p = 0.193	
Constant	-0.517	-0.498 $-0.0005***$
	P = 0.010	P - 0.0009
Observations	888	888
Adjusted $\mathbb{R}^2$	0.354	0.332

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

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

	Depe	$Dependent\ variable:$
	Sat	Satisfied overall
		STO
	(1)	(2)
9.2: Supervisor respects me (numeric)	0.028	0.035
	p = 0.510	p = 0.643
9.2: Supervisor doesn't use bad lang (numeric)	-0.003 $z = 0.760$	0.019 - 0.005
9.2: Supervisor will side with me (numeric)	p = 0.760 - 0.025	p = 0.007 $-0.027$
•	p = 0.247	p = 1.000
9.2: Respect supervisor (numeric)	0.030	0.024
0.9. Curromiscon groots crouler (murromis)	p = 0.497	p = 0.616
9.2. Supervisor speaks openly (numeric)	0.003	$     \begin{array}{l}       0.029 \\       0.258    \end{array} $
9.2: I get fair salary (numeric)	0.179	0.184
	$p = 0.000^{***}$	p = 0.122
Gender: female	0.028	0.013
	p = 0.497	p = 0.761
Age	0.002 $n = 0.247$	0.002 $0.002$ $0.030$
Years of schooling	-0.002	
)	p = 0.760	p = 1.000
Ever married	-0.117	-0.159
,	p = 0.510	p = 0.116
Experience in sector (yrs)	-0.004	-0.004
Taning at factory (me)	p = 0.760	p = 0.754
	p = 0.513	p = 0.751
7.1: position helper/lineman	0.056	0.004
	$p = 0.000^{***}$	p = 1.000
7.1: position operator	-0.047 $= 0.513$	-0.026
Factory code 63	p = 0.915	p = 0.135
	p = 0.000**	
Factory code 90	-0.125	
	p = 0.263	
Constant	-0.014	-0.194
	p = 0.760	p = 0.741
Observations	389	389
$ m Adjusted~R^2$	0.350	0.331

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

respects me (disagree dummy) doesn't use bad lang (disagree dummy) will side with me (disagree dummy) pervisor (disagree dummy) speaks openly (disagree dummy) ulary (disagree dummy)	(1) -0.104 = 0.219 0.041 = 0.041 = 0.006 = 0.871 -0.073 = 0.235 -0.094 = 0.045** -0.094 = 0.046** 0.0001 = 0.998	Satisfied overall $OLS$ (2) $-0.074$ $p = 0.368$ $0.023$ $p = 0.773$ $-0.018$ $p = 0.779$ $-0.067$ $p = 0.579$ $p = 0.579$ $p = 0.067$ $p = 0.067$ $p = 0.007$ $p = 0.007$ $p = 0.003$ $p = 0.943$ $p = 0.166$ $p = 0.166$
Supervisor respects me (disagree dummy)  Supervisor doesn't use bad lang (disagree dummy)  Supervisor will side with me (disagree dummy)  Respect supervisor (disagree dummy)  Supervisor speaks openly (disagree dummy)  I get fair salary (disagree dummy)		$\begin{array}{c} (2) \\ -0.074 \\ p = 0.368 \\ 0.023 \\ p = 0.773 \\ -0.018 \\ p = 0.773 \\ -0.018 \\ p = 0.579 \\ -0.067 \\ p = 0.579 \\ -0.067 \\ p = 0.067 \\ p = 0.067 \\ p = 0.067 \\ p = 0.122 \\ p = 0.007^{***} \\ 0.003 \\ p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.003 \\ p = 0.166 \\ 0.003 \\ 0.004 \end{array}$
Supervisor respects me (disagree dummy)  Supervisor doesn't use bad lang (disagree dummy)  Supervisor will side with me (disagree dummy)  Respect supervisor (disagree dummy)  Supervisor speaks openly (disagree dummy)  I get fair salary (disagree dummy)	(1) $-0.104$ $p = 0.219$ $0.041$ $p = 0.613$ $-0.006$ $p = 0.871$ $-0.073$ $p = 0.235$ $-0.094$ $p = 0.045**$ $-0.480$ $p = 0.040$ $p = 0.000$ $p = 0.0001$ $p = 0.0004$ $p = 0.201$	$(2)$ $-0.074$ $p = 0.368$ $0.023$ $p = 0.773$ $-0.018$ $p = 0.579$ $-0.067$ $p = 0.264$ $-0.122$ $p = 0.007^{***}$ $p = 0.007^{***}$ $p = 0.003$ $p = 0.943$ $0.003$ $p = 0.943$ $0.003$ $p = 0.166$ $0.003$
Supervisor respects me (disagree dummy)  Supervisor doesn't use bad lang (disagree dummy)  Supervisor will side with me (disagree dummy)  Respect supervisor (disagree dummy)  Supervisor speaks openly (disagree dummy)  I get fair salary (disagree dummy)	$\begin{array}{l} -0.104 \\ p = 0.219 \\ 0.041 \\ \hline 0.041 \\ -0.046 \\ p = 0.871 \\ -0.073 \\ p = 0.073 \\ p = 0.073 \\ \hline 0.004 \\ p = 0.000 *** \\ 0.0001 \\ \hline p = 0.000 *** \\ 0.0001 \\ \hline p = 0.000 \\ \hline \end{array}$	$\begin{array}{c} -0.074 \\ p = 0.368 \\ 0.023 \\ 0.023 \\ p = 0.773 \\ -0.018 \\ p = 0.773 \\ -0.067 \\ p = 0.264 \\ -0.122 \\ p = 0.007^{***} \\ -0.122 \\ p = 0.007^{***} \\ 0.003 \\ p = 0.004 \\ p = 0.166 \\ 0.004 \\ p = 0.166 \\ 0.003 \\ 0.004 \end{array}$
Supervisor doesn't use bad lang (disagree dummy)  Supervisor will side with me (disagree dummy)  Respect supervisor (disagree dummy)  Supervisor speaks openly (disagree dummy)  I get fair salary (disagree dummy)	$\begin{array}{l} p = 0.219 \\ 0.041 \\ -0.006 \\ p = 0.613 \\ -0.006 \\ p = 0.871 \\ -0.073 \\ p = 0.235 \\ -0.094 \\ p = 0.045^{**} \\ p = 0.0480 \\ p = 0.000^{***} \\ p = 0.0001 \\ p = 0.0001 \\ p = 0.0004 \\ p = 0.201 \\ $	$\begin{array}{c} p = 0.368 \\ 0.023 \\ 0.023 \\ p = 0.773 \\ -0.018 \\ p = 0.579 \\ -0.067 \\ p = 0.264 \\ -0.122 \\ p = 0.007^{***} \\ p = 0.007^{***} \\ p = 0.003 \\ p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.003 \\ 0.004 \\ \end{array}$
Supervisor doesn't use bad lang (disagree dummy)  Supervisor will side with me (disagree dummy)  Respect supervisor (disagree dummy)  Supervisor speaks openly (disagree dummy)  I get fair salary (disagree dummy)	$\begin{array}{l} \text{p} = 0.041 \\ \text{p} = 0.613 \\ -0.006 \\ \text{p} = 0.871 \\ -0.073 \\ \text{p} = 0.235 \\ -0.094 \\ \text{p} = 0.045^{**} \\ -0.480 \\ \text{p} = 0.000 \\ \text{p} = 0.0001 \\ \text{p} = 0.998 \\ 0.004 \\ \text{p} = 0.201 \\ \text{p} = 0.$	$\begin{array}{c} 0.023 \\ 0.023 \\ -0.018 \\ p = 0.773 \\ -0.018 \\ p = 0.579 \\ -0.067 \\ p = 0.264 \\ -0.122 \\ p = 0.007^{***} \\ -0.510 \\ p = 0.000^{***} \\ 0.003 \\ p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.003 \\ 0.004 \end{array}$
ny)	$\begin{array}{l} p = 0.613 \\ -0.006 \\ p = 0.871 \\ -0.073 \\ p = 0.235 \\ -0.094 \\ p = 0.045^{**} \\ -0.480 \\ p = 0.000^{***} \\ 0.0001 \\ p = 0.998 \\ 0.004 \\ p = 0.201 \\ \end{array}$	$\begin{array}{c} p = 0.773 \\ -0.018 \\ p = 0.579 \\ -0.067 \\ p = 0.264 \\ -0.122 \\ p = 0.007*** \\ -0.510 \\ p = 0.000*** \\ 0.003 \\ p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.003 \\ 0.004 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 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 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0.004 \\ 0$
ny)	$\begin{array}{l} -0.006 \\ -0.006 \\ p = 0.871 \\ -0.073 \\ p = 0.235 \\ -0.094 \\ p = 0.045^{**} \\ -0.480 \\ p = 0.000^{**} \\ 0.0001 \\ p = 0.098 \\ 0.004 \\ p = 0.201 \\ \end{array}$	$\begin{array}{c} -0.018 \\ -0.067 \\ -0.067 \\ p = 0.264 \\ -0.122 \\ p = 0.007*** \\ -0.510 \\ p = 0.000*** \\ 0.003 \\ p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.003 \\ 0.004 \end{array}$
	$\begin{array}{c} p = 0.011 \\ -0.073 \\ -0.073 \\ -0.094 \\ p = 0.045^{**} \\ -0.480 \\ p = 0.000 \\ p = 0.0001 \\ p = 0.998 \\ 0.004 \\ p = 0.201 \\ \end{array}$	$\begin{array}{c} -0.067 \\ -0.067 \\ -0.067 \\ \end{array}$ $\begin{array}{c} -0.264 \\ -0.122 \\ \end{array}$ $\begin{array}{c} -0.122 \\ -0.510 \\ \end{array}$ $\begin{array}{c} -0.510 \\ \end{array}$ $\begin{array}{c} p = 0.000^{***} \\ 0.003 \\ \end{array}$ $\begin{array}{c} 0.003 \\ \end{array}$ $\begin{array}{c} p = 0.943 \\ 0.004 \\ \end{array}$ $\begin{array}{c} 0.004 \\ \end{array}$ $\begin{array}{c} 0.004 \\ \end{array}$
	$\begin{array}{l} p = 0.235 \\ -0.094 \\ p = 0.045^{**} \\ -0.480 \\ p = 0.000^{***} \\ 0.0001 \\ p = 0.998 \\ 0.004 \\ p = 0.201 \\ \end{array}$	$\begin{array}{c} p = 0.264 \\ -0.122 \\ p = 0.007^{***} \\ -0.510 \\ p = 0.000^{***} \\ 0.003 \\ p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.003 \\ 0.004 \end{array}$
	$\begin{array}{c} -0.094 \\ -0.094 \\ \hline -0.480 \\ p = 0.000*** \\ 0.0001 \\ p = 0.998 \\ 0.004 \\ \hline \end{array}$	$\begin{array}{l} -0.122 \\ p = 0.007^{***} \\ -0.510 \\ p = 0.000^{***} \\ 0.003 \\ p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.003 \\ \end{array}$
	$p = 0.045^{**}$ $-0.480$ $p = 0.000^{***}$ $0.0001$ $p = 0.998$ $0.004$ $p = 0.201$	$p = 0.007^{***}$ $-0.510$ $p = 0.000^{***}$ $0.003$ $p = 0.943$ $0.004$ $p = 0.166$ $0.003$
	$\begin{array}{l} p = 0.000^{***} \\ 0.0001 \\ p = 0.998 \\ 0.004 \\ p = 0.201 \end{array}$	$p = 0.000^{***}$ $0.003$ $p = 0.943$ $0.004$ $p = 0.166$ $0.003$
	0.0001 $p = 0.998$ $0.004$ $p = 0.201$	$\begin{array}{c} 0.003 \\ p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.003 \end{array}$
Gender: female 0.	$\begin{array}{c} p = 0.998 \\ 0.004 \\ p = 0.201 \end{array}$	$egin{array}{ll} p = 0.943 \\ 0.004 \\ p = 0.166 \\ 0.003 \end{array}$
P = 0	p = 0.201	p = 0.166
	000	0.003
Years of schooling	-0.002	00000
	p = 0.635	p = 0.589
Ever married	-0.062	-0.061
	p = 0.177	p = 0.139
	$0.032^{**}$	0.008
Tenure at factory (yrs) 0	0.012	0.016
	p = 0.103	p = 0.009***
7.1: position helper/lineman – neman –	-0.052 $p = 0.437$	-0.023 $p = 0.714$
7.1: position operator 0	0.010	0.024
D. chouse 2020 19	p = 0.864	p = 0.675
	$0.030$ $0.013^{**}$	
Factory code 63 0	0.145	
	p = 0.275	
Factory code 90	0.195	
D = 0	p = 0.141	0.813
	$p = 0.0001^{***}$	$^{***}000.0 = d$
	888	888
Adjusted R ² 0	0.350	0.327

 $^*p{<}0.1;\ ^{**}p{<}0.05;\ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

	Dep	chemical variables.
	$^3\mathrm{S}$	Satisfied overall
		STO
	(1)	(2)
9.2: Supervisor respects me (disagree dummy)	-0.058	990.0-
	p = 0.264	p = 0.361
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.019	-0.050
	p = 0.756	p = 0.899
9.2: Supervisor will side with me (disagree dummy)	0.079	0.082
	$p = 0.000^{***}$	p = 0.250
9.2: Respect supervisor (disagree dummy)	-0.074	-0.083
	p = 0.519	p = 0.868
9.2: Supervisor speaks openly (disagree dummy)	-0.078	-0.075
( ) 1 6 ( ) ( 1 1 1	p = 0.519	p = 0.528
9.2: 1 get tair salary (disagree duminy)	-0.482	-0.306 $= 0.127$
Gender: female	0.035	0.022
	p = 0.501	p = 0.633
Age	0.003	0.002
	p = 0.519	p = 0.624
Years of schooling	-0.002	0.0002
	p = 0.756	p = 1.000
Ever married	-0.098	-0.134
	p = 0.492	p = 0.516
Experience in sector (yrs)	-0.003	-0.003
	p = 0.519	p = 0.747
Tenure at factory (yrs)	0.012	0.020
	p = 0.519	p = 0.621
7.1: position helper/lineman	-0.101	-0.055
	$p = 0.000^{***}$	p = 0.744
7.1: position operator	-0.067	-0.053
	p = 0.519	p = 0.754
Factory code 63	-0.183	
	p = 0.000	
Factory code 90	-0.134	
	p = 0.237	
Constant	1.016	0.937
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389
	0	

 $^*p{<}0.1; \ ^{**}p{<}0.05; \ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		*
	So	Satisfied overall
		STO
	(1)	(2)
9.2: Good supervisor rship (index)	0.273	0.291
	p = 0.000***	$p = 0.000^{***}$
Gender: female	0.022	0.021
	p = 0.618	p = 0.617
Age	0.004	0.003
	p = 0.317	p = 0.317
Years of schooling	-0.004	0.002
	p = 0.446	p = 0.696
Ever married	-0.052	-0.031
	p = 0.292	p = 0.498
Experience in sector (yrs)	-0.011	-0.010
	$p = 0.038^{**}$	$p = 0.048^{**}$
Tenure at factory (yrs)	0.011	0.018
	p = 0.148	p = 0.009***
7.1: position helper/lineman	-0.006	-0.007
	p = 0.936	p = 0.917
7.1: position operator	0.015	0.017
	p = 0.817	p = 0.783
Factory code 13	0.459	
	$p = 0.002^{***}$	
Factory code 63	0.290	
	$p = 0.044^{**}$	
Factory code 90	0.225	
	p = 0.115	
Constant	0.291	0.474
	p = 0.103	$p = 0.00002^{***}$
Observations	888	888
Adimated D2	0.00	0010

 ${\rm ^*p}<0.1;\ {\rm ^{**}p}<0.05;\ {\rm ^{***}p}<0.01$  Clustered by factory. Includes factory fixed effects.

89

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

	Depo	$Dependent\ variable:$
	Sa	Satisfied overall
		OLS
	(1)	(2)
9.2: Good supervisor rship (index)	0.229	0.265
	$p = 0.000^{***}$	p = 0.241
Gender: female	0.062	0.035
	p = 0.000***	p = 0.248
Age	0.004	0.001
	p = 0.245	p = 0.626
Years of schooling	-0.004	-0.004
	p = 0.483	p = 0.597
Ever married	-0.113	-0.160
	p = 0.500	p = 0.249
Experience in sector (yrs)	-0.006	-0.005
	p = 0.483	p = 0.623
Tenure at factory (yrs)	0.011	0.013
	p = 0.483	p = 0.755
7.1: position helper/lineman	-0.078	-0.046
	$p = 0.000^{***}$	p = 0.877
7.1: position operator	-0.050	-0.043
	p = 0.483	p = 0.604
Factory code 63	-0.185	
	$p = 0.000^{***}$	
Factory code 90	-0.249	
	$p = 0.000^{***}$	
Constant	0.792	0.758
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389
Adjusted $\mathbb{R}^2$	0.213	0.173

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

	100	•
	Š	Satisfied overall
		STO
	(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
	$p = 0.044^{**}$	$\mathrm{p}=0.052^*$
Tenure at factory (yrs)	0.011	0.017
	p = 0.162	$p = 0.016^{-1}$
7.1: position helper/lineman	-0.015	-0.013 $-0.013$ $-0.0250$
7.1: position operator	p = 0.035 0.011	p = 0.850 $0.015$
•	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	$\mathrm{p}=0.087^*$
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	88 8 80 8

 $^*\mathrm{p}{<}0.1;~^{**}\mathrm{p}{<}0.05;~^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		Satisfied overall
		STO
	(1)	(2)
9.2: Good supervisor rship (index)	0.235	0.262
•	$p = 0.000^{***}$	p = 0.256
Gender: female		0.036
	$p = 0.000^{***}$	p = 0.254
Age	0.004	0.002
	p = 0.235	p = 0.620
Years of schooling	-0.003	-0.004
	p = 0.509	p = 0.750
Ever married	-0.107	-0.155
	p = 0.487	p = 0.117
Experience in sector (yrs)	-0.006	-0.005
	p = 0.509	p = 0.763
Tenure at factory (yrs)	0.011	0.012
	p = 0.509	p = 0.619
7.1: position helper/lineman	-0.088	-0.059
	p = 0.235	p = 0.881
7.1: position operator	-0.056	-0.051
	p = 0.509	p = 0.761
Factory code 63	-0.176	
	$p = 0.000^{***}$	
Factory code 90	-0.251	
	p = 0.000***	
9.1: Factory has rules	-0.037	-0.065
	p = 0.509	p = 0.369
9.1: Management consults workers	0.028	0.025
	p = 0.487	p = 0.755
9.1: Must obey orders	0.034	-0.007
	p = 0.526	p = 0.620
Constant	0.784	0.782
	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389
Adjusted R ²	0.211	0.171
and appear an	1	111111111111111111111111111111111111111
Note:		*p<0.1: **p<0.05: ***p<0.01

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

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

			Dependent variable:	iable:		
	Like f	Like friends	Like	Like family	Conf	Conflicted
	0	STO	0	STO	0	STO
	(1)	(2)	(3)	(4)	(2)	(9)
Gender: female	-0.188	-0.249	0.185	0.239	0.003	0.011
	$p = 0.0002^{***}$	$p = 0.000000^{***}$	$p = 0.0002^{***}$	$p = 0.000000^{***}$	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

 $^*\mathrm{p}{<}0.1;$   $^*\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

			Dependent variable:	variable:		
	Like f	Like friends	Like f	Like family	Conflicted	ted
	0	STO	0	STO	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.085	-0.087	0.058	0.059	0.028	0.028
	p = 0.482	p = 0.365	p = 0.484	p = 0.629	$p = 0.000^{***}$	p = 0.115
Age	-0.002	-0.002	0.005	0.005	-0.002	-0.002
	p = 0.512	p = 0.485	$p = 0.000^{***}$	p = 0.118	p = 0.272	p = 0.247
Years of schooling	0.018	0.021	-0.013	-0.016	-0.006	-0.005
	$p = 0.000^{***}$	p = 0.127	p = 0.239	p = 0.492	p = 0.233	p = 0.248
Ever married	-0.170	-0.197	0.183	0.214	-0.013	-0.016
	p = 0.512	p = 0.511	p = 0.249	p = 0.503	p = 0.755	p = 1.000
Experience in sector (yrs)	0.016	0.016	-0.020	-0.020	0.004	0.004
	p = 0.234	p = 0.484	$p = 0.000^{***}$	p = 0.382	$p = 0.000^{***}$	p = 0.234
Tenure at factory (yrs)	-0.009	-0.002	0.013	0.006	-0.004	-0.004
	p = 0.498	p = 1.000	p = 0.488	p = 0.627	p = 0.233	p = 0.539
7.1: position helper/lineman	-0.126	-0.094	0.146	0.109	-0.020	-0.016
	p = 0.234	p = 0.509	p = 0.239	p = 0.385	p = 0.233	p = 0.105
7.1: position operator	-0.125	-0.118	0.150	0.143	-0.025	-0.024
	$p = 0.000^{***}$	p = 0.247	$p = 0.000^{***}$	p = 0.117	p = 0.250	p = 0.536
Factory code 63	-0.124		0.139		-0.015	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.050		0.054		-0.004	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.755	
9.1: Factory has rules	0.045	0.023	-0.025	-0.0001	-0.021	-0.023
	p = 0.498	p = 0.627	p = 0.494	p = 0.876	p = 0.505	p = 0.604
9.1: Management consults workers	0.229	0.216	-0.203	-0.188	-0.026	-0.028
	p = 0.248	p = 0.250	p = 0.245	p = 0.263	p = 0.505	p = 0.618
9.1: Must obey orders	0.162	0.143	-0.138	-0.117	-0.023	-0.025
	p = 0.234	p = 0.497	p = 0.239	p = 0.255	p = 0.483	p = 0.730
Constant	0.591	0.527	0.252	0.325	0.157	0.148
	p = 0.248	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.225
Observations	389	389	389	389	389	389
$ m Adjusted~R^2$	0.056	0.053	0.053	0.048	-0.015	-0.010

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

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

Like friends  OLS  OLS  4   1  4   1  8   p  22   1  33   1  5***   p  **   F	(2) 0.013 = 0.693 0.045 = 0.045 = 0.046 = 0.017** 0.046 = 0.134 -0.025 = 0.341 0.009 = 0.496 = 0.496 = 0.000 = 0.007 = 0.007		Like family $OLS$ (4) $-0.016$ $p = 0.631$ $-0.047$ $p = 0.067$ ** $p = 0.168$ $0.067$ $p = 0.005$ ** $p = 0.137$ $p = 0.137$ $p = 0.175$ $p = 0.005$ ** $p = 0.005$ $p = 0.005$ ** $p = 0.006$ ** $p = 0.000$	Conflicted OLS  (5)  0.009 $p = 0.507$ $p = 0.869$ $p = 0.002$ $p = 0.007^{***}$ $p = 0.926$ $p = 0.927$ $p = 0.971$	icted  (6)  0.003 $p = 0.834$ 0.002 $p = 0.886$ $-0.022$ $p = 0.007$ $p = 0.003$ $p = 0.007$ $p = 0.003$ $p = 0.324$ $p = 0.324$ $p = 0.324$ $p = 0.447$ $p = 0.447$ $p = 0.009$ $p = 0.009$ $p = 0.009$
Supervisor respects me (numeric) $(1)$ Supervisor respects me (numeric) $(2.54)$ Supervisor doesn't use bad lang (numeric) $(2.54)$ Supervisor will side with me (numeric) $(2.54)$ Supervisor will side with me (numeric) $(2.54)$ Respect supervisor (numeric) $(2.54)$ Supervisor speaks openly (numeric) $(2.54)$ Supervisor speaks openly (numeric) $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2.54)$ $(2$	(2) 0.013 = 0.693 0.045 = 0.186 -0.046 = 0.017** 0.046 = 0.341 0.009 = 0.341 0.009 = 0.496 -0.0260 = 0.496 = 0.000*** = 0.007 = 0.007	(3) $-0.033$ $p = 0.350$ $-0.014$ $p = 0.703$ $0.045$ $p = 0.026**$ $-0.035$ $p = 0.278$ $0.050$ $p = 0.068*$ $-0.013$ $p = 0.360$ $0.201$ $= 0.00005****$ $0.201$ $= 0.0007$ $p = 0.067*$ $-0.010$ $p = 0.007*$		(5) 0.009 p = 0.507 -0.002 p = 0.869 -0.022 = 0.007*** p = 0.926 -0.010 p = 0.926 -0.010 p = 0.359 -0.010 p = 0.359 0.001 p = 0.094**	
Supervisor respects me (numeric) $0.023$ $0.023$ $0.023$ $0.016$ $0.016$ $0.016$ $0.016$ $0.016$ $0.016$ $0.016$ $0.016$ $0.016$ $0.016$ $0.016$ $0.023$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.036$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.023$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.033$ $0.0$	(2) 0.013 = 0.693 0.045 = 0.045 = 0.046 = 0.017** 0.046 = 0.017** 0.046 = 0.0341 0.009 = 0.496 = 0.496 = 0.000 = 0.000 = 0.000 = 0.243				
Supervisor respects me (numeric) $0.023$ Supervisor doesn't use bad lang (numeric) $0.016$ Supervisor will side with me (numeric) $0.023$ P = 0.554  -0.023  P = 0.258  P = 0.262  D = 0.262  J get fair salary (numeric) $0.023$ P = 0.146 $0.023$ P = 0.146 $0.023$ P = 0.146 $0.023$ P = 0.113 $0.023$ P = 0.008  P = 0.0005***  P = 0.0008  P = 0.0008  P = 0.0008  P = 0.0012  P = 0.089  P = 0.100*  P = 0.100*	0.013 $0.045$ $0.045$ $0.045$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$ $0.046$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$			
Supervisor doesn't use bad lang (numeric) $\begin{array}{c} p=0.504 \\ 0.016 \\ 0.016 \\ \end{array}$ Supervisor will side with me (numeric) $\begin{array}{c} p=0.654 \\ -0.023 \\ \end{array}$ Respect supervisor (numeric) $\begin{array}{c} p=0.258 \\ 0.036 \\ \end{array}$ Supervisor speaks openly (numeric) $\begin{array}{c} p=0.262 \\ 0.036 \\ \end{array}$ I get fair salary (numeric) $\begin{array}{c} p=0.262 \\ 0.023 \\ \end{array}$ $\begin{array}{c} p=0.146 \\ 0.023 \\ \end{array}$ $\begin{array}{c} p=0.146 \\ \end{array}$ Jer: female $\begin{array}{c} p=0.146 \\ 0.023 \\ \end{array}$ $\begin{array}{c} p=0.113 \\ -0.008 \\ \end{array}$ $\begin{array}{c} p=0.0005^{***} \\ \end{array}$ $\begin{array}{c} p=0.008 \\ \end{array}$ $\begin{array}{c} p=0.008 \\ \end{array}$ $\begin{array}{c} p=0.008 \\ \end{array}$ $\begin{array}{c} p=0.008 \\ \end{array}$ $\begin{array}{c} p=0.003 \\ \end{array}$ $\begin{array}{c} p=0.003 \\ \end{array}$ $\begin{array}{c} p=0.003 \\ \end{array}$	= 0.693 $0.045$ $= 0.186$ $-0.046$ $= 0.017**$ $0.046$ $= 0.134$ $-0.025$ $= 0.134$ $0.009$ $= 0.496$ $= 0.496$ $-0.260$ $= 0.496$ $= 0.400$ $= 0.496$ $= 0.000$ $= 0.243$ $= 0.007$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$			
Supervisor doesn't use bad lang (numeric) $p = 0.654$ 1  Supervisor will side with me (numeric) $p = 0.258$ $p$ Respect supervisor (numeric) $p = 0.262$ $0.036$ Supervisor speaks openly (numeric) $p = 0.262$ $0.040$ I get fair salary (numeric) $p = 0.146$ $0.023$ der: female $p = 0.113$ $p = 0.113$ $p = 0.113$ $p = 0.000$ s of schooling $p = 0.000$ married $p = 0.000$ $p = 0.000$	0.045 $= 0.186$ $-0.046$ $= 0.017**$ $0.046$ $= 0.134$ $-0.025$ $= 0.341$ $0.009$ $= 0.496$ $= 0.496$ $= 0.009$ $= 0.009$ $= 0.007$ $= 0.243$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	. d d d = d		$\begin{array}{l} 0.002 \\ 0.002 \\ -0.022 \\ 0.003 \\ 0.003 \\ 0.003 \\ 0.004 \\ 0.009 \\ 0.009 \\ 0.0001 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009 \\ 0.009$
Supervisor will side with me (numeric) $\begin{array}{c} p=0.054\\ -0.023\\ -0.023\\ \end{array}$ Respect supervisor (numeric) $\begin{array}{c} p=0.258\\ p=0.262\\ 0.036\\ \end{array}$ Supervisor speaks openly (numeric) $\begin{array}{c} p=0.262\\ -0.040\\ \end{array}$ I get fair salary (numeric) $\begin{array}{c} p=0.146\\ 0.023\\ \end{array}$ der: female $\begin{array}{c} p=0.113\\ -0.202\\ \end{array}$ So f schooling $\begin{array}{c} p=0.0005^{***}\\ \end{array}$ $\begin{array}{c} p=0.0005^{***}\\ \end{array}$ $\begin{array}{c} p=0.000\\ -0.08\\ \end{array}$ $\begin{array}{c} p=0.041^{***}\\ \end{array}$ The substituting $\begin{array}{c} p=0.013\\ \end{array}$ $\begin{array}{c} p=0.005^{***}\\ \end{array}$	$= 0.180$ $-0.046$ $= 0.017^{**}$ $0.046$ $= 0.134$ $-0.025$ $= 0.341$ $0.009$ $= 0.496$ $-0.260$ $= 0.496$ $= 0.007$ $= 0.043$ $= 0.243$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$			$\begin{array}{c} p = 0.800 \\ -0.022 \\ -0.003 \\ -0.0003 \\ p = 0.980 \\ -0.011 \\ p = 0.324 \\ -0.004 \\ p = 0.447 \\ 0.009 \\ p = 0.645 \\ -0.0001 \\ p = 0.645 \\ -0.00001 \\ p = 0.994 \\ \end{array}$
Respect supervisor (numeric) $p = 0.258$ $p = 0.262$ Supervisor speaks openly (numeric) $p = 0.262$ 1  I get fair salary (numeric) $p = 0.146$ 1  Get: female $p = 0.146$ 1  Get: female $p = 0.113$ 1  Get: female $p = 0.0005^{***}$ 1  Fig. of schooling $p = 0.0012^{**}$ 1  Fig. of schooling $p = 0.0012^{**}$ 1  Fig. of schooling $p = 0.000^{**}$ 1	= 0.017** $0.046$ $= 0.134$ $-0.025$ $= 0.341$ $0.009$ $= 0.496$ $-0.260$ $-0.260$ $= 0.000***$ $= 0.001*$ $= 0.061*$ $0.007$	$= \begin{array}{cccccccccccccccccccccccccccccccccccc$	_ d d = d		$\begin{array}{l} p = 0.007^{***} \\ -0.0003 \\ p = 0.980 \\ -0.011 \\ p = 0.324 \\ -0.004 \\ p = 0.447 \\ 0.009 \\ p = 0.645 \\ -0.00001 \\ p = 0.0994 \\ p = 0.994 \\ p = 0$
Respect supervisor (numeric) $0.036$ $p = 0.262$ $-0.040$ $p = 0.146$ $1$ get fair salary (numeric) $p = 0.146$ $1$ der: female $0.023$ $1$ $1$ $1$ $1$ $1$ $1$ $1$ $1$ $1$ $1$	0.046 $= 0.134$ $-0.025$ $= 0.341$ $0.009$ $= 0.496$ $= 0.496$ $= 0.000***$ $= 0.000$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	. d d =d	$\begin{array}{c} -0.001 \\ p = 0.926 \\ -0.010 \\ p = 0.359 \\ -0.010 \\ p = 0.094* \\ 0.001 \\ p = 0.971 \\ p = 0.971 \\ p = 0.071 \\ p = 0.077 \\ \end{array}$	$\begin{array}{c} -0.0003 \\ p = 0.980 \\ -0.011 \\ p = 0.324 \\ -0.004 \\ p = 0.447 \\ 0.009 \\ p = 0.645 \\ -0.00001 \\ p = 0.994 \\ \end{array}$
Supervisor speaks openly (numeric) $\begin{array}{c} p = 0.262 \\ -0.040 \\ 0.040 \\ \end{array}$ I get fair salary (numeric) $\begin{array}{c} p = 0.146 \\ 0.023 \\ p = 0.113 \\ -0.202 \\ \end{array}$ der: female $\begin{array}{c} p = 0.13 \\ -0.202 \\ \end{array}$ $\begin{array}{c} p = 0.0005^{***} \\ p = 0.0005^{***} \\ \end{array}$ $\begin{array}{c} p = 0.008 \\ \end{array}$ $\begin{array}{c} p = 0.041^{**} \\ \end{array}$ $\begin{array}{c} p = 0.041^{**} \\ \end{array}$ $\begin{array}{c} p = 0.005 \\ \end{array}$ $\begin{array}{c} p = 0.041^{**} \\ \end{array}$ $\begin{array}{c} p = 0.012 \\ \end{array}$ $\begin{array}{c} p = 0.020 \\ \end{array}$ $\begin{array}{c} p = 0.012 \\ \end{array}$ $\begin{array}{c} p = 0.089 \\ \end{array}$	= 0.134 $-0.025$ $= 0.341$ $0.009$ $= 0.496$ $-0.260$ $= 0.000***$ $= 0.007$ $= 0.243$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	d d d		$p = 0.980 \\ -0.011$ $p = 0.324 \\ -0.004$ $p = 0.447$ $0.009$ $p = 0.645$ $-0.00001$ $p = 0.994$
The substitution of the s	-0.025 $= 0.341$ $0.009$ $= 0.496$ $-0.260$ $-0.007$ $= 0.007$ $= 0.243$	. d = . d	d = d		$\begin{array}{c} -0.011 \\ -0.011 \\ -0.004 \\ p = 0.447 \\ 0.009 \\ p = 0.645 \\ -0.00001 \\ p = 0.994 \\ 0.002 \end{array}$
I get fair salary (numeric) $\begin{array}{c} & & & & & \\ & & & & & \\ & & & & \\ & & & & \\ & & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & \\ & & \\ & & \\ & & \\ & & \\ & & \\ & & \\ & & \\ & \\ & & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\ & \\$	$0.009$ $= 0.496$ $-0.260$ $= 0.000^{***}$ $-0.007$ $= 0.061^{*}$ $0.007$ $= 0.243$		т о п п п п п п п п п п п п п п п п п п		$\begin{array}{c} p = 0.001 \\ -0.004 \\ 0.009 \\ p = 0.645 \\ -0.00001 \\ p = 0.994 \\ 0.002 \end{array}$
der: female $\begin{array}{c} p = 0.113 \\ -0.202 \\ \end{array}$ $\begin{array}{c} -0.202 \\ \end{array}$ $\begin{array}{c} p = 0.0005^{***} \\ -0.008 \\ \end{array}$ $\begin{array}{c} p = 0.0005^{***} \\ \end{array}$ $\begin{array}{c} p = 0.041^{**} \\ \end{array}$ $\begin{array}{c} p = 0.041^{**} \\ \end{array}$ $\begin{array}{c} p = 0.012 \\ \end{array}$ $\begin{array}{c} p = 0.050^{**} \\ \end{array}$ $\begin{array}{c} p = 0.050^{**} \\ \end{array}$ $\begin{array}{c} p = 0.009 \\ \end{array}$	= 0.496 $-0.260$ $-0.000***$ $-0.007$ $= 0.061*$ $0.007$	р В при	d = d		$\begin{array}{c} p = 0.447 \\ 0.009 \\ p = 0.645 \\ -0.00001 \\ p = 0.994 \\ 0.002 \end{array}$
der: female $-0.202$ $p = 0.00005^{***}$ p $-0.008$ $p = 0.041^{**}$ F $0.012$ $p = 0.050^{**}$ $p = 0.050^{**}$ $p = 0.089$	$ \begin{array}{l} -0.260 \\ = 0.000^{***} \\ -0.007 \\ = 0.061^{*} \\ 0.007 \\ = 0.243 \end{array} $	= d	d	$\begin{array}{c} 0.001 \\ 0.001 \\ 0.001 \\ 0 = 0.578 \end{array}$	$\begin{array}{c} 0.009 \\ 0.009 \\ 0.00001 \\ 0.00001 \\ 0.009 \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$= 0.000$ $-0.007$ $= 0.061^*$ $0.007$ $= 0.243$	п <u>ф</u>	 I a	p = 0.971 $0.001$ $p = 0.578$	p = 0.045 $-0.00001$ $p = 0.994$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.067* $-0.010$ $p = 0.106$		p = 0.578	p = 0.994
$0.012$ $p = 0.050^{**}$ $p = 0.089$ $p = 0.100^{*}$		-0.010 p = 0.106	1000	0000	6000
$p = 0.050^{**}$ $p -0.089$ . $p = 0.100^{*}$ $p = 0.100$		p = 0.106	-0.004	-0.002	-0.009
$-0.089$ p = $0.100^*$ p	77		p = 0.504	p = 0.383	p = 0.230
$= 0.100^{*}$ p	-0.110	0.093	0.114	-0.004	-0.004
	$= 0.025^{**}$	$p = 0.086^*$	$p = 0.021^{**}$	p = 0.856	p = 0.861
	0.012	-0.014	-0.012	0.0003	-0.0004
$p = 0.024^{**} \qquad p$	$= 0.030^{**}$	$p = 0.021^{**}$	p = 0.036**	p = 0.893	p = 0.871
p=0.291 p = 0.291 p = 7.1. position helper/lineman	= 0.264	p = 0.479	0.050 = 0.030	p = 0.385 $-0.018$	p = 0.240
a = 86000		p = 0.826	p = 0.364	0.579	p = 0.515
0.002					
d = 0.976	= 0.546	p = 0.739	p = 0.782	p = 0.366	p = 0.432
Factory code 13 $-0.300$		0.261		$\begin{array}{c} 0.038 \\ -0.0543 \end{array}$	
Factory code 63 $-0.398$		p = 0.091 0.379		p = 0.342 $0.019$	
e di		$p = 0.018^{**}$		p = 0.764	
Factory code 90 —0.299		0.293		0.006	
$p = 0.058^*$		$p = 0.063^*$		p = 0.923	
Constant 0.934	0.609	-0.055 $r = 0.815$	0.232 $a = 0.173$	0.121 $r = 0.203$	0.159 $- 0.024**$
888		888			888
0.103	0.075	0.108	0.073	0.099	0.009
, , , , , , , , , , , , , , , , , , ,				**************************************	**************************************

