

## Appendix 1

**Table A.1.** Distribution of variables for the full sample (ECVT 2000--2003).

	All	Individual union affiliation		Workplace collective bargaining	
		No	Yes	External	Internal
Job satisfaction (mean)	7.1	7.1	7.1	7.0	7.2
<b>UNION AFFILIATION</b>					
Yes	21.3	0.0	100.0	14.1	29.7
<b>COLLECTIVE BARGAINING</b>					
Internal	46.1	41.2	64.4	0.0	100.0
<b>GENDER</b>					
Woman	35.6	37.2	29.8	38.5	32.2
<b>MARITAL STATUS</b>					
Single	33.2	36.3	21.9	36.6	29.2
Married	60.4	57.4	71.4	56.9	64.5
Other	6.4	6.3	6.7	6.5	6.3
<b>CHILDREN</b>					
No	40.7	43.6	30.1	43.7	37.2
1 child	19.6	18.8	22.7	18.5	20.9
2 children	29.1	27.3	35.4	27.1	31.3
3+ children	10.6	10.3	11.8	10.7	10.6
<b>EDUCATIONAL ATTAINMENT</b>					
Less than compulsory secondary	17.7	17.8	17.7	20.9	14.0
Compulsory secondary	25.4	26.0	23.3	29.1	21.1
Non-compulsory secondary	13.0	12.8	14.0	12.1	14.1
Vocational training	20.4	20.2	21.4	18.9	22.1
University	23.4	23.3	23.7	18.8	28.7
AGE (mean)	38.5	37.7	41.6	37.6	39.5
L.M. EXPERIENCE (mean)	19.0	18.0	22.4	18.3	19.7
<b>TOWN SIZE</b>					
<10 thousand	22.8	23.2	21.1	24.8	20.4
10-100 thousand	34.3	33.8	36.5	34.5	34.1
100-250 thousand	18.3	18.1	19.1	17.7	19.0
>250 thousand	24.6	24.9	23.4	23.0	26.5
<b>OCCUPATION</b>					
White-collar high-skilled	29.6	29.5	29.7	24.5	35.5
White-collar low-skilled	24.5	24.9	22.8	26.0	22.7
Blue-collar high-skilled	26.8	26.1	29.5	27.2	26.3
Blue-collar low-skilled	19.2	19.5	18.0	22.4	15.4
<b>TYPE OF JOB</b>					
Employee	82.4	82.8	80.8	85.8	78.3
TENURE (mean)	10.3	9.2	14.4	8.8	12.1
<b>TYPE OF CONTRACT</b>					
Fixed-term	24.6	27.5	13.6	30.4	17.7
<b>WORKING HOURS</b>					
Part-time	8.6	9.5	5.1	11.3	5.4
<b>NET MONTHLY WAGE (euros)</b>					
<450	4.9	5.8	1.8	7.3	2.1
450-600	8.1	9.5	3.2	11.5	4.2

600-900	29.0	30.2	24.2	31.7	25.8
900-1,200	24.1	23.0	27.9	22.3	26.2
1,200-2,400	17.9	15.6	26.4	12.8	23.8
>2,400	5.6	5.2	6.8	3.3	8.2
No answer	10.5	10.7	9.6	11.2	9.7
SECTOR					
Private	78.4	81.9	65.4	84.5	71.2
EMPLOYER SIZE					
1-9 workers	27.7	31.9	12.3	39.1	14.4
10-49 workers	17.3	18.4	13.0	19.3	14.9
50-99 workers	20.0	19.9	20.3	18.9	21.2
100-499 workers	14.3	13.2	18.5	10.5	18.7
500+ workers	20.7	16.6	36.0	12.2	30.8
INDUSTRY					
Agriculture	3.4	3.9	1.5	4.9	1.6
Building	11.5	12.9	6.5	13.7	8.9
Energy, metals and chemicals	8.8	7.8	12.6	6.5	11.5
Machinery and equipment	4.1	3.6	5.9	2.7	5.6
Other manufacturing	10.4	10.5	10.0	10.7	10.0
Traditional services	22.1	23.5	16.9	25.7	17.9
Productive services	11.5	11.4	11.7	10.1	13.0
Social services	15.2	13.7	20.7	12.9	18.0
Personal services	4.2	4.7	2.0	6.2	1.7
Public services	8.9	8.0	12.4	6.5	11.7
TRAINING STATUS					
No	57.8	62.2	41.1	70.2	43.2
Yes firm-Yes worker	31.6	28.0	45.0	22.0	42.9
Yes firm-No worker	10.6	9.7	13.8	7.8	13.9
WORKING CONDITIONS INDIC.					
General working conditions (mean)	6.0	6.1	5.8	6.1	6.0
Pride (mean)	6.4	6.3	6.6	6.2	6.6
No alienation (mean)	8.0	8.0	8.0	7.8	8.2
Participation (mean)	4.2	4.2	4.2	4.0	4.4
Integration (mean)	3.0	2.9	3.3	2.6	3.4
Autonomy (mean)	4.4	4.4	4.3	4.2	4.6
Observations	12,241	9,632	2,609	6,595	5,646

