

## Appendix A. Descriptives of the variables

Variable	CWE		UK and Ireland			
	Mean	Std. Dev.	Mean	Std. Dev.	Min	Max
Job satisfaction	7.60	1.75	7.12	2.05	0	10
Pay satisfaction*	3.22	1.09	3.34	1.05	1	5
Union membership	0.40	0.49	0.32	0.47	0	1
Autonomy	6.11	2.32	5.16	2.40	0.83	10
Supervisor	0.33	0.47	0.37	0.48	0	1
Direct voice	1.38	1.30	1.41	1.23	0	4
Influence	4.51	3.18	3.97	3.09	0	10
Union Absence	0.12	0.32	0.17	0.38	0	1
Collective voice	0.00	0.74	0.00	0.73	-0.9	2.34
Age /10	4.30	0.96	4.10	0.99	2.5	6
Age squared /100	19.40	8.26	17.81	8.37	6.25	36
Female	0.49	0.50	0.57	0.50	0	1
Partner	0.72	0.45	0.63	0.48	0	1
Children at home	0.54	0.50	0.50	0.50	0	1
Education	4.33	1.85	4.37	1.79	1	7
Health	4.02	0.75	4.26	0.76	1	5
Subjective income	3.31	0.72	3.11	0.79	1	4
Total Experience	21.11	10.61	19.75	10.54	0	46
Job experience	12.98	9.85	12.20	9.52	0	47
Employer experience	11.88	9.89	9.84	9.05	0	44
Permanent Contract	0.88	0.33	0.76	0.43	0	1
Log Hours	3.53	0.34	3.46	0.39	0	4.38
Irregular working hours	2.11	1.04	2.15	1.12	0.81	5
Job specific human capital	4.53	1.49	4.50	1.58	1	8
Courses	0.54	0.50	0.40	0.49	0	1
Establishment size 10 -24	0.19	0.39	0.15	0.36	0	1
Establishment size 25 – 99	0.27	0.44	0.26	0.44	0	1
Establishment size 100 – 499	0.19	0.39	0.20	0.40	0	1
Establishment size > 500	0.15	0.36	0.19	0.39	0	1
Variety in work	3.05	0.94	2.90	0.98	1	4
Learning possibilities	2.79	1.00	2.89	1.01	1	4
Social support	3.18	0.86	3.18	0.87	1	4
Job Security	2.97	1.01	2.69	1.01	1	4
Work pressure 1	3.69	0.96	4.14	0.78	1	5
Work pressure 2	3.22	1.15	3.21	1.15	1	5
Promotion possibilities	2.86	1.12	3.05	1.07	1	5
N	7,537	*7,513	1,486	*1,480		

## Appendix B Correlations between the main variables

<i>CWE</i>								
	Job sat.	Pay sat. *	Union member	Auton.	Sup.	Direct voice	Infl.	Union absent
Job satisfaction								
Pay satisfaction*	0.28							
Union membership	0.07	n.s						
Autonomy	0.25	0.16	0.08					
Supervisor	0.11	0.07	n.s.	0.28				
Direct voice	0.21	0.09	0.24	0.21	0.15			
Influence	0.22	0.11	0.10	0.49	0.32	0.24		
Union absent	-0.04	-0.04	-0.25	-0.05	-0.04	-0.18	-0.04	
Collective voice	0.08	0.05	0.15	n.s.	0.03	0.28	0.04	n.s
<i>UK and Ireland</i>								
Job satisfaction	1.00							
Pay satisfaction*	0.28	1.00						
Union member	n.s	n.s	1.00					
Autonomy	0.22	0.08	n.s	1.00				
Supervisor	0.09		n.s	0.33	1.00			
Direct voice	0.25	0.08	0.16	0.24	0.19	1.00		
Influence	0.20	0.10	n.s	0.57	0.32	0.28		
Union absence	n.s	n.s	-0.30	n.s	n.s	-0.07	n.s	
Collective voice	n.s	0.06	0.30	n.s	n.s	0.15	n.s	n.s