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

			Depende	$Dependent\ variable:$		
	Like friends	ends	Like f	Like family	Conflicted	icted
	STO	S	O	STO	10	STO
	(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 = 0.479	p = 0.119	p = 0.507	p = 0.123	p = 0.524	p = 0.647
9.2: Supervisor doesn't use bad lang (numeric)	-0.073	-0.064	0.069	0.057	0.004	0.007
	$p = 0.000^{***}$	p = 0.363	p = 0.238	p = 0.506	p = 0.524	p = 0.596
9.2: Supervisor will side with me (numeric)	-0.019		0.051	0.052	-0.033	-0.033
9.2: Respect supervisor (numeric)	p = 0.244 $0.087$	p = 0.464 $0.085$	p = 0.238 -0.077	p = 0.120 -0.074	p = 0.000	p = 0.263 -0.011
4	p = 0.235	p = 0.253	p = 0.269	p = 0.123	p = 0.000***	p = 0.243
9.2: Supervisor speaks openly (numeric)	-0.096	-0.102	0.084	0.092	0.011	0.010
-	p = 0.258	p = 0.271	p = 0.272	p = 0.496	p = 0.769	p = 0.888
9.2: I get Iair salary (numeric)	0.032 $n = 0.258$	0.033 $n = 0.132$	-0.025	-0.027	-0.007	-0.006 $n = 0.747$
Gender: female	-0.088		0.062		0.026	0.024
	p = 0.479	p=0.500	p=0.507	p=0.505	$p = 0.000^{***}$	p = 0.134
Age	-0.002	-0.002	0.004	0.004	-0.002	-0.002
	p = 0.502	p = 0.140	$p = 0.000^{***}$	p = 0.121	p = 0.524	p = 1.000
Years of schooling	0.018		-0.013	-0.016	-0.005	-0.005
	$p = 0.000^{-1}$	p = 0.111	$p = 0.000^{-1}$	p = 0.253	p = 0.273	p = 0.142
Ever married	-0.175		0.185	0.212	0.010	-0.016
Experience in sector (vrc)	p = 0.502	p = 0.506	p = 0.272	p = 0.494	p = 0.524	p = 0.747
	p = 0.235	p = 0.524	0.269 = 0.269	0.354	$^{***}0000$	p = 0.251
Tenure at factory (yrs)	-0.009		0.013	0.006	-0.004	
	p = 0.493	p = 1.000	p = 0.541	p = 0.765	p = 0.251	p = 0.385
7.1: position helper/lineman		-0.066		0.083	-0.025	-0.017
7 1.	p = 0.000	p = 0.391	$p = 0.000^{\circ}$	p = 0.370	p = 0.273	p = 0.490
i.i. posteion operator	$0.000^{***}$	-0.039 $p = 0.137$	0.147 $p = 0.238$	0.132 $p = 0.248$	-0.030 $p = 0.245$	-0.03
Factory code 63		•	0.140		-0.029	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.046		0.065		-0.019	
	p = 0.235	1	p = 0.269	9	p = 0.524	I o
Constant	0.591	0.487	0.187	0.316	0.222	0.197
	p = 0.235	p = 0.241	p = 0.541	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adjusted $\mathbb{R}^2$	389 0.057	$389 \\ 0.056$	$389 \\ 0.061$	389	$389 \\ 0.015$	$\frac{389}{0.017}$

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

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

			$Dependent\ variable:$	variable:		
	Like friends	ends	Like	Like family	Conflicted	cted
	STO	S	0	OLS	STO	S
	(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)		0.078	-0.070	-0.106	0.033	0.028
9.2: Respect supervisor (disagree dummy)	p = 0.358 0.013	p = 0.045 $-0.015$	p = 0.080 -0.027	p = 0.007	p = 0.047 $0.014$	p = 0.083 0.024
	p = 0.859	p = 0.838	p = 0.713	p = 0.899	p = 0.636	p = 0.423
9.2: Supervisor speaks openly (disagree dummy)	0.062	0.036	-0.091			
0. 9. I not fair colour (disagno dimmin)	p = 0.261	p = 0.500	p = 0.102	p = 0.175	p = 0.203	$p = 0.097^{\circ}$
9.2. 1 get ian saiaiy (uisaglee duminy)	$p = 0.057^*$	-0.045 $p = 0.206$	p = 0.200	0.034 $p = 0.327$	0.025 $p = 0.124$	0.010 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		0.008		0.001	-0.0001
Von a of colocolina	p = 0.033	p = 0.08	p = 0.091	p = 0.030	p = 0.039	p = 0.970
rears of schooling	$0.012$ $0.060^*$	0.006 $0.308$	-0.009 $p = 0.134$	-0.003 $p = 0.647$	-0.002 $p = 0.338$	-0.003 $p = 0.177$
Ever married			0.092			-0.006
	p = 0.107	$p = 0.022^{**}$	$p = 0.088^*$	$p = 0.016^{**}$	p = 0.810	p = 0.757
Experience in sector (yrs)	0.014	0.013	-0.014	-0.013	0.001	-0.0001
	$p = 0.023^{**}$	$p = 0.026^{**}$	$p = 0.017^{**}$	$p = 0.028^{**}$	p = 0.776	p = 0.983
Tenure at factory (yrs)	-0.009	-0.009	0.006	0.006	0.003	0.003
7 1. monition holmon/lineman	p = 0.305	p = 0.234	p = 0.467	p = 0.442	p = 0.460	p = 0.315
т. ромной перег/ппешан	-0.901	0.030 $0.227$	0.014 $0.862$	-0.015	-0.013	-0.013
7.1: position operator	0.004			-0.028	-0.023	-0.019
-	p = 0.949	p = 0.486	p = 0.795	p = 0.680	p = 0.421	p = 0.496
factory code 13	-0.303					
Factory code 63	p = 0.033 -0.407		p = 0.092 $0.389$		$p = 0.939 \\ 0.018$	
	$p = 0.011^{**}$		$p = 0.014^{**}$		p = 0.781	
Factory code 90	-0.308		0.297		0.011	
	$p = 0.050^{**}$		$p = 0.058^*$		p = 0.859	
Constant	1.104 $5 - 0.00000***$	0.819 $- 0.000***$	-0.080 $-0.080$ $-0.080$	0.146 $r = 0.236$	-0.024 $-0.0762$	0.035 $5 - 0.035$
-	Joseph — d		600.0 — d	De 2.0 — q	p - 0.102	
Observations	888	888	888	888	888	888
Adjusted R	0.109	0.011	0.100	0.000	0.030	0.004
$N_{\alpha + \alpha}$					* / C / 3 * * * . T O / 3 * *	***

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

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

			Dependent variable:	variable:		
	Like fi	Like friends	Like family	amily	Conflicted	ted
	10	OLS	O	STO	STO	23
	(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 = 0.768	p = 0.511	p = 0.751	$p = 0.000^{***}$	p = 0.237
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.011 $n = 0.747$	0.009 $n = 1.000$	0.027 $0.027$	0.032 $n = 1,000$	-0.037 $= 0.261$	-0.041 $n = 0.118$
9.2: Supervisor will side with me (disagree dummy)		P = 1.005		P = 1.000 -0.092	P = 0.231	
	p = 0.489	p = 0.750	p = 0.498	p = 0.485	p = 0.000***	p=0.112
9.2: Respect supervisor (disagree dummy)	0.076	0.069	-0.099	-0.090	0.024 $5 - 0.961$	$0.022$ $\approx -0.361$
9.2: Supervisor speaks openly (disagree dummy)	P = 0.148	p = 0.830 0.156	p = 0.240 -0.135	p = 0.432 $-0.144$	p = 0.201 $-0.013$	P = 0.301 -0.011
0.9. I and f. in colour (Alice and America)	p = 0.258	p = 0.478	p = 0.505	p = 0.493	p = 0.500	p = 0.865
3.2. 1 get tatt sataty (usagive utility)	-0.059 $p = 0.258$	p = 0.132	p = 0.000	0.004 $p = 0.259$	0.021 $p = 0.511$	p = 1.000
Gender: female	-0.087	-0.088				
-	p = 0.489	p = 0.378	p = 0.498	p = 0.613	p = 0.261	p = 0.247
Age	-0.002	-0.002			-0.002	
Vegre of schooling	p = 0.515	p = 0.624	p = 0.259	p = 0.13t	p = 0.261	p = 0.494
Surround to come	p = 0.000***	p = 0.233	p = 0.252	p = 0.120	p = 0.239	p = 0.132
Ever married	-0.175	-0.191	0.192	0.213		-0.022
	p = 0.515	p = 0.485	p = 0.259	p = 0.474	p = 0.500	p = 0.749
Experience in sector (yrs)	0.016	0.016	-0.021	-0.020	0.005	0.005
Towns at factous (see)	p = 0.232	p = 0.501	$p = 0.000^{***}$	p = 0.498	$p = 0.000^{***}$	p = 0.256
Tenure de laceet (315)	p = 0.490	p = 1.000	p = 0.511	p = 0.619	p = 0.261	p = 0.516
7.1: position helper/lineman	0800-	-0.051	0.103	0.066	-0.023	-0.015
:	$p = 0.000^{***}$	p = 0.411	$p = 0.000^{***}$	p = 0.492	p = 0.239	p = 0.517
7.1: position operator	-0.092	-0.082 $= 0.477$	0.125 - 0.946	$\begin{array}{c} 0.113 \\ 5 - 0.955 \end{array}$	-0.033 $= -0.033$	-0.030
Factory code 63	p - 0.000 - q - 0.093	p = 0.40	p = 0.240 0.124	p = 0.200	p = 0.230 - 0.031	p = 0.434
	p = 0.000***		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.017		0.033		-0.015	
tung to make	$p = 0.000^{***}$	о 2	$p = 0.000^{***}$	66.0	p = 0.261	600
Constant	0.034 $0.000***$	0.304 p = 0.000***	$^{0.23}_{**}$ $^{0.000}$	p = 0.000***	$^{***}000.0 = d$	0.032 p = 0.241
Observations Admisted R ²	389	389	389	389	389	389
ar macminar						

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

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

(1)  9.2: Good supervisor rship (index) $0.032$ $0.032$						
6	Like friends	spu	Like	Like family	Conflicted	icted
٤	STO		0	OLS	STO	$S_{2}^{r}$
۵		(2)	(3)	(4)	(5)	(9)
מ	~	0.039	0.003	-0.009	-0.035	-0.030
	175	$p = 0.081^*$	p = 0.888	p = 0.702	$p = 0.0002^{***}$	$p = 0.001^{***}$
Gender: female $-0.184$	34	-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	8(	-0.007		0.007	0.001	-0.0002
= d	30**	$p = 0.044^{**}$	$p = 0.045^{**}$	$p = 0.041^{**}$	p = 0.673	p = 0.915
Years of schooling 0.011	_	0.004	-0.008	-0.001	-0.003	-0.004
p = 0.078	*82	p = 0.454	p = 0.185	p = 0.907	p = 0.280	p = 0.128
Ever married $-0.086$	98	-0.118	0.092	0.124	-0.005	-0.006
p = 0.110	110	$p = 0.017^{**}$	$p = 0.090^*$	$p = 0.013^{**}$	p = 0.804	p = 0.755
Experience in sector (yrs) 0.014	<del></del> 1	0.013	-0.014	-0.013	0.001	-0.0001
$p = 0.021^{**}$	21**	$p = 0.021^{**}$	$p = 0.016^{**}$	$p = 0.023^{**}$	p = 0.788	p = 0.977
Tenure at factory (yrs) $-0.010$	01	-0.010	0.007	0.007	0.003	0.003
p = 0.260	097	p = 0.185	p = 0.403	p = 0.362	p = 0.470	p = 0.322
7.1: position helper/lineman $-0.007$	2(	0.088	0.031	-0.067	-0.024	-0.020
d	935	p = 0.238	p = 0.700	p = 0.367	p = 0.449	p = 0.510
7.1: position operator $-0.004$	)4	0.038	0.033	-0.015	-0.029	-0.023
p = 0.951	951	p = 0.569	p = 0.636	p = 0.819	p = 0.305	p = 0.412
Factory code $13$ $-0.280$	90		0.246		0.034	
p = 0.073	73*		p = 0.116		p = 0.586	
Factory code $63$ $-0.392$	20		0.386		0.007	
$p = 0.013^{**}$	13**		$p = 0.015^{**}$		p = 0.913	
Factory code $90$ $-0.294$	14		0.288		0.006	
$p = 0.061^*$	.01*		$p = 0.067^*$		p = 0.924	
Constant 1.070	0	0.842	-0.095	0.087	0.025	0.072
$p = 0.00000^{***}$	***000	$p = 0.000^{***}$	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	~1	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 + factory FE

				*		
	Like f	Like friends	Like f	Like family	Conflicted	icted
	70	OLS	0	OLS	OLS	S'
	(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 = 0.484	p = 1.000	p = 0.243	p = 0.128	$p = 0.000^{***}$	p = 0.266
Gender: female	-0.074 $p = 0.471$	-0.076	0.045 $0.501$	0.049 $0.759$	0.029 0.000***	0.027 0 = 0.286
Age	-0.003				-0.002	-0.002
	p=0.511	p = 0.515	p = 0.243	p = 0.248	p = 0.236	p = 0.351
Years of schooling	0.017	0.020	-0.011	-0.014	-0.006	-0.005
1	$p = 0.000^{***}$	p = 0.252	p = 0.257	p = 0.414	p = 0.250	p = 0.131
Ever married	-0.173	-0.198	0.189	0.221	-0.016	-0.023
	p = 0.511	p = 0.516	p = 0.243	p = 0.487	p = 0.486	p = 0.760
Experience in sector (yrs)	0.016	0.016	-0.021	-0.020	0.004	0.004
	p = 0.222	p = 0.377	$p = 0.000^{***}$	p = 0.481	$p = 0.000^{***}$	$p = 0.000^{***}$
Tenure at factory (yrs)	-0.010	-0.003	0.015	0.006	-0.005	-0.003
	p = 0.484	p = 1.000	p = 0.500	p = 0.747	p = 0.486	p = 0.605
7.1: position helper/lineman	-0.108	-0.071	0.137	0.090	-0.029	-0.020
14	$p = 0.000^{***}$	p = 0.390	$p = 0.000^{***}$	p = 0.375	p = 0.250	p = 0.389
7.1: position operator	-0.112	-0.099	0.149	0.134	-0.038	-0.035
1	$p = 0.000^{***}$	p = 0.237	$p = 0.000^{***}$	p = 0.134	p = 0.276	p = 0.383
Factory code 63	-0.122		0.156		-0.034	
1	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.040		0.058		-0.019	
1	p = 0.000***		$p = 0.000^{***}$		$p = 0.000^{***}$	
Constant	0.689	0.600	0.153	0.261	0.158	0.138
1	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.244	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.275
Observations	389	389	389	389	389	389
Adjusted $\mathbb{R}^2$	0.039	0.036	0.042	0.035	0.004	0.004

 $^*p<0.1;$   $^*p<0.05;$   $^{**}p<0.05$  Clustered by factory. Includes factory fixed effects.

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

	Like f	Like friends	Like	Like family	Conf	Conflicted
	0	STO	0	STO	0	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.052 p = $0.046^{**}$	$0.055$ $p = 0.025^{**}$	-0.019 p = 0.462	-0.027 p = 0.273	$-0.033$ $p = 0.002^{***}$	-0.028 p = $0.007***$
Gender: female	-0.191	-0.250	0.186	0.239	0.005	
Δ σο	$p = 0.0001^{***}$	$p = 0.00000^{***}$	$p = 0.0002^{***}$	$p = 0.00000^{***}$	p = 0.814	p = 0.559
agu	-0.003	$p = 0.045^{**}$	$p = 0.044^{**}$	$^{0.003}_{0.039**}$	0.001 $p = 0.722$	0.00000
Years of schooling	0.012	0.005		-0.001	-0.003	-0.003
Ever married	$p = 0.056^{\circ} -0.081$	p = 0.390 -0.116	p = 0.135 0.086	p = 0.808 0.122	p = 0.302 -0.005	p = 0.140 $-0.006$
	p = 0.132	$p = 0.019^{**}$	p = 0.109	$p = 0.014^{**}$	p = 0.803	p = 0.768
Experience in sector (yrs)	0.014 $p = 0.021**$	$p = 0.024^{**}$	-0.014 p = $0.016^{**}$	0.015 p = $0.026$	0.001 $p = 0.804$	0.00000000000000000000000000000000000
Tenure at factory (yrs)			0.007		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
71. nocition concertor	p = 0.840	p = 0.307	p = 0.606	p = 0.462	p = 0.436	p = 0.500
Topical Charges	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	
Factory code 90	$p = 0.011^{**}$ $-0.300$		$p = 0.013^{**}$ $0.296$		p = 0.905 $0.003$	
	$p=0.055^*$		$p = 0.058^*$		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	$0.233$ $p = 0.002^{***}$	$0.228$ $p = 0.002^{***}$	-0.202 p = 0.007***	-0.201 p = $0.007***$	-0.031 $p = 0.301$	-0.027 $p = 0.372$
9.1: Must obey orders	0.147	0.127		-0.131		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

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

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

			Dependen	$Dependent\ variable:$		
	Like f	Like friends	Like	Like family	Confl	Conflicted
	O	OLS	0	OLS	O	STO
	(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 = 0.508	p = 0.509	p = 0.452	p = 0.861	$p = 0.000^{***}$	p = 0.250
Gender: female	-0.086	-0.089	0.054	0.058	0.032	0.031
	p = 0.481	p = 0.366	p = 0.503	p = 0.753	$p = 0.000^{***}$	p = 0.241
Age	-0.002	-0.002	0.004	0.005	-0.002	-0.002
	p = 0.471	p = 0.498	$p = 0.000^{***}$	p = 0.244	p = 0.248	p = 0.277
rears of schooling	***0000 = a	0.021 $p = 0.240$	-0.013	-0.010	-0.000	-0.003
Ever married						-0.025
	p = 0.471	p = 0.477	p = 0.218	p = 0.476	p = 0.504	p = 1.000
Experience in sector (yrs)	0.016	0.015	-0.021	-0.020	0.005	0.005
	p = 0.259	p = 0.371	p = 0.000***	p = 0.351	$p = 0.000^{***}$	p = 0.206
Tenure at factory (yrs)	-0.009	-0.002	0.014	900.0	-0.005	-0.004
	p = 0.508	p = 1.000	p = 0.452	p = 0.770	p = 0.256	p = 0.742
7.1: position helper/lineman	-0.124	-0.090	0.153	0.111	-0.029	-0.020
	p = 0.259	p = 0.496	p = 0.234	p = 0.378	p = 0.256	p = 0.268
7.1: position operator	-0.121	-0.111	0.160	0.146	-0.038	-0.036
	$p = 0.000^{***}$	p = 0.228	$p = 0.000^{***}$	p = 0.257	p = 0.245	p = 0.495
Factory code 63	-0.119		0.151		-0.031	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
Factory code 90	-0.047		0.061		-0.014	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	0.050	0.036	-0.012	0.006	-0.038	-0.042
	p = 0.508	p = 0.647	p = 0.721	p = 0.892	p = 0.504	p = 0.354
9.1: Management consults workers	0.231	0.222	-0.197	-0.185	-0.034	-0.037
	p = 0.222	p = 0.229	p = 0.269	p = 0.125	p = 0.504	p = 0.497
9.1: Must obey orders	0.170	0.165	-0.114	-0.107	-0.056	-0.058
	p = 0.259	p = 0.488	p = 0.234	p = 0.499	p = 0.501	p = 0.375
Constant	0.581	0.508	0.224	0.316	0.194	0.176
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.269	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adjusted $\mathbb{R}^2$	389 0.054	389 0.052	389 0.052	389 0.046	389	389
•						

 $^*p<0.1;\ ^{**}p<0.05;\ ^{**}p<0.01$  Clustered by factory. Includes factory fixed effects.

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$				$Dependent\ variable:$	variable:		
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		Supp	ortive	Wol	rried	Afr	aid
(1)		0	ST	0	ST	0	ST
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		(1)	(2)	(3)	(4)	(5)	(9)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.007	-0.018	0.140	0.114	0.002	0.008
$\begin{array}{cccccccccccccccccccccccccccccccccccc$					$p = 0.012^{**}$		p = 0.351
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	-0.001	-0.001	0.002	-0.002	-0.0004	-0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.842	p = 0.775		p = 0.627	p = 0.559	p = 0.441
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	-0.009	-0.014	-0.005	-0.013	-0.001	-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.166			$p = 0.026^{**}$	p = 0.393	p = 0.147
yrs) $p = 0.388$ $p = 0.646$ $p = 0.537$ $p = 0.872$ $p = 0.506$ $1$ $0.012$ $0.010$ $0.007$ $0.007$ $0.001$ $0.004$ $0.003$ $0.003$ $0.004$ $0.006$ $0.006$ $0.0004$ $0.007$ $0.003$ $0.004$ $0.004$ $0.009$ $0.098$ $0.084$ $0.163$ $0.004$ $0.009$ $0.098$ $0.084$ $0.163$ $0.004$ $0.004$ $0.0098$ $0.084$ $0.163$ $0.004$ $0.0049$ $0.098$ $0.084$ $0.163$ $0.004$ $0.0049$ $0.098$ $0.084$ $0.163$ $0.004$ $0.0049$ $0.098$ $0.084$ $0.163$ $0.004$ $0.0049$ $0.005$ $0.005$ $0.005$ $0.007$ $0.007$ $0.0049$ $0.008$ $0.008$ $0.008$ $0.009$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.008$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$	Ever married	0.047	0.023	0.033	-0.008	-0.007	-0.010
yrs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.388	p = 0.646		p = 0.872		p = 0.254
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	0.012	0.010	0.007	0.007	-0.001	-0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.043^{**}$					p = 0.528
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	0.004	0.001	-0.0004	0.003	0.003	0.002
neman $0.049$ $0.098$ $0.084$ $0.163$ $0.004$ neman $0.049$ $0.098$ $0.084$ $0.163$ $0.004$ $-0.023$ $0.003$ $0.053$ $0.068$ $0.068$ $-0.003$ $-0.023$ $0.003$ $0.053$ $0.068$ $0.068$ $-0.0373$ $0.010$ $0.010$ $-0.373$ $0.010$ $0.010$ $-0.553$ $0.008$ $0.046$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.010$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$ $0.011$				p = 0.962		$p = 0.042^{**}$	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	0.049	0.098	0.084	0.163	0.004	0.005
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.539		p = 0.288	$p = 0.030^{**}$	p = 0.778	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position operator	-0.023	0.003	0.053	0.068	-0.003	-0.004
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.740		p = 0.446		p = 0.820	p = 0.768
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 13	-0.373		0.010		-0.022	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$				p = 0.948		p = 0.461	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 63	-0.553		-0.092		-0.032	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.0005^{***}$				p = 0.284	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 90	-0.509		0.113		-0.003	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.002^{***}$				p = 0.916	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Factory has rules	0.067	0.067	0.219	0.229	-0.009	-0.010
$\begin{array}{cccccccccccccccccccccccccccccccccccc$						p = 0.344	p = 0.261
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Management consults workers	0.115	0.123	0.177	0.170	0.001	-0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$							p = 0.935
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	9.1: Must obey orders	0.195	0.197	0.231	0.248	-0.011	-0.010
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		$\parallel$	$p = 0.0003^{***}$				p = 0.323
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Constant	0.681	0.336	0.012	0.222	1.025	1.021
888 888 888 888 888 0.074 0.033 0.117 0.054 -0.040		$p = 0.001^{***}$					$p = 0.000^{***}$
0.074 $0.033$ $0.117$ $0.054$ $-0.040$	Observations	888	888	888	888	888	888
	$ m Adjusted~R^2$	0.074	0.033	0.117	0.054	-0.040	0.002

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

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

			Depender	Dependent variable:		
	Supportive	rtive	Morried	ied	Afraid	aid
	STO	S	STO	S	STO	S'
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	-0.075	-0.085	0.101	0.116	0.007	0.010
	p = 0.233	p = 0.261	p = 0.252	p = 0.129	p = 0.748	p = 0.862
Age	-0.003	-0.004	0.004	0.006	0.0003	0.001
	p = 0.465	p = 0.146	p = 0.466	p = 0.402	p = 0.488	p = 0.249
Years of schooling	-0.005	-0.004	-0.001	0.004	-0.001	-0.0004
	p = 0.465	p = 0.617	p = 0.737	p = 0.741	p = 0.499	p = 1.000
Ever married	0.044	0.001	-0.074	-0.076	-0.024	-0.022
	p = 0.493	p = 1.000	p = 0.737	p = 0.884	$p = 0.000^{***}$	p = 0.374
Experience in sector (yrs)	0.005	0.005	0.003	0.002	-0.004	-0.004
	p = 0.493	p = 1.000	p = 0.737	p = 0.877	p = 0.249	p = 0.254
Tenure at factory (yrs)	0.014	0.020	0.003	0.014	0.006	0.007
	p = 0.465	p = 0.260	p = 0.737	p = 0.269	p = 0.249	p = 0.238
7.1: position helper/lineman	0.129	0.165	0.114	0.150	0.009	0.012
	p = 0.494	p = 0.474	p = 0.523	p = 0.353	p = 0.509	p = 0.360
7.1: position operator	0.061	0.064	0.081	0.095	-0.004	-0.003
	p = 0.726	p = 0.611	p = 0.523	p = 0.763	p = 0.499	p = 0.762
Factory code 63	-0.165		-0.067		-0.002	
	p = 0.000***		p = 0.523		p = 0.488	
Factory code 90	-0.137		0.120		0.021	
	p = 0.261		p = 0.252		$p = 0.000^{***}$	
9.1: Factory has rules	0.090	0.056	0.147	0.144	-0.017	-0.016
	p = 0.233	p = 0.384	p = 0.523	p = 0.753	p = 0.499	p = 0.371
9.1: Management consults workers	0.201	0.187	0.222	0.208	0.003	0.002
	$p = 0.000^{***}$	p = 0.399	$p = 0.000^{***}$	p = 0.258	$p = 0.000^{***}$	p = 0.617
9.1: Must obey orders	0.282	0.241	0.232	0.255	-0.020	-0.016
	$p = 0.000^{***}$	p = 0.133	p = 0.252	p = 0.260	p = 0.239	p = 0.362
Constant	0.294	0.252	0.056	-0.070	1.002	0.987
	p = 0.493	p = 0.502	p = 0.523	p = 0.752	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted B ²	0.044	0.030	0.049	0.033	0.005	0.004
ar maganfar	***	2000	0.00	2000	0000	10000

 $^*p<0.1$ ;  $^*p<0.05$ ;  $^{**}p<0.05$ . Clustered by factory. Includes factory fixed effects.