**Table A.2.** Full results of the ordered probit regression on job satisfaction (ECVT 2000--2003).

	Coeff.	Std. error	z-statistic
<b>GENDER</b>			
Man (& Woman	0.103	0.024	4.32
<b>MARITAL STATUS</b>			
Single (& Married	-0.063	0.033	-1.92
Other	-0.044	0.048	-0.91
<b>CHILDREN</b>			
No (& 1 child	0.083	0.035	2.39
2 children	0.059	0.035	1.70
3+ children	0.093	0.043	2.16
<b>EDUCATIONAL ATTAINMENT</b>			
Less than compulsory secondary (& Compulsory secondary	-0.075	0.031	-2.47
Non-compulsory secondary	-0.257	0.039	-6.57
Vocational training	-0.158	0.034	-4.59
University	-0.319	0.042	-7.63
<b>L.M. EXPERIENCE</b>			
L.M. EXP. squared	-0.016	0.003	-4.92
<b>REGION</b>			
Andalucía (& Aragón	0.054	0.052	1.05
Asturias	0.051	0.053	0.96
Baleares	0.134	0.056	2.41
Canarias	0.107	0.055	1.93
Cantabria	-0.261	0.058	-4.52
Castilla La Mancha	0.064	0.053	1.20
Castilla León	-0.150	0.050	-2.99
Cataluña	0.071	0.042	1.67
Com. Valenciana	0.040	0.047	0.85
Extremadura	-0.063	0.060	-1.06
Galicia	-0.138	0.047	-2.91
Madrid	-0.003	0.043	-0.07
Murcia	0.082	0.053	1.56
Navarra	-0.033	0.057	-0.58
País Vasco	-0.160	0.048	-3.33
La Rioja	-0.031	0.061	-0.50
<b>TOWN SIZE</b>			
<10 thousand (& 10-100 thousand	-0.056	0.026	-2.12
100-250 thousand	-0.107	0.031	-3.48
>250 thousand	-0.140	0.031	-4.52
<b>OCCUPATION</b>			
White-collar high-skilled	-0.175	0.038	-4.65
White-collar low-skilled	-0.126	0.033	-3.86
Blue-collar high-skilled	-0.003	0.031	-0.09

