## Appendix 1

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

			Workplace collective			
	All	affiliation			bargaining	
		No	Yes		Internal	
Job satisfaction (mean)	7.1	7.1	7.1	7.0	7.2	
UNION AFFILIATION						
Yes	21.3	0.0	100.0	14.1	29.7	
COLLECTIVE BARGAINING						
Internal	46.1	41.2	64.4	0.0	100.0	
GENDER						
Woman	35.6	37.2	29.8	38.5	32.2	
MARITAL STATUS						
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	
CHILDREN						
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	
EDUCATIONAL ATTAINMENT						
Less than compulsory secondary	17.7	17.8	17.7	20.9	14.0	
Compulsory secondary	25.4	26.0	23.3		21.1	
Non-compulsory secondary	13.0	12.8	14.0		14.1	
Vocational training	20.4	20.2	21.4		22.1	
University	23.4	23.3	23.7		28.7	
AGE (mean)	38.5	37.7	41.6		39.5	
L.M. EXPERIENCE (mean)	19.0	18.0	22.4		19.7	
TOWN SIZE						
<10 thousand	22.8	23.2	21.1	24.8	20.4	
10-100 thousand	34.3	33.8	36.5		34.1	
100-250 thousand	18.3	18.1	19.1	17.7	19.0	
>250 thousand	24.6	24.9	23.4		26.5	
OCCUPATION						
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		26.3	
Blue-collar low-skilled	19.2	19.5	18.0		15.4	
TYPE OF JOB	17.2	17.0	10.0	22	15.1	
Employee	82.4	82.8	80.8	85.8	78.3	
TENURE (mean)	10.3	9.2	14.4		12.1	
TYPE OF CONTRACT	10.5	7.2	1 T.T	0.0	12,1	
Fixed-term	24.6	27.5	13.6	30.4	17.7	
WORKING HOURS	27.0	21.3	15.0	50.7	17.7	
Part-time	8.6	9.5	5.1	11.3	5.4	
NET MONTHLY WAGE (euros)	0.0	7.5	5.1	11.5	э.т	
<450	4.9	5.8	1.8	7.3	2.1	
450-600	8.1	9.5	3.2		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         78.4         81.9         65.4         84.5         71.2           EMPLOYER SIZE         1         1         1.9         12.3         39.1         14.4           10-49 workers         17.3         18.4         13.0         19.3         14.9           50-9 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						
1,200-2,400	600-900	29.0	30.2	24.2	31.7	25.8
>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         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	900-1,200	24.1	23.0	27.9	22.3	26.2
No answer   10.5   10.7   9.6   11.2   9.7	1,200-2,400	17.9	15.6	26.4	12.8	23.8
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   10.49 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     3.4   3.9   1.5   4.9   1.6   Building   11.5   12.9   6.5   13.7   8.9   1.5   8.9   1.5   8.7   8.9   1.5   8.8   7.8   12.6   6.5   11.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   1.5   8.9   8.0   1.5   8.9   1.5   8.9   8.0   1.5   8.9   1.5   8.9   8.0	>2,400	5.6	5.2	6.8	3.3	8.2
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         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	No answer	10.5	10.7	9.6	11.2	9.7
EMPLOYER SIZE	SECTOR					
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       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       4.2       4.7       2.0       6.2       1.7         Public services       8.9       8.0       12.4 <td>Private</td> <td>78.4</td> <td>81.9</td> <td>65.4</td> <td>84.5</td> <td>71.2</td>	Private	78.4	81.9	65.4	84.5	71.2
10-49 workers	EMPLOYER SIZE					
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         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         8.9         8.0         12.4         6.5         11.7           TRAINING STATUS         7.8         62.2         41.1	1-9 workers	27.7	31.9	12.3	39.1	14.4
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       4.2       4.7       2.0       6.2       1.7         Public services       8.9       8.0       12.4       6.5       11.7         TRAINING STATUS       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 <td>10-49 workers</td> <td>17.3</td> <td>18.4</td> <td>13.0</td> <td>19.3</td> <td>14.9</td>	10-49 workers	17.3	18.4	13.0	19.3	14.9
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         57.8         62.2         41.1         70.2         43.2           Yes firm-Yes worker <t< td=""><td>50-99 workers</td><td>20.0</td><td>19.9</td><td>20.3</td><td>18.9</td><td>21.2</td></t<>	50-99 workers	20.0	19.9	20.3	18.9	21.2
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)   6.4   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   4.4   4.3   4.2   4.6   4.6   Autonomy (mean)   4.4   4.4   4.4   4.3   4.2   4.6   4.6   4.6   Autonomy (mean)   4.4   4.4   4.4   4.3   4.2   4.6   4	100-499 workers	14.3	13.2	18.5	10.5	18.7
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       7.8       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.       6.6 <td< td=""><td>500+ workers</td><td>20.7</td><td>16.6</td><td>36.0</td><td>12.2</td><td>30.8</td></td<>	500+ workers	20.7	16.6	36.0	12.2	30.8