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

			Dependent variable:	variable:		
	Supp	Supportive	Wo	Worried	Afr	Afraid
	0	STO	0	STO	0	STO
	(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 $n = 0.151$	0.096 $r = 0.004***$	-0.024 $r = 0.493$	-0.013 $r = 0.707$	-0.001	0.0003 $n = 0.959$
9.2: Supervisor will side with me (numeric)			-0.023	-0.028		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)	$0.055$ $0.079^*$	$0.067$ $0.024^{**}$	0.030 $0.033$	0.045 $p = 0.140$	0.006 $0.286$	0.008 $0 = 0.136$
9.2: Supervisor speaks openly (numeric)	-0.066		-0.076	-0.087	-0.007	-0.007
0.9. I got frin colour (mumoraio)	$p = 0.014^{**}$	$p = 0.001^{**}$	$p = 0.005^{***}$	$p = 0.001^{***}$	p = 0.206	p = 0.120
9.4. 1 get tall sataly (munetic)	$p = 0.0002^{***}$	$p = 0.00003^{***}$	-0.000 p = $0.00001^{***}$	p = 0.00000***	-0.003 $p = 0.293$	-0.004 $p = 0.115$
Gender: female	0.013	-0.016	0.146	0.114	0.002	0.008
-	p = 0.783	p = 0.712	$p = 0.003^{***}$	$p = 0.011^{**}$	p = 0.794	p = 0.328
Age		0.00002			-0.0005	-0.001
V	p = 0.896	p = 0.995	p = 0.450	p = 0.804	p = 0.538	p = 0.430
rears of schooling	-0.008 $r = 0.197$	-0.011	-0.004 $r = 0.068$	-0.012	-0.001 - 0.434	-0.001 $-0.109$
Ever married	0.038	p = 0.030	P = 0.400	P = 0.041 -0.002	-0.007	P = 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
71. nonition holmon lineman	p = 0.955	p = 0.899	p = 0.815	p = 0.795	$p = 0.027^{**}$	$p = 0.070^*$
1.1. postuon neipei/mieman	0.548	0.031 $0 = 0.182$	0.034 $p = 0.281$	$p = 0.030^{**}$	0.000 $0.004$	0.004
7.1: position operator	-0.026	-0.006			-0.002	
	p = 0.698	p = 0.923	p = 0.371	p = 0.270	p = 0.880	p = 0.779
Factory code 13	-0.302		$\begin{array}{c} 0.048 \\ -0.753 \end{array}$		-0.019	
Factory code 63	p = 0.049 -0.537		p = 0.735 -0.038		p = 0.051 $-0.025$	
	$p = 0.001^{***}$		p = 0.805		p = 0.409	
Factory code 90	-0.494		0.085		-0.005	
Constant	$p = 0.002^{***}$	0 730	p = 0.582	0190	p = 0.881	6000
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<(	p<0.1; **p<0.05; ***p<0.01

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{***}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

			Перепис	<i>Dependent variable:</i>		
	Supportive	rtive	Wor	Worried	Afr	Afraid
	STO	S	0	STO	0	STO
	(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 = 0.125	p = 0.477	p = 0.766	p = 0.247	p = 0.241
9.2: Supervisor doesn't use bad lang (numeric)	0.036	0.067	0.005	-0.0005	-0.002	-0.003
	p = 0.252	p = 0.514	p = 0.254	p = 0.738	p = 0.519	p = 1.000
9.2: Supervisor will side with me (numeric)	-0.043	-0.046	-0.035	-0.033	0.004	0.005
	p = 0.500	p = 0.517	p = 0.254	p = 0.128	p = 0.247	p = 0.240
9.2: Respect supervisor (numeric)	0.097	0.085	0.103	0.108	0.014	0.015
•	p = 0.252	p = 0.389	p = 0.249	p = 0.257	p = 0.494	p = 0.624
9.2: Supervisor speaks openly (numeric)	-0.064	-0.071	-0.090	-0.101	-0.014	-0.015
9. I oet fair salary (numeric)	$p = 0.000^{-1}$	p = 0.133 -0.038	p = 0.254 -0.058	p = 0.257 $-0.067$	p = 0.494 $-0.003$	p = 0.360 - 0.005
	p = 0.241	p = 0.280	p = 0.503	p = 0.490	p = 0.247	p = 0.364
Gender: female	-0.059	-0.082	0.115	0.124		0.007
	p = 0.500	p = 0.356	p = 0.223	p = 0.281	p = 0.766	p = 0.884
Age	-0.001	-0.003	0.006	0.007	0.0003	0.001
	p = 0.511	p = 0.482	p = 0.472	p = 0.516	p = 0.519	p = 0.213
Years of schooling	-0.008	-0.005	-0.002	0.001	-0.001	-0.001
	p = 0.252	p = 0.863	p = 0.726	p = 0.867	p = 0.519	p = 0.757
Ever married	0.019	-0.030	-0.081	-0.092	-0.022	-0.021
	p = 0.493	p = 0.648	p = 0.726	p = 0.876	$p = 0.000^{***}$	p = 0.241
Experience in sector (yrs)	0.008	0.008	0.005	0.004	-0.004	-0.004
	p = 0.493	p = 0.741	p = 0.726	p = 0.852	p = 0.247	p = 0.129
Tenure at factory (yrs)	0.008	0.016	0.001	0.009	0.007	0.007
:	p = 0.511	p = 0.231	p = 0.726	p = 0.491	p = 0.247	p = 0.245
7.1: position helper/lineman	0.115					
7 1.	p = 0.500	p = 0.354	p = 0.477	p = 0.529	p = 0.247	p = 0.498
r.: position operator	0.024 $r = 0.759$	0.040 $n = 0.635$		0.00 <i>l</i>	-0.001	-0.001
Factory code 63	p = 0.132	P - 0.039	p = 0.080	p - 0.031	p = 0.100	P - 0.000
	p = 0.000		p = 0.223		p = 0.519	
Factory code 90	-0.187		0.053		0.014	
	$p = 0.000^{***}$		p = 0.503		$p = 0.000^{***}$	
Constant	0.827	0.644	0.402	0.296	0.942	0.941
	p = 0.252	p = 0.498	p = 0.472	p = 0.514	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adjusted $\mathbb{R}^2$	389	389	389	389	389	389
or notenfar	50000	10000	10000	0.00	00000	2000

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

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

			$Dependent\ variable.$	variable:		
	Supp	Supportive	Worried	ried	Afr	Afraid
	0	STO	O	STO	O	STO
	(1)	(2)	(3)	(4)	(5)	(9)
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
0.9. Branget amountion (disagned dimmer)	p = 0.232	$p = 0.052^*$	p = 0.116	$p = 0.085^*$	p = 0.333	p = 0.324
9.2: respect supervisor (disagree duminy)		0.05 - 0.03			-0.029 $-0.040**$	. 1
9.2: Supervisor speaks openly (disagree dunnny)	P = 0.355 0.192	$p - 0.002 \\ 0.224$	p = 0.112 0.105	P = 0.030 0.123		p = 0.036 0.024
	$p = 0.0005^{***}$	$p = 0.00003^{***}$	$p = 0.051^*$	$p = 0.019^{**}$	$p = 0.044^{**}$	$p = 0.013^{**}$
9.2: I get fair salary (disagree dummy)						
Gender: female	p = 0.003 0.011	p = 0.001 $-0.016$	p = 0.000 0.142	p = 0.000 0.114	p = 0.241 $0.003$	p = 0.110 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
Vosre of erhooling	p = 0.979	p = 0.980 $-0.013$	p = 0.504 $-0.005$	p = 0.780	p = 0.491	p = 0.425
TOWN OF BOTH OF THE PROPERTY O	p = 0.149	$p = 0.020^{**}$	p = 0.433	$p = 0.038^{**}$	p = 0.402	p = 0.152
Ever married	0.031	0.018			-0.006	-0.009
	p = 0.561	p = 0.718	p = 0.573	p = 0.943	p = 0.540	p = 0.309
Experience in sector (yrs)	0.013	0.011	0.007	0.007	-0.001	-0.001
E	$p = 0.032^{**}$	$p = 0.051^*$	p = 0.221	p = 0.215	p = 0.261	p = 0.402
Lenure at factory (yrs)	-0.0000Z	$-0.0004$ $\approx -0.060$	-0.003	$0.002$ $\sim -0.781$	$0.004$ $\sim -0.093**$	$0.002 \\ 5 - 0.002$
7.1: position helper/lineman	p = 0.998	$p = 0.360 \\ 0.116$	p = 0.035	p = 0.781 $0.167$	p = 0.032 $0.003$	p = 0.093 $0.002$
	p = 0.398	p = 0.115	p = 0.214	$p = 0.023^{**}$	p = 0.848	p = 0.870
7.1: position operator	-0.016	0.008 - 0.008	0.060 $z=0.977$	0.071 $z = 0.383$	$-0.004$ $\sim -0.770$	-0.005
Factory code 13	p = 0.012 -0.347	p=0.305	p = 0.37	p = 0.202	p = 0.110 $-0.019$	p=0.039
•	$p = 0.026^{**}$		p = 0.711		p=0.517	
Factory code 63					-0.027	
Factory code 90	p = 0.0003		p = 0.805		p = 0.572	
	$p = 0.001^{***}$		p = 0.488		p = 0.855	
Constant	_	0.266	0.005	0.222	1.021	1.016
	$p = 0.001^{***}$	$p = 0.029^{**}$	p = 0.980	$p = 0.067^*$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888	888	888	888	888
Adjusted R ²	0.103	0.065	0.151	0.098	-0.031	0.015
Note:			[]   	ustered by factor	$^*p<0.1; ^{**}p<0.05; ^{***}p<0.01$ Clustered by factory. Includes factory fixed effects	$^{^{^{*}}}$ p<0.1; $^{^{**}}$ p<0.05; $^{^{***}}$ p<0.01 ncludes factory fixed effects.

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

			Depende	$Dependent\ variable:$		
	Supportive	rtive	Wor	Worried	Afr	Afraid
	STO	$\hat{\mathcal{S}}$	0	STO	O	STO
	(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 = 0.474	p = 0.763	p = 0.258	p = 0.745	p = 0.238	p = 0.371
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.009	-0.051	-0.049	-0.027	0.007	0.010
	p = 0.752	p = 1.000	p = 0.235	p = 0.122	p = 0.756	p = 0.872
9.2: Supervisor will side with me (disagree dummy)	990.0	0.070	0.007	0.004	-0.016	-0.016
	p = 0.474	p = 0.638	p = 0.497	p = 1.000	p = 0.518	p = 0.883
9.2: Respect supervisor (disagree dummy)	-0.013	-0.022	-0.167	-0.178	-0.049	-0.049
	p = 0.752	p = 1.000	p = 0.235	p = 0.379	p = 0.501	p = 0.134
9.2: Supervisor speaks openly (disagree dummy)	0.148	0.147	0.108	0.126	0.044	0.045
	p = 0.218	p = 0.131	p = 0.493	p = 0.500	p = 0.238	p = 0.128
9.2: I get fair salary (disagree dummy)	0.124	0.089	0.168	0.191	0.007	0.011
	p = 0.256	p = 0.164	p = 0.493	p = 0.397	p = 0.493	p = 0.384
Gender: Temale	-0.031 $-0.474$	-0.009			0.004 $-0.756$	
Age	P = 0.313	P = 0.013	P = 0.252	0.006		0.0003
	p = 0.496	p = 0.383	p = 0.520	p = 0.505	p = 0.756	p = 0.375
Years of schooling	-0.009	-0.006	-0.003	0.001	-0.001	-0.001
	p = 0.278	p = 0.652	p = 0.755	p = 0.880	p = 0.501	p = 0.509
Ever married	0.008	-0.034	-0.081	-0.091	-0.019	-0.018
	p = 0.534	p = 0.752	p = 0.755	p = 1.000	p = 0.263	p = 0.373
Experience in sector (yrs)	0.007	0.007	0.004	0.003	-0.004	-0.005
	p = 0.534	p = 0.617	p = 0.755	p = 0.881	p = 0.255	p = 0.221
Tenure at factory (yrs)	0.008	0.015	-0.001	0.009	0.007	0.007
	p = 0.752	p = 0.380	p = 0.755	p = 0.496	p = 0.255	p = 0.255
7.1: position helper/lineman	0.146	0.195	0.113	0.150	0.012	0.013
	p = 0.474	p = 0.357	p = 0.497	p = 0.359	p = 0.255	p = 0.494
7.1: position operator	0.047	0.062	0.065	0.078	-0.002	-0.001
	p = 0.752	p = 0.625	p = 0.755	p = 1.000	p = 0.756	p = 1.000
Factory code 63	-0.212		-0.087		0.001	
	$p = 0.000^{***}$		p = 0.235		p = 0.756	
Factory code 90	-0.181		0.069		0.012	
	$p = 0.000^{***}$		p = 0.493		p = 0.255	
Constant	0.348	0.271	0.135	0.022	0.995	0.989
	p = 0.256	p = 0.499	p = 0.497	p = 0.765	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adjusted R ²	389	389	389	389	389	389
trajanca re	1	1			2	1

 $^*p<0.1; \ ^{**}p<0.05; \ ^{**}p<0.01$  Clustered by factory. Includes factory fixed effects.

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

$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	JV	
Good supervisor rship (index) $-0.157$ $-0.142$ $-0.112$ $0.000^{***}$ $p = 0.0000^{***}$ $p = 0.00001^{***}$ $p = 0.00001^{***}$ $p = 0.0112$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.019$ $0.0005$ $0.0002$ $0.0002$ $0.0002$ $0.0002$ $0.0002$ $0.0002$ $0.0002$ $0.0002$ $0.0002$ $0.0002$ $0.0002$ $0.0003$ $0.012$ $0.012$ $0.0023$ $0.013$ $0.012$ $0.003$ $0.013$ $0.012$ $0.003$ $0.003$ $0.013$ $0.012$ $0.003$ $0.003$ $0.013$ $0.012$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$	AB	Afraid
Good supervisor rship (index) $-0.157$ $-0.142$ $-0.112$ p = 0.000*** p = 0.0001*** p = 0.0010	0	STO
Good supervisor rship (index) $-0.157$ $-0.142$ $-0.112$ $p = 0.000^{***}$ $p = 0.000^{***}$ $p = 0.0001^{***}$ $p = 0.0001^{***}$ $p = 0.0001^{***}$ $p = 0.0001$ $0.019$ $0.019$ $0.010$ $0.010$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.003$ $0.034$ $0.012$ $0.003$ $0.003$ $0.013$ $0.013$ $0.012$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$	(2)	(9)
ler: female $p = 0.000^{***}$ $p = 0.000^{***}$ $p = 0.0001^{***}$ $p = 0.0001^{***}$ $p = 0.001$ $0.0141$ $0.019$ $0.010$ $0.010$ $0.0141$ $0.010$ $0.0005$ $0.0002$ $0.0005$ $0.0002$ $0.0000$ $0.0005$ $0.0002$ $0.0009$ $0.0009$ $0.0009$ $0.0014$ $0.0012$ $0.0034$ $0.012$ $0.0013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.003$ $0.003$ $0.013$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.0003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$	07 0.005	0.005
ler: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	d	p = 0.213
b = 0.699		0.008
so f schooling $-0.00000$ $-0.0005$ $0.002$ $-0.00000$ $-0.0005$ $0.002$ $-0.009$ $-0.014$ $-0.005$ $-0.005$ $-0.009$ $-0.014$ $-0.005$ $-0.005$ $-0.009$ $-0.014$ $-0.005$ $-0.005$ $-0.003$ $-0.012$ $0.023$ $-0.003$ $0.012$ $0.023$ $-0.003$ $0.013$ $0.012$ $0.008$ $0.009$ $0.013$ $0.013$ $0.013$ $0.013$ $0.008$ $0.009$ $0.009$ $0.008$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$	Ь	p = 0.322
p = 1.000 p = 0.890 p = 0.529 p = $0.009$		-0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	d	p = 0.405
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		-0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.399	p = 0.148
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		-0.010
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	723 $p = 0.528$	p = 0.276
y (yrs) $p = 0.028^{**}$ $p = 0.035^{**}$ $p = 0.187$ $p = 0.0001$ $-0.001$ $-0.003$ $0.0001$ $-0.001$ $-0.003$ $0.037$ $0.105$ $0.069$ $0 = 0.037$ $0.105$ $0.069$ $0 = 0.030$ $-0.001$ $0.052$ $0 = 0.030$ $-0.001$ $0.052$ $0 = 0.057$ $0 = 0.994$ $0 = 0.451$ $0 = 0.367$ $0 = 0.994$ $0 = 0.988$ $0 = 0.018^{**}$ $0 = 0.0124$ $0 = 0.0001^{***}$ $0 = 0.0124$ $0 = 0.0001^{***}$ $0 = 0.008$ $0.088$ $0 = 0.0005^{***}$ $0.0005$ $0.0000$	9 -0.001	-0.001
y (yrs) $-0.0001$ $-0.001$ $-0.003$ 0. p = 0.995 p = 0.945 p = 0.686 p = 0.037 0.105 0.069 0.009 0.037 0.105 0.069 0.069 0.009 0.0030 0.0001 p = 0.057 p = 0.155 p = 0.380 p = 0.0367 0.0001 p = 0.451 p = 0.367 p = 0.994 p = 0.451 p = 0.0614 0.002 p = 0.0124 p = 0.001***  p = 0.018**  p = 0.018**  p = 0.018**  p = 0.018**  p = 0.0124  p = 0.0001***  p = 0.0001***  p = 0.0001***  p = 0.0005***  0.219 0.001	p = 0.305	p = 0.486
per/lineman $0.037$ $0.105$ $0.069$ $0$ $0.037$ $0.105$ $0.069$ $0$ $0.037$ $0.105$ $0.069$ $0$ $0.069$ $0 = 0.640$ $0 = 0.155$ $0 = 0.380$ $0 = 0.030$ $0.052$ $0 = 0.057$ $0 = 0.994$ $0 = 0.451$ $0 = 0.367$ $0 = 0.994$ $0 = 0.451$ $0 = 0.0614$ $0 = 0.0124$ $0 = 0.001*** 0 = 0.0124 0 = 0.001*** 0 = 0.008 0.088 0 = 0.0540 0.088 0.088$		0.002
per/lineman $0.037$ $0.105$ $0.069$ $0$ $0$ $0.087$ $0.105$ $0.069$ $0$ $0.0640$ $0.052$ $0.052$ $0.057$ $0.057$ $0.057$ $0.057$ $0.094$ $0.052$ $0.0367$ $0.094$ $0.002$ $0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018* 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018** 0.018**$	= d	$p = 0.083^*$
p = 0.640 p = 0.155 p = 0.380 p = 0.0030 $-0.001$ 0.052 0 0.057 p = 0.994 p = 0.451 p = 0.367 $-0.367$ p = 0.994 p = 0.451 p = 0.018** $-0.614$ p = 0.0001*** $p = 0.002$ $p = 0.0001$ **  p = 0.0001*** $p = 0.426$ $p = 0.426$ $p = 0.005$ $p = 0.008$ $p = 0.0005$ *** $p = 0.0005$ *** $p = 0.0005$ *** $p = 0.0005$		0.005
arator $-0.030$ $-0.001$ $0.052$ $p = 0.657$ $p = 0.994$ $p = 0.451$ $p = 0.002$ $p = 0.018**$ $p = 0.001***$ $p = 0.0001***$ $p = 0.0001***$ $p = 0.0005***$ $p = 0.571$ $0.807$ $0.420$	5** p	p = 0.709
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		-0.004
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	281 $p = 0.833$	p = 0.772
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.021	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.473	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.031	
$\begin{array}{cccc} -0.540 & 0.088 \\ p = 0.0005^{***} & p = 0.571 \\ 0.807 & 0.420 & 0.219 \end{array}$	p = 0.303	
$p = 0.0005^{***}$ $p = 0.571$ $0.420$ $0.219$	-0.003	
0.807 $0.420$ $0.219$	d	
	3 1.017	1.013
$p = 0.00004^{***}$ $p = 0.0004^{***}$ $p = 0.260$ $p = 0.001^{***}$	$01^{***}$ $p = 0.000^{***}$	$p = 0.000^{***}$
Observations 888 888 888 888 888	888	888
Adjusted $R^2$ 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 + factory FE

			Depende	Dependent variable:		
	Supportive	rtive	Wor	Worried	Afr	Afraid
	STO	S	0	STO	0	STO
	(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 = 0.257	p = 0.249	p = 0.502	p = 0.510	p = 0.539	p = 1.000
Gender: female	-0.049	-0.063	0.123	0.138	0.006	0.009
	p = 0.526	p = 0.856	p = 0.523	p = 0.410	p = 0.762	p = 1.000
Age	-0.003	-0.004	0.004	0.006	0.0002	0.0004
	p = 0.497	p = 0.387	p = 0.517	p = 0.517	p = 0.496	p = 0.225
Years of schooling	-0.009	-0.006	-0.003	0.002	-0.001	-0.0003
	p = 0.240	p = 0.751	p = 0.771	p = 1.000	p = 0.266	p = 1.000
Ever married	0.015	-0.035	-0.087	-0.100	-0.021	-0.021
	p = 0.509	p = 0.598	p = 0.771	p = 1.000	$p = 0.000^{***}$	p = 0.491
Experience in sector (yrs)	0.008	0.007	0.006	0.004	-0.004	-0.004
	p = 0.509	p = 0.746	p = 0.771	p = 1.000	p = 0.223	p = 0.135
Tenure at factory (yrs)	0.008	0.018	-0.001	0.011	0.006	0.007
	p = 0.497	p = 0.507	p = 0.771	p = 0.492	p = 0.223	p = 0.262
7.1: position helper/lineman	0.113	0.171	0.097	0.144	0.012	0.014
	p = 0.526	p = 0.523	p = 0.523	p = 0.385	p = 0.489	p = 0.374
7.1: position operator	0.024	0.042	0.053	0.071	-0.001	0.00003
	p = 0.766	p = 0.631	p = 0.771	p = 0.877	p = 0.539	p = 1.000
Factory code 63	-0.229		-0.099		-0.001	
	$p = 0.000^{***}$		p = 0.254		p = 0.762	
Factory code 90	-0.163		0.104		0.021	
	p = 0.257		p = 0.502		$p = 0.000^{***}$	
Constant	0.517	0.399	0.256	0.113	0.987	0.976
	p = 0.269	p = 0.504	p = 0.523	p = 0.770	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted $\mathbb{R}^2$	0.064	0.037	0.057	0.039	0.008	0.007

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

			$Dependent\ variable:$	variable:		
	Supp	Supportive	Wor	Worried	Afr	Afraid
	0	OCS	0	STO	0	STO
	(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	0.096	0.071	0.162	0.005	0.005
	p = 0.714	p = 0.193	p = 0.366	$p = 0.030^{**}$	p = 0.756	p = 0.712
7.1: position operator	-0.034	-0.004	0.046	0.063	-0.003	-0.003
	p = 0.619	p = 0.954	p = 0.505	p = 0.344	p = 0.834	p = 0.783
Factory code 13	-0.373		0.010		-0.022	
	$p = 0.016^{**}$		p = 0.947		p = 0.462	
Factory code 63	-0.616		-0.131		-0.031	
	$p = 0.0001^{***}$		p = 0.396		p = 0.307	
Factory code 90	-0.547		0.089		-0.002	
	$p = 0.0005^{***}$		p = 0.564		p = 0.938	
9.1: Factory has rules	-0.004	-0.002	0.173	0.185	-0.008	-0.008
	p = 0.932	p = 0.966	$p = 0.001^{***}$	$p = 0.0003^{***}$	p = 0.446	p = 0.394
9.1: Management consults workers	0.076	0.081	0.152	0.143	0.002	0.0002
	p = 0.301	p = 0.265	$p = 0.039^{**}$	$p = 0.052^*$	p = 0.871	p = 0.988
9.1: Must obey orders	0.053	0.063	0.141	0.162	-0.008	-0.006
	p = 0.374	p = 0.286	$p = 0.020^{**}$	$p = 0.007^{***}$	p = 0.483	p = 0.613
Constant	0.792	0.406	0.083	0.267	1.022	1.019
	$p = 0.0001^{***}$	$p = 0.002^{***}$	p = 0.674	p = 0.033**	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888	888	888	888	888
Adjusted $\mathbb{R}^2$	0.110	0.062	0.131	0.065	-0.041	0.001

 ${\rm ^*p}{<}0.1; \ {\rm ^*p}{<}0.05; \ {\rm ^{**}p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

			Depende	Dependent varable:		
	Supportive	rtive	Wor	Worried	Afr	Afraid
	STO	S	0	STO	O	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	-0.137	-0.108	-0.094	-0.087	900.0	0.005
	p = 0.491	p = 0.247	p = 0.215	p = 0.359	p = 0.502	p = 1.000
Gender: female	-0.060	-0.074	0.111	0.125	0.007	0.009
	p = 0.483	p = 0.245	p = 0.263	p = 0.239	p = 0.739	p = 0.886
Age	-0.002	-0.004	0.005	900.0	0.0003	0.001
	p = 0.491	p = 0.380	p = 0.478	p = 0.379	p = 0.498	p = 0.126
Years of schooling	-0.007	-0.005	-0.002	0.004	-0.001	-0.0003
	p = 0.491	p = 0.629	p = 0.734	p = 0.879	p = 0.261	p = 0.857
Ever married		-0.024				-0.021
	p = 0.512	p = 0.894	p = 0.734	p = 1.000	$p = 0.000^{-1}$	p = 0.400
Experience in sector (yrs)	0.007		0.005			-0.004
Touring of footony (1170)	p = 0.512	p = 0.746	p = 0.734	p = 0.880	p = 0.237	p = 0.235
renure at factory (yfs)	0.011 $0.260$	0.019 $0.247$	0.0002 $0.734$	0.013 $0.255$	0.000 $0 = 0.237$	0.007
7.1: position helper/lineman	0.097		0.092			0.013
	p = 0.483	p = 0.376	p=0.519	p = 0.347	p = 0.478	p = 0.493
7.1: position operator	0.015	0.030	0.050	0.067	-0.002	-0.001
	p = 0.743	p = 0.640	p = 0.734	p = 0.869	p = 0.502	p = 0.878
Factory code 63	-0.223		-0.106		0.001	
	$p = 0.000^{***}$		p = 0.256		p = 0.739	
Factory code 90	-0.173				0.023	
9.1: Factory has miles	0.000 = 0.000	-0.001	p = 0.230	0.098	p = 0.000 $-0.014$	-0.013
	p = 0.231	p = 1.000	p = 0.519	p = 1.000	p = 0.502	p = 0.119
9.1: Management consults workers	0.172	0.160	0.202	0.186	0.004	0.003
	p = 0.231	p = 0.486	p = 0.263	p = 0.105	p = 0.478	p = 0.350
9.1: Must obey orders	0.167	0.141	0.154	0.174	-0.015	-0.011
	$p = 0.000^{***}$	p = 0.135	p = 0.478	p = 0.367	p = 0.498	p = 0.759
Constant	0.424	0.337	0.144	-0.001	966.0	0.983
	p = 0.252	p = 0.494	p = 0.519	p = 0.748	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted $R^2$	0.077	0.050	0.061	0.045	0.003	0.002

 $^*p<0.1;\ ^{**}p<0.05;\ ^{***}p<0.01$  Clustered by factory. Includes factory fixed effects.

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

			Depende	$Dependent\ variable:$		
	Ale	Alert	Enth	Enthusiastic	$\operatorname{Pr}$	Proud
	0	OLS	0	OLS	0	OLS
	(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 $= 0.610$	0.003 $= 0.111$	-0.003 $= 0.321$	0.001 $n = 0.650$	-0.000 0.003***	-0.005
Tenure at factory (vrs)	p = 0.010	p = 0.001	p = 0.921	60.00 - 40.00	p = 0.003	p = 0.017
	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 Adjusted $\mathbb{R}^2$	888 0.131	888 0.014	888 0.113	888 0.021	888 0.157	888 0.029
2						

 $^*p<0.1$ ;  $^*p<0.05$ ;  $^{***}p<0.05$  Clustered by factory. Includes factory fixed effects.

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

			6			
			Dependen	Dependent variable:		
	Ale	Alert	Enthu	${ m Enthusiastic}$	Pro	Proud
	O	STO	Ō	OLS	O	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
Gender: female	0.054	0.056	0.022	0.019	-0.002	-0.005
	p = 0.000***	p = 0.128	p = 0.256	p = 0.132	p = 0.531	p = 0.247
Age	0.001	0.001	0.003	0.002	0.003	0.003
	p = 0.767	p = 0.626	p = 0.255	p = 0.354	p = 0.265	p = 0.498
Years of schooling	-0.003	-0.002	-0.002	-0.002	0.0004	-0.00002
	p = 0.510	p = 0.637	p = 0.486	p = 0.389	p = 0.767	p = 0.865
Ever married	-0.035	-0.038	-0.057	-0.073	-0.019	-0.026
	p = 0.255	p = 0.274	p = 0.485	p = 0.393	p = 0.501	p = 0.136
Experience in sector (yrs)	0.003	0.003	0.001	0.001	-0.003	-0.002
	p = 0.255	p = 0.266	p = 0.741	p = 1.000	p = 0.265	p = 0.497
Tenure at factory (yrs)	-0.0003	0.002	0.003	0.006	-0.002	-0.003
	p = 0.767	p = 0.630	p = 0.486	p = 0.363	p = 0.531	p = 0.618
7.1: position helper/lineman	-0.023	-0.014	-0.010	0.006	-0.040	-0.039
	p = 0.767	p = 0.884	p = 0.511	p = 1.000	p = 0.265	p = 0.371
7.1: position operator	-0.010	-0.007	-0.069	-0.067	0.003	0.002
	p = 0.512	p = 0.625	$p = 0.000^{***}$	p = 0.260	p = 0.531	p = 0.875
Factory code 63	-0.020		-0.068		-0.019	
	p = 0.255		$p = 0.000^{***}$		p = 0.265	
Factory code 90	0.018		-0.047		-0.041	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	-0.027	-0.029	-0.032	-0.045	0.009	0.003
	p = 0.255	p = 0.404	$p = 0.000^{***}$	p = 0.247	p = 0.265	p = 0.250
9.1: Management consults workers	-0.002	-0.005	-0.010	-0.016	0.022	0.022
	$p = 0.000^{***}$	p = 0.252	p = 0.486	p = 0.761	p = 0.501	p = 0.222
9.1: Must obey orders	-0.026	-0.024	-0.103	-0.117	-0.013	-0.023
	p = 0.255	p = 0.501	$p = 0.000^{***}$	p = 0.133	p = 0.266	p = 0.266
Constant	0.988	0.962	1.019	0.996	0.965	0.975
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389	389	389
Adjusted $\mathbb{R}^2$	0.030	0.025	0.039	0.032	0.018	0.008
Adjusted in	0.000	0.020	0.003	0.002	0.010	

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

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

(1) 9.2: Supervisor respects me (numeric) 9.2: Supervisor doesn't use bad lang (numeric) 9.2: Supervisor will side with me (numeric) 9.2: Supervisor will side with me (numeric) 9.2: Respect supervisor (numeric) 9.3: Respect supervisor (numeric) 9.4: Respect supervisor (numeric) 9.5: Respect supervisor (numeric) 9.6: Respect supervisor (numeric)	Alert OLS	${\rm Enthusiastic}\\OLS$	siastic	Pr	Proud
Supervisor respects me (numeric)  Supervisor doesn't use bad lang (numeric)  p Supervisor will side with me (numeric)  p Respect supervisor (numeric)		TO	5	(	:
Supervisor respects me (numeric)  Supervisor doesn't use bad lang (numeric)  P Supervisor will side with me (numeric)  P Respect supervisor (numeric)	(6)		Š	٥	STO
Supervisor respects me (numeric) p Supervisor doesn't use bad lang (numeric) p Supervisor will side with me (numeric) p Respect supervisor (numeric)	(7)	(3)	(4)	(5)	(9)
Supervisor doesn't use bad lang (numeric)  P Supervisor will side with me (numeric)  P Respect supervisor (numeric)		0.030	0.033	0.018	0.019
Supervisor doesn't use bad lang (numeric) p Supervisor will side with me (numeric) p Respect supervisor (numeric)	1 p	$p = 0.087^*$	$p = 0.055^*$	p = 0.120	p = 0.102
Supervisor will side with me (numeric)  P Respect supervisor (numeric)		0.005	0.011 $r = 0.549$	-0.009	5 - 0.007
	J.	P = 0.161 -0.020	p = 0.942 -0.016	p = 0.459 0.006	p = 0.980 0.005
	d	$p = 0.051^*$	$p = 0.092^*$	p = 0.400	p = 0.435
1	1	1			
p = 0.003 9.2: Supervisor speaks openly (numeric) $-0.001$	p = 0.039 1 $-0.001$	∏ . G	p = 0.001 $-0.024$	p = 0.803 $0.018$	p = 0.883 0.014
110.0 = q	111 $p = 0.870$	p = 0.212	$p = 0.071^*$	$p = 0.046^{**}$	p = 0.122
9.2: 1 get fair salary (numeric) $0.0001$ $0.0001$	d 2	0.018 $0.011**$	$0.023$ $0.001^{***}$	0.015 0.002***	$0.021$ $0.00001^{***}$
	4			0.023	
: d	_ d	d ,	$p = 0.084^*$	p = 0.166	p = 0.378
$\begin{array}{c} \text{Age} \\ \text{U.00U}_{5} \end{array}$	-0.001 $= 0.316$	0.001 $n = 0.481$	-0.001	$0.002$ $0.071^*$	0.002 $0.136$
Years of schooling -0.001	<u>,</u>		0.001		
d	5 p	p = 0.520	p = 0.627	p = 0.951	p = 0.244
	*	-0.043			-0.019
p = 0.081 Experience in sector (vrs) 0.001	51   p = 0.553 0.002	p = 0.105 - 0.004	p = 0.533	p = 0.002 $-0.006$	p = 0.274 -0.005
d	р,	p = 0.191	p = 0.905	$p = 0.002^{***}$	$p = 0.010^{***}$
Tenure at factory (yrs) $-0.002$	'	0.007	0.008	0.001	0.002
m p=0.324 7 1: position helper/lineman $ m -0.011$	p = 0.883	$p = 0.085^*$	$p = 0.036^{**}$	p = 0.758 $-0.027$	p = 0.473 $-0.029$
ď	3 p	p = 0.729	p = 0.332	p = 0.315	p = 0.271
7.1: position operator 0.004		-0.038	-0.048	-0.005	-0.001
p = 0.836 Factory code 13 $-0.012$	(36 $p = 0.876$	p = 0.276 $0.163$	p = 0.152	p = 0.820	p = 0.982
d	·81	$p = 0.037^{**}$		p = 0.117	
	4				
p = 0.444 Factory code 90 0.005	44	p = 0.130 0.123		p = 0.064 $0.069$	
p = 0.912	12	p = 0.114		p = 0.188	
Constant $0.877$ $p = 0.000^{***}$	0.853 $0.853$ $0.000***$	* $p = 0.00002^{***}$	0.629 p = $0.000***$	$0.733$ $p = 0.000^{***}$	$0.770$ $p = 0.000^{***}$
Observations 888	888	888	888	888	888
Adjusted $\mathbb{R}^2$ 0.142	0.025	0.143	0.062	0.189	0.066

