

# ONLINE APPENDIX

(DE NEVE, & WARD, HAPPINESS AT WORK)

**Table A6.1: Social Comparison Effects of Unemployment**

	Life Evaluation		Positive Affect		Negative Affect	
	(1)	(2)	(3)	(4)	(5)	(6)
Unemployed	-0.234*** (0.007)	-0.274*** (0.011)	-0.101*** (0.008)	-0.132*** (0.011)	0.209*** (0.008)	0.251*** (0.011)
Unemployment Rate	-0.074* (0.041)	-0.100** (0.041)	0.027 (0.034)	0.007 (0.035)	-0.061 (0.037)	-0.033 (0.038)
Unemployed * Unemployment Rate		0.233*** (0.055)		0.181*** (0.052)		-0.247*** (0.051)
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes
Observations	847840	847840	816614	816614	805187	805187
R-squared	0.084	0.084	0.032	0.032	0.032	0.032
Countries	162	162	162	162	162	162

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.

**Table A6.2: Job Type by Gender**

	Life Evaluation		Positive Affect		Negative Affect	
	(1)	(2)	(3)	(4)	(5)	(6)
	Men	Women	Men	Women	Men	Women
Job Type (v. Professional)						
Manager/Executive/Official	0.043*** (0.011)	0.025** (0.012)	-0.012 (0.011)	-0.031** (0.013)	0.009 (0.011)	0.035** (0.014)
Business Owner	-0.045*** (0.010)	-0.051*** (0.011)	-0.052*** (0.010)	-0.049*** (0.011)	0.037*** (0.010)	0.022** (0.011)
Clerical or Office Worker	-0.017* (0.010)	-0.028*** (0.008)	-0.051*** (0.011)	-0.085*** (0.010)	-0.015 (0.010)	-0.005 (0.010)
Sales Worker	-0.047*** (0.012)	-0.086*** (0.010)	-0.099*** (0.013)	-0.139*** (0.011)	0.039*** (0.012)	0.039*** (0.011)
Service Worker	-0.071*** (0.010)	-0.118*** (0.009)	-0.082*** (0.011)	-0.126*** (0.010)	0.013 (0.010)	0.048*** (0.010)
Construction or Mining Worker	-0.147*** (0.011)	-0.143*** (0.026)	-0.175*** (0.013)	-0.133*** (0.026)	0.074*** (0.012)	0.026 (0.030)
Manufacturing Worker	-0.115*** (0.011)	-0.144*** (0.013)	-0.169*** (0.014)	-0.174*** (0.015)	0.038*** (0.013)	0.075*** (0.015)
Transportation Worker	-0.110*** (0.012)	-0.083*** (0.031)	-0.194*** (0.015)	-0.122*** (0.036)	0.066*** (0.012)	0.068** (0.032)
Installation or Repair Worker	-0.120*** (0.012)	-0.189*** (0.037)	-0.142*** (0.016)	-0.167*** (0.040)	0.071*** (0.014)	0.108*** (0.040)
Farming/Fishing/Forestry Worker	-0.126*** (0.013)	-0.154*** (0.013)	-0.153*** (0.013)	-0.175*** (0.013)	0.040*** (0.012)	0.028** (0.013)
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes
Observations	191957	146325	188440	145487	184227	143773
R-squared	0.076	0.084	0.028	0.030	0.013	0.018
Countries	153	153	153	153	153	153

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.

**Table A6.3: Anticipation of and Adaption to Unemployment Spells in Germany**

	All (1)	Men (2)	Women (3)
<b>Leads</b>			
3-4 Years Hence	-0.096*** (0.031)	-0.083** (0.041)	-0.111** (0.047)
2-3 Years	-0.086*** (0.031)	-0.086** (0.043)	-0.086** (0.044)
1-2 Years	-0.140*** (0.030)	-0.145*** (0.043)	-0.134*** (0.044)
Within 1 Year	-0.272*** (0.031)	-0.284*** (0.043)	-0.260*** (0.044)
<b>Lags</b>			
Unemployed 0-1 Year	-0.910*** (0.037)	-1.116*** (0.054)	-0.712*** (0.050)
1-2 Years	-1.042*** (0.058)	-1.269*** (0.087)	-0.827*** (0.077)
2-3 Years	-0.877*** (0.085)	-0.962*** (0.124)	-0.771*** (0.115)
3-4 Years	-1.087*** (0.110)	-1.333*** (0.186)	-0.859*** (0.131)
4+ Years	-0.831*** (0.137)	-1.168*** (0.229)	-0.517*** (0.153)
Further Controls	Yes	Yes	Yes
Individual FEs	Yes	Yes	Yes
Observations	158996	86547	72449
R-squared	0.075	0.130	0.086
Countries	21	17	12

Source: German Social-Economic Panel.