---

Blue-collar low-skilled (&)			
TYPE OF JOB			
Direction/Supervision	-0.094	0.028	-3.35
Employee (&)			
TYPE OF CONTRACT			
Permanent (&)			
Fixed-term	-0.047	0.025	-1.91
WORKING HOURS			
Full-time (&)			
Part-time	-0.032	0.041	-0.79
NET MONTHLY WAGE			
<450 (&)			
450-600	0.154	0.057	2.69
600-900	0.182	0.055	3.34
900-1,200	0.274	0.058	4.75
1,200-2,400	0.278	0.062	4.53
>2,400	0.310	0.073	4.23
No answer	0.299	0.060	4.97
SECTOR			
Public (&)			
Private	-0.103	0.038	-2.69
EMPLOYER SIZE			
1-9 workers (&)			
10-49 workers	0.045	0.027	1.69
50-99 workers	0.020	0.038	0.51
100-499 workers	0.085	0.034	2.48
500+ workers	0.028	0.034	0.81
INDUSTRY			
Agriculture (&)			
Building	0.103	0.060	1.72
Energy, metals and chemicals	0.144	0.064	2.26
Machinery and equipment	0.116	0.073	1.59
Other manufacturing	0.047	0.061	0.77
Traditional services	0.099	0.059	1.67
Productive services	0.037	0.063	0.59
Social services	0.121	0.067	1.81
Personal services	0.085	0.074	1.15
Public services	0.090	0.073	1.24
TRAINING STATUS			
No (&)			
Yes firm-Yes worker	-0.124	0.027	-4.54
Yes firm-No worker	0.075	0.034	2.17
WORKING CONDITIONS INDIC.			
General working conditions	0.091	0.006	14.79
Pride	0.072	0.004	18.61
No alienation	0.143	0.006	23.32
Participation	0.100	0.006	16.13
Integration	0.026	0.005	4.82
Autonomy	-0.030	0.007	-4.03
YEAR			
2000 (&)			

---

2001	-0.046	0.028	-1.65
2002	-0.120	0.028	-4.27
2003	-0.087	0.028	-3.07
COLLECTIVE BARGAINING			
External (&)			
Internal	0.029	0.021	1.40
UNION AFFILIATION			
No (&)			
Yes	-0.027	0.025	-1.11
Ancillary parameters			
cut1	-0.376	0.112	
cut2	-0.126	0.111	
cut3	0.173	0.111	
cut4	0.553	0.110	
cut5	1.169	0.111	
cut6	1.690	0.111	
cut7	2.297	0.112	
cut8	3.254	0.112	
cut9	3.769	0.113	
LR Chi2(70)		4,397.4	
Prob > Chi2		0.000	
Log likelihood		-21,818.0	
Observations		12,241	

Note: (&) indicates the base category.

## Appendix 2

Description of the working conditions indicators:

- *General working conditions.* It incorporates information on a wide array of variables regarding the type of job: lack of subordination of worker's tasks to the pace of a machine; working in a team base; not doing night-work/shift-work; less than 45 minutes to commute; not being bored at work; not finishing the working day too much tired or stressed; not working under dangerous conditions; and not performing a strong physical effort at work.
- *Pride.* This indicator is constructed using workers' answers to questions about: the utility of their work to help people; the profit of their work to society; the pride of being working in their current firms; the pride in their work; and the identification of workers with the problems faced by the firms where they are currently working.
- *No alienation.* It contains information on the following variables: workers' interest in changing their current jobs; lack of boredom in the working place; lack of distraction during the working time; working activity with either interest or attraction; participation on decisions related to job tasks; possibility to give an opinion about their work; consideration of workers' suggestions from their heads; and workers' knowledge on the structure and the objectives of the firms where they are currently working.
- *Participation.* This indicator resumes information about workers' participation on decisions related to: the performance of their work; the possibility to give an opinion in relation to their working activity; workers' perception of the consideration of their suggestions from their heads; the existence of a stimulating working environment; and the participation on company-provided training and firm profits.
- *Integration.* It contains information on the following aspects regarding integration in the workplace: workers' knowledge about the structure and the objectives of the firms where they are currently working; workers' knowledge about firms' collective agreements; workers' knowledge about firms' supply of company-based training activities to their workforce; workers' personal relations with their co-workers and their heads; and workers' attitude towards working harder to favour firms' objectives.
- *Autonomy.* This indicator is built using information related to four facets: creativity (workers' perception of their work as interesting and workers' participation on decisions affecting their job), participation (possibility to give an opinion in relation to their work activity and consideration of workers' suggestions from their heads), integration (workers' knowledge of the structure and the objectives of the firms where they are working) and flexibility (workers' decision on the moment of starting and ending their ordinary working day, possibility to enjoy