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

			Dependen	$Dependent \ variable:$		
	Al	Alert	Enthu	Enthusiastic	Proud	pno
	0	STO	0	OLS	O	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (numeric)	-0.001	0.003	0.021	0.019	0.016	0.013
	p = 0.743	p = 1.000	p = 0.514	p = 0.732	p = 0.500	p = 0.734
9.2: Supervisor doesn t use bad lang (numeric)	0.018 $p = 0.494$	0.013 $p = 0.140$	0.041 $0 = 0.514$	0.040 $0.756$	-0.015 $p = 0.253$	-0.012 $p = 1.000$
9.2: Supervisor will side with me (numeric)		-0.003	-0.014			
(	p = 0.494	p = 1.000	$p = 0.000^{***}$	p = 0.250	p = 0.241	p = 0.492
9.2: Kespect supervisor (numeric)	0.033 $p = 0.236$	0.035 $p = 0.241$	0.048 $p = 0.514$	0.046 $p = 0.756$	-0.004 $p = 0.741$	-0.006 p = 0.884
9.2: Supervisor speaks openly (numeric)	-0.008	-0.010		-0.013	0.043	
09. I not foir solowy (numonic)	p = 0.485	p = 0.768	p = 0.514	p = 1.000	p = 0.253	p = 0.140
9.2. I get tall sataly (muneric)	0.0004 $p = 0.743$	p = 0.767	p = 0.246	0.012 $p = 0.246$	p = 0.500	0.010
Gender: female	0.046					-0.002
-	$p = 0.000^{***}$	p = 0.243	p = 0.749	p = 0.618	p = 0.741	p = 0.760
Age	0.001 $p = 0.743$	0.001 $n = 1.000$	0.003 $n = 0.235$	0.003 $n = 0.383$	0.003 $n = 0.253$	0.002 $n = 0.253$
Years of schooling	-0.002	-0.002	0.0001	-0.00004		
	p = 0.236	p = 0.609	p = 0.749	p = 1.000	p = 0.494	p = 0.733
Ever married	-0.031	-0.030	-0.035	-0.040	-0.010	-0.011
	p = 0.249	p = 0.264	p = 0.503	p = 0.385	$p = 0.000^{**}$	p = 0.254
Experience in sector (yrs)	0.002 $r = 0.936$	0.002 $= 0.484$	-0.0001 r = 0.749	0.00003 $r = 1.000$	-0.004 $-0.500$	-0.003 $r = 0.238$
Tenure at factory (yrs)	p = 0.230 0.001	p = 0.33 0.002	p = 0.149	p = 1.000	p = 0.900 - 0.001	P = 0.230 -0.002
,	p = 0.258	p = 0.126	p = 0.246	p = 0.108	p = 0.494	p = 0.634
7.1: position helper/lineman	-0.010		0.017		-0.033	
7 1. mosition onerstor	p = 0.743	p = 0.874	p = 0.481	p = 0.476 -0.037	p = 0.253	p = 0.245
Toolaton operation	p = 0.507	p = 0.624	p = 0.246	p = 0.529	p = 0.741	p = 1.000
Factory code 63	-0.005	1	-0.016	ı	-0.002	ı
	p = 0.507		p = 0.481		$p = 0.000^{***}$	
Factory code 90	0.022		-0.030		-0.025 $= 0.953$	
Constant	p = 0.000	0.768	p = 0.200	0.529	p = 0.233	0.752
	p = 0.000***	p = 0.000***	p = 0.246	p = 0.000***	$p = 0.000^{***}$	p = 0.000***
Observations Adjusted $\mathbb{R}^2$	389	389 0.059	$389 \\ 0.094$	389	$389 \\ 0.113$	389 0.112
D						

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

			Dependent variable:	variable:		
	Ale	Alert	Enthusiastic	siastic	Prc	Proud
	O	OLS	О	OLS	0	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)	900.0—	-0.014	0.051	0.061	-0.048	-0.039
	p = 0.828	p = 0.619	p = 0.304	p = 0.213	p = 0.152	p = 0.257
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.004	0.005	-0.103	-0.124	0.039	0.021
	p = 0.872	p = 0.851	$p = 0.032^{**}$	$p = 0.010^{***}$	p = 0.225	p = 0.518
9.2: Supervisor will side with me (disagree dummy)	0.001 - 0.001	-0.004 $-0.730$	0.011 $n=0.583$	0.010 $r = 0.601$	-0.001 $-0.055$	0.004 $r = 0.791$
9.2: Respect supervisor (disagree dummy)	p = 0.93 -0.073	P = 0.079 -0.079	P = 0.365 - 0.174	p = 0.001 $-0.183$	P = 0.955 - 0.045	p = 0.031
	p = 0.0005***	$p = 0.0002^{***}$	$p = 0.00001^{***}$	$p = 0.00000^{***}$	$p = 0.066^*$	p = 0.134
9.2: Supervisor speaks openly (disagree dummy)	-0.003	-0.006	0.009	0.021	-0.057	-0.053
0.9. I not fair calary (disames dummy)	p = 0.841	p = 0.725	p = 0.728 $-0.044$	p = 0.433 $-0.056$	p = 0.003	p = 0.005
oral sector (modes of county)	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		0.024	
	$p = 0.029^{**}$	$p = 0.007^{***}$	p = 0.150	$p = 0.028^{**}$	p = 0.151	p = 0.304
Age			$\begin{array}{c} 0.001 \\ \sim -0.574 \end{array}$		$\begin{array}{c} 0.002 \\ \sim -0.061 \end{array}$	
Vosre of cohooling	p = 0.730	p = 0.315	p = 0.574	p = 0.590	p = 0.061	p = 0.127
rears or semesting	p = 0.457	p = 0.405	p = 0.409	p = 0.671	p = 0.870	p = 0.155
Ever married	-0.026	-0.007			-0.055	-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
E	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			
7.1: position helper/lineman	p = 0.337 $-0.019$	p = 0.916 -0.035	p = 0.093	p = 0.047 $-0.051$	p = 0.638 -0.035	p = 0.360 - 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				0.091	
Factory code 63	p = 0.700 - 0.035		$p = 0.031 \\ 0.132$		p = 0.061 $0.107$	
`	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	$1.009$ $p = 0.000^{***}$	$0.986$ $0.000^{***}$	$0.861$ $p = 0.000^{***}$	$0.994$ $0.000^{***}$	$0.935$ $0.000^{***}$	$0.971$ $p = 0.000^{***}$
Observations				888		
Adjusted R ²	0.143	0.030	0.152	0.073	0.183	0.055
Note:					/***·10/**	***************************************

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

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

				- L		
	Alert	irt	Enthusiastic	siastic	Prc	Proud
	OLS	S'	IO	STO	O	STO
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Supervisor respects me (disagree dummy)					-0.037	- 1
9.2: Supervisor doesn't use bad lang (disagree dummy)	p = 0.263 -0.018	p = 0.540 -0.013	p = 0.509 -0.174	p = 1.000 -0.181	p = 0.494 $0.017$	p = 1.000 $0.010$
	p = 0.263	p = 0.510	$p = 0.000^{***}$	p = 0.233	$p = 0.000^{***}$	p = 0.379
9.2: Supervisor will side with me (disagree dummy)				700.0-	0.002	
	p = 0.762	p = 1.000	p = 0.509	p = 0.640	$p = 0.000^{***}$	p = 0.276
9.2: Kespect supervisor (disagree dummy)	-0.088 $p = 0.234$	-0.089 p = 0.127	-0.173 $p = 0.252$	-0.173 $p = 0.241$	-0.032 $p = 0.494$	-0.031 $p = 0.616$
9.2: Supervisor speaks openly (disagree dummy)			0.025		-0.072	-0.076
0 9. I not fair colour (disamaa dummu)	p = 0.528	p = 0.335	p = 0.509	p = 0.891	p = 0.248	p = 0.117
o.c. 1 See tout seated (disable duming)	p = 0.762	p = 1.000	p = 0.759	p = 1.000	$p = 0.000^{***}$	p = 0.124
Gender: female	0.047		0.008	0.006	-0.004	700.0
Апо	$p = 0.000^{***}$	p = 0.129	p = 0.759	p = 0.890	p = 0.483	p = 0.137
nge.	p = 0.762	p = 1.000	p = 0.250	p = 0.344	p = 0.485	p = 0.510
Years of schooling	-0.003		-0.001	-0.001	0.001	0.0003
	p = 0.499	p = 0.755	p = 0.759	p = 1.000	p = 0.485	p = 1.000
Ever married	-0.023		-0.018	-0.022	-0.003	-0.004
Experience in sector (vrs)	p = 0.497	p = 0.243	p = 0.007	p = 0.732 $= 0.001$	p = 0.731	p = 0.760 - 0.003
	p = 0.265	p = 0.522	p = 0.502	p = 0.885	p = 0.248	p = 0.269
Tenure at factory (yrs)	0.001		0.007	0.007	-0.0003	-0.002
	p = 0.499	p = 0.115	p = 0.252	p = 0.257	p = 0.731	p = 0.627
7.1: position helper/lineman	-0.016 $n = 0.528$	-0.012 $= 1.000$	0.001 $p = 0.759$	0.003 $= 0.880$	-0.041 $r = 0.248$	-0.045 $p = 0.366$
7.1: position operator	-0.001	0.0003	-0.045	-0.044	0.010	0.009
	p = 0.762	p = 0.888	$p = 0.000^{***}$	p = 0.120	p = 0.485	p = 1.000
Factory code 63	-0.004		-0.016		0.003	
Factory code 90	p = 0.762		p = 0.759 -0.026		$p = 0.000^{***}$	
	p = 0.000***		p = 0.250		p = 0.494	
Constant		0.949	0.963	0.964	0.966	0.984
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	0.070	0.070	0.130	0.133	0.090	0.086

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

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

Alert $OLS$ (1) 0.018 0.018 0.029 0.029 0.029 0.003 0.001 0.001 0.001 0.001 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	Alert $OLS$ (1) $0.018$ $= 0.008^{***}  p = 0.029$ $= 0.034^{**}  p = 0.0003$ $p = 0.807  p$ $= 0.0002$ $p = 0.384  p$ $= 0.002$	Enthusiastic $OLS$ (3) $0.058$ $p = 0.00000^{***}$ $p = 0.127$ $p = 0.127$ $p = 0.127$ $p = 0.001$ $p = 0.700$ $p = 0.700$ $p = 0.283$ $p = 0.283$ $p = 0.283$	siastic  (4) $0.070$ $0.049$ $0.049$ $0.049$ $0.002$ $0.002$ $0.0002$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$ $0.0000$	* 0 *- 8	Proud  OLS  (6) $0.055$ $p = 0.000^{***}$ $0.017$ $p = 0.287$ $0.002$ $p = 0.139$ $0.002$ $p = 0.139$ $0.003$ $p = 0.203$ $p = 0.203$
or rship (index) $(1)$ sor rship (index) $0.018$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.003$ $0.001$ $0.001$ $0.001$ $0.001$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$	(1) $0.018$ $0.018$ $0.029$ $0.029$ $0.0023$ $0.0003$ $0.0003$ $0.0002$ $0.0002$ $0.002$ $0.002$ $0.002$	(3) 0.058 = 0.00000** 0.037 p = 0.127 0.001 p = 0.700 -0.003 p = 0.700 -0.003	d d	(5) $0.051$ $p = 0.000**$ $0.023$ $p = 0.160$ $0.002$ $p = 0.072*$ $p = 0.072*$ $0.0001$ $p = 0.943$	
sor rship (index) $0.018$ $p = 0.008^{***}$ p 0.029 $p = 0.034^{**}$ p 0.0003 p = 0.807 -0.002 p = 0.807 -0.002 p = 0.002 p = 0.027 $p = 0.078^{*}$ or (yrs) $p = 0.078^{*}$ or (yrs) $p = 0.003$ p = 0.289 p = 0.289 p = 0.289 p = 0.289 p = 0.289 p = 0.296 p = 0.003 tdor $p = 0.396$ p = 0.003 p = 0.003 p = 0.003	(1) $0.018$ $0.018$ $0.029$ $0.029$ $0.0003$ $p = 0.034**$ $p = 0.034*$ $p = 0.037$ $-0.027$ $0.002$	= d d d		$(5)$ $0.051$ $p = 0.000^{**}$ $0.023$ $p = 0.160$ $0.002$ $p = 0.072^{*}$ $p = 0.072^{*}$ $p = 0.093$	(6) 0.055 $p = 0.000^{***}$ 0.017 p = 0.287 0.002 p = 0.139 0.003 p = 0.203 p = 0.203
sor rship (index) $0.018$ $p = 0.008^{***}$ p $0.029$ $p = 0.034^{**}$ p $0.0003$ p = 0.807 -0.002 p = 0.807 -0.002 p = 0.384 -0.027 p = 0.027 p = 0.003 p = 0.003 p = 0.289 p = 0.003 p = 0.003 p = 0.003 p = 0.003	$0.018$ $= 0.008^{***}$ $0.029$ $= 0.034^{**}$ $p$ $0.003$ $p = 0.007$ $p = 0.384$ $p = 0.384$ $p = 0.027$	_ d		0.051 $p = 0.000***$ $0.023$ $p = 0.160$ $0.002$ $p = 0.072*$ $0.0001$ $p = 0.943$	$\begin{array}{c} 0.055 \\ p = 0.000^{***} \\ 0.017 \\ p = 0.287 \\ 0.002 \\ p = 0.139 \\ 0.003 \\ p = 0.203 \\ -0.015 \\ -0.015 \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.008*** p $0.029$ $= 0.034** p$ $0.0003$ $p = 0.807$ $-0.002$ $p = 0.384$ $-0.027$ $= 0.027$	d d		$\begin{array}{l} p = 0.000^{**} \\ 0.023 \\ p = 0.160 \\ 0.002 \\ p = 0.072^{*} \\ p = 0.074 \\ p = 0.943 \\ \end{array}$	$\begin{array}{l} p = 0.000^{***} \\ 0.017 \\ p = 0.287 \\ 0.002 \\ p = 0.139 \\ 0.003 \\ p = 0.203 \\ -0.015 \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.029 = $0.034^{**}$ 0.0003 = $0.807$ - $0.002$ = $0.384$ - $0.027$ = $0.027$	$\begin{array}{c} 0.037 \\ p = 0.127 \\ 0.001 \\ p = 0.700 \\ -0.003 \\ p = 0.283 \\ -0.043 \\ \end{array}$	$\begin{array}{c} 0.049 \\ p = 0.032^{**} \\ -0.002 \\ p = 0.418 \\ 0.00000 \\ p = 0.999 \\ -0.014 \\ p = 0.573 \end{array}$	$\begin{array}{c} 0.023 \\ p = 0.160 \\ 0.002 \\ p = 0.072^* \\ 0.0001 \\ p = 0.943 \end{array}$	$\begin{array}{c} 0.017 \\ p = 0.287 \\ 0.002 \\ p = 0.139 \\ 0.003 \\ p = 0.203 \\ -0.015 \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.034** $0.0003$ $0.0003$ $= 0.807$ $-0.002$ $0.003$ $0.003$ $0.003$ $0.003$	$\begin{array}{c} p = 0.127 \\ 0.001 \\ p = 0.700 \\ -0.003 \\ p = 0.283 \\ -0.043 \\ \end{array}$	$\begin{array}{l} p = 0.032^{**} \\ -0.002 \\ p = 0.418 \\ 0.00000 \\ p = 0.999 \\ -0.014 \\ p = 0.573 \end{array}$	$p = 0.160$ $0.002$ $p = 0.072^*$ $0.0001$ $p = 0.943$	$p = 0.287 \\ 0.002 \\ p = 0.139 \\ 0.003 \\ p = 0.203 \\ -0.015$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 0.0003 \\ = 0.807 \\ -0.002 \\ = 0.384 \\ -0.027 \\ = 0.078^* \end{array}$	$\begin{array}{c} 0.001 \\ p = 0.700 \\ -0.003 \\ p = 0.283 \\ -0.043 \end{array}$	$\begin{array}{c} -0.002 \\ -0.002 \\ 0.00000 \\ p = 0.999 \\ -0.014 \\ p = 0.573 \end{array}$	$\begin{array}{c} 0.002 \\ 0.002 \\ 0.0001 \end{array}$ $\begin{array}{c} p = 0.072^* \\ p = 0.943 \end{array}$	$\begin{array}{c} 0.002 \\ 0.003 \\ 0.003 \\ -0.015 \end{array}$
or (yrs) $ \begin{array}{ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} P = 0.003 \\ -0.003 \\ P = 0.283 \\ -0.043 \end{array}$	$\begin{array}{c} p = 0.3100\\ 0.000000\\ p = 0.999\\ -0.014\\ p = 0.573 \end{array}$	$\begin{array}{c} P - 0.512 \\ 0.0001 \\ P = 0.943 \end{array}$	$\begin{array}{c} p = 0.155 \\ 0.003 \\ p = 0.203 \\ -0.015 \end{array}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.384 p -0.027 p = 0.078* p	p = 0.283 $-0.043$	p = 0.999 $-0.014$ $p = 0.573$	p = 0.943	p = 0.203 $-0.015$
ctor (yrs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.027 = 0.078* p	-0.043	-0.014 p = 0.573		-0.015
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$= 0.078^*$ p	0110	p = 0.573	-0.057	0.010
cctor (yrs) $0.001$ p = 0.660 $p-0.003$ $-per/lineman 0.003 p = 0.561 pcrator 0.003 p = 0.896 p0.003$ $p = 0.896$ $p0.003$ $p = 0.896$ $p0.003$ $p = 0.896$ $p$		p = 0.116	•	$p = 0.002^{***}$	p = 0.382
y (yrs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		-0.003	0.001	-0.006	-0.005
y (yrs) $-0.003$ -  p = 0.289 p  per/lineman $-0.013$ p  erator $0.003$ p $0.003$ p $0.003$ p $0.004$ p $0.014$ p	d	p = 0.259	p = 0.820	$p = 0.002^{***}$	$p = 0.008^{***}$
p = 0.289 p -0.013 p = 0.561 p 0.003 p = 0.896 p -0.014 p = 0.746 p = 0.746 p -0.037 p = 0.408	-0.003 $-0.0005$	0.007	0.007	0.001	0.002
per/lineman $-0.013$ 0.013 0.003 prator $p = 0.896$ properties $p = 0.896$ properties $p = 0.014$ properties $p = 0.746$ properties $p = 0.746$ properties $p = 0.746$ properties $p = 0.037$	b	p = 0.117	$p = 0.055^*$	p = 0.791	p = 0.447
p = 0.561 p 0.003 p = 0.896 p -0.014 p = 0.746 p = 0.746 p = 0.746 p p = 0.746 p p = 0.746 p p = 0.037 p = 0.408 p p p p p p p = 0.408 p p p p p p p p p p p p p p p p p p p	'	-0.021	-0.037	-0.026	-0.031
erator $0.003$ p = 0.896 $p-0.014p = 0.746-0.037p = 0.408$	= 0.561 p	p = 0.591	p = 0.329	p = 0.332	p = 0.241
p = 0.896   p -0.014 $p = 0.746 -0.037$ $p = 0.408$		-0.044	-0.051	-0.005	-0.002
	= 0.896	p = 0.210	p = 0.134	p = 0.828	p = 0.926
	-0.014	0.175			
t	p = 0.140 -0.037	p = 0.020 0.123		p = 0.004 $0.116$	
	p = 0.408	p = 0.117		$p = 0.027^{**}$	
Factory code 90 0.009	0.009	0.133		0.079	
p = 0.841	p = 0.841	$p = 0.090^*$		p = 0.128	
		0.827	0.958	0.900	0.936
$p = 0.000^{***}$ $p = 0.000$	$= 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations 888 888 888		888	888	888	888
Adjusted $\mathbb{R}^2$ 0.025	0.140 $0.025$	0.127	0.044	0.187	0.058

 $^*\mathrm{p}{<}0.1;$   $^{**}\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

Alert OLS	$\begin{array}{c} \text{art} \\  \\ \text{(2)} \\ 0.029 \\ \text{p} = 0.239 \\ 0.053 \end{array}$	Enthusiastic	siastic	Pro	Proud
Good supervisor rship (index) (1)  Good supervisor rship (index) $0.031$ der: female $0.050$ be $0.050$ by $0.0003$ conditions $0.0003$ by $0.0003$ conditions $0.003$ conditions $0.003$ conditions $0.003$ conditions $0.003$ conditions $0.003$ conditions $0.002$ conditions $0.002$ conditions $0.002$ conditions $0.0005$ conditions $0.0005$	ď				
Good supervisor rship (index) $0.031$ der: female $0.050$ der: female $0.050$ 0.0003 0.0003 0.0003 0.0003 0.003 0.003 0.002 0.002 Even at factory (yrs) $0.0005$		10	OLS	O	STO
Good supervisor rship (index) $0.031$ $0.050$ der: female $0.050$ $0.050$ $0.050$ $0.0003$ $0.0003$ $0.0003$ $0.0003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.002$ $0.002$ $0.002$ $0.005$ $0.0005$		(3)	(4)	(5)	(9)
der: female $p = 0.262$ der: female $0.050$ $p = 0.000^{***}$ $0.0003$ s of schooling $p = 0.770$ married $p = 0.248$ married $p = 0.248$ erience in sector (yrs) $p = 0.260$ $p = 0.248$ me at factory (yrs) $p = 0.248$ $p = 0.260$		0.085	0.091	0.052	0.053
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	(1/1/)	$p = 0.000^{***}$	p = 0.136	p = 0.237	p = 0.130
$\begin{array}{c} 0.0003 \\ \text{p} = 0.770 \\ -0.003 \\ \text{p} = 0.248 \\ -0.032 \\ \text{p} = 0.248 \\ \text{p} = 0.260 \\ \text{erience in sector (yrs)} \\ \text{p} = 0.248 \\ \text{p} = 0.248 \\ \text{me at factory (yrs)} \\ \text{p} = 0.248 \\ \text{p} = 0.248 \\ \text{p} = 0.0005 $	p = 0.124	p = 0.000**	p = 0.133	p = 0.502	p = 0.262
$\begin{array}{c} p = 0.770 \\ -0.003 \\ p = 0.248 \\ -0.032 \\ p = 0.260 \\ p = 0.260 \\ 0.002 \\ p = 0.248 \\ 0.0005 \end{array}$	0.001	0.002	0.002	0.003	0.003
$\begin{array}{c} -0.003 \\ p = 0.248 \\ -0.032 \\ p = 0.260 \\ 0.002 \\ \end{array}$ rs) $\begin{array}{c} p = 0.248 \\ 0.002 \\ 0.0005 \end{array}$	p = 0.762	p = 0.235	p = 0.497	p = 0.489	p = 0.240
$\begin{array}{ccc} p = 0.248 \\ -0.032 \\ p = 0.260 \\ 0.002 \\ p = 0.248 \\ 0.0005 \end{array}$	-0.002	-0.001	-0.001	0.001	0.0003
$\begin{array}{ccc} -0.032 \\ & -0.032 \\ & 0.260 \\ & 0.002 \\ & p = 0.248 \\ & 0.0005 \end{array}$	p = 0.737	p = 0.508	p = 1.000	p = 0.489	p = 1.000
$\begin{array}{ccc} p = 0.260 \\ 0.002 \\ p = 0.248 \\ 0.0005 \end{array}$	-0.032	-0.040	-0.047	-0.011	-0.011
rs) $0.002$ $p = 0.248$ $0.0005$	p = 0.249	p = 0.508	p = 0.392	p = 0.237	p = 0.371
p = 0.248 $0.0005$	0.002	-0.0002	-0.0002	-0.003	-0.003
	p = 0.500	p = 0.759	p = 1.000	p = 0.502	p = 0.130
	0.002	0.006	0.007	-0.001	-0.003
p = 0.770	p = 0.388	p = 0.251	p = 0.110	p = 0.502	p = 0.610
7.1: position helper/lineman $-0.014$	-0.007	0.006	0.013	-0.027	-0.033
p = 0.770	p = 0.882	p = 0.486	p = 0.606	p = 0.489	p = 0.225
7.1: position operator 0.002	0.004	-0.044	-0.042	0.021	0.019
p = 0.770	p = 1.000	p = 0.251	p = 0.240	p = 0.502	p = 0.757
Factory code 63 —0.010		-0.033		0.008	
p = 0.510		p = 0.486		p = 0.237	
Factory code 90 0.025		-0.031		-0.023	
p = 0.262		$p = 0.000^{***}$		p = 0.237	
Constant 0.956	0.934	0.932	0.920	0.938	0.957
$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations 389	389	389	389	389	389
Adjusted $\mathbb{R}^2$ 0.055	0.049	0.083	0.085	0.094	0.090

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

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

			,			
	A	Alert	Enth	Enthusiastic	Prc	Proud
	0	OLS	0	STO	0	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.018 0.015**	0.022 $0.023$ $0.003***$	0.050	0.061 $r = 0.0001***$	$0.048$ $\alpha = 0.00000***$	0.049
Gender: female		_				
	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
Hror marriad	p = 0.403	p = 0.506	p = 0.230	p = 0.902	p = 0.968	p = 0.254
Dver mairieu	$^{\circ}_{0.080^*}$	p = 0.510	p = 0.107	p = 0.537	$p = 0.002^{***}$	p = 0.357
Experience in sector (yrs)				0.001		-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 - 0.853		0.139 - 0.077*		0.083 $5 - 0.113$	
9.1: Factory has rules	P = 0.03	-0.012		0.003	P = 0.115	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		0.029	0.004	0.025
	p = 0.865	p = 0.836	p = 0.921	p = 0.445	p = 0.884	p = 0.322
9.1: Must obey orders	0.001	-0.007	-0.039	-0.036	-0.009	-0.018
	p = 0.935	p = 0.689	p = 0.202	p = 0.239	p = 0.644	p = 0.399
Constant	1.006	0.985	0.834	0.959	0.892	0.926
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.000***	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888	888	888	888	888
Adjusted $\mathbb{R}^2$	0.137	0.023	0.128	0.046	0.188	0.063

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

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

			Dependen	$Dependent\ variable:$		
	Al	Alert	Enthu	Enthusiastic	Pro	Proud
	0	OLS	0	OLS	10	OLS
	(1)	(2)	(3)	(4)	(5)	(9)
9.2: Good supervisor rship (index)	0.030	0.030	0.078	0.082	0.057	0.058
	p = 0.257	p = 0.270	$p = 0.000^{***}$	p = 0.107	p = 0.228	p = 0.142
Gender: temale	_				-0.008	
Age	p = 0.000 0.0004	p = 0.123 0.001	p = 0.000 0.002	p = 0.098 0.002	$\mathbf{p} = 0.503$	p = 0.493 $0.003$
$V_{ m ears}$ of schooling	p = 0.780 $-0.003$	p = 0.882 $-0.002$	p = 0.250 $-0.001$	p = 0.497 $-0.001$	$p = 0.000^{***}$	p = 0.257
0	p = 0.239	p = 0.738	p = 0.510	p = 0.766	p = 0.462	p = 1.000
Ever married	-0.031 $5 - 0.985$	-0.030	-0.046 $= 0.510$	-0.054 $5 - 0.388$	-0.011	-0.013 $-0.137$
Experience in sector (yrs)	P = 0.283	p = 0.231 $0.002$	p = 0.910 -0.0002	P = 0.363 -0.0002	p — 0.000 —0.004	P = 0.137 -0.004
	p = 0.239	p = 0.518	p = 0.751	p = 0.879	p = 0.503	p = 0.250
Tenure at factory (yrs)	0.0005	0.002	0.005	0.007	-0.001	-0.003
7 1	p = 0.496	p = 0.361	$p = 0.000^{***}$	p = 0.124	p = 0.503	p = 0.657
. i: position neiper/inneman	-0.010	0.000	0.008 r = 0.491		-0.020	
7.1: position operator	0.0003		-0.043	P = 0.041	$\frac{1}{10000000000000000000000000000000000$	P = 0.020
	p = 0.780	p = 0.860	p = 0.241	p = 0.121	p = 0.503	p = 0.764
Factory code 63	-0.007		-0.036		0.004	
	p = 0.496		p = 0.491		p = 0.503	
Factory code 90	0.025 $p = 0.257$		-0.027 p = 0.241		-0.026 p = 0.228	
9.1: Factory has rules	-0.014	-0.013	0.003	-0.002	0.034	0.034
	p = 0.257	p = 0.256	p = 0.510	p = 0.764	p = 0.228	p = 0.267
9.1: Management consults workers	0.004					
9.1: Must obey orders	p = 0.430 $-0.001$	p = 1.000	p = 0.038	p = 0.070	p = 0.402 $0.035$	p = 0.244 $0.030$
	p = 0.780	p = 0.858	p = 0.000***	p = 0.244	p = 0.462	p = 0.756
Constant	0.959	0.938		0.932	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

 $^*p{<}0.1;\ ^*^*p{<}0.05;\ ^{***}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

				Depend	Dependent variable:			
	Con	Contented	Good manage	Good management behaviour	Management looki	Management looking out for workers	Good annu	Good annual pay raise
	0	STO	)	STO	0	STO	70	STO
	(1)	(2)	(3)	(4)	(5)	(9)	(2)	(8)
Gender: female	0.023	0.015	0.056	0.022	0.035	0.033	-0.123	-0.075
	p = 0.652	p = 0.737	p = 0.266	p = 0.637	p = 0.465	p = 0.451	$p = 0.014^{**}$	$p = 0.10^2$
Age	-0.0004	-0.003	-0.001	-0.0004	-0.003	-0.001	0.006	0.004
	p = 0.924	p = 0.435	p = 0.812	p = 0.920	p = 0.438	p = 0.813	p = 0.112	p = 0.325
Years of schooling	-0.003	-0.005	-0.009	-0.008	-0.007	-0.003	0.008	0.003
	p = 0.648	p = 0.370	p = 0.157	p = 0.151	p = 0.279	p = 0.590	p = 0.214	p = 0.554
Ever married	-0.043	-0.019	0.106	0.123	-0.075	-0.058	0.054	0.011
	p = 0.433	p = 0.701	$\mathrm{p}=0.057^*$	$p = 0.016^{**}$	p = 0.164	p = 0.237	p = 0.330	p = 0.827
Experience in sector (yrs)	-0.009	-0.005	0.004	0.005	0.003	-0.001	-0.003	0.004
	p = 0.150	p = 0.414	p = 0.491	p = 0.396	p = 0.553	p = 0.847	p = 0.641	p = 0.509
Tenure at factory (yrs)	0.008	0.007	0.005	-0.003	0.004	0.012	-0.008	-0.021
	p = 0.359	p = 0.378	p = 0.565	p = 0.654	p = 0.675	p = 0.112	p = 0.374	$p = 0.008^*$
7.1: position helper/lineman	-0.004	-0.001	-0.155	-0.083	900.0-	-0.053	0.212	0.167
	p = 0.957	p = 0.992	$p = 0.060^*$	p = 0.281	p = 0.938	p = 0.468	$p = 0.010^{***}$	p = 0.031
7.1: position operator	-0.003	0.016	-0.122	-0.068	-0.077	-0.108	0.155	0.124
	p = 0.969	p = 0.815	$p = 0.092^*$	p = 0.320	p = 0.267	p = 0.103	$p = 0.029^{**}$	p = 0.073
Factory code 13	-0.055		-0.261		-0.084		-0.394	
	p = 0.734		p = 0.107		p = 0.587		$p = 0.014^{**}$	
Factory code 63	0.019		-0.107		0.022		-0.352	
	p = 0.906		p = 0.512		p = 0.889		$p = 0.028^{**}$	
Factory code 90	0.024		-0.074		-0.013		-0.297	
	p = 0.884		p = 0.647		p = 0.935		$p = 0.063^*$	
9.1: Factory has rules	0.014	0.022	-0.145	-0.114	0.024	0.038	-0.013	-0.034
	p = 0.788	p = 0.656	$p = 0.007^{***}$	$p = 0.024^{**}$	p = 0.631	p = 0.439	p = 0.804	p = 0.497
9.1: Management consults workers	-0.085	-0.059	-0.010	0.028	-0.084	-0.085	0.076	0.018
	p = 0.266	p = 0.424	p = 0.896	p = 0.710	p = 0.254	p = 0.237	p = 0.318	p = 0.812
9.1: Must obey orders	-0.055	-0.030	-0.146	-0.113	-0.045	-0.030	0.081	0.060
	p = 0.337	p = 0.589	$p = 0.012^{**}$	$p = 0.043^{**}$	p = 0.418	p = 0.571	p = 0.156	p = 0.283
Constant	0.483	0.491	0.729	0.568	0.879	0.754	0.517	0.367
	$p = 0.019^{**}$	$p = 0.0001^{***}$	$p = 0.0005^{***}$	$p = 0.00001^{***}$	$p = 0.00001^{***}$	$p = 0.000^{***}$	$p = 0.012^{**}$	$p = 0.005^*$
Observations	888	888	888	888	888	888	888	888
$\overline{ m Adjusted~R^2}$	0.013	-0.006	0.041	0.013	0.041	0.003	0.068	0.010
Note:						J 1	*p<0.1; **p<0.05; ***p<0.	.05; *** p<0.
						Clustered by factory. Includes factory fixed effec-	y. Includes factor	у пхед епес