Standard errors in parentheses, clustered at the level of the individual. All regressions include controls for age, age2, years of education, marital status, log income, number of children, region and wave dummies. Dependent variable is life satisfaction (0-10 scale). For more information on specification, which follows Clark and Georgelis (2013), please see text.

\* p < 0.10, \*\* p < 0.05, \*\*\* p < 0.01.

**Table A6.4i: Job Type and Life Evaluation Around the World**

	W Europe (1)	C+E Europe (2)	CIS (3)	SE Asia (4)	S Asia (5)	E Asia (6)	LA + Carib (7)	NA + ANZ (8)	MENA (9)	SSA (10)
Job Type (v. Professional)										
Manager/Executive/ Official	0.026* (0.013)	0.100*** (0.024)	0.096** (0.036)	-0.024 (0.032)	-0.035 (0.066)	0.047 (0.030)	-0.013 (0.034)	0.016 (0.025)	0.068** (0.027)	-0.038 (0.026)
Business Owner	-0.005 (0.017)	0.087*** (0.021)	0.103*** (0.034)	-0.115*** (0.028)	-0.059 (0.055)	-0.051 (0.032)	-0.111*** (0.022)	-0.032 (0.030)	-0.030 (0.023)	-0.096*** (0.016)
Clerical or Office Worker	-0.028** (0.013)	-0.019 (0.021)	0.013 (0.025)	-0.041 (0.033)	-0.013 (0.044)	-0.024 (0.015)	-0.003 (0.023)	-0.071** (0.030)	-0.045** (0.019)	-0.020 (0.019)
Sales Worker	-0.072*** (0.016)	-0.120*** (0.022)	-0.036** (0.015)	-0.095*** (0.030)	-0.046 (0.042)	-0.100*** (0.023)	-0.063** (0.026)	-0.093*** (0.031)	-0.054* (0.030)	-0.093*** (0.026)
Service Worker	-0.086*** (0.013)	-0.127*** (0.021)	-0.119*** (0.017)	-0.121*** (0.028)	-0.074* (0.037)	-0.116*** (0.024)	-0.085*** (0.027)	-0.118*** (0.024)	-0.090*** (0.025)	-0.119*** (0.016)
Construction or Mining Worker	-0.154*** (0.020)	-0.185*** (0.032)	-0.069*** (0.022)	-0.167*** (0.039)	-0.199*** (0.052)	-0.141*** (0.040)	-0.184*** (0.035)	-0.011 (0.029)	-0.173*** (0.027)	-0.167*** (0.021)
Manufacturing Worker	-0.149*** (0.019)	-0.177*** (0.025)	-0.111*** (0.024)	-0.137*** (0.029)	-0.189*** (0.057)	-0.125*** (0.033)	-0.056** (0.028)	-0.142*** (0.038)	-0.128*** (0.031)	-0.094*** (0.023)
Transportation Worker	-0.132*** (0.024)	-0.143*** (0.031)	-0.072*** (0.021)	-0.125*** (0.038)	-0.104* (0.056)	-0.119* (0.063)	-0.078** (0.036)	-0.167** (0.058)	-0.156*** (0.036)	-0.113*** (0.024)
Installation or Repair Worker	-0.172*** (0.024)	-0.191*** (0.035)	-0.079** (0.030)	-0.135*** (0.043)	-0.043 (0.039)	-0.100* (0.050)	-0.099** (0.042)	-0.088 (0.051)	-0.167*** (0.032)	-0.155*** (0.028)
Farming/Fishing/ Forestry Worker	-0.135*** (0.028)	-0.188*** (0.031)	-0.063*** (0.019)	-0.149*** (0.027)	-0.119* (0.059)	-0.118*** (0.022)	-0.192*** (0.038)	0.034 (0.061)	-0.114*** (0.036)	-0.189*** (0.020)
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Observations	52607	31514	28912	22404	24393	22649	34805	8889	48212	63496
R-squared	0.075	0.130	0.086	0.083	0.130	0.145	0.064	0.065	0.080	0.083
Countries	21	17	12	9	7	6	21	4	19	36

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.