Source: ESS5, 2010, own calculations

**Table 1. Results of robust regression of job satisfaction and pay satisfaction for UK and Ireland**

Model	Job satisfaction				Pay satisfaction			
	1 b/se	2 b/se	3 b/se	4 b/se	1 b/se	2 b/se	3 b/se	4 b/se
Union membership	0.050 (0.040)	0.073* (0.012)	-0.020* (0.004)	0.005 (0.004)	0.153* (0.008)	0.071* (0.012)	-0.050* (0.013)	0.009 (0.014)
autonomy		0.128* (0.004)	0.138* (0.009)	0.098* (0.010)		0.038* (0.000)	0.018* (0.000)	0.032* (0.001)
Direct voice		0.332* (0.009)	0.323* (0.006)	0.155* (0.010)		0.056* (0.002)	0.038* (0.005)	0.010* (0.002)
Influence		0.070* (0.002)	0.061* (0.001)	0.035* (0.001)		0.036* (0.003)	0.025* (0.003)	0.025* (0.004)
Union presence		-0.215* (0.012)	-0.139* (0.005)	0.039* (0.003)		0.164* (0.003)	0.186* (0.009)	0.212* (0.008)
Collective voice		0.119* (0.012)	0.108* (0.011)	0.136* (0.020)		0.141* (0.006)	0.131* (0.008)	0.127* (0.008)
Personal characteristics	No	No	Yes	Yes	No	No	Yes	Yes
Job characteristics	No	No	No	Yes	No	No	No	Yes
Constant	7.119* (0.011)	5.559* (0.017)	2.389* (0.168)	1.732* (0.024)	3.217* (0.002)	2.820* (0.018)	0.397* (0.030)	0.497* (0.038)
N	17746	17746	17746	17746	17529	17529	17529	17529
R2	0.001	0.122	0.18	0.339	0.005	0.056	0.16	0.205

Source: ESS5, own calculations

All models include country fixed effects

**Table 2. Results of robust regression of job satisfaction and pay satisfaction for CWE**

Model	Job satisfaction				Pay satisfaction			
	1 b/se	2 b/se	3 b/se	4 b/se	1 b/se	2 b/se	3 b/se	4 b/se
Union membership	0.031 (0.110)	-0.051 (0.096)	-0.086 (0.105)	-0.067 (0.095)	-0.001 (0.085)	-0.054 (0.059)	0.102* (0.048)	0.073* (0.035)
Autonomy		0.142* (0.015)	0.134* (0.012)	0.092* (0.008)		0.063* (0.009)	0.034* (0.005)	0.035* (0.004)
Direct voice		0.155* (0.014)	0.137* (0.018)	0.089* (0.017)		0.031 (0.018)	0.016 (0.018)	0.018 (0.017)
Influence		0.045* (0.008)	0.047* (0.008)	0.021* (0.006)		-0.002 (0.008)	-0.006 (0.009)	-0.001 (0.008)
Union presence		-	0.074* (0.035)	-0.063 (0.031)	-0.086 (0.066)	0.067 (0.131)	0.020 (0.111)	0.027 (0.098)
Collective voice		0.123 (0.061)	0.122* (0.051)	0.091 (0.047)		0.106* (0.041)	0.106* (0.042)	0.093* (0.035)
Personal characteristics	No	No	Yes	Yes	No	No	Yes	Yes
Job characteristics	No	No	No	Yes	No	No	No	Yes
Constant	7.720* (0.058)	6.606* (0.091)	5.004* (0.476)	4.411* (0.534)	3.546* (0.045)	3.201* (0.062)	2.160* (0.268)	2.516* (0.341)
N	17746	17746	17746	17746	17529	17529	17529	17529
R2	0.012	0.086	0.128	0.212	0.021	0.047	0.123	0.169

Source: ESS5, own calculations

All models include country fixed effects

**Table 3. Results of endogenous treatment effects model of job satisfaction and pay satisfaction for UK and Ireland**

Model	Job satisfaction		Pay satisfaction	
	1 b/se	2 b/se	1 b/se	Model 2 b/se
Union membership	1.000* (0.033)	0.695* (0.044)	0.439* (0.035)	0.085 (0.045)
Autonomy		0.116* (0.010)		0.035* (0.002)
Direct voice		0.145* (0.009)		0.009* (0.002)
Influence		0.038* (0.003)		0.025* (0.004)
Union presence		0.018* (0.001)		0.210* (0.007)
Collective voice		0.023* (0.011)		0.115* (0.003)
Personal characteristics	No	Yes	No	Yes
Job characteristics	No	Yes	No	Yes
Constant	6.867* (0.009)	2.008* (0.018)	3.141* (0.009)	0.526* (0.024)
N	17746	17746	17529	17529
df_m	1	1	1	2

Source: ESS5, own calculations

All models include country fixed effects

**Table 4. Results of endogenous treatment effects model of job satisfaction and pay satisfaction for CWE**

	Job satisfaction		Pay satisfaction	
	Model 1 b/se	Model 2 b/se	Model 1 b/se	Model 2 b/se
Union membership	0.885* (0.180)	0.765* (0.212)	0.636* (0.292)	-0.609 (1.081)
Autonomy		0.099* (0.009)		0.030* (0.008)
Direct voice		0.079* (0.017)		0.025 (0.026)
Influence		0.020* (0.006)		-0.001 (0.009)
Union presence		-0.090 (0.065)		0.030 (0.101)
Collective voice		0.024 (0.060)		0.137 (0.077)
Personal characteristics	No	Yes	No	Yes
Job characteristics	No	Yes	No	Yes
Constant	7.269* (0.095)	4.308* (0.636)	3.209* (0.154)	2.573* (0.476)
N	17746	17746	17529	17529
df_m	1	10	1	10

Source: ESS5, own calculations

All models include country fixed effects