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

	,		ı					
				Depend	$Dependent \ variable:$			
	Cont	Contented	Good manager	Good management behaviour	Management loc	Management looking out for workers	Good annual pay raise	pay raise
	0	STO	0	STO		STO	STO	23
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
Gender: female	0.133	0.142	0.152	0.167	-0.074	-0.071	-0.044	-0.033
	p = 0.515	p = 0.103	$p = 0.000^{***}$	p = 0.239	p = 0.249	p = 0.365	p = 0.274	p = 0.479
Age	0.0003	0.001	0.0002	0.002	-0.008	-0.007	0.010	0.011
	p = 0.751	p = 0.623	p = 0.743	p = 0.759	$p = 0.000^{***}$	p = 0.261	p = 0.247	p = 0.515
Years of schooling	0.012	0.012	-0.017	-0.017	-0.016	-0.016	0.015	0.016
	p = 0.498	p = 0.127	p = 0.244	p = 0.251	p = 0.511	p = 0.254	p = 0.525	p = 0.364
Ever married	-0.038	-0.010	0.090	0.129	-0.019	-0.003	-0.085	-0.059
	p = 0.515	p = 0.749	p = 0.245	p = 0.123	p = 0.511	p = 0.876	p = 0.525	p = 0.734
Experience in sector (yrs)	0.005	0.004	-0.002	-0.003	-0.001	-0.001	-0.005	-0.006
	p = 0.489	p = 0.874	p = 0.743	p = 0.855	p = 0.749	p = 0.758	p = 0.498	p = 0.479
Tenure at factory (yrs)	-0.007	-0.009	0.004	0.003	0.009	0.007	-0.013	-0.013
	p = 0.515	p = 0.635	p = 0.743	p = 1.000	p = 0.262	p = 0.756	p = 0.521	p = 0.490
7.1: position helper/lineman	0.024	0.007	-0.294	-0.314	0.038	0.024	0.221	0.211
	p = 0.751	p = 0.869	$p = 0.000^{***}$	p = 0.130	p = 0.262	p = 0.128	p = 0.525	p = 0.219
7.1: position operator	0.045	0.045	-0.226	-0.224	-0.010	-0.012	0.112	0.115
	p = 0.498	p = 0.861	p = 0.489	p = 0.274	p = 0.511	p = 0.738	p = 0.274	p = 0.224
Factory code 63	0.097		0.131		0.065		0.082	
	p = 0.262		p = 0.498		$p = 0.000^{***}$		p = 0.247	
Factory code 90	0.113		0.178		0.048		0.128	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	-0.125	-0.104	-0.104	-0.073	0.193	0.205	-0.089	-0.069
	p = 0.498	p = 0.859	p = 0.498	p = 0.656	p = 0.249	p = 0.255	p = 0.498	p = 0.523
9.1: Management consults workers	-0.160	-0.153	0.024	0.032	0.010	0.016	0.222	0.226
	p = 0.751	p = 0.879	p = 0.743	p = 0.856	p = 0.511	p = 0.625	p = 0.274	p = 0.510
9.1: Must obey orders	-0.341	-0.310	-0.112	-0.064	0.152	0.167	0.031	0.065
	p = 0.262	p = 0.381	p = 0.498	p = 0.593	p = 0.511	p = 0.241	$p = 0.000^{***}$	p = 0.130
Constant	0.301	0.307	0.547	0.538	0.842	0.862	0.125	0.110
	p = 0.262	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.262	$p = 0.000^{***}$	p = 0.521	p = 0.481
Observations	389	389	389	389	389	389	389	389
$ m Adjusted~R^2$	0.038	0.033	0.035	0.018	0.013	0.015	0.040	0.034

Note:

 $^*\mathrm{p}{<}0.1;$   $^*\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

Contented Good management behaviour $OLS$ (1) (2) (3) (4) (1) or respects me (numeric) $OLS$ (1) (2) (3) (4) $OLS$ or respects me (numeric) $OLOS$	Good management behaviour Management looking our $OLS$	aut for workers Good ann $(6)$ $(7)$ $(7)$ $-0.017$ $0.058$ $0.027$ $-0.003$ $0.027$ $0.025$ $0.026$ $0.025$ $0.026$ $0.025$ $0.026$ $0.026$ $0.026$ $0.026$ $0.026$ $0.026$ $0.026$ $0.026$ $0.026$ $0.026$ $0.008$ $0.008$
Supervisor respects me (numeric) $-0.065$ $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.06$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.06$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.066$ , $-0.0$	$0LS$ $0LS$ $-0.134$ $-0.134$ $-0.114$ $-0.022$ $= 0.0003^{***}$ $p = 0.001^{***}$ $p = 0.532$ $p = 0.034$ $p = 0.303$ $p = 0.334$ $p = 0.034$ $p = 0.007$ $p = 0.0080$ $0.080$ $0.080$ $0.080$ $0.080$ $0.080$ $0.080$ $0.080$ $0.0080$ $0.001$ $p = 0.037$ $p = 0.037$ $p = 0.041$ $p = 0.037$ $p = 0.042$ $0.040$ $0.021$ $p = 0.037$ $p = 0.042$ $0.040$ $0.002$ $p = 0.056$ $p = 0.056$ $p = 0.056$ $p = 0.007$ $p = 0.056$ $p = 0.007$ $p = 0.005$ $p = 0.007$ $p = 0.000$	a a a
Supervisor respects me (numeric) $-0.065$ $-0.062$ $-0.033$ $-0.0134$ $-0.014$ $-0.014$ $-0.065$ $-0.066$ $-0.066$ $-0.039$ $-0.039$ $-0.003$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.009$ $-0.$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
Supervisor respects me (numeric) $-0.065$ $-0.066$ , $-0.034$ $-0.0144$ $-0.0114$ $-0.068$ , $-0.066$ , $-0.0033$ , $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$ $-0.003$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	<u>a</u> a a a
Supervisor doesn't use bad lang (numeric) $p = 0.068$ , $p = 0.066$ , $p = 0.0003$ , $p $	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
Supervisor doesn't use bad lang (numeric)  Supervisor doesn't use bad lang (numeric)  Supervisor doesn't use bad lang (numeric)  Supervisor will side with me (numeric)  D = 0.039  D = 0.043  D = 0.043  D = 0.043  Supervisor (numeric)  Supervisor speaks openly (numeric)  D = 0.029  D = 0.044  D = 0.043  D = 0.044  D = 0.044  D = 0.043  D = 0.044  D = 0.043  D = 0.044  D = 0.045  D = 0.044  D = 0.045  D =	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
Supervisor will side with me (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
Dutyleton   Duty	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.026 = 0.161 = 0.034 = 0.266 = 0.027
meric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.161 $-0.034$ $= 0.266$ $0.027$
meric) $0.039$ $0.044$ $0.080$ $0.080$ $0.039$ $0.044$ $0.011^{**}$ $0.040$ $0.049$ $0.052^*$ $0.044$ $0.0027$ $0.049$ $0.0023$ $0.040$ $0.027$ $0.036$ $0.022$ $0.043$ $0.043$ $0.019$ $0.036$ $0.036$ $0.022$ $0.043$ $0.019$ $0.019$ $0.036$ $0.022$ $0.043$ $0.019$ $0.019$ $0.036$ $0.022$ $0.043$ $0.019$ $0.019$ $0.036$ $0.022$ $0.043$ $0.019$ $0.019$ $0.036$ $0.022$ $0.0043$ $0.019$ $0.019$ $0.036$ $0.003$ $0.0043$ $0.019$ $0.019$ $0.036$ $0.003$ $0.0043$ $0.007^{**}$ $0.019$ $0.001$ $0.048$ $0.003$ $0.000$ $0.007$ $0.009$ $0.000$ $0.000$ $0.009$ $0.000$ $0.009$ $0.000$ $0.006$ $0.000$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.007$ $0.008$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.034 $= 0.266$ $0.027$
Supervisor speaks openly (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.266 $0.027$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
get fair salary (numeric)         p = 0.052         p = 0.112         p = 0.057         p = 0.018         p = 0.01	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	** = 0.907
Particle	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
ter: female $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$= 0.079^*$ p =
so f schooling $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.016
so f schooling $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.714 $p = 0.058*$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$p = 0.835$ $p = 0.084^*$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	3 p
p = 0.387  p = 0.617  p = 0.053*  p = 0.018**  p = 0.008	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
rs) $-0.008$ $-0.003$ $0.005$ $0.006$ p = 0.206	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.256 p
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
eman $0.006$ $0.004$ $0.005$ $-0.003$ $0.006$ $0.006$ $0.006$ $0.006$ $0.007$ $0.0671$ $0.007$ $0.041$ $0.020$ $0.020$ $0.050** 0.087 0.020 0.002 0.026 0.026 0.024 0.024 0.031 0.024 0.024 0.024 0.024 0.027 0.027 0.029 0.024 0.024 0.027 0.027 0.027 0.028 0.024 0.024 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.027 0.02$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	5 p
ion helper/lineman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
to neither/ lineman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.109 p
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.057
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	b = 0.439 $b = 0.007-0.108 0.152$
ode 13 $\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	4 p =
ode 63 $p = 0.882$ $p = 0.131$ $p = 0.132$ $0.028$ $-0.107$ $p = 0.024$ $0.024$ $-0.017$ $p = 0.881$ $p = 0.915$ $p = 0.539$ $0.587$ $0.365$ $p = 0.106$ $p = 0.026$ *	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
ode 63 $0.028$ $-0.107$ $p = 0.861$ $p = 0.509$ $p = 0.024$ $-0.017$ $p = 0.881$ $p = 0.915$ $p = 0.539$ $p = 0.026**$ $p = 0.001***$ $p = 0.132$ $p = 0.106$ $p = 0.106$ $p = 0.132$ $p = 0.132$ $p = 0.106$ $p = 0.132$ $p = 0.106$ $p = 0.132$ $p = 0.106$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$p = 0.064^*$
ode 90	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.254
ode 90 $0.024$ $-0.017$ $p = 0.881$ $p = 0.915$ $p = 0.539$ $0.587$ $0.365$ $0.282$ $p = 0.026** p = 0.001*** p = 0.132 p = 0.106 p = 0.001$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$p = 0.095^*$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.316
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.365 $0.282$ $0.860$ = 0.132 $p = 0.106$ $p = 0.0003***$ $p = 0.000$	= d
-d corrol $-d$ zero $-d$ corrol $-d$ corrol $-d$	d   G00000   d   G0110   d   G0110	0.773 $0.938$ $0.938$
××××	XXX	888
	555	
Adjusted K 0.05 0.058 0.028 0		0.001

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

$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	Contented Good management behaviour $OLS$ (1) (2) (3) (4) $OLS$ (1) $OLS$ (6) $OLS$ (1) $OLS$ (1) $OLS$ (4) $OLS$ (1) $OLO$ (2) $OLO$ (3) (4) $OLO$ (4) $OLO$ (6) $OL$					Depe	$Dependent\ variable:$			
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		Conte	nted	Good managen	nent behaviour	Management loo	king out for workers	Good annual pay	ıal pay ı
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		TO	$\mathcal{S}_{2}$	O	$S'_{-}$		STC	9	STO
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	ric) $b = 0.771$ $b = 0.880$ $b = 0.000^{**}$ $b = 0.0379$ $b = 0.512$ $b = 0.037$ $b = 0.039$ $b = 0.000^{**}$ $b = 0.377$ $b = 0.581$ $b = 0.000^{**}$ $b = 0.377$ $b = 0.582$ $b = 0.000^{**}$ $b = 0.377$ $b = 0.578$ $b = 0.001$ $b = 0.771$ $b = 0.872$ $b = 0.000^{**}$ $b = 0.377$ $b = 0.578$ $b = 0.017$ $b = 0.212$ $b = 0.512$ $b = 0.512$ $b = 0.514$ $b = 0.256$ $b = 0.000^{**}$ $b = 0.129$ $b = 0.512$ $b = 0.514$ $b = 0.255$ $b = 0.000^{**}$ $b = 0.129$ $b = 0.512$ $b = 0.031$ $b = 0.514$ $b = 0.255$ $b = 0.000^{**}$ $b = 0.129$ $b = 0.512$ $b = 0.031$ $b = 0.512$ $b = 0.035$ $b = 0.037$ $b = 0.133$ $b = 0.258$ $b = 0.000$ $b = 0.506$ $b = 0.506$ $b = 0.035$ $b = 0.$		(1)	(2)	(3)	(4)	(5)	(9)	(7)	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.771 p = 0.880 p = 0.000*** p = 0.379 p = 0.512 p = 0.039	9.2: Supervisor respects me (numeric)	-0.042	-0.047	-0.100	-0.083	-0.051	-0.049	0.079	0
nucric) $0.039$ $0.029$ $0.084$ $0.050$ $0.001$ $-0.009$ $0.003$ $0.013$ $0.025$ $0.028$ $0.029$ $0.015$ $0.011$ $0.012$ $0.013$ $0.013$ $0.012$ $0.007$ $0.007$ $0.008$ $0.011$ $0.012$ $0.013$ $0.012$ $0.007$ $0.007$ $0.007$ $0.008$ $0.011$ $0.012$ $0.007$ $0.008$ $0.0127$ $0.007$ $0.008$ $0.0127$ $0.0032$ $0.0031$ $0.0127$ $0.0029$ $0.0231$ $0.024$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.025$ $0.027$ $0.025$ $0.027$ $0.025$ $0.027$ $0.025$ $0.027$ $0.025$ $0.027$ $0.027$ $0.027$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.029$ $0.031$ $0.037$ $0.037$ $0.037$ $0.037$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.039$ $0.046$ $0.042$ $0.041$ $0.001$ $0.001$ $0.002$ $0.002$ $0.003$ $0.001$ $0.001$ $0.002$ $0.001$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.003$ $0.004$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.003$ $0.004$ $0.004$ $0.004$ $0.004$ $0.004$ $0.004$ $0.004$ $0.004$ $0.004$ $0.004$ $0.004$ $0.004$ $0.00$	nmeric) $0.039$ $0.029$ $0.084$ $0.050$ $0.0001$ p = $0.771$ p = $0.872$ p = $0.000^{-1}$ p = $0.397$ p = $0.007$ $0.111$ $0.1112$ $0.007$ p = $0.255$ p = $0.254$ p = $0.568$ p = $1.000$ p = $0.512$ $0.015$ $0.018$ $0.111$ $0.127$ $0.032$ p = $0.514$ p = $0.255$ p = $0.000^{-1}$ p = $0.127$ $0.032$ p = $0.514$ p = $0.255$ p = $0.000^{-1}$ p = $0.129$ p = $0.032$ p = $0.514$ p = $0.255$ p = $0.000^{-1}$ p = $0.129$ p = $0.032$ p = $0.512$ p = $0.751$ p = $0.753$ p = $1.000$ p = $0.552$ p = $0.037$ $0.037$ $0.030$ $0.030$ $0.008$ p = $0.007$ p = $0.137$ $0.133$ p = $0.066$ p = $0.058$ p = $0.512$ p = $0.342$ p = $0.000^{-1}$ p = $0.150$ p = $0.058$ p = $0.512$ p = $0.342$ p = $0.000^{-1}$ p = $0.150$ p = $0.008$ p = $0.512$ p = $0.342$ p = $0.000^{-1}$ p = $0.150$ p = $0.007$ p = $0.512$ p = $0.041$ $0.001$ p = $0.150$ p = $0.007$ p = $0.771$ p = $1.000$ p = $0.753$ p = $0.867$ p = $0.007$ p = $0.771$ p = $0.087$ p = $0.250$ p = $0.388$ p = $0.498$ p = $0.009$ p = $0.771$ p = $0.087$ p = $0.250$ p = $0.388$ p = $0.498$ p = $0.001$ p = $0.771$ p = $0.081$ p = $0.568$ p = $0.032$ p = $0.009$ p = $0.771$ p = $0.081$ p = $0.753$ p = $0.087$ p = $0.039$ p = $0.771$ p = $0.083$ p = $0.003$ p = $0.035$ p = $0.039$ p = $0.771$ p = $0.089$ p = $0.753$ p = $0.086$ p = $0.055$ p = $0.009$ p = $0.771$ p = $0.089$ p = $0.009$ p = $0.025$ p = $0.039$ p = $0.009$ p = $0.771$ p = $0.039$ p = $0.009$ p = $0.038$ p = $0.039$ p = $0.039$ p = $0.009$ p =			p = 0.880	Ш				p = 0.242	= d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Supervisor doesn't use bad lang (numeric)	0.039	0.029	0.084	0.050	0.001	-0.009	-0.023	)—
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.771	p = 0.872		p = 0.397		p = 1.000	p = 0.746	_ d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Supervisor will side with me (numeric)	0.111	0.112	-0.021				-0.012	)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.9. Beenest cunamicon (numeric)	p = 0.255	p = 0.254	p = 0.508				p = 0.746	= d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.4. respect supervisor (numeric)	0.015 $p = 0.514$	0.010	$p = 0.000^{***}$		-0.032 $p = 0.512$	-0.028 p = 0.748	0.098 $p = 0.258$	n = a
lary (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	lary (numeric) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: Supervisor speaks openly (numeric)	-0.031	-0.026	-0.021		0.023	0.024	-0.090	) '
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	lary (numeric) $-0.035$ $-0.037$ $0.050$ $0.030$ $-0.008$ lary (numeric) $-0.035$ $-0.037$ $0.058$ $0.030$ $-0.008$ $0.1127 0.133 0.116 0.001$ $0.001 0.002 0.002$ $0.001 0.001 0.002$ $0.001 0.002 0.002$ $0.003 0.003 0.003 0.003 0.003$ $0.003 0.003 0.003 0.003 0.003$ $0.003 0.004 0.004 0.005 0.005$ $0.003 0.003 0.004 0.005 0.005$ $0.004 0.005 0.005 0.005$ $0.004 0.005 0.005 0.005$ $0.004 0.005 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.005 0.006$ $0.004 0.006 0.004 0.006$ $0.005 0.006$ $0.004 0.006 0.004 0.006$ $0.005 0.006$ $0.006 0.004 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.007 0.006$ $0.006 0.006$ $0.007 0.006$ $0.006 0.006$ $0.008 0.006$ $0.009 0.006$ $0.009 0.006$ $0.009 0.006$ $0.001 0.006$ $0.001 0.006$ $0.002 0.003$ $0.003 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.007 0.006$ $0.006 0.006$ $0.007 0.006$ $0.008 0.006$ $0.009 0.006$ $0.009 0.006$ $0.009 0.006$ $0.009 0.006$ $0.001 0.006$ $0.001 0.006$ $0.002 0.006$ $0.001 0.006$ $0.002 0.006$ $0.001 0.006$ $0.002 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.007 0.006$ $0.008 0.006$ $0.009 0.006$ $0.009 0.006$ $0.009 0.006$ $0.001 0.006$ $0.009 0.006$ $0.001 0.006$ $0.001 0.006$ $0.002 0.006$ $0.002 0.006$ $0.003 0.006$ $0.003 0.006$ $0.004 0.006$ $0.006 0.006$ $0.006 0.006$ $0.006 0.006$ $0.007 0.006$ $0.008 0.006$ $0.009 0.006$ $0.009 0.006$ $0.009 0.006$ $0.009 0.006$ $0.000$		p = 0.512	p = 0.751			p = 0.506	p = 0.765	p = 0.246	= d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.2: I get fair salary (numeric)	-0.035	-0.037	0.050	0.030	-0.008	-0.013	-0.112	Ī
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.000^{***}$	p = 0.135			p = 0.758	p = 0.619	Ш	= d
so f schooling be $0.512$ be $0.542$ be $0.000^{\circ\circ\circ\circ}$ be $0.0512$ be $0.642$ be $0.000^{\circ\circ\circ}$ be $0.0512$ be $0.642$ be $0.0001$ be $0.0011$ be $0.0012$ be $0.002$ be $0.002$ be $0.007$ be $0.007$ be $0.017$ be $0.013$ be $0.018$ be $0.001$ be $0.018$ be $0.001$ be $0.018$ be $0.001$ be $0.018$ be $0.001$ be $0.018$ be $0.011$ be $0.018$ be $0.018$ be $0.018$ be $0.018$ be $0.011$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.127	0.133	0.116	0.146	-0.058	-0.050	-0.023	Ĭ
so f schooling be $-0.001$ $-0.001$ $-0.001$ $-0.007$ $-0.007$ $-0.007$ be $-0.017$ be $-0.007$ be $-0.017$ be $-0.007$ be $-0.017$ be $-0.017$ be $-0.017$ be $-0.005$ be $-0.017$ be $-0.017$ be $-0.017$ be $-0.018$ be $-0.007$ be $-$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.512	p = 0.542	$p = 0.000^{***}$		p = 0.512	p = 0.642	p = 0.504	= d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	-0.001	-0.001	-0.001	0.002	-0.007	-0.007	0.011	0
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.771	p = 1.000	p = 0.753			p = 0.105		b = d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	0.013	0.011	-0.016		-0.017	-0.017	0.014	0
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.516	p = 0.867	p = 0.250		p = 0.498	p = 0.364	p = 0.242	p = .
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	-0.025	-0.005	0.100	0.132	-0.029	-0.016	-0.079	Ī
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.771	p = 0.881	p = 0.508		p = 0.498	p = 0.640	p = 0.242	_ d
p = 0.771 p = 1.000 p = 0.753 p = 0.886 p = 0.512 p = 0.886 p p = 0.512 p = 0.886 p p = 0.001	teman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Experience in sector (yrs)	0.003	0.003	-0.002	-0.003	0.001	0.001	-0.007	Ī
ternan $-0.001$ $-0.006$ $0.004$ $0.005$ $0.005$ $0.005$ $0.004$ $0.006$ $0.007$ $0.006$ $0.007$ $0.0004$ $0.0004$ $0.007$ $0.0004$ $0.0004$ $0.007$ $0.0004$ $0.0004$ $0.0004$ $0.0004$ $0.0030$ $0.0262$ $0.0287$ $0.006$ $0.0008$ $0.042$ $0.032$ $0.0201$ $0.0204$ $0.0208$ $0.039$ $0.042$ $0.032$ $0.0201$ $0.0208$ $0.039$ $0.049$ $0.042$ $0.032$ $0.0201$ $0.0208$ $0.039$ $0.049$ $0.049$ $0.049$ $0.049$ $0.049$ $0.049$ $0.049$ $0.049$ $0.055$ $0.055$ $0.055$ $0.055$ $0.054$ $0.054$ $0.054$ $0.054$ $0.054$ $0.025$ $0.061$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.006$ $0.000$ **  The entropy of the e	ternan $-0.001$ $-0.006$ $0.004$ $0.005$ $0.005$ $0.005$ $0.005$ $0.006$ $0.004$ $0.006$ $0.006$ $0.0004$ $0.0004$ $0.030$ $0.0.262$ $0.0287$ $0.006$ $0.042$ $0.042$ $0.032$ $0.0201$ $0.020$ $0.042$ $0.032$ $0.000*** 0.042 0.032 0.000*** 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0$		p = 0.771	p = 1.000	p = 0.753				p = 0.500	= d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	neman $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Tenure at factory (yrs)	-0.001	-0.006	0.004	0.005	0.005	0.004	-0.008	<u> </u>
neman $-0.0004$ $-0.030$ $-0.262$ $-0.287$ $0.006$ $-0.008$ $-0.008$ $\begin{array}{ccccccccccccccccccccccccccccccccccc$	neman $-0.0004$ $-0.030$ $-0.262$ $-0.287$ $0.006$ $p = 0.771$ $p = 0.739$ $p = 0.000***$ $p = 0.249$ $p = 0.000***$ $p = 0.249$ $p = 0.032$ $0.042$ $0.032$ $-0.201$ $-0.208$ $-0.039$ $p = 0.516$ $p = 0.770$ $p = 0.000***$ $p = 0.246$ $p = 0.498$ $p = 0.101$ $p = 0.000***$ $p = 0.000***$ $p = 0.246$ $p = 0.498$ $p = 0.055$ $0.054$ $0.225$ $0.061$ $p = 0.252$ $0.054$ $p = 0.000***$ $p = 0.000***$ $p = 0.252$ $0.061$ $p = 0.061$ $p = 0.000***$ $0.026$ $0.116$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.062$ $0.061$ $0.062$ $0.062$ $0.063$ $0.063$ $0.064$ $0.064$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$ $0.066$		p = 0.771	p = 0.636		p = 1.000		p = 0.528	p = 0.500	= d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	-0.0004	-0.030	-0.262	-0.287	0.006	-0.008	0.221	0
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.771	p = 0.739	$\parallel$					= d
ode 63 b = 0.516 p = 0.770 p = 0.000 ^{***} b = 0.246 p = 0.498 p = 0.618 p p 0.101	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position operator	0.042	0.032	-0.201		-0.039	-0.044	0.104	0
ode $63$ 0.101 $0.125$ 0.055 $0.055$ 0.055 $0.055$ 0.055 $0.055$ 0.057 $0.054$ 0.000** $0.255$ 0.001 $0.054$ 0.001 $0.056$ 0.001 $0.056$ 0.016 $0.006$ 0.016 $0.006$ 0.016 $0.006$ 0.016 $0.006$ 0.016 $0.006$ 0.017 $0.006$ 0.017 $0.006$ 0.017 $0.006$ 0.018 $0.006$ 0.019 $0.006$ 0.000** $0.006$ 0.000** $0.006$ 0.000 $0.006$ 0.000** $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.0000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.0000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.000 $0.006$ 0.0000 $0.$	ode $63$ ode $63$ $0.101$ $0.125$ $0.055$ $0.054$ $0.025$ $0.054$ $0.225$ $0.061$ $0.061$ $0.026$ $0.061$ $0.026$ $0.061$ $0.026$ $0.061$ $0.061$ $0.026$ $0.061$ $0.061$ $0.026$ $0.061$ $0.061$ $0.061$ $0.026$ $0.061$ $0.061$ $0.061$ $0.061$ $0.08**$ $0.086$ $0.088*$ $0.089$ $0.089$ $0.089$ $0.089$ $0.089$ $0.089$ $0.089$ $0.089$ $0.089$ $0.089$		p = 0.516	p = 0.770	`		p = 0.498	p = 0.618		II d
ode 90 $\begin{array}{cccccccccccccccccccccccccccccccccccc$	ode 90 $\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 63	0.101				0.055		0.065	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Bootomy godo 00	p = 0.000				p = 0.252		p = 0.304	
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	ractory code 90							0.025	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Congress		0.116		0.116		1.964		
389 389 389 389 389	389 389 389 389	Onstant	p = 0.771	p = 0.756						p = 0
		Observations	389	389	389	389	389	389	389	•••
0.026 $0.026$ $0.061$ $0.037$ $-0.010$ $-0.007$	0.026 $0.026$ $0.061$ $0.037$ $-0.010$	$Adjusted R^2$	0.026	0.026	0.061	0.037	-0.010	-0.007	0.106	0
Clustered by factory. Includes factory fixed										

	Con	Contented	Good manage	Good management behaviour	Management looking out for workers	ng out for workers	9
	)	STO	0	STO	STO	S'	
	(1)	(2)	(3)	(4)	(5)	(9)	
9.2: Supervisor respects me (disagree dummy)	0.311	0.274	0.010	-0.016	-0.131	-0.164	
	$p = 0.003^{***}$	$p = 0.005^{***}$	p = 0.921	p = 0.870	p = 0.186	$p = 0.088^*$	= d
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.161	-0.138	0.008	0.027	0.060	0.114	
9.2: Supervisor will side with me (disagree dummy)	p = 0.100 - 0.099	p = 0.140 -0.095	p = 0.932 -0.097	p = 0.779 -0.081	p = 0.527 $0.059$	p = 0.220 0.042	= d
	$p = 0.017^{**}$	$p = 0.015^{**}$	$p = 0.022^{**}$	$p = 0.043^{**}$	p = 0.143	p = 0.268	b =
9.2: Respect supervisor (disagree dummy)	-0.247	-0.262	0.012	0.044	0.208	0.214	Ī
0 9. Suramisor enable analy (disamo dummy)	$p = 0.001^{***}$	$p = 0.0003^{***}$	p = 0.870	p = 0.549	$p = 0.005^{***}$	$p = 0.003^{***}$	p =
5.2. Supervisor speaks openly (maggree duming)	p = 0.801	p = 0.493	p = 0.452	p = 0.269	p = 0.639	p = 0.687	_ = d
9.2: I get fair salary (disagree dummy)	0.119				-0.072	-0.084	,
	$p = 0.002^{***}$	$p = 0.0001^{***}$	$p = 0.00004^{***}$	$p = 0.0005^{***}$	$p = 0.048^{**}$	$p = 0.014^{**}$	= d
Gender: female	0.047	0.033	090.0	0.023	0.011	0.00	
	p = 0.340	p = 0.455	p = 0.232	p = 0.620	p = 0.816	p = 0.840	p = 0
Age	-0.0003	-0.003	-0.002	-0.00I	-0.003	-0.001	ے د
Voore of schooling	p = 0.946	p = 0.405	p = 0.627	p = 0.794	p = 0.459	p = 0.814	= d
reats of semonting	0.059 = 0.079	p = 0.412	p = 0.125	p = 0.101	0.395	p = 0.613	D = Q
Ever married	-0.045				-0.075	-0.065	,
	p = 0.405	p = 0.707	$p = 0.064^*$	$p = 0.029^{**}$	p = 0.160	p = 0.181	= d
Experience in sector (yrs)	-0.008	-0.004	0.004	0.005	0.004	-0.0005	Ī
	p = 0.158	p = 0.460	p = 0.514	p = 0.356	p = 0.487	p = 0.936	= d
Tenure at factory (yrs)	0.005	0.006	0.006	-0.004	0.004	0.011	Ī
:	p = 0.554	p = 0.448	p = 0.502	p = 0.587	p = 0.636	p = 0.129	= d
7.1: position helper/lineman	-0.051	-0.034	-0.170	-0.086	0.002	-0.045	<u> </u>
:	p = 0.524	p = 0.644	$p = 0.038^{**}$	p = 0.263	p = 0.983	p = 0.538	p = 0
7.1: position operator	-0.036			-0.068	-0.065	-0.097	<del>-</del> ک
Factory code 13	p = 0.611	p = 0.841	p = 0.079	p = 0.318	p = 0.345	p = 0.140	= d
ractory code 19	p = 0.881		0.0250 $= 0.067$		p = 0.438		_ a
Factory code 63	0.023		-0.144		-0.014		Ī
	p = 0.886		p = 0.375		p = 0.930		= d
Factory code 90	0.015		-0.078		-0.037		Ī
i	p = 0.923		p = 0.628		p = 0.809		= d
Constant	$0.462$ $\sim -0.031**$					0.782	0
	p = 0.021	p = 0.0002	p = 0.0001	p = 0.00001	p = 0.00001	p = 0.000	р П
Observations	888	888	888	888	888	888	
Adjusted R ²	0.050	0.038	0.056	0.021	0.049	0.013	0

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

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

$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	1	
11   (2)   (3)   (4)   (5)   (4)   (5)	king out for workers	orkers Good annua
13   13   14   15   15   15     14   15   15   15     15   15   15   15     15   15	STC	10
Supervisor respects me (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	(9)	(2)
Supervisor doesn't use bad lang (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.057	-0.046
Supervisor doesn't use bad lang (disagree dummy) $-0.176$ $-0.168$ $-0.048$ $-0.038$ $-0.043$ $0.047$ $0.126$ $0.000$ Supervisor will side with me (disagree dummy) $-0.18$ $-0.169$ $-0.018$ $-0.018$ $0.000$ $0.019$ $0.010$ Respect supervisor (disagree dummy) $-0.18$ $0.000$ $0.010$ $0.0099$ $0.010$ $0.137$ Supervisor speaks openly (disagree dummy) $0.000$ $0.018$ $0.000$ $0.018$ $0.0099$ $0.010$ $0.0137$ Supervisor speaks openly (disagree dummy) $0.000$ $0.018$ $0.000$ $0.0099$ $0.010$ $0.0137$ Supervisor speaks openly (disagree dummy) $0.010$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.013$ $0.011$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0.001$ $0$	p = 0.347	= d
Supervisor will side with me (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.137	
Supervisor will side with me (disagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.364	d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.014	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		d
penly (disagree dummy)	0.139	
isagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.000^{***}$
isagree dummy) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		٥
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		24
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 1.000	ď
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.058	-0.032
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.367	d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.006	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.249	= d
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$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.740
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.964	
389 389 389 389 389	$p = 0.000^{***}$	p = 0.246
	389	389
Adjusted $R^2$ 0.045 0.047 0.049 0.024 0.002 0.005	0.005	0.087