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         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.         6.0 <td< td=""><td>INDUSTRY</td><td></td><td></td><td></td><td></td><td></td></td<>	INDUSTRY					
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         STATUS         STATUS         8.0         45.0         22.0         42.9           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	Agriculture	3.4	3.9	1.5	4.9	1.6
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         7         10.6         2.2         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)         8.0         8.0         8.0         7.8         8.2 <t< td=""><td>Building</td><td>11.5</td><td>12.9</td><td>6.5</td><td>13.7</td><td>8.9</td></t<>	Building	11.5	12.9	6.5	13.7	8.9
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         8.9         8.0         12.4         6.5         11.7           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.         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 <td>Energy, metals and chemicals</td> <td>8.8</td> <td>7.8</td> <td>12.6</td> <td>6.5</td> <td>11.5</td>	Energy, metals and chemicals	8.8	7.8	12.6	6.5	11.5
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         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.         Seneral 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)	Machinery and equipment	4.1	3.6	5.9	2.7	5.6
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 <tr< td=""><td>Other manufacturing</td><td>10.4</td><td>10.5</td><td>10.0</td><td>10.7</td><td>10.0</td></tr<>	Other manufacturing	10.4	10.5	10.0	10.7	10.0
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	Traditional services	22.1	23.5	16.9	25.7	17.9
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	Productive services	11.5	11.4	11.7	10.1	13.0
Public services       8.9       8.0       12.4       6.5       11.7         TRAINING STATUS       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.       6.0       6.1       5.8       6.1       6.0         General working conditions (mean)       6.4       6.3       6.6       6.2       6.6         Pride (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	Social services	15.2	13.7	20.7	12.9	18.0
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)         Fride (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	Personal services	4.2	4.7	2.0	6.2	1.7
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)           Pride (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	Public services	8.9	8.0	12.4	6.5	11.7
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	TRAINING STATUS					
Yes firm-No worker       10.6       9.7       13.8       7.8       13.9         WORKING CONDITIONS INDIC.       6.0       6.1       5.8       6.1       6.0         General working conditions (mean)       6.4       6.3       6.6       6.2       6.6         Pride (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	No	57.8	62.2	41.1	70.2	43.2
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	Yes firm-Yes worker	31.6	28.0	45.0	22.0	42.9
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	Yes firm-No worker	10.6	9.7	13.8	7.8	13.9
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	WORKING CONDITIONS INDIC.					
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	General working conditions (mean)	6.0		5.8	6.1	6.0
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	Pride (mean)	6.4			6.2	6.6
Integration (mean)       3.0       2.9       3.3       2.6       3.4         Autonomy (mean)       4.4       4.4       4.3       4.2       4.6	No alienation (mean)	8.0	8.0	8.0	7.8	8.2
Autonomy (mean) 4.4 4.4 4.3 4.2 4.6		4.2	4.2	4.2	4.0	4.4
	Integration (mean)				2.6	3.4
<u>Observations</u> 12,241 9,632 2,609 6,595 5,646	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
GENDER			
Man (&)			
Woman	0.103	0.024	4.32
MARITAL STATUS			
Single (&)			
Married	-0.063	0.033	-1.92
Other	-0.044	0.048	-0.91
CHILDREN			
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
EDUCATIONAL ATTAINMENT			
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
L.M. EXPERIENCE	-0.016	0.003	-4.92
L.M. EXP. squared	0.033	0.007	4.83
REGION			
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
TOWN SIZE	0.031	0.001	0.50
<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
OCCUPATION	0.170	0.031	-4.52
White-collar high-skilled	-0.175	0.038	-4.65
White-collar low-skilled	-0.175	0.033	-3.86
Blue-collar high-skilled	-0.120	0.033	-0.09