Table A6.4ii: Job Type and Positive Affect Around the World

	W Europe (1)	C+E Europe (2)	CIS (3)	SE Asia (4)	S Asia (5)	E Asia (6)	LA + Carib (7)	NA + ANZ (8)	MENA (9)	SSA (10)
Job Type (v. Professional)										
Manager/Executive/ Official	0.001 (0.011)	-0.012 (0.032)	0.042 (0.028)	-0.074** (0.035)	-0.064 (0.050)	-0.025 (0.038)	-0.052 (0.039)	-0.037 (0.026)	0.004 (0.029)	-0.079*** (0.029)
Business Owner	0.018 (0.019)	-0.030 (0.025)	0.000 (0.041)	-0.145*** (0.031)	-0.048 (0.032)	-0.014 (0.019)	-0.069*** (0.019)	-0.021 (0.043)	-0.060** (0.024)	-0.097*** (0.020)
Clerical or Office Worker	-0.059*** (0.014)	-0.090*** (0.026)	-0.054* (0.032)	-0.070 (0.051)	-0.039 (0.039)	-0.077** (0.029)	-0.045** (0.020)	-0.092*** (0.027)	-0.065** (0.024)	-0.086*** (0.027)
Sales Worker	-0.051** (0.020)	-0.233*** (0.026)	-0.164*** (0.022)	-0.216*** (0.048)	-0.136** (0.051)	-0.141*** (0.033)	-0.107*** (0.023)	-0.066* (0.035)	-0.078** (0.034)	-0.109*** (0.025)
Service Worker	-0.061*** (0.013)	-0.173*** (0.023)	-0.133*** (0.025)	-0.186*** (0.041)	-0.052 (0.038)	-0.086** (0.031)	-0.094*** (0.021)	-0.061*** (0.017)	-0.104*** (0.026)	-0.139*** (0.024)
Construction or Mining Worker	-0.089*** (0.025)	-0.309*** (0.034)	-0.130*** (0.033)	-0.223*** (0.058)	-0.286*** (0.044)	-0.208*** (0.046)	-0.083*** (0.028)	0.028 (0.038)	-0.247*** (0.032)	-0.160*** (0.026)
Manufacturing Worker	-0.131*** (0.016)	-0.289*** (0.028)	-0.147*** (0.029)	-0.190*** (0.043)	-0.180*** (0.048)	-0.140*** (0.042)	-0.061** (0.025)	-0.159*** (0.036)	-0.261*** (0.041)	-0.163*** (0.029)
Transportation Worker	-0.090*** (0.028)	-0.288*** (0.037)	-0.154*** (0.033)	-0.287*** (0.051)	-0.212*** (0.074)	-0.236*** (0.076)	-0.123*** (0.031)	-0.079 (0.050)	-0.246*** (0.039)	-0.216*** (0.029)
Installation or Repair Worker	-0.036 (0.031)	-0.236*** (0.041)	-0.216*** (0.046)	-0.204*** (0.046)	-0.129*** (0.046)	-0.177*** (0.058)	-0.060* (0.033)	-0.093 (0.089)	-0.146*** (0.047)	-0.203*** (0.034)
Farming/Fishing/ Forestry Worker	-0.093*** (0.024)	-0.233*** (0.033)	-0.216*** (0.027)	-0.219*** (0.034)	-0.151*** (0.038)	-0.093*** (0.028)	-0.079*** (0.029)	0.051 (0.069)	-0.207*** (0.032)	-0.199*** (0.022)
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Observations	52744	31745	29327	22619	24568	22755	35051	8272	43514	62930
R-squared	0.015	0.068	0.052	0.025	0.060	0.030	0.020	0.016	0.037	0.031
Countries	21	17	12	9	7	6	21	4	19	36

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.