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

				Depen	Dependent variable:			
	Cor	Contented	Good manage	Good management behaviour	Management look	Management looking out for workers	Good annual pay raise	l pay raise
		STO	0	OLS	0	OLS	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Good supervisor rship (index)	-0.022	-0.034	0.052	0.031	0.021	0.016	-0.130	-0.129
	p = 0.370	p = 0.133	$p = 0.033^{**}$	p = 0.171	p = 0.374	p = 0.451	$p = 0.00000^{***}$	p = 0.000
Gender: female	0.018	0.009	0.060	0.027	0.028	0.026	-0.112	-0.069
	p = 0.723	p = 0.843	p = 0.235	p = 0.560	p = 0.559	p = 0.563	$p = 0.023^{**}$	p = 0.13
Age	-0.0002	-0.003	-0.002	-0.001	-0.003	-0.001	0.007	0.004
	p = 0.955	p = 0.428	p = 0.681	p = 0.792	p = 0.448	p = 0.831	$p = 0.086^*$	p = 0.23
Years of schooling	-0.002	-0.004	-0.009	-0.008	-0.006	-0.003	0.008	0.004
	p = 0.779	p = 0.447	p = 0.162	p = 0.175	p = 0.325	p = 0.621	p = 0.193	p = 0.4
Ever married	-0.043	-0.021	0.111	0.127	-0.071	-0.057	0.044	0.003
	p = 0.442	p = 0.678	$p = 0.049^{**}$	$p = 0.013^{**}$	p = 0.183	p = 0.245	p = 0.421	p = 0.94
Experience in sector (yrs)	-0.009	-0.004	0.004	0.004	0.004	-0.001	-0.002	0.005
	p = 0.162	p = 0.464	p = 0.566	p = 0.443	p = 0.543	p = 0.844	p = 0.691	p = 0.38
Tenure at factory (yrs)	0.008	0.007	0.007	-0.002	0.004	0.011	-0.011	-0.021
	p = 0.380	p = 0.387	p = 0.427	p = 0.805	p = 0.641	p = 0.124	p = 0.221	p = 0.006
7.1: position helper/lineman	-0.021	-0.011	-0.147	-0.084	-0.013	-0.060	0.198	0.163
	p = 0.798	p = 0.880	$p = 0.075^*$	p = 0.274	p = 0.872	p = 0.411	$p = 0.014^{**}$	p = 0.03
7.1: position operator	-0.011	0.010	-0.120	-0.069	-0.079	-0.109	0.146	0.112
	p = 0.883	p = 0.884	$p = 0.096^*$	p = 0.315	p = 0.253	$p = 0.099^*$	$p = 0.037^{**}$	p = 0.09
Factory code 13	-0.063		-0.250		-0.093		-0.384	
	p = 0.695		p = 0.124		p = 0.548		$p = 0.015^{**}$	
Factory code 63	0.0002		-0.097		0.028		-0.413	
	p = 1.000		p = 0.554		p = 0.860		$p = 0.010^{***}$	
Factory code 90	0.003		-0.070		-0.015		-0.333	
	p = 0.988		p = 0.668		p = 0.925		$p = 0.035^{**}$	
Constant	0.484	0.497	0.616	0.485	0.870	0.764	0.574	0.363
	$p = 0.017^{**}$	$p = 0.00004^{***}$	$p = 0.003^{***}$	$p = 0.0001^{***}$	$p = 0.00001^{***}$	$p = 0.000^{***}$	$p = 0.004^{***}$	p = 0.003
Observations	888	888	888	888	888	888	888	888
$ m Adjusted~R^2$	0.012	-0.004	0.036	0.006	0.038	-0.001	0.097	0.043
Note:						Clustered by fact	* p<0.1; * p<0.05; *** pClustered by factory. Includes factory fixed effe	0.05; *** p<( ry fixed effe

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

				Deper	Dependent variable:			
	Contented	nted	Good manager	Good management behaviour	Management loo	Management looking out for workers	Good annual pay raise	l pay raise
	STO	S	0	STO		STO	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Good supervisor rship (index)	0.066	0.050	0.056	0.030	-0.057	-0.068	-0.077	-0.086
	$p = 0.000^{***}$	p = 0.125	p = 0.250	p = 0.233	$p = 0.000^{***}$	p = 0.121	p = 0.516	p = 0.388
Gender: female	0.112	0.120	0.144	0.162	-0.063	-0.058	-0.033	-0.023
	p = 0.493	p = 0.385	$p = 0.000^{***}$	p = 0.128	p = 0.500	p = 0.463	$p = 0.000^{***}$	p = 0.488
Age	-0.0002	0.001	-0.001	0.001	-0.007	-0.006	0.008	0.010
	p = 0.743	p = 0.876	p = 0.774	p = 1.000	$p = 0.000^{***}$	p = 0.131	p = 0.516	p = 0.384
Years of schooling	0.015	0.014	-0.017	-0.017	-0.016	-0.017	0.013	0.014
	p = 0.511	p = 0.505	p = 0.248	p = 0.138	p = 0.501	p = 0.512	p = 0.489	p = 0.499
Ever married	-0.009	0.015	0.101	0.136	-0.026	-0.011	-0.089	-0.080
	p = 0.743	p = 0.873	p = 0.276	p = 0.112	p = 0.501	p = 0.589	p = 0.489	p = 0.472
Experience in sector (yrs)	0.003	0.003	-0.003	-0.004	0.001	0.001	-0.005	-0.005
	p = 0.743	p = 1.000	p = 0.774	p = 1.000	p = 0.745	p = 0.891	p = 0.477	p = 0.594
Tenure at factory (yrs)	-0.001	-0.004	0.007	0.005	900.0	0.003	-0.013	-0.010
	p = 0.743	p = 1.000	p = 0.774	p = 1.000	p = 0.245	p = 0.755	p = 0.516	p = 0.389
7.1: position helper/lineman	0.014	-0.012	-0.276	-0.302	0.013	-0.005	0.225	0.227
	p = 0.511	p = 0.755	p = 0.248	p = 0.248	$p = 0.000^{***}$	p = 0.379	p = 0.225	p = 0.127
7.1: position operator	0.045	0.038	-0.204	-0.211	-0.036	-0.041	0.102	0.104
	p = 0.511	p = 0.616	p = 0.276	p = 0.129	p = 0.501	p = 0.639	p = 0.225	p = 0.131
Factory code 63	0.104		0.139		0.070		0.025	
	$p = 0.000^{***}$		$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.516	
Factory code 90	0.085		0.177		0.054		0.086	
	p = 0.000***		$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.516	
Constant	0.111	0.158	0.460	0.491	0.970	1.004	0.186	0.163
	p = 0.743	p = 0.736	p = 0.248	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.264	p = 0.502
Observations	389	389	389	389	389	389	389	389
$Adjusted R^2$	-0.002	-0.004	0.036	0.020	-0.001	0.001	0.022	0.022

Note:

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

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

				Depen	Dependent variable:			
	Cor	Contented	Good manage	Good management behaviour	Management looking out for workers	ng out for workers	Good annual pay raise	l pay raise
		OLS	0	STO	OLS	$S_{i}^{r}$	OLS	S
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Good supervisor rship (index)	-0.038	-0.048	0.032	0.012	0.016	0.014	-0.140	-0.1
	p = 0.151	$p = 0.053^*$	p = 0.237	p = 0.629	p = 0.537	p = 0.561	$p = 0.00000^{***}$	p = 0.0
Gender: female	0.024	0.016	0.055	0.022	0.035	0.033	-0.117	-0.0
	p = 0.628	p = 0.728	p = 0.278	p = 0.639	p = 0.475	p = 0.453	$p = 0.018^{**}$	p = 0.
Age	-0.0002	-0.003	-0.001	-0.0004	-0.003	-0.001	0.007	0.00
$X_{2}$ $f$ = 11 $X_{N}$	p = 0.967	p = 0.462	p = 0.778	p = 0.911	p = 0.425	p = 0.802	$p = 0.070^*$	p = 0.
rears of schooling	-0.003 $r = 0.659$	-0.005	-0.009 $r = 0.153$	-0.008 $r = 0.150$	-0.007	-0.003 $r = 0.586$	0.008 n = 0.188	0.00 0 – 4
Ever married	-0.046	F = 0.021	P = 0.109	p = 0.124	F = 0.23	-0.057	V = 0.155	F - 9.
	p = 0.404	p = 0.651	$p = 0.052^*$	$p = 0.015^{**}$	p = 0.171	p = 0.246	p = 0.424	p = 0.
Experience in sector (yrs)	-0.009	-0.004	0.004	0.005	0.003	-0.001	-0.002	0.00
	p = 0.161	p = 0.466	p = 0.511	p = 0.410	p = 0.564	p = 0.826	p = 0.736	p = 0.
Tenure at factory (yrs)	0.007	900.0	900.0	-0.003	0.004	0.012	-0.011	-0.0
:	p = 0.420	p = 0.407	p = 0.507	p = 0.664	p = 0.642	p = 0.109	p = 0.193	p = 0.0
7.1: position helper/lineman	-0.010	-0.001	-0.150	-0.083	-0.004	-0.053	0.193	0.16
	p = 0.905	p = 0.985	$p = 0.068^*$	p = 0.282	p = 0.961	p = 0.470	$p = 0.016^{**}$	p = 0.0
7.1: position operator	-0.006	0.013	-0.119	-0.068	-0.075	-0.107	0.145	0.11
	p = 0.938	p = 0.846	$p = 0.099^*$	p = 0.325	p = 0.274	p = 0.106	$p = 0.038^{**}$	p = 0.
Factory code 13	-0.055		-0.261		-0.084		-0.394	
,	p = 0.734		p = 0.107		p = 0.588		$p = 0.013^{**}$	
Factory code 63	0.003		-0.093		0.029		-0.412	
	p = 0.986		p = 0.568		p = 0.855		$p = 0.010^{***}$	
Factory code 90	0.014		-0.066		-0.009		-0.332	
	p = 0.932		p = 0.684	(	p = 0.956		$p = 0.035^{**}$	(
9.1: Factory has rules	-0.005	-0.003	-0.129	-0.108	0.032	0.045	-0.081	-0.1
9.1: Management consults workers	p = 0.951 -0.095	p = 0.349 -0.075	p = 0.018 $-0.001$	$p = 0.040 \\ 0.032$	p = 0.930 -0.080	p = 0.370 - 0.081	p = 0.124 $0.038$	p = 0.0
)	p = 0.214	p = 0.316	p = 0.985	p = 0.674	p = 0.281	p = 0.266	p = 0.609	p = 0.
9.1: Must obey orders	-0.092	-0.079	-0.115	-0.100	-0.029	-0.016	-0.054	-0.0
	p = 0.143	p = 0.189	$p = 0.068^*$	p = 0.103	p = 0.628	p = 0.791	p = 0.380	p = 0.
Constant	0.512	0.517	0.705	0.561	0.867	0.746	0.622	0.44
	$p = 0.013^{**}$	$p = 0.00005^{***}$	$p = 0.001^{***}$	$p = 0.00002^{***}$	$p = 0.00002^{***}$	$p = 0.000^{***}$	$p = 0.003^{***}$	p = 0.00
Observations	888	888	888	888	888	888	888	888
$\overline{ ext{Adjusted R}^2}$	0.015	-0.002	0.041	0.012	0.040	0.002	0.099	0.04
Note:						Clustered by fac	$^*p{<}0.1; \ ^*p{<}0.05; \ ^{**}p$ Clustered by factory. Includes factory fixed e	0.05; ***p ory fixed e

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

$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		Good annual pay raise
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c} (6) \\ -0.042 \\ p = 0.116 \\ -0.067 \end{array} $	
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	α α	STO
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	ָ מַ ׄ מַ	(8)
the sector (yrs) be $0.750$ be $0.750$ be $0.525$ be $0.640$ be $0.023$ be $0.016$ be $0.015$ be $0.0238$ be $0.007$ be $0.0239$ be $0.007$ be $0.025$ be $0.007$ be $0.027$ be $0.007$	מ נ	-0.102
deciding   0.132		p = 0.378 $p = 0.378$
so f schooling be $0.003$ be $0.0128$ be $0.000^{\circ\circ\circ}$ be $0.0124$ be $0.028$ be $0.0007$ be $0.038$ be $0.0003$ be $0.012$ be $0.074$ be $0.074$ be $0.075$ be $0.007$ be $0.074$ be $0.074$ be $0.075$ be $0.007$ be $0.017$ be $0.0$	4	-0.023
so f schooling be 0.0003 0.001 0.0000 0.0002 0.0008 0.0007 0.0007 0.0007 0.0012 0.0012 0.0012 0.0012 0.0012 0.0012 0.0012 0.0012 0.0013 0.0012 0.0013 0.0013 0.0012 0.0013 0.0013 0.0013 0.0013 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 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 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.0003 0.000	- 7	0 p
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.007	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	p = 0.255 p	d ·
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.252 p	d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.614 p =	d
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.724
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.007 -0.015	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.508 p	= 0.500 $p = 0.357$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		99 0.197
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.382 p	= 0.485 $p = 0.257$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	-0.025 0.081	81 0.082
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.384 p	= 0.485 $p = 0.488$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.043	43
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		= 0.500
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		94
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0.183 -0.131	-0.123
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	= 0.238 p	p = 0.245 $p = 0.245$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	= 0.856 p	d
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	0.128 -0.047	-0.029
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	p = 0.258 $p = 0.736$	0.736 p = 0.869
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		14 0.190
389 389 389 389 389	$p = 0.000^{***}$	$= 0.000^{***}$ $p = 0.242$
2100 0100 0100	389 389	9 389
	0.016 0.053	53   0.051
0.031 0.035 0.016	*	$\begin{array}{c} p = 0.325 \\ -0.025 \\ p = 0.384 \\ \hline p = 0.384 \\ \hline p = 0.238 \\ \hline p = 0.238 \\ \hline p = 0.856 \\ \hline p = 0.856 \\ \hline p = 0.258 \\ \hline p = 0.000 *** \\ \hline p = 0.000 ** \\ \hline p = 0.000 *** \\ \hline p = 0.000 ** \\ $

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

				$Dependent\ variable:$	$t\ variable:$			
	Fair :	Fair salary	Festiva	Festival leave	Paid leave	leave	Auto n	Auto machine
	0	OLS	0	OLS	10	STO	0	OLS
	(1)	(2)	(3)	(4)	(5)	(9)	(2)	(8)
Gender: female	0.042	0.037	-0.035	-0.019	0.003	0.009	-0.022	-0.032
	$p = 0.068^*$	$p = 0.075^*$	p = 0.248	p = 0.499	p = 0.866	p = 0.516	p = 0.534	p = 0.305
Age	0.001	-0.00002	-0.002	-0.001	-0.001	-0.002	0.006	0.005
	p = 0.436	p = 0.991	p = 0.508	p = 0.753	p = 0.242	p = 0.116	$p = 0.035^{**}$	$p = 0.041^{**}$
Years of schooling	0.003	0.004	-0.001	0.004	-0.001	-0.001	0.009	0.008
	p = 0.226	p = 0.171	p = 0.889	p = 0.255	p = 0.484	p = 0.630	$p = 0.051^*$	$p = 0.041^{**}$
Ever married	-0.0002	-0.018	-0.023	-0.022	0.001	-0.006	0.038	0.035
	p = 0.993	p = 0.412	p = 0.496	p = 0.463	p = 0.958	p = 0.685	p = 0.331	p = 0.310
Experience in sector (yrs)	-0.0003	0.0002	-0.001	-0.001	0.001	0.001	-0.009	-0.008
	p = 0.902	p = 0.936	p = 0.710	p = 0.865	p = 0.542	p = 0.515	$p = 0.031^{**}$	$p = 0.052^*$
Tenure at factory (yrs)	0.003	0.008	-0.009	0.001	0.0003	-0.002	-0.004	0.001
	p = 0.488	$p = 0.020^{**}$	p = 0.111	p = 0.787	p = 0.905	p = 0.498	p = 0.516	p = 0.858
7.1: position helper/lineman	-0.066	-0.047	-0.015	-0.012	0.025	0.032	0.007	0.037
	$p = 0.074^*$	p = 0.170	p = 0.762	p = 0.796	p = 0.312	p = 0.163	p = 0.902	p = 0.483
7.1: position operator	-0.031	-0.039	-0.006	-0.009	0.005	0.008	0.055	0.055
	p = 0.334	p = 0.206	p = 0.888	p = 0.825	p = 0.830	p = 0.683	p = 0.278	p = 0.239
Factory code 13	0.044		0.177		0.010		0.216	
	p = 0.544		$p = 0.072^*$		p = 0.836		$p = 0.057^*$	
Factory code 63	-0.098		0.040		0.011		0.116	
	p = 0.182		p = 0.685		p = 0.827		p = 0.308	
Factory code 90	-0.067		0.156		0.022		0.146	
	p = 0.358		p = 0.113		p = 0.645		p = 0.198	
9.1: Factory has rules	-0.065	-0.075	-0.080	-0.100	-0.004	0.002	0.032	0.020
	$p = 0.007^{***}$	$p = 0.001^{***}$	$p = 0.013^{**}$	$p = 0.001^{***}$	p = 0.792	p = 0.885	p = 0.385	p = 0.563
9.1: Management consults workers	-0.016	-0.016	-0.010	-0.018	090.0	0.055	0.138	0.135
	p = 0.640	p = 0.640	p = 0.825	p = 0.685	$p = 0.010^{***}$	$p = 0.014^{**}$	$p = 0.011^{**}$	$p = 0.009^{***}$
9.1: Must obey orders	-0.068	-0.083	-0.029	-0.048	-0.007	0.001	-0.010	-0.017
	$p = 0.010^{***}$	$p = 0.001^{***}$	p = 0.401	p = 0.150	p = 0.706	p = 0.928	p = 0.806	p = 0.647
Constant	0.090	0.091	0.182	0.202	0.024	0.051	-0.223	-0.073
	p = 0.334	p = 0.111	p = 0.146	$p = 0.009^{***}$	p = 0.696	p = 0.183	p = 0.123	p = 0.400
Observations	888	888	888	888	888	888	888	888
Adjusted R ²	0.031	0.024	0.013	0.009	0.010	0.009	-0.007	0.014
Note:					Clus	stered by factory	$^*p<0.1; ^{**}p<0.05; ^{***}p<0.01$ Clustered by factory. Includes factory fixed effects.	$^*p<0.1;$ $^{**}p<0.05;$ $^{***}p<0.01$ Includes factory fixed effects.

Note:

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

				Dependent variable:	ariable:			
	Fair salary	alary	Festive	Festival leave	Paid leave	ave	Auto machine	chine
	STO	S'	0	OLS	STO	S	STO	\$
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
Gender: female	0.066	0.059	-0.038	-0.036	0.015	0.016	0.009	0.005
	p = 0.269	p = 0.486	p = 0.000***	p = 0.241	$p = 0.000^{***}$	p = 0.115	p = 0.750	p = 1.000
Age	0.003	0.003	-0.002	-0.002	-0.0004	-0.0002	0.009	0.008
	p = 0.244	p = 0.380	p = 0.487	p = 0.520	p = 0.489	p = 1.000	p = 0.492	p = 0.532
Years of schooling	0.002	0.004	-0.005	-0.001	-0.00001	0.0004	0.010	0.011
	p = 0.513	p = 0.779	p = 0.500	p = 0.874	p = 0.748	p = 0.491	p = 0.511	p = 0.484
Ever married	-0.034	-0.071	-0.028	-0.055	-0.018	-0.017	-0.023	-0.047
	p = 0.244	$p = 0.000^{***}$	p = 0.500	p = 0.127	p = 0.489	p = 0.864	p = 0.253	p = 0.249
Experience in sector (yrs)	-0.003	-0.003	-0.001	-0.001	0.001	0.001	-0.007	-0.006
	p = 0.244	p = 0.759	p = 0.750	p = 1.000	p = 0.259	p = 0.107	p = 0.497	p = 0.388
Tenure at factory (yrs)	0.001	0.006	-0.005	0.005	-0.001	-0.001	-0.009	-0.005
	p = 0.513	p = 0.376	p = 0.250	p = 1.000	p = 0.518	p = 0.867	$p = 0.000^{***}$	p = 0.148
7.1: position helper/lineman	-0.114	-0.082	-0.067	-0.027	0.011	0.014	0.002	0.024
	p = 0.269	p = 0.391	p = 0.237	p = 1.000	p = 0.748	p = 0.888	p = 0.750	p = 1.000
7.1: position operator	-0.082	-0.078	-0.056	-0.046	0.001	0.002	0.005	0.008
	p = 0.269	p = 0.745	p = 0.500	p = 0.503	p = 0.518	p = 0.757	p = 0.750	p = 1.000
Factory code 63	-0.145		-0.138		-0.004		-0.097	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.748		$p = 0.000^{***}$	
Factory code 90	-0.110		-0.019		0.011		-0.071	
	$p = 0.000^{***}$		p = 0.263		p = 0.259		$p = 0.000^{***}$	
9.1: Factory has rules	-0.062	-0.090	-0.052	-0.074	0.012	0.012	0.036	0.016
	$p = 0.000^{***}$	p = 0.248	$p = 0.000^{***}$	p = 0.252	p = 0.259	p = 0.248	p = 0.258	p = 0.611
9.1: Management consults workers	-0.017	-0.030	-0.018	-0.034	0.079	0.078	0.023	0.015
	p = 0.513	p = 0.480	p = 0.750	p = 0.635	p = 0.230	p = 0.362	p = 0.750	p = 1.000
9.1: Must obey orders	-0.065	-0.099	-0.038	-0.051	0.006	0.008	-0.023	-0.045
	$p = 0.000^{***}$	p = 0.243	p = 0.237	p = 0.246	p = 0.518	p = 1.000	p = 0.497	p = 0.502
Constant	0.165	0.122	0.425	0.331	0.007	-0.003	-0.003	-0.034
	$p = 0.000^{***}$	p = 0.508	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.748	p = 0.763	p = 0.750	p = 0.761
Observations	389	389	389	389	389	389	389	389
$Adjusted R^z$	0.063	0.018	0.012	-0.009	0.004	0.007	0.001	-0.005

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

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

				Depender	$Dependent\ variable:$			
	Fair	salary	Festival leave	l leave	Paid	Paid leave	Auto machine	achine
	9	STO	10	STO	0	STO	STO	S'
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Supervisor respects me (numeric)	0.031	0.034	0.005	0.007	0.014	0.018	0.019	0.017
9. Supervisor doesn't use had lang (numeric)	$p = 0.058^*$ $-0.014$	$p = 0.030^{**}$	p = 0.815	p = 0.721	p = 0.190 $-0.017$	$p = 0.088^*$	p = 0.456	p = 0.482
	p = 0.413	p = 0.570	p = 0.349	p = 0.348	p = 0.118	p = 0.048**	p = 0.759	p = 0.621
9.2: Supervisor will side with me (numeric)	-0.001	-0.003					0.013	
O. D. Descriptions (second)	p = 0.955	p = 0.749	p = 0.138	p = 0.356	p = 0.750	p = 0.656	p = 0.377	p = 0.192
9.2: Respect supervisor (numeric)	0.012 $0 = 0.413$	0.008 $0.579$	0.009 $0.661$	0.001 $p = 0.951$	-0.005	-0.003 $0 = 0.723$	-0.042 $p = 0.072*$	-0.038 $p = 0.078*$
9.2: Supervisor speaks openly (numeric)	-0.009			F = 0.931				
	p=0.509	p=0.550	p=0.585	p=0.787	p=0.855	p=0.552	p = 0.443	p = 0.664
9.2: I get fair salary (numeric)					0.003	0.003		0.006
Complose Complo	p = 0.29t	$p = 0.025^{-1}$	p = 0.195	p = 0.141	p = 0.443	p = 0.465	p = 0.712	p = 0.538
Genuel: Jeniale	$p = 0.078^*$	$p = 0.095^*$	-0.042 p = 0.181	p = 0.542	0.000	p = 0.444	-0.021 p = 0.565	-0.035 p = 0.265
Age	0.001	-0.0002	-0.002	-0.001			0.005	
	p = 0.484	p = 0.884	p=0.500	p = 0.740	p = 0.188	$p = 0.095^*$	$p=0.076^*$	$p = 0.086^*$
Years of schooling	0.004	0.004	-0.001	0.004	-0.001	-0.001	0.008	0.007
	p = 0.187	p = 0.136	p = 0.876	p = 0.253	p = 0.479	p = 0.659	$p = 0.072^*$	$p = 0.082^*$
Ever married	0.001	-0.017	-0.020	-0.018	-0.001	-0.007	0.039	0.038
	p = 0.985	p = 0.452	p = 0.565	p = 0.558	p = 0.970	p = 0.637	p = 0.321	p = 0.277
Experience in sector (yrs)	-0.001	-0.0005	-0.002	-0.001	0.001	0.001	-0.009	-0.008
Towns of footons (res)	p = 0.751	p = 0.857	p = 0.609	p = 0.686	p = 0.615	p = 0.537	$p = 0.028^{**}$	$p = 0.047^{**}$
renue at tactory (yrs)	0.004 $n = 0.305$	***9000 = 0	-0.001	0.002	0.001	-0.001	-0.002	0.001
7.1: position helper/lineman	-0.061				$\frac{1}{10000000000000000000000000000000000$			
	p = 0.103	p = 0.171	p = 0.922	p = 0.911	p = 0.321	p = 0.135	p = 0.837	p = 0.447
7.1: position operator	-0.029	-0.036	0.001	-0.007	0.006	0.011	0.061	0.063
-	p = 0.378	p = 0.234	p = 0.984	p = 0.865	p = 0.779	p = 0.584	p = 0.223	p = 0.176
factory code 13	0.039 $r = 0.600$		0.181 $n = 0.067^*$		0.003 $p = 0.953$		$0.208 \\ n = 0.069^*$	
Factory code 63	-0.097							
,	p = 0.190		p = 0.573		p = 0.993		p = 0.239	
Factory code 90	-0.077		0.179		0.009		0.149	
Constant	p = 0.296	800 0	$p = 0.071^*$	0000	p = 0.859	7300	p = 0.191	0.070
Consecuto	p = 0.566	p = 0.208	p = 0.820	p = 0.968	p = 0.539	p = 0.272	p = 0.204	p = 0.545
Observations	888	888	888	888	888	888	888	888
$ m Adjusted~R^2$	0.026	0.026	0.011	0.003	-0.003	0.002	-0.009	0.015
Note:					5		*p<0.1; **p<0.05; ***p<0.01	05; *** p<0.01

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

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

				$Dependent\ variable.$	variable:			
	Fair s	salary	Festival leave	leave	Paid leave	eave	Auto machine	chine
	O	STO	STO	S	STO	S	STO	S
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Supervisor respects me (numeric)	0.040	0.041	-0.003	0.013	-0.012	-0.010	0.040	0.039
	p = 0.274	p = 0.109	p = 0.481	p = 0.739	p = 0.489	p = 0.515	p = 0.503	p = 0.384
9.2: Supervisor doesn't use bad lang (numeric)	-0.025	-0.006		0.038	0.007		0.037	0.045
9.2: Supervisor will side with me (numeric)	p = 0.500 - 0.019	p = 0.870 - 0.021	p = 0.000 - 0.007	p = 0.202 - 0.006	p = 0.000	p = 0.231	p = 0.303 - 0.002	p = 0.524 -0.003
	p = 0.470	p = 0.505	p = 0.481	p = 0.625	p = 0.768	p = 0.372	p = 0.762	p = 1.000
9.2: Respect supervisor (numeric)	0.018	0.011	-0.0003	0.002	-0.004	-0.003	-0.077	-0.080
	p = 0.274	p = 0.639	p = 0.733	p = 0.748	p = 0.525	p = 0.743	p = 0.266	p = 0.255
9.2: Supervisor speaks openly (numeric)	-0.0004 $p = 0.744$	-0.005 $p = 0.264$	-0.011 $p = 0.733$	-0.022 $p = 0.138$	00.0-	-0.006 $0.882$	-0.006	-0.007
9.2: I get fair salary (numeric)	0.012	0.020	0.014	0.009		-0.005		
	p = 0.470	p = 0.138	p = 0.485	p = 0.870	p = 0.522	p = 0.414	p = 0.762	p = 0.603
Gender: female	0.059	0.045	-0.052	-0.050	0.018	0.018	0.003	-0.004
	p = 0.506	p = 0.358	$p = 0.000^{***}$	p = 0.133	p = 0.522	p = 0.112	p = 0.762	p = 0.887
Age	0.003	0.002	-0.002	-0.002		-0.001		
Veare of schooling	p = 0.232	p = 0.743	p = 0.500	p = 0.483	p = 0.279	p = 0.742	p = 0.503	p = 0.502
Caro o concomig	p = 0.506	p = 0.526	p = 0.485	p = 0.893	p = 0.768	p = 1.000	p = 0.525	p = 0.475
Ever married	-0.027	-0.057	-0.025	-0.046		-0.016	-0.010	-0.020
	p = 0.232	p = 0.239	p = 0.485	p = 0.128	p = 0.279	p = 0.858	p = 0.762	p = 1.000
Experience in sector (yrs)	-0.004	-0.004	-0.001	-0.002	0.002	0.002	-0.007	-0.007
	p = 0.470	p = 0.247	p = 0.733	p = 1.000	p = 0.279	p = 0.261	p = 0.496	p = 0.508
Tenure at factory (yrs)	0.003	0.008	-0.004	0.005	-0.001	-0.0003	-0.007	-0.006
	p = 0.512	p = 0.142	p = 0.252	p = 0.383	p = 0.525	p = 1.000	$p = 0.000^{***}$	p = 0.269
7.1: position helper/lineman	-0.105	-0.066	-0.046	-0.006	0.010	0.013	0.018	0.029
	p = 0.274	p = 0.383	p = 0.485	p = 0.866	p = 0.525	p = 0.622	p = 0.525	p = 1.000
7.1: position operator	-0.075 $= 0.374$	-0.061 $= 0.646$	-0.037	-0.021 $= 0.736$	-0.001 $= 0.480$	$-0.00001$ $\approx -1.000$	0.025 $= 0.763$	$0.029$ $\approx -0.848$
Factory code 63	p = 0.214 -0.143	p - 0.040	p = 0.469	p = 0.130	p = 0.469 -0.010	р — т.000	p = 0.002	p — 0.648
	p = 0.000***		p = 0.000***		p = 0.525		p = 0.259	
Factory code 90	-0.115						-0.049	
	$p = 0.000^{***}$		p = 0.733		p = 0.768		p = 0.503	
Constant	-0.014							-0.014
	p = 0.744	p = 0.000	p = 0.252	p = 0.525	p = 0.279	p = 0.247	p = 0.762	p = 0.501
Observations	389	389	389	389	389	389	389	389
Adjusted R ²	0.062	0.020	0.012	-0.004	-0.026	-0.022	0.017	0.020
Note:					Cluster	* ed by factory. I	" $p<0.1$ ; "* $p<0.05$ ; "** $p<0.05$ ; "** $p<0.01$ Clustered by factory. Includes factory fixed effects."	5; *** p<0.01 fixed effects.