Blue-collar low-skilled (&)			
TYPE OF JOB	0.004	0.020	2.25
Direction/Supervision	-0.094	0.028	-3.35
Employee (&)  TYPE OF CONTRACT			
TYPE OF CONTRACT			
Permanent (&)	0.047	0.025	1.01
Fixed-term	-0.047	0.025	-1.91
WORKING HOURS			
Full-time (&)	0.022	0.041	0.70
Part-time	-0.032	0.041	-0.79
NET MONTHLY WAGE			
<450 (&)	0.154	0.057	2.60
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 (&)	0.102	0.020	2.60
Private	-0.103	0.038	-2.69
EMPLOYER SIZE			
1-9 workers (&)	0.045	0.027	1.60
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 (&)	0.102	0.060	1.70
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 (&)	0.124	0.027	4.54
Yes firm-Yes worker	-0.124	0.027	-4.54
Yes firm-No worker	0.075	0.034	2.17
WORKING CONDITIONS INDIC.	0.001	0.006	1470
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 companyprovided 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

a rest during the working day, and possibility to take a day off if needed without necessarily making it up later).

The majority of the variables included in the indicators take values 0-1 (corresponding to possible answers 'no'/'yes'). Some of them are ranked on a five-point scale (1-5) but they have been reduced to a 0-1 variable. All of them are considered equally important. The indicators are normalized in order to range from 0 to 10. This is done using the following formula:

$$I = 10 * \sum_{i=1}^{n} x_i / n$$

where I is the corresponding indicator,  $x_i$  is the set of variables related to the working conditions questions responded by employees, and n is the total number of these variables included in each indicator. The mean levels of the six indicators for the whole sample and for the groups of workers broken down by union status and workplace coverage status are provided at the end of Table A.1.

How should these indicators relate to job satisfaction measures? One may expect that a positive correlation should be detected: where working conditions (captured by these indicators) are poorer, job satisfaction will be lower. Table A.3 displays the Pearson correlation coefficients. As can be see, most coefficients lie in the range 0.25-0.50. The highest values correspond to the indicators of no alienation and participation. The table also provides the coefficients of correlation among the working conditions indicators. Some of them are not quite correlated (it is the case of the general conditions indicator with the rest of them), while others are highly correlated (for instance, the indicators of participation, integration and autonomy).

**Table A.3.** Pearson correlations among overall job satisfaction and working conditions indicators (ECVT 2000--2003).

	Overall job	General	Pride	No	Particip.	Integration	Autonomy
	satisfaction	conditions		alienation			
Overall job satisf.	1.00	0.25	0.39	0.46	0.42	0.26	0.37
General conditions		1.00	0.21	0.29	0.29	0.23	0.32
Pride			1.00	0.45	0.47	0.36	0.49
No alienation				1.00	0.60	0.40	0.61
Participation					1.00	0.50	0.78
Integration						1.00	0.67
Autonomy							1.00