Note:

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

				Dependent variable:	variable:			
	Fair	Fair salary	Festiva	Festival leave	Paid	Paid leave	Auto m	Auto machine
	0	STO	Ó	STO	0	STO	O	OLS
	(1)	(2)	(3)	(4)	(5)	(9)	(2)	(8)
9.2: Supervisor respects me (disagree dummy)	-0.096	-0.093	0.063	0.078	-0.011	-0.019	-0.115	-0.123
	$p = 0.042^{**}$	$p = 0.038^{**}$	p = 0.314	p = 0.193	p = 0.718	p = 0.536	p = 0.114	p = 0.071
9.2: Supervisor doesn't use bad lang (disagree dummy)	$0.075$ $0.098^*$	0.062 $p = 0.149$	-0.106 $p = 0.080*$	$-0.118$ $p = 0.042^{**}$	0.005 $0.863$	0.017 p = $0.557$	0.056 $p = 0.420$	0.060
9.2: Supervisor will side with me (disagree dummy)				0.001	0.013			
	p = 0.462	p = 0.609	p = 0.635	p = 0.957	p = 0.296	p = 0.135	p = 0.926	p = 0.77
9.2: Respect supervisor (disagree dummy)	0.010 p = 0.773	-0.009 $p = 0.782$	-0.054 $p = 0.242$	-0.042 $p = 0.336$	-0.015 $p = 0.507$	-0.022 $p = 0.304$	-0.077 $p = 0.147$	-0.075 p = 0.131
9.2: Supervisor speaks openly (disagree dummy)	00.00	-0.005	-0.032	-0.034		-0.005	-0.041	-0.026
0 9. I not fair calany (disamos dummy)	p = 0.820 -0.018	p = 0.830	p = 0.349	p = 0.304	p = 0.695	p = 0.783	p = 0.306	p = 0.477
3.2. 1 get tatt sataty (usagree umminy)	-0.018 $p = 0.286$	$p = 0.019^{**}$	p = 0.187	-0.031 $p = 0.142$	0.001 $p = 0.962$	p = 0.918	0.003	p = 0.760
Gender: female	0.042		-0.034	-0.009		0.00	-0.023	-0.033
	$p = 0.070^*$	$p = 0.083^*$	p = 0.266	p = 0.738	p = 0.820	p = 0.508	p = 0.521	p = 0.298
Age	0.001	-0.0003	-0.002	-0.001	-0.002	-0.002		
Years of schooling	$\mathbf{p}=0.309$	p = 0.830 $0.004$	p = 0.493 - 0.001	p = 0.783	p = 0.202 -0.001	p = 0.099 - 0.0004	p = 0.033	p = 0.08
0	p = 0.240	p = 0.174	p = 0.818	p = 0.254	p = 0.553	p = 0.801	$p = 0.052^*$	p = 0.044
Ever married	0.002	-0.016	-0.018	-0.017	0.001	-0.005	0.045	0.044
	p = 0.925	p = 0.476	p = 0.599	p = 0.585	p = 0.941	p = 0.766	p = 0.245	p = 0.198
Experience in sector (yrs)	-0.001	-0.0004	-0.002	-0.001	0.001	0.001	-0.010	-0.009
Tenine at factory (vre)	p = 0.767	p = 0.878	p = 0.637	p = 0.717	p = 0.633	p = 0.576 $-0.001$	$p = 0.017^{**}$	p = 0.026
TOTAL CONTROLLY (J.E.)	p = 0.309	$p = 0.010^{***}$	p = 0.169	p = 0.646	p = 0.728	p = 0.687	p = 0.868	p = 0.675
7.1: position helper/lineman	-0.067	-0.051	-0.002			0.033	0.011	
	$p = 0.072^*$	p = 0.134	p = 0.971	p = 0.837	p = 0.270	p = 0.154	p = 0.847	p = 0.535
rt: postuon operator	-0.035 $p = 0.314$	-0.039 $p = 0.204$	-0.0001	p = 0.864	0.007	0.010 $0 = 0.615$	0.001 $p = 0.227$	0.002 $0 = 0.184$
Factory code 13	0.043	4	0.183	•	0.012			
	p = 0.554		$p=0.062^*$		p = 0.803		$p=0.054^*$	
Factory code 63	-0.100		0.065		0.013		0.156	
To at a a d. 000	p = 0.177		p = 0.508		p = 0.787		p = 0.173	
ractory code 90	-0.014		$0.190$ $0.190$ $0.054^*$		0.021 $0.677$		0.152	
Constant	0.070	0.073		0.160	0.019	0.043	-0.190	-0.019
	p = 0.452	p = 0.198	p = 0.270	$p = 0.036^{**}$	p = 0.758	p = 0.259	p = 0.185	p = 0.827
Observations	888	888	888	888	888	888	888	888
Adjusted R ²	0.025	0.022	0.018	0.011	-0.004	0.001	-0.004	0.020
Note:							*p<0.1; **p<0.05; ***p<0.0	05; *** p<0.0

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

				Dependent	Dependent variable:			
	Fair salary	ılary	Festiva	Festival leave	Paid leave	eave	Auto machine	achine
	STO	S	0	STO	STO	S	OLS	S
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Supervisor respects me (disagree dummy)	-0.069	-0.072	0.057	0.021	0.034	0.031	-0.081	-0.0
	p = 0.254	p = 0.254	p = 0.232	p = 0.266	$p = 0.000^{***}$	p = 0.262	p = 0.000***	p = 0.
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.062	0.036	-0.126	-0.120	-0.017	-0.017	-0.026	$-0.0^{2}$
	p = 0.506	p = 0.241	$p = 0.000^{***}$	p = 0.489	p = 0.492	p = 0.603	p = 0.511	p = 0.
9.2: Supervisor will side with me (disagree dummy)	0.014	0.016	0.003	0.002	0.010	0.010	0.016	0.01
	p = 0.748	p = 1.000	p = 0.758	p = 0.891	p = 0.492	p = 0.745	p = 0.500	p = 0.
9.2: Respect supervisor (disagree dummy)	-0.018	-0.025	-0.018	-0.028	-0.033	-0.034	-0.064	-0.00
	p = 0.254	p = 0.483	p = 0.758	p = 0.507	$p = 0.000^{***}$	p = 0.127	$p = 0.000^{***}$	p = 0.
9.2: Supervisor speaks openly (disagree dummy)	-0.026	-0.025	-0.005	0.008	0.002 - 0.74	0.003 $= 0.720$		-0.00
9.2: I get fair salary (disagree dummy)	p = 0.000 - 0.029	p = 0.112 -0.050	p = 0.738 -0.027	p = 0.745 $-0.018$	p = 0.745 $0.018$	p = 0.730	p = 0.750	p = 1.000
	p = 0.494	p = 0.240	p = 0.488	p = 0.616	p = 0.522	p = 0.355	p = 0.756	p = 1.
Gender: female	0.058	0.048	-0.043	-0.041	0.018	0.018	0.004	-0.0
	p = 0.254	p = 0.371	$p = 0.000^{***}$	p = 0.120	p = 0.253	p = 0.266	p = 0.756	p = 0
Age	0.003	0.002	-0.002	-0.002	-0.001	-0.001	0.009	0.00
	p = 0.252	p = 1.000	p = 0.526	p = 0.764	p = 0.522	p = 0.618	p = 0.501	p = 0.
Years of schooling	0.003	0.005	-0.004	-0.001	-0.0002	0.00003	0.012	0.01
	p = 0.506	p = 0.514	p = 0.488	p = 1.000	p = 0.745	p = 0.881	p = 0.511	p = 0.
Ever married	-0.027	-0.055	-0.018	-0.036	-0.012	-0.013	0.003	-0.00
	p = 0.506	p = 0.122	p = 0.758	p = 0.391	p = 0.476	p = 0.641	p = 0.756	p = 1.
Experience in sector (yrs)	-0.004	-0.004	-0.001	-0.002	0.002	0.001	-0.008	-0.00
	p = 0.494	p = 0.245	p = 0.758	p = 0.628	p = 0.522	p = 0.381	p = 0.500	p = 0
Tenure at factory (yrs)	0.004	0.010	-0.004	0.005	-0.001	-0.0002	-0.006	-0.00
	p = 0.506	p = 0.107	p = 0.256	p = 0.352	p = 0.476	p = 0.866	p = 0.500	p = 0
7.1: position helper/lineman	-0.112	-0.077	-0.052	-0.013	0.010	0.013	0.006	0.01
	p = 0.254	p = 0.507	p = 0.488	p = 1.000	p = 0.745	p = 1.000	p = 0.756	p = 0.9
7.1: position operator	-0.079	-0.068	-0.036		-0.002		0.017	0.01
Ti - 1 1 - 69	p = 0.254	p = 0.505	p = 0.488	p = 1.000	p = 0.492	p = 1.000	p = 0.756	p = 0.
ractory code 0.5			'		-0.010			
Factory code 90	p - 0.000		DO 0.000		p = 0.470		7 – 0.233 – 0.066	
ractory code 50	a = 0.000**		0.05 $0.758$		0 = 0.522		p = 0.256	
Constant		0.070		0.287		0.004		$-0.0^{2}$
	$p = 0.000^{***}$	p = 0.495	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.745	p = 0.492	p = 0.756	p = 0.
Observations	389	389	389	389	389	389	389	389
Adjusted $\mathbb{R}^2$	0.057	0.014	0.020	0.004	-0.019	-0.014	0.010	0.01

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

				Dependent variable:	variable:			
	Fair	Fair salary	Festiv	Festival leave	Paid	Paid leave	Auto n	Auto machine
	)	STO	0	STO	0	STO	0	OLS
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Good supervisor rship (index)	0.027	0.040	0.038	0.040	0.0002	-0.001	0.039	0.044
	$p = 0.016^{**}$	$p = 0.0001^{***}$	$p = 0.011^{**}$	$p = 0.004^{***}$	p = 0.984	p = 0.836	$p = 0.022^{**}$	$p = 0.005^{***}$
Gender: female	0.043	0.039	-0.032	-0.011	0.005	0.010	-0.021	-0.033
	$p = 0.060^*$	$p = 0.057^*$	p = 0.292	p = 0.691	p = 0.753	p = 0.474	p = 0.544	p = 0.300
Age	0.001	-0.0004	-0.002	-0.001	-0.002	-0.002	0.005	0.005
	p = 0.537	p = 0.832	p = 0.448	p = 0.715	p = 0.184	$p = 0.087^*$	$p = 0.054^*$	$p = 0.062^*$
Years of schooling	0.004	0.004	-0.001	0.004	-0.001	-0.001	0.009	0.008
	p = 0.220	p = 0.153	p = 0.744	p = 0.307	p = 0.497	p = 0.660	$p = 0.052^*$	$p = 0.042^{**}$
Ever married	0.002	-0.015	-0.021	-0.019	0.0003	-0.006	0.039	0.039
	p = 0.936	p = 0.511	p = 0.535	p = 0.527	p = 0.988	p = 0.699	p = 0.317	p = 0.265
Experience in sector (yrs)	-0.001	-0.0003	-0.002	-0.001	0.001	0.001	-0.010	-0.008
	p = 0.816	p = 0.910	p = 0.638	p = 0.714	p = 0.592	p = 0.498	$p = 0.025^{**}$	$p = 0.044^{**}$
Tenure at factory (yrs)	0.004	0.009	-0.008	0.002	0.001	-0.001	-0.003	0.002
	p = 0.359	$p = 0.010^{***}$	p = 0.151	p = 0.664	p = 0.822	p = 0.570	p = 0.671	p = 0.757
7.1: position helper/lineman	-0.063	-0.047	-0.001	-0.006	0.026	0.033	0.013	0.041
	$p = 0.092^*$	p = 0.164	p = 0.980	p = 0.899	p = 0.301	p = 0.149	p = 0.820	p = 0.436
7.1: position operator	-0.031	-0.039	-0.002	-0.008	0.006	0.010	0.062	0.063
	p = 0.342	p = 0.206	p = 0.959	p = 0.845	p = 0.776	p = 0.631	p = 0.216	p = 0.176
Factory code 13	0.049		0.187		0.012		0.213	
	p = 0.503		$\mathrm{p}=0.057^*$		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		$\mathrm{p}=0.076^*$		p = 0.698		p = 0.185	
Constant	0.036	0.031	0.119	0.132	0.030	0.057	-0.201	-0.055
	p = 0.694	p = 0.564	p = 0.333	$p = 0.070^*$	p = 0.630	p = 0.118	p = 0.157	p = 0.507
Observations	888	888	888	888	888	888	888	888
$ m Adjusted~R^2$	0.028	0.025	0.012	0.005	-0.001	0.002	-0.010	0.013
Note:					Clust	ered by factory	* p<0.1; ** p<0.05; *** p<0.01 Clustered by factory. Includes factory fixed effects.	$^*p<0.1; ^{**}p<0.05; ^{***}p<0.01$ Includes factory fixed effects.

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

				$Dependent\ variable:$	variable:			
	Fair sa	salary	Festiva	Festival leave	Paid	Paid leave	Auto machine	chine
	STO	S	Ö	STO	0	STO	STO	23
	(1)	(2)	(3)	(4)	(2)	(9)	(7)	(8)
9.2: Good supervisor rship (index)	0.019	0.042	0.034	0.047	-0.013	-0.012	0.040	0.051
	p = 0.488	p = 0.259	p = 0.484	p = 0.254	p = 0.271	p = 0.525	p = 0.502	p = 0.377
Gender: female	0.062	0.051	-0.043	-0.041	0.018	0.018	0.006	0.0003
	p = 0.256	p = 0.487	$p = 0.000^{***}$	p = 0.117	p = 0.271	p = 0.136	p = 0.752	p = 0.877
Age	0.003	0.002	-0.003	-0.002	-0.001	-0.001	0.008	0.008
	p = 0.215	p = 0.609	p = 0.484	p = 0.378	p = 0.524	p = 0.747	p = 0.502	p = 0.626
Years of schooling	0.003	0.004	-0.004	-0.001	-0.0002	0.0002	0.011	0.012
	p = 0.471	p = 0.634	p = 0.494	p = 0.750	p = 0.757	p = 0.400	p = 0.508	p = 0.497
Ever married	-0.031	-0.063	-0.026	-0.051	-0.013	-0.015	-0.012	-0.029
	p = 0.215	p = 0.118	p = 0.494	p = 0.147	p = 0.504	p = 0.877	p = 0.502	p = 0.626
Experience in sector (yrs)	-0.004	-0.004	-0.002	-0.003	0.002	0.002	-0.007	-0.007
	p = 0.488	p = 0.134	p = 0.751	p = 0.615	p = 0.271	p = 0.128	p = 0.494	p = 0.398
Tenure at factory (yrs)	0.002	0.008	-0.004	0.006	-0.001	-0.0001	-0.008	-0.005
	p = 0.471	p = 0.499	p = 0.227	p = 0.769	p = 0.504	p = 1.000	p = 0.244	p = 0.137
7.1: position helper/lineman	-0.108	-0.071	-0.056	-0.012	0.010	0.013	0.006	0.024
	p = 0.256	p = 0.366	p = 0.494	p = 0.880	p = 0.504	p = 0.860	p = 0.752	p = 0.880
7.1: position operator	-0.075	-0.064	-0.042	-0.027	-0.002	-0.0004	0.015	0.020
	p = 0.256	p = 0.486	p = 0.494	p = 0.762	p = 0.486	p = 0.738	p = 0.752	p = 0.873
Factory code 63	-0.146		-0.130		-0.010		-0.073	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.504		p = 0.244	
Factory code 90	-0.114		-0.012		0.001		-0.061	
	$p = 0.000^{***}$		p = 0.494		p = 0.524		$p = 0.000^{***}$	
Constant	0.117	0.047	0.379	0.270	0.030	0.020	-0.019	-0.053
	$p = 0.000^{***}$	p = 0.495	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.504	p = 0.748	p = 0.752	p = 0.746
Observations	389	389	389	389	389	389	389	389
Adjusted $\mathbb{R}^2$	0.061	0.016	0.019	0.001	-0.016	-0.012	0.007	0.006

Note:

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

				Перениен	Depenaent variable:			
	Fair	Fair salary	Festiva	Festival leave	Paid	Paid leave	Auto n	Auto machine
	0	OLS	0	OLS	Ō	STO	0	OLS
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Good supervisor rship (index)	0.018	0.031	0.043	0.042	-0.004	-0.004	0.037	0.043
	p = 0.137	$p = 0.007^{***}$	$p = 0.009^{***}$	$p = 0.006^{***}$	p = 0.607	p = 0.607	$p = 0.049^{**}$	$p = 0.012^{**}$
Gender: female	0.041	0.036	-0.037	-0.019	0.003	0.009	-0.024	-0.033
	$p = 0.073^*$	$p = 0.076^*$	p = 0.222	p = 0.487	p = 0.857	p = 0.514	p = 0.503	p = 0.297
Age	0.001	-0.0001	-0.002	-0.001	-0.001	-0.002	900.0	0.005
	p = 0.469	p = 0.940	p = 0.447	p = 0.704	p = 0.251	p = 0.119	$p = 0.041^{**}$	p = 0.047**
Years of schooling	0.003	0.004	-0.001	0.004		-0.001		0.008
	p = 0.232	p = 0.179	p = 0.868	p = 0.266	p = 0.488	p = 0.634	p = 0.053	$p = 0.043^{-1}$
rver married	0.001 $0.965$	-0.010	-0.020	-0.019 $n = 0.524$	0.001	0.000 – $0.000$	0.041	0.058 = 0.269
Experience in sector (yrs)	-0.0004	-0.0001	-0.002	-0.001		0.001	-0.010	-0.008
	p = 0.872	p = 0.965	p = 0.659	p = 0.765	p = 0.533	p = 0.501	$p = 0.027^{**}$	$p = 0.039^{**}$
Tenure at factory (yrs)	0.003	0.008	-0.008	0.002	0.0002	-0.002	-0.003	0.001
	p = 0.421	$p = 0.016^{**}$	p = 0.162	p = 0.727	p = 0.936	p = 0.489	p = 0.618	p = 0.802
7.1: position helper/lineman	-0.064	-0.046	-0.009	-0.011	0.024	0.032	0.012	0.037
	$p = 0.086^*$	p = 0.172	p = 0.854	p = 0.804	p = 0.324	p = 0.163	p = 0.831	p = 0.475
7.1: position operator	-0.030	-0.037	-0.003	-0.007	0.004	0.008	0.057	0.058
	p = 0.355	p = 0.225	p = 0.944	p = 0.869	p = 0.841	p = 0.691	p = 0.254	p = 0.217
Factory code 13	0.044		0.177		0.010		0.216	
	p = 0.544		$p = 0.071^*$		p = 0.836		$p = 0.056^*$	
Factory code 63	-0.090		0.058		0.009		0.132	
	p = 0.220		p = 0.555		p = 0.856		p = 0.247	
Factory code 90	-0.062		0.166		0.021		0.155	
	p = 0.392		$p = 0.090^*$		p = 0.661		p = 0.170	
9.1: Factory has rules	-0.056		-0.059	-0.078	900.0—	0.0001	0.050	0.043
	$p = 0.022^{**}$	$p = 0.012^{**}$	$p = 0.074^{\circ}$	$p = 0.013^{**}$	p = 0.704	p = 0.993	p = 0.186	p = 0.228
9.1: Management consults workers	-0.011	-0.006	0.001	-0.005	0.059	0.054	0.148	0.149
	p = 0.745	p = 0.861	p = 0.981	p = 0.916	$p = 0.012^{**}$	$p = 0.017^{**}$	$p = 0.007^{***}$	$p = 0.004^{***}$
9.1: Must obey orders	-0.050	-0.052	0.012	-0.004	-0.011	-0.002	0.026	0.027
i	$p = 0.078^*$	$p = 0.058^*$	p = 0.758	p = 0.903	p = 0.579	p = 0.891	p = 0.557	p = 0.513
Constant	0.076	0.074	0.150	0.179	0.028	0.053	-0.251	-0.096
	p = 0.415	p = 0.192	p = 0.233	$p = 0.020^{**}$	p = 0.660	p = 0.168	$p = 0.083^*$	p = 0.269
Observations	888	888	888	888	888	888	888	888
Adjusted R ²	0.032	0.031	0.020	0.017	0.009	0.008	-0.003	0.020

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

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

				$Dependent\ variable:$	variable:			
	Fair salary	alary	Festiva	Festival leave	Paid leave	eave	Auto machine	chine
	STO	S	O	OLS	OLS	S	OLS	S
	(1)	(2)	(3)	(4)	(5)	(9)	(7)	(8)
9.2: Good supervisor rship (index)	0.010	0.028	0.033	0.046	-0.018	-0.017	0.040	0.050
	p = 0.516	p = 0.295	p = 0.747	p = 0.139	p = 0.249	p = 0.496	p = 0.228	p = 0.364
Gender: female	0.065	0.056	-0.042	-0.040	0.017	0.018	0.005	-0.0001
	p = 0.242	p = 0.515	$p = 0.000^{***}$	p = 0.247	p = 0.519	p = 0.235	p = 0.738	p = 1.000
Age	0.003	0.002	-0.003	-0.002	-0.0003	-0.0002	0.008	0.008
	p = 0.276	p = 0.517	p = 0.494	p = 0.382	p = 0.753	p = 0.873	p = 0.476	p = 0.647
Years of schooling	0.003	0.004	-0.004	-0.001	-0.0003	0.0002	0.011	0.012
	p = 0.518	p = 0.650	p = 0.507	p = 0.878	p = 0.753	p = 0.886	p = 0.490	p = 0.362
Ever married	-0.033	-0.064	-0.024	-0.044	-0.020	-0.021	-0.018	-0.035
	p = 0.276	p = 0.129	p = 0.507	p = 0.235	p = 0.249	p = 0.661	p = 0.738	p = 1.000
Experience in sector (yrs)	-0.004	-0.003	-0.002	-0.002	0.002	0.002	-0.007	-0.007
	p = 0.276	p = 0.251	p = 0.747	p = 1.000	p = 0.249	p = 0.135	p = 0.510	p = 0.377
Tenure at factory (yrs)	0.001	0.007	-0.004	0.005	-0.002	-0.001	-0.008	-0.005
	p = 0.518	p = 0.516	p = 0.494	p = 0.771	p = 0.483	p = 1.000	p = 0.476	p = 0.128
7.1: position helper/lineman	-0.111	-0.078	-0.060	-0.020	0.007	0.011	0.011	0.031
	p = 0.242	p = 0.497	p = 0.507	p = 1.000	p = 0.483	p = 0.720	p = 0.738	p = 0.873
7.1: position operator	-0.078	-0.069	-0.045	-0.031	-0.005	-0.003	0.018	0.023
	p = 0.242	p = 0.742	p = 0.507	p = 0.625	p = 0.504	p = 0.743	p = 0.738	p = 0.879
Factory code 63	-0.141		-0.124		-0.011		-0.081	
	$p = 0.000^{***}$		$p = 0.000^{***}$		p = 0.483		p = 0.248	
Factory code 90	-0.108		-0.011		900.0		-0.061	
	$p = 0.000^{***}$		p = 0.507		$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	-0.057	-0.076	-0.037	-0.050	0.004	0.003	0.053	0.043
	$p = 0.000^{***}$	p = 0.258	$p = 0.000^{***}$	p = 0.234	p = 0.753	p = 1.000	p = 0.248	p = 0.485
9.1: Management consults workers	-0.015	-0.023	-0.011	-0.023	0.075	0.074	0.032	0.027
	p = 0.518	p = 0.391	p = 0.747	p = 1.000	p = 0.270	p = 0.501	p = 0.476	p = 0.746
9.1: Must obey orders	-0.057	-0.073	-0.010	-0.008	-0.009	-0.008	0.010	0.001
	p = 0.242	p = 0.504	p = 0.747	p = 0.873	p = 0.483	p = 1.000	p = 0.738	p = 1.000
Constant	0.156	0.100	0.394	0.295	0.024	0.011	-0.040	-0.073
	$p = 0.000^{***}$	p = 0.488	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.483	p = 0.752	p = 0.738	p = 0.734
Observations	389	389	389	389	389	389	389	389
$Adjusted R^2$	0.061	0.021	0.014	-0.003	0.010	0.013	0.003	0.001

Note:

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

$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$			Dependent variable:	variable:	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		Safe	building	Salary	is good
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		)	STC	10	2.5
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		(1)	(2)	(3)	(4)
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Gender: female	0.053	0.034	0.038	0.052
s of schooling         0.001 $-0.001$ 0.001           s of schooling $-0.001$ $0.001$ $0.001$ rmarried $0.033$ $0.088$ $0.003$ reference in sector (yrs) $0.033$ $0.068$ $0.004$ p = $0.861$ p = $0.868$ p = $0.345$ p = $0.945$ reference in sector (yrs)         p = $0.851$ p = $0.003$ $-0.004$ reference in sector (yrs)         p = $0.851$ p = $0.003$ $-0.004$ reference in sector (yrs)         p = $0.851$ p = $0.003$ $-0.004$ p = $0.851$ p = $0.003$ $-0.004$ $-0.004$ p = $0.010$ $0.002$ $-0.002$ $-0.002$ p = $0.019$ $0.002$ $-0.002$ $-0.002$ p = $0.019$ $0.002$ $-0.002$ $-0.002$ p = $0.032$ $0.002$ $-0.002$ $-0.001$ p = $0.032$ $0.002$ $-0.001$ $-0.001$ p = $0.032$ $0.002$ $-0.001$ $-0.001$ p = $0.003$ $0.002$ $-0.001$ <					$p = 0.015^{**}$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Age	0.001	-0.001	0.001	0.002
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.874			p = 0.364
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Years of schooling	-0.001	0.001	-0.003	-0.0003
rs) $0.013$ $0.058$ $-0.002$ $p = 0.804$ $p = 0.234$ $p = 0.945$ $1$ $-0.001$ $-0.003$ $-0.004$ $p = 0.851$ $p = 0.633$ $p = 0.116$ $p$ $0.002$ $-0.002$ $0.002$ $-0.002$ $0.002$ $0.002$ $0.003$ $0.0051$ $0.019$ $0.007$ $0.0051$ $0.019$ $0.007$ $0.007$ $0.019$ $0.007$ $0.007$ $0.021$ $0.027$ $0.047$ $0.278$ $0.061$ $0.278$ $0.061$ $0.278$ $0.061$ $0.29$ $0.203$ $0.029$ $0.203$ $0.029$ $0.203$ $0.044$ $0.203$ $0.0044$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.061$ $0.044$ $0.062$ $0.061$ $0.044$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0.061$ $0$				p = 0.311	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ever married	0.013	0.058	-0.002	0.004
Trs) $\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.804	p = 0.234	p = 0.945	p = 0.878
teman $0.006$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.002$ $0.003$ $0.019$ $0.030$ $0.030$ $0.030$ $0.027$ $0.047$ $0.278$ $0.027$ $0.061$ $0.278$ $0.029$ $0.061$ $0.203$ $0.029$ $0.044$ $0.009$ $0.001$ $0.044$ $0.009$ $0.001$ $0.009$ $0.001$ $0.009$ $0.001$ $0.009$ $0.001$ $0.009$ $0.001$ $0.009$ $0.001$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$ $0.009$	Experience in sector (yrs)	-0.001			
p = 0.476  p = 0.770  p = 0.688  1 0.019	Tenure at factory (yrs)	-0.006			-0.001
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.476		p = 0.688	p = 0.843
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position helper/lineman	0.019	-0.007	-0.051	-0.054
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.805	p = 0.920	p = 0.178	p = 0.121
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	7.1: position operator	-0.013	-0.027	-0.047	-0.052
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.853	p = 0.680	p = 0.157	$p = 0.095^*$
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 13	0.278		0.061	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$					
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 63	0.203		0.029	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.190			
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Factory code 90	-0.061		0.044	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.694			
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Factory has rules	-0.289	-0.309	-0.024	-0.031
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		$p = 0.000^{***}$	$p = 0.000^{***}$		p = 0.176
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Management consults workers	-0.030	-0.014	0.005	0.012
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		p = 0.679	p = 0.844		p = 0.729
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	9.1: Must obey orders	-0.331	-0.382	-0.039	-0.053
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			$p = 0.000^{***}$	p = 0.140	Ш
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Constant	0.595	0.701	0.965	0.967
888 888 888 0.128 0.071 0.026					$p = 0.000^{***}$
0.128   0.071   0.026	Observations	888	888	888	888
	$Adjusted R^2$	0.128	0.071	0.026	0.010

 $^*p<0.1;\ ^{**}p<0.05;\ ^{***}p<0.01$  Clustered by factory. Includes factory fixed effects.

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

		Dependen	$Dependent\ variable:$	
	Safe b	Safe building	Salary	Salary is good
	0	OLS	10	OCS
	(1)	(2)	(3)	(4)
Gender: female	0.086	0.049	0.002	-0.0003
	p = 0.480	p = 0.750	p = 0.767	p = 1.000
Age	0.006	0.001	0.004	0.003
	p = 0.487	p = 1.000	$p = 0.000^{***}$	p = 0.516
Years of schooling	-0.007	-0.014	-0.004	-0.004
	p = 0.487	p = 0.520	p = 0.246	p = 0.515
Ever married	-0.006	-0.056	0.041	0.032
	p = 0.726	p = 0.114	p = 0.495	p = 0.651
Experience in sector (yrs)	-0.004	-0.001	-0.011	-0.011
	p = 0.487	p = 1.000	p = 0.246	p = 0.371
Tenure at factory (yrs)	-0.004	-0.016	0.007	0.008
	p = 0.239	p = 0.630	p = 0.518	p = 0.502
7.1: position helper/lineman	-0.059	-0.072	-0.019	-0.012
	p = 0.246	p = 0.622	p = 0.767	p = 1.000
7.1: position operator	-0.078	-0.097	-0.041	-0.041
	p = 0.487	p = 0.634	p = 0.521	p = 0.384
Factory code 63	-0.101		-0.032	
	p = 0.246		$p = 0.000^{***}$	
Factory code 90	-0.368		-0.030	
	$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	-0.204	-0.241	0.017	0.010
	p = 0.485	p = 0.253	p = 0.495	p = 0.758
9.1: Management consults workers	-0.071	-0.066	0.029	0.027
	p = 0.485	p = 0.242	p = 0.767	p = 0.746
9.1: Must obey orders	-0.244	-0.332	-0.007	-0.016
	p = 0.485	p = 0.126	p = 0.767	p = 0.745
Constant	0.795	0.944	0.924	0.917
	p = 0.246	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
$ m Adjusted~R^2$	0.125	0.036	0.013	0.014
Note:			*p<0.1; **p<0	*p<0.1; **p<0.05; ***p<0.01

 ${\rm ^*p}<0.1;\ {\rm ^{**}p}<0.05;\ {\rm ^{***}p}<0.01$  Clustered by factory. Includes factory fixed effects.

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

		Caran and an annual Car	car range.	
	Safe l	Safe building	Salary	Salary is good
	)	STO	70	STO
	(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 - 0.760	0.006 $= 0.080$	0.005 - 0.766	0.008 $r = 0.636$
9.2: Supervisor will side with me (numeric)	p = 0.019	P = 0.000 $-0.014$	P = 0.002	-0.000
	$p = 0.030^{**}$	$p = 0.068^*$	p = 0.848	p = 0.448
9.2: Respect supervisor (numeric)	0.028	0.025	0.010	0.010
9.2: Supervisor speaks openly (numeric)	p = 0.046 -0.007	p = 0.054 -0.011	p = 0.518 -0.012	p = 0.472 -0.007
	p = 0.542	p = 0.312	p = 0.360	p = 0.579
9.2: I get fair salary (numeric)	0.338 $0.000***$	0.341 $0 = 0.000***$	$0.021$ $0.003^{***}$	$0.021$ $p = 0.001^{***}$
Gender: female	-0.037	-0.029	0.030	0.045
	$p = 0.084^*$	p = 0.118	p = 0.206	$p = 0.032^{**}$
Age	-0.001 $-0.069$	-0.001 $-0.526$	0.001 $r = 0.614$	0.001 $- 0.398$
Years of schooling	0.0002	0.0002	P = 0.013	0.0002
	p = 0.943	p = 0.935	p = 0.376	p = 0.949
Ever married	$0.006 \\ 5 - 0.785$	0.007	-0.002	0.003
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		-0.001	-0.0001
7.1: position helper/lineman	p = 0.812 $0.047$	$\mathbf{p} = 0.332$	p = 0.835 $-0.049$	p = 0.369 $-0.054$
	p = 0.171	p = 0.304	p = 0.195	p = 0.124
7.1: position operator	$\begin{array}{c} 0.013 \\ \sim -0.677 \end{array}$	0.006	$-0.044$ $\sim -0.181$	-0.049 $= -0.114$
Factory code 13	p = 0.017 -0.020	p = 0.621	p = 0.161 $0.043$	p = 0.114
Factory code 63	p = 0.770 -0.042		p = 0.561 $0.019$	
Factory code 90	p = 0.542 $-0.053$		p = 0.798	
	p = 0.441		p = 0.567	0
Constant	-0.373 p = $0.0003^{***}$	$-0.401$ p = $0.00000^{***}$	0.873 p = $0.000^{***}$	0.832 p = $0.000^{***}$
Observations	888	888	888	888
diusted $\mathbb{R}^2$	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 + factory FE

		Dependen	$Dependent\ variable:$	
	Safe b	Safe building	Salary	Salary is good
	0	OLS	10	STO
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	-0.002	-0.005	0.003	0.004
	p = 0.512	p = 0.770	p = 0.506	p = 0.753
9.2: Supervisor doesn't use bad lang (numeric)	-0.007	-0.001	0.004	0.005
	$p = 0.000^{***}$	p = 0.861	p = 0.752	p = 0.740
9.2: Supervisor will side with me (numeric)	-0.011	-0.012	0.017	0.017
	p = 0.257	p = 0.149	p = 0.502	p = 0.380
9.2: Respect supervisor (numeric)	0.005	0.003	-0.00003	-0.0002
	p = 0.489	p = 0.752	p = 0.752	p = 1.000
9.2: Supervisor speaks openly (numeric)	-0.015	-0.015	-0.014	-0.014
	p = 0.746	p = 1.000	p = 0.250	p = 0.244
9.2: 1 get fair salary (numeric)	0.330	0.339	0.022	0.022
Gender: female	p = 0.000 - 0.015	p = 0.220 -0.020	p = 0.230 -0.004	p = 0.117
	p = 0.489	p = 0.360	p = 0.752	p = 0.876
Age	-0.0001	-0.0005	0.003	0.003
	p = 0.746	p = 0.869	$p = 0.000^{***}$	p = 0.386
Years of schooling	-0.001	-0.001	-0.004	-0.003
	p = 0.746	p = 0.885	p = 0.250	p = 0.485
Ever married	0.000	-0.0001	0.044	0.042
	p = 0.491	p = 0.883	p = 0.506	p = 0.623
Experience in sector (yrs)	-0.005	-0.005	-0.012	-0.012
,	p = 0.489	p = 0.753	p = 0.250	p = 0.506
Tenure at factory (yrs)	-0.003	-0.003	0.007	0.008
	$\mathrm{p}=0.255$	p = 0.270	p = 0.496	p = 0.372
7.1: position helper/lineman	0.067	0.073	-0.008	-0.004
7.1: position operator	p = 0.312	p = 0.309	p = 0.032 $-0.027$	p = 1.000 - 0.026
, , , , , , , , , , , , , , , , , , ,	p = 0.512	p = 0.609	p = 0.256	p = 0.514
Factory code 63	-0.028		-0.011	1
	p = 0.255		p = 0.496	
Factory code 90	-0.038		-0.004	
	p = 0.489		p=0.506	
Constant	-0.325	-0.341	0.834	0.823
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adinsted B ²	0.808	0.809	0.032	0.037

 $^*\mathrm{p}{<}0.1;$   $^{**}\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		Dependen	$Dependent\ variable:$	
	Safe bı	Safe building	Salary	Salary is good
	Ō	OLS	О	OLS
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	0.059	0.072	-0.007	0.017
	$p = 0.081^*$	$p = 0.021^{**}$	p = 0.892	p = 0.718
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.039	-0.040		
9.2: Supervisor will side with me (disagree dummy)	p = 0.227 $0.004$	p = 0.188 -0.002	p = 0.731	p = 0.384
	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
0.9. Curamifor and old crowler (dica mon dummer)	p = 0.666	p = 0.853	p = 0.233	p = 0.226
9.2: Supervisor speaks openny (disagree duminy)	-0.044 p = $0.016^{**}$	-0.044 p = $0.010^{***}$	0.020 $p = 0.442$	0.000 p = 0.763
9.2: I get fair salary (disagree dummy)	-0.936	-0.950	-0.048	-0.050
Journal Company	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.006^{**}$	$p = 0.002^{***}$
уепан: тетпале	0.004 $n = 0.812$	0.007 $0.628$	0.055 = 0.158	0.030 $0.018**$
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		-0.003	
Ewer married	p = 0.995	p = 0.864 $0.012$	p = 0.391 $-0.001$	p = 0.919
	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)			-0.001	-0.0001
7.1: position helper/lineman	$p = 0.591 \\ 0.018$	p = 0.491 $0.003$	p = 0.855 - 0.051	p = 0.968 -0.058
	p = 0.509	p = 0.913	p = 0.176	$p = 0.098^*$
7.1: position operator	0.021		-0.044	-0.050
Factory code 13	p = 0.370 0.036	p = 0.442	p = 0.183 $0.049$	p = 0.111
	p = 0.495		p = 0.513	
Factory code 63	0.065		0.028	
-	p = 0.218		p = 0.712	
factory code 90	0.003 - 0.050		$0.045 \\ r = 0.848$	
Constant	$P = 0.359 \\ 0.948$	0.980	p = 0.949 0.971	0.965
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations Adjusted R ²	888	888	888	888
ייין אינין		1000	0000	

 $^*p<0.1; \ ^{**}p<0.05; \ ^{***}p<0.01$  Clustered by factory. Includes factory fixed effects.

Note:

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

		Dependen	Depenaent variaote:	
	Safe b	Safe building	Salary	Salary is good
	0	STO	Ю	STO
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	0.025	0.047	0.029	0.030
	p = 0.761	p = 0.729	p = 0.246	p = 0.494
9.2: Supervisor doesn't use bad lang (disagree dummy)	0.001	-0.013	-0.051	-0.054
	p = 0.761	p = 0.735	p = 0.497	p = 0.877
9.2: Supervisor will side with me (disagree dummy)	-0.009	-0.007	-0.009	-0.008
	p = 0.259	p = 0.381	p = 0.479	p = 0.625
9.2: Respect supervisor (disagree dummy)	0.019	0.022 $n = 0.503$	-0.058 	-0.059 $-0.059$
9.2: Supervisor speaks openly (disagree dummy)		-0.066	0.004	0.004
	p = 0.516	p = 0.632	$p = 0.000^{***}$	p = 0.397
9.2: I get fair salary (disagree dummy)	-0.907	-0.921	-0.031	-0.034
Candam formals	$p = 0.000^{***}$	p = 0.122	p = 0.264	p = 0.248
Jenuer. Jenuare	0.004 $0.761$	-0.002	-0.003 $0 = 0.743$	-0.004
Age		-0.0003	0.003	0.003
)	p = 0.761	p = 1.000	$p = 0.000^{***}$	p = 0.252
Years of schooling	-0.002	-0.003	-0.003	-0.003
	p = 0.761	p = 0.364	p = 0.246	p = 0.372
Ever married	0.026	0.025	0.054	0.052
	$p = 0.000^{***}$	p = 0.379	p = 0.510	p = 0.373
Experience in sector (yrs)	-0.006	-0.005	-0.012	-0.012
Tenne at factory (vrs)	p = 0.245	p = 0.508	p = 0.246	p = 0.501
	p = 0.516	p = 0.376	p = 0.479	p = 0.507
7.1: position helper/lineman		-0.008	-0.015	-0.013
	p = 0.516	p = 0.738	p = 0.497	p = 0.877
7.1: position operator	0.025	0.021	-0.030	-0.030
Rockomy code 83	p = 0.761	p = 1.000	p = 0.264	p = 0.367
actory code of	0.014 $p = 0.502$		p = 0.479	
Factory code 90	-0.051		-0.011	
	p = 0.245		p = 0.510	
Constant	0.976	1.017	0.940	0.938
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted $\mathbb{R}^2$	0.863	0.862	0.024	0.028

 $^*p{<}0.1;\ ^{**}p{<}0.05;\ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		$Dependent\ variable:$	variable:	
	Safe	Safe building	Salary	Salary is good
		STO	0	OLS
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.332	0.330	0.026	0.032
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.021^{**}$	$p = 0.002^{***}$
Gender: female	0.050	0.044	0.037	0.052
	p = 0.249	p = 0.273	p = 0.109	$p = 0.014^{**}$
Age	-0.002	-0.002	0.001	0.001
	p = 0.657	p = 0.467	p = 0.654	p = 0.454
Years of schooling	-0.003	0.0001	-0.003	-0.0002
	p = 0.601	p = 0.990	p = 0.313	p = 0.939
Ever married	0.036	0.083	0.0001	0.006
	p = 0.452	$p = 0.062^*$	p = 0.997	p = 0.782
Experience in sector (yrs)	-0.003	-0.006	-0.005	-0.005
	p = 0.507	p = 0.205	$p = 0.099^*$	$p = 0.073^*$
Tenure at factory (yrs)	0.002	0.006	-0.001	-0.0001
	p = 0.746	p = 0.342	p = 0.836	p = 0.979
7.1: position helper/lineman	0.081	0.004	-0.048	-0.055
	p = 0.252	p = 0.951	p = 0.204	p = 0.116
7.1: position operator	0.015	-0.009	-0.045	-0.051
	p = 0.813	p = 0.879	p = 0.172	p = 0.105
Factory code 13	0.298		0.062	
	$p = 0.032^{**}$		p = 0.404	
Factory code 63	0.342		0.038	
	$p = 0.015^{**}$		p = 0.614	
Factory code 90	0.034		0.048	
	p = 0.804		p = 0.519	
Constant	0.278	0.446	0.939	0.941
	p = 0.109	$p = 0.00004^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	888	888	888	888
Adjusted $\mathbb{R}^2$	0.297	0.234	0.031	0.016

 $^*\mathrm{p}{<}0.1;$   $^*\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		Dependen	$Dependent\ variable:$	
	Safe b	Safe building	Salary	Salary is good
	O	OLS	0	STO
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.297	0.319	0.037	0.039
	p = 0.000***	p = 0.267	$p = 0.000^{***}$	p = 0.122
Gender: female	0.052	0.016	-0.0004	-0.002
	p = 0.517	p = 0.748	p = 0.755	p = 0.867
Age	0.004	0.0001	0.003	0.003
	p = 0.503	p = 0.877	p = 0.265	p = 0.105
Years of schooling	-0.004	-0.011	-0.003	-0.004
	p = 0.503	p = 0.122	p = 0.233	p = 0.349
Ever married	0.028	0.016	0.048	0.045
	p = 0.517	p = 0.878	p = 0.498	p = 0.363
Experience in sector (yrs)	-0.010	-0.008	-0.012	-0.012
	p = 0.503	p = 0.521	p = 0.233	p = 0.383
Tenure at factory (yrs)	0.003	-0.012	0.008	0.008
	p = 0.503	p = 0.489	p = 0.490	p = 0.520
7.1: position helper/lineman	0.022	-0.018	-0.011	-0.009
	p = 0.517	p = 0.869	p = 0.755	p = 0.886
7.1: position operator	0.027	0.009	-0.029	-0.028
	p = 0.745	p = 0.879	p = 0.265	p = 0.533
Factory code 63	0.012		-0.012	
	p = 0.503		p = 0.490	
Factory code 90	-0.290		-0.018	
	$p = 0.000^{***}$		p = 0.233	
Constant	0.496	0.658	0.910	0.909
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted $\mathbb{R}^2$	0.277	0.208	0.030	0.034

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

		$Dependent\ variable:$	variable:	
	Safe 1	Safe building	Salary	Salary is good
	)	STO	0	STO
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.333	0.321	0.022	0.027
	$p = 0.000^{***}$	p = 0.000***	$p = 0.076^*$	$p = 0.020^{**}$
Gender: female	0.038	0.031	0.037	0.052
	p = 0.370	p = 0.440	p = 0.117	$p = 0.015^{**}$
m Age	-0.001	-0.002	$\begin{array}{c} 0.001 \\ \sim 0.613 \end{array}$	$\begin{array}{c} 0.001 \\ -0.303 \end{array}$
Years of schooling	p = 0.721 $-0.002$	p = 0.554 $0.0001$	p = 0.012 -0.003	p = 0.393 $-0.0004$
	p = 0.732	p = 0.981	p = 0.302	p=0.887
Ever married	0.038	0.081	-0.0002	0.005
Experience in sector (vrs)	p = 0.424 $-0.003$	$p = 0.066^*$ $-0.006$	p = 0.996 $-0.005$	p = 0.814 $-0.005$
()	p = 0.557	p = 0.229	p = 0.106	$p = 0.076^*$
Tenure at factory (yrs)		0.005	-0.001	-0.0005
	p = 0.765	p = 0.463	p = 0.790	p = 0.895
7.1: position helper/lineman	0.065	-0.004	-0.048	-0.054
	p = 0.349	p = 0.958	p = 0.205	p = 0.122
7.1: position operator	0.012	-0.010	-0.045	-0.051
E-4 1-19	p = 0.848	p = 0.874	p = 0.172	p = 0.104
Factory code 13	- 1		5.000	
Factory code 63	p = 0.045		p = 0.412	
	p = 0.013**		p = 0.612	
Factory code 90	0.024		0.050	
	p = 0.864		p = 0.506	
9.1: Factory has rules	-0.127	-0.140	-0.013	-0.017
9.1: Management consults workers	p = 0.006	p = 0.003 0.088	p = 0.601 $0.011$	p = 0.474 $0.021$
)	p = 0.368	p = 0.181	p = 0.751	p = 0.552
9.1: Must obey orders	-0.010	-0.052	-0.018	-0.025
	p = 0.850	p = 0.331	p = 0.536	p = 0.373
Constant			0.948	0.953
	p = 0.021	p = 0.00001	D = 0.000	p = 0.000
Observations	888	888	888	888
Adjusted K [*]	0.312	0.251	0.028	0.015

 $^*\mathrm{p}{<}0.1;~^{**}\mathrm{p}{<}0.05;~^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		Dependen	$Dependent\ variable:$	
	Safe b	Safe building	Salary is good	is good
	0	STO	STO	$S_{i}^{r}$
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	0.299	0.309	0.040	0.042
	$p = 0.000^{***}$	p = 0.272	$p = 0.000^{***}$	p = 0.135
Gender: female	0.053	0.019	-0.003	-0.004
	p = 0.489	p = 0.617	p = 0.753	p = 1.000
Age	0.004	0.001	0.003	0.003
	p = 0.502	p = 0.884	p = 0.263	p = 0.255
Years of schooling	-0.003	-0.011	-0.003	-0.003
	p = 0.502	p = 0.370	p = 0.236	p = 0.503
Ever married	0.036	0.017	0.047	0.043
	p = 0.489	p = 1.000	p = 0.499	p = 0.629
Experience in sector (yrs)	-0.010	-0.007	-0.012	-0.012
	p = 0.502	p = 0.365	p = 0.236	p = 0.463
Tenure at factory (yrs)	0.003	-0.013	0.008	0.008
	p = 0.249	p = 0.357	p = 0.490	p = 0.481
7.1: position helper/lineman	0.012	-0.029	-0.009	-0.007
	p = 0.738	p = 1.000	p = 0.753	p = 0.881
7.1: position operator	0.021	0.001	-0.028	-0.027
	p = 0.738	p = 0.870	p = 0.517	p = 0.509
Factory code 63	0.024		-0.016	
	p = 0.502		p = 0.254	
Factory code 90	-0.290		-0.020	
	$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	-0.071	-0.079	0.034	0.032
	p = 0.738	p = 1.000	p = 0.499	p = 0.362
9.1: Management consults workers	-0.009	0.010	0.038	0.037
	p = 0.738	p = 1.000	p = 0.499	p = 0.376
9.1: Must obey orders	0.007	-0.047	0.026	0.023
	p = 0.738	p = 1.000	p = 0.490	p = 0.642
Constant	0.512	0.701	0.886	0.884
	p = 0.249	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted $\mathbb{R}^2$	0.277	0.206	0.025	0.029
Note:			*p<0.1; **p<0	p<0.1; **p<0.05; ***p<0.01
	į	,	7 / 7	

 $^*\mathrm{p}{<}0.1;$   $^*\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

	Work	Work is safe	Can be fire	Can be fired any time
	0	STO	0	STO
	(1)	(2)	(3)	(4)
Gender: female	-0.022	-0.008	0.076	0.075
	p = 0.639	p = 0.847	$p = 0.061^*$	$p = 0.041^{**}$
Age	-0.006	-0.005	-0.004	-0.004
	$p = 0.085^*$	p = 0.120	p = 0.205	p = 0.167
Years of schooling	-0.004	-0.008	0.013	0.009
	p = 0.486	p = 0.137	$p = 0.013^{**}$	$\mathrm{p}=0.055^*$
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	900.0	0.006
:	p = 0.371	$p = 0.033^{**}$	p = 0.400	p = 0.318
7.1: position helper/lineman	0.056	0.012	0.035	0.057
	p = 0.465	p = 0.871	p = 0.590	p = 0.351
7.1: position operator	-0.022	-0.043	0.046	0.028
	p = 0.745	p = 0.502	p = 0.426	p = 0.603
Factory code 13	0.015		0.021	
	p = 0.920		p = 0.874	
Factory code 63	0.274		0.008	
	$p = 0.069^*$		p = 0.949	
Factory code 90	0.137		-0.041	
	p = 0.362		p = 0.748	
9.1: Factory has rules	0.206	0.224	0.131	0.148
	$p = 0.00003^{***}$	$p = 0.00001^{***}$	$p = 0.002^{***}$	$p = 0.0003^{***}$
9.1: Management consults workers	0.090	0.089	0.005	0.030
	p = 0.206	p = 0.208	p = 0.936	p = 0.609
9.1: Must obey orders	0.252	0.284	0.061	0.060
	$p = 0.00001^{***}$	$p = 0.000000^{***}$	p = 0.186	p = 0.176
Constant	0.215	0.382	0.092	0.096
	p = 0.261	$p = 0.002^{***}$	p = 0.577	p = 0.344
Observations	888	888	888	888
$Adjusted R^2$	0.097	0.043	0.048	0.030

 $^*p{<}0.1; \ ^**p{<}0.05; \ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		Dependen	$Dependent\ variable:$	
	Work	Work is safe	Can be fire	Can be fired any time
	О	STO	O	OLS
	(1)	(2)	(3)	(4)
Gender: female	0.057	0.065	0.052	0.048
	p = 0.500	p = 0.742	p = 0.496	p = 0.607
Age	-0.009	-0.008	-0.009	-0.010
	$p = 0.000^{***}$	p = 0.108	$p = 0.000^{***}$	p = 0.259
Years of schooling	-0.004	-0.007	0.016	0.015
	p = 0.499	p = 0.368	p = 0.261	p = 0.250
Ever married	-0.056	0.004	-0.017	-0.019
	p = 0.246	p = 1.000	p = 0.757	p = 1.000
Experience in sector (yrs)	0.014	0.014	-0.008	-0.008
	p = 0.493	p = 0.731	p = 0.253	p = 0.386
Tenure at factory (yrs)	-0.021	-0.033	0.005	0.003
	p = 0.247	p = 0.354	p = 0.514	p = 0.773
7.1: position helper/lineman	0.048	-0.013	0.079	0.075
	p = 0.493	p = 1.000	p = 0.243	p = 0.257
7.1: position operator	-0.042	-0.052	0.119	0.116
	p = 0.493	p = 0.736	$p = 0.000^{***}$	p = 0.246
Factory code 63	0.254		0.002	
	$p = 0.000^{***}$		p = 0.757	
Factory code 90	0.153		-0.030	
	$p = 0.000^{***}$		$p = 0.000^{***}$	
9.1: Factory has rules	0.179	0.227	0.078	0.077
	p = 0.246	p = 0.105	p = 0.496	p = 0.362
9.1: Management consults workers	090.0	0.084	-0.025	-0.023
	p = 0.493	p = 0.405	p = 0.504	p = 0.619
9.1: Must obey orders	0.116	0.166	-0.061	-0.068
	p = 0.499	p = 0.496	p = 0.504	p = 0.389
Constant	0.379	0.479	0.248	0.269
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted $\mathbb{R}^2$	0.073	0.040	0.044	0.048

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

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

	Work is safe	s safe	Can be fire	Can be fired any time
	STO	S'	0	STO
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	-0.040	-0.054	0.042	0.042
	p = 0.207	$\mathrm{p}=0.078^*$	p = 0.144	p = 0.123
9.2: Supervisor doesn't use bad lang (numeric)	0.024	0.015	-0.027	-0.014
	p = 0.465	p = 0.632	p = 0.343	p = 0.599
9.2: Supervisor will side with me (numeric)	0.015	0.025	0.070	0.059
	p = 0.417	p = 0.154	$p = 0.00002^{***}$	$p = 0.0002^{***}$
9.2: Respect supervisor (numeric)	-0.018	-0.008		-0.087
	p = 0.537	p = 0.766	$p = 0.002^{***}$	$p = 0.0005^{**}$
9.2: Supervisor speaks openly (numeric)	-0.065 $p = 0.014**$	0 = 0.004	-0.040 $= 0.042**$	$0.068^*$
9.2: I get fair salary (numeric)	-0.099			
	p = 0.000***	$p = 0.000^{***}$	$p = 0.0002^{***}$	$p = 0.0002^{***}$
Gender: female	0.0001	0.005	0.092	0.069
	p = 0.999	p = 0.902	$p = 0.022^{**}$	$p = 0.057^*$
Age	-0.006 $-0.110$	-0.005 $-0.133$	-0.005 $-0.126$	-0.005
Years of schooling	-0.005	-0.009	F = 0.11	
	p = 0.390	$p = 0.085^*$	$p = 0.028^{**}$	p = 0.193
Ever married	-0.037		-0.022	-0.029
	p = 0.456	p = 0.674	p = 0.618	p = 0.463
Experience in sector (yrs)	0.015	0.012	-0.006	-0.004
	$p = 0.006^{***}$	$p = 0.020^{**}$	p = 0.207	p = 0.383
Tenure at factory (yrs)	-0.012	-0.019	0.005	0.003
	p = 0.115	$p = 0.006^{***}$	p = 0.496	p = 0.570
7.1: position helper/lineman		-0.002		
• • • • • • • • • • • • • • • • • • • •	p = 0.003	p = 0.977	p = 0.942	p = 0.494
7.1: position operator	-0.033 $p = 0.607$	-0.038	0.035 $p = 0.528$	0.027
Factory code 13				
	p = 0.496		p = 0.821	
Factory code 63	0.327		0.034	
	$p = 0.025^{**}$		p = 0.792	
Factory code 90	0.137 $r = 0.343$		-0.071 $z = 0.577$	
Constant	p = 0.345	1.960	p = 0.977	0.690
COIDSCAIL	$p = 0.00001^{***}$	p = 0.000***	$p = 0.002^{***}$	$p = 0.00001^{***}$
Observations	888	888	888	888
Adinsted R ²	0.179	0.147	980 0	0 0 0 0

 $^*p{<}0.1;\ ^{**}p{<}0.05;\ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		Depender	$Dependent\ variable:$	
	Work	Work is safe	Can be fired any time	d any time
	0	STO	STO	$S_{1}^{r}$
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (numeric)	-0.037	-0.059	-0.0002	-0.015
	p = 0.491	p = 0.615	p = 0.750	p = 0.888
9.2: Supervisor doesn't use bad lang (numeric)	0.024	0.010	0.004	0.015
	p = 0.752	p = 1.000	p = 0.750	p = 0.864
9.2: Supervisor will side with me (numeric)	0.051	0.050	0.077	0.074
	p = 0.260	p = 0.121	$p = 0.000^{***}$	p = 0.116
9.2: Respect supervisor (numeric)	-0.010	-0.009	-0.007	-0.014
	p = 0.752	p = 1.000	p = 0.497	p = 0.734
9.2: Supervisor speaks openly (numeric)	-0.039	-0.021	-0.036	-0.029
9. 1 oet fair salary (numeric)	p = 0.491 $-0.105$	p = 0.634 $-0.102$	p = 0.497 $-0.053$	p = 0.749 $-0.042$
	p = 0.000***	p = 0.128	p = 0.251	p = 0.365
Gender: female	0.092	0.096	0.066	0.054
	p = 0.492	p = 0.240	$p = 0.000^{***}$	p = 0.251
Age	-0.008	-0.008	-0.009	-0.010
-	p = 0.260	p = 0.125	p = 0.497	p = 0.374
Years of schooling	-0.006	-0.012	0.015	0.013
Ever married	p = 0.132	p = 0.308	p = 0.231 -0.014	p = 0.377
	p = 0.260	p = 0.476	p = 0.750	p = 0.723
Experience in sector (yrs)	0.016		-0.008	-0.007
	p = 0.491	p = 0.474	p = 0.253	p = 0.256
Tenure at factory (yrs)	-0.023	-0.038	0.007	0.002
	p = 0.231	p = 0.246	p = 0.504	p = 1.000
7.1: position helper/lineman	-0.006	-0.083	0.047	0.034
1	p = 0.752	p = 0.489	p = 0.497	p = 0.371
7.1: position operator	-0.087	-0.113	0.103	
Factory code 63	p = 0.491 $0.244$	p = 0.514	p = 0.000 0.021	p = 0.245
•	$p = 0.000^{***}$		p = 0.504	
Factory code 90	0.057		-0.086	
	$p = 0.000^{***}$		$p = 0.000^{***}$	
Constant	0.944	1.189	0.366	0.420
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.253	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted R ²	0.135	0.107	090.0	0.055

 $^*p{<}0.1;\ ^{**}p{<}0.05;\ ^{**}p{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		•	4	
	Work	Work is safe	Can be fire	Can be fired any time
	0	STO	O	STO
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	0.236	0.207	0.130	0.110
	$p = 0.011^{**}$	$p = 0.021^{**}$	p = 0.112	p = 0.162
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.141	-0.101	-0.130	-0.134
	p = 0.112	p = 0.245	p = 0.101	$p = 0.080^*$
9.2: Supervisor will side with me (disagree dummy)	-0.039	-0.054	-0.042	-0.033
	p = 0.301	p = 0.130	p = 0.207	p = 0.298
9.2: Respect supervisor (disagree dummy)	-0.108	-0.079	-0.042	-0.061
	p = 0.108	p = 0.228	p = 0.481	p = 0.289
9.2: Supervisor speaks openiy (disagree dunniy)	0.108 $p = 0.033**$	0.137	0.037 $0.411$	0.035 $p = 0.422$
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 = 0.000000***
Gender: female	0.001	0.006	0.083	0.074
•	p = 0.982	p = 0.886	$p = 0.038^{**}$	$p = 0.044^{**}$
Age	-0.006	-0.005	-0.004	-0.004
Years of schooling	p = 0.120 $-0.005$	p = 0.147	p = 0.222 $0.013$	0.009 = 0.100
	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
Towns of to obtain (see	$p = 0.007^{***}$	$p = 0.026^{**}$	p = 0.178	p = 0.334
renute at tactory (yrs)		-0.019 ***0-0 - d	0.004 $-0.004$	
7.1: position helper/lineman	P = 0.003 0.044	P = 0.031		P = 0.939
	p = 0.544	p = 0.862	p = 0.751	p = 0.475
7.1: position operator	-0.035	-0.060	0.037	0.022
	p = 0.584	p = 0.327	p = 0.515	p = 0.685
factory code 13	0.076			
Bactowy code 63	p = 0.998		p = 0.054	
ractory code of	$0.038^*$		0.042	
Factory code 90	0.128		-0.047	
	p = 0.374		p = 0.714	
Constant	0.230	0.416	0.103	0.139
	p = 0.207	$p = 0.0003^{***}$	p = 0.524	p = 0.163
Observations	888	888	888	888
Adjusted R ²	0.171	0.136	0.070	0.044

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

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

		$Dependent\ variable:$	variable:	
	Work	Work is safe	Can be fired any time	any time
	0	STO	STO	S
	(1)	(2)	(3)	(4)
9.2: Supervisor respects me (disagree dummy)	0.206	0.251	0.141	0.170
	p = 0.515	p = 0.780	$p = 0.000^{***}$	p = 0.378
9.2: Supervisor doesn't use bad lang (disagree dummy)	-0.108	-0.097	-0.078	-0.100
	$p = 0.000^{***}$	p = 0.126	p = 0.231	p = 0.493
9.2: Supervisor will side with me (disagree dummy)	-0.083 	-0.084 $-0.199$	-0.102 $-0.000***$	-0.100
9.2: Respect supervisor (disagree dummy)	F = 0.000	P = 0.125 -0.176	F = 0.050 - 0.154	P = 0.235 $-0.150$
	p = 0.250	p = 0.357	$p = 0.000^{***}$	p = 0.516
9.2: Supervisor speaks openly (disagree dummy)	0.053	0.036	0.003	-0.007
0. I not frie colone (discense discense)	p = 0.515	p = 0.647	p = 0.740	p = 0.878
9.2. i get iaii saiary (uisagree uminiy)	0.260	0.268	0.130	0.120
Gender: female	0.084		090.0	0.050
	p = 0.519	p = 0.230	p = 0.246	p=0.527
Age	-0.008	-0.008	-0.009	-0.010
	p = 0.246	p = 0.135	p = 0.509	p = 0.498
Years of schooling	-0.006 $r = 0.496$	-0.011	0.015 $n = 0.246$	0.014 $n = 0.140$
Ever married	-0.054	-0.014	0.002	-0.003
	p = 0.496	p = 0.885	p = 0.740	p = 1.000
Experience in sector (yrs)	0.015	0.016	-0.009	-0.008
	p = 0.515	p = 0.514	p = 0.477	p = 0.131
l'enure at factory (yrs)	-0.025	-0.039	$\begin{array}{c} 0.006 \\ \sim -0.477 \end{array}$	0.002
7.1: position helper/lineman	$p = 0.203 \\ 0.011$	P = 0.242 -0.059	P = 0.477	0.036
	p = 0.515	p = 0.728	$p = 0.000^{***}$	p = 0.242
7.1: position operator	-0.080	-0.104	0.096	0.092
67	p = 0.515	p = 0.495	$p = 0.000^{***}$	p = 0.139
ractory code b3	0.231		0.0002 $r = 0.740$	
Factory code 90	p = 0.000		p = 0.040	
	$p = 0.000^{***}$		$p = 0.000^{***}$	
Constant	0.434	0.593	0.268	0.316
	$p = 0.000^{***}$	$p = 0.000^{***}$	p = 0.263	p = 0.239
Observations Adjusted R ²	389 0.155	389	389	389

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

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

0.9. Good cumomicon wehin (indox)	$W_{\Omega r}$	-J: -		
0.9. Good surrounison wehin (indox)		Work is sale	Can be hre	Can be fired any time
0.9. Cood curronnicon rehin (indox)		OLS	Ю	OLS
0.9. Good sunsamison rehin (indox)	(1)	(2)	(3)	(4)
3.5. GOOD SUPELVISOLISITED (MINES)	-0.176	-0.198	-0.046	-0.034
	p = 0.000***	p = 0.000***	$p = 0.019^{**}$	$p = 0.059^*$
Gender: female	-0.019	-0.013	0.070	0.063
	p = 0.676	p = 0.757	$p = 0.084^*$	$p = 0.086^*$
Age	-0.005	-0.004	-0.004	-0.004
	p = 0.151	p = 0.187	p = 0.256	p = 0.182
Years of schooling	-0.004	-0.008	0.013	0.009
	p = 0.514	p = 0.130	$p = 0.009^{***}$	$p = 0.045^{**}$
Ever married	-0.041	-0.032	-0.017	-0.029
	p = 0.416	p = 0.482	p = 0.710	p = 0.473
Experience in sector (yrs)	0.015	0.012	-0.006	-0.004
	$p = 0.007^{***}$	$p = 0.019^{**}$	p = 0.185	p = 0.396
Tenure at factory (yrs)	-0.012	-0.018	0.005	0.005
	p = 0.132	$p = 0.010^{***}$	p = 0.506	p = 0.408
7.1: position helper/lineman	0.030	0.010	0.018	0.049
	p = 0.691	p = 0.881	p = 0.786	p = 0.422
7.1: position operator	-0.031	-0.050	0.041	0.029
	p = 0.631	p = 0.426	p = 0.472	p = 0.595
Factory code 13	0.004		0.005	
	p = 0.979		p = 0.970	
Factory code 63	0.210		-0.009	
	p = 0.154		p = 0.943	
Factory code 90	0.096		-0.062	
	p = 0.514		p = 0.630	
Constant	0.428	0.572	0.188	0.197
	$p = 0.020^{**}$	$p = 0.00000^{***}$	p = 0.246	$p = 0.043^{**}$
Observations	888	888	888	888
$Adjusted R^2$	0.139	0.101	0.041	0.015

 $^*\mathrm{p}{<}0.1;~^{**}\mathrm{p}{<}0.05;~^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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

		Dependen	Dependent variable:	
	Work	Work is safe	Can be fire	Can be fired any time
	O	STO	0	OLS
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	-0.103	-0.134	0.001	0.003
	p = 0.259	p = 0.253	p = 0.751	p = 0.878
Gender: female	0.071	0.082	0.049	0.044
	p = 0.483	p = 0.378	p = 0.503	p = 0.375
Age	-0.009	-0.008	-0.009	-0.010
	$p = 0.000^{***}$	p = 0.266	p = 0.248	p = 0.480
Years of schooling	-0.004	-0.008	0.017	0.016
	p = 0.466	p = 0.483	p = 0.248	p = 0.120
Ever married	-0.060	-0.011	-0.004	-0.003
	p = 0.501	p = 0.630	p = 0.751	p = 1.000
Experience in sector (yrs)	0.017	0.018	-0.008	-0.007
	p = 0.501	p = 0.752	p = 0.259	p = 0.385
Tenure at factory (yrs)	-0.024	-0.035	0.007	0.004
	p = 0.259	p = 0.117	p = 0.507	p = 0.623
7.1: position helper/lineman	0.009	-0.055	0.060	0.050
	p = 0.725	p = 0.742	p = 0.492	p = 0.396
7.1: position operator	-0.085	-0.106	0.105	0.101
	p = 0.501	p = 0.497	$p = 0.000^{***}$	p = 0.140
Factory code 63	0.232		0.014	
	$p = 0.000^{***}$		p = 0.751	
Factory code 90	0.130		-0.039	
	$p = 0.000^{***}$		p = 0.244	
Constant	0.525	0.663	0.247	0.279
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted $\mathbb{R}^2$	0.083	0.058	0.027	0.030

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

		Dependencial variable.	car sacre.	
	Work	Work is safe	Can be fire	Can be fired any time
	)	STO	0	STO
	(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	$\mathrm{p}=0.054^*$	$p = 0.040^{**}$
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
A 1: 1 D2	0.144	0.107	0.053	0.039

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

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

		Depender	$Dependent\ variable:$	
	Work	Work is safe	Can be fire	Can be fired any time
	0	STO	O	STO
	(1)	(2)	(3)	(4)
9.2: Good supervisor rship (index)	-0.100	-0.127	-0.012	-0.011
	p = 0.231	p = 0.132	p = 0.752	p = 1.000
Gender: female	0.068	0.078	0.053	0.049
	p = 0.516	p = 0.714	p = 0.499	p = 0.756
Age	-0.009	-0.008	-0.009	-0.009
	$p = 0.000^{***}$	p = 0.130	p = 0.253	p = 0.132
Years of schooling	-0.005	-0.008	0.016	0.015
	p = 0.518	p = 0.518	p = 0.253	p = 0.108
Ever married	-0.070	-0.026	-0.019	-0.022
	p = 0.460	p = 0.383	p = 0.752	p = 1.000
Experience in sector (yrs)	0.016	0.016	-0.008	-0.008
	p = 0.460	p = 0.749	p = 0.245	p = 0.499
Tenure at factory (yrs)	-0.024	-0.034	0.005	0.003
	p = 0.229	p = 0.253	p = 0.498	p = 0.633
7.1: position helper/lineman	0.025	-0.030	0.077	0.074
	p = 0.747	p = 1.000	p = 0.254	$p = 0.000^{***}$
7.1: position operator	-0.075	-0.092	0.115	0.113
	p = 0.460	p = 0.365	$p = 0.000^{***}$	p = 0.128
Factory code 63	0.212		-0.003	
	$p = 0.000^{***}$		p = 0.752	
Factory code 90	0.127		-0.033	
	$p = 0.000^{***}$		p = 0.499	
9.1: Factory has rules	0.134	0.160	0.073	0.071
	p = 0.231	p = 0.246	p = 0.499	p = 0.638
9.1: Management consults workers	0.039	0.053	-0.027	-0.025
	p = 0.747	p = 0.882	p = 0.752	p = 0.634
9.1: Must obey orders	0.032	0.049	-0.072	-0.078
	p = 0.747	p = 0.621	p = 0.507	p = 0.404
Constant	0.474	0.579	0.260	0.277
	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$	$p = 0.000^{***}$
Observations	389	389	389	389
Adjusted $\mathbb{R}^2$	0.090	0.070	0.042	0.046
Noto:			***************************************	05: *** 5 / 0 01
Iv over.	(	,	p<0.1; p<0	p<0.1, p<0.03, p<0.01

 $^*\mathrm{p}{<}0.1;$   $^*\mathrm{p}{<}0.05;$   $^{***}\mathrm{p}{<}0.01$  Clustered by factory. Includes factory fixed effects.

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