**Table A6.4iii: Job Type and Negative Affect Around the World**

	W Europe (1)	C+E Europe (2)	CIS (3)	SE Asia (4)	S Asia (5)	E Asia (6)	LA + Carib (7)	NA + ANZ (8)	MENA (9)	SSA (10)
Job Type (v. Professional)										
Manager/Executive/ Official	0.019* (0.010)	0.051* (0.026)	-0.022 (0.029)	0.053 (0.047)	0.020 (0.046)	-0.024 (0.033)	0.130*** (0.041)	-0.055 (0.039)	0.001 (0.034)	0.052* (0.030)
Business Owner	0.051*** (0.016)	0.063*** (0.020)	0.064** (0.032)	0.007 (0.035)	-0.057 (0.042)	0.001 (0.020)	0.065** (0.026)	0.078 (0.046)	0.086*** (0.023)	0.045*** (0.016)
Clerical or Office Worker	-0.024* (0.012)	0.023 (0.020)	-0.027 (0.025)	-0.010 (0.041)	-0.048 (0.052)	-0.070*** (0.014)	0.044* (0.025)	-0.013 (0.033)	-0.004 (0.022)	0.015 (0.023)
Sales Worker	0.014 (0.018)	0.090*** (0.022)	0.027 (0.018)	-0.016 (0.038)	0.039 (0.057)	0.018 (0.029)	0.063** (0.029)	0.077 (0.048)	0.064* (0.037)	0.055*** (0.018)
Service Worker	0.021 (0.013)	0.052** (0.021)	0.010 (0.020)	0.018 (0.033)	-0.039 (0.042)	-0.042** (0.016)	0.068*** (0.026)	0.038 (0.028)	0.052** (0.021)	0.094*** (0.018)
Construction or Mining Worker	0.036 (0.025)	0.131*** (0.032)	0.009 (0.020)	0.046 (0.040)	0.117 (0.074)	-0.012 (0.037)	0.041 (0.031)	0.007 (0.043)	0.162*** (0.030)	0.075*** (0.024)
Manufacturing Worker	0.029 (0.029)	0.112*** (0.024)	-0.004 (0.022)	0.044 (0.044)	0.033 (0.052)	-0.032 (0.032)	0.042 (0.031)	-0.090** (0.041)	0.134*** (0.039)	0.145*** (0.027)
Transportation Worker	-0.014 (0.030)	0.059** (0.026)	-0.006 (0.023)	0.075 (0.049)	0.050 (0.060)	-0.001 (0.030)	0.119*** (0.035)	0.016 (0.061)	0.206*** (0.035)	0.099*** (0.021)
Installation or Repair Worker	0.043 (0.028)	0.152*** (0.035)	-0.007 (0.031)	0.036 (0.058)	0.014 (0.065)	0.031 (0.054)	0.073* (0.040)	-0.135 (0.084)	0.123*** (0.044)	0.158*** (0.028)
Farming/Fishing/ Forestry Worker	0.064** (0.032)	0.118*** (0.026)	0.022 (0.020)	-0.021 (0.035)	-0.015 (0.049)	-0.030 (0.025)	0.017 (0.037)	-0.082 (0.048)	0.032 (0.043)	0.087*** (0.017)
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Observations	52744	31745	29327	22619	24568	22755	35051	8272	39087	61430
R-squared	0.018	0.028	0.022	0.018	0.038	0.024	0.034	0.018	0.022	0.021
Countries	21	17	12	9	7	6	21	4	19	36

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.

**Table A6.5: Correlation Matrix of Country-Year Averages of SWB Measures**

	Life Evaluation	Positive Affect	Negative Affect	Job Satisfaction	Engaged	Disengaged
Life Evaluation	I					
Positive Affect	0.51*	I				
Negative Affect	-0.17*	-0.18*	I			
Satisfied with Job	0.73*	0.42*	-0.05	I		
Actively Engaged with Job	0.09*	0.32*	0.08*	0.30*	I	
Actively Disengaged with Job	-0.32*	-0.47*	-0.01	-0.51*	-0.51*	I

\* p < 0.05

**Table A6.6: Job Satisfaction and Employment Status**

	W Europe (1)	C+E Europe (2)	CIS (3)	SE Asia (4)	S Asia (5)	E Asia (6)	LA + Carib (7)	NA + ANZ (8)	MENA (9)	SSA (10)
Employment (v. employed full-time for employer)										
Employed Full-Time for Self	0.057*** (0.014)	0.069 (0.070)	-0.091** (0.042)	0.100*** (0.029)	0.106** (0.038)	0.058 (0.044)	0.005 (0.014)	0.119*** (0.034)	0.089*** (0.031)	0.067** (0.026)
Employed Part-Time (does not want more hours)	0.058*** (0.013)	0.003 (0.038)	-0.049 (0.032)	0.075* (0.036)	-0.050 (0.038)	-0.063 (0.061)	0.019 (0.030)	0.095** (0.036)	0.048 (0.034)	0.046 (0.029)
Employed Part-Time (would like more hours)	-0.159*** (0.027)	-0.468*** (0.048)	-0.343*** (0.052)	-0.090 (0.053)	-0.253* (0.143)	-0.071 (0.047)	-0.329*** (0.026)	-0.215*** (0.057)	-0.280*** (0.048)	-0.282*** (0.031)
Out of Labor Force	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Observations	42194	14899	18319	15446	18335	15637	22029	4810	32427	38413
R-squared	0.011	0.052	0.042	0.023	0.068	0.037	0.036	0.020	0.048	0.054
Countries	20	17	12	9	6	6	21	4	18	33

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.

**Table A6.7: Employee Engagement and Employment Status**

	W Europe (1)	C+E Europe (2)	CIS (3)	SE Asia (4)	S Asia (5)	E Asia (6)	LA + Carib (7)	NA + ANZ (8)	MENA (9)	SSA (10)
Employment (v. employed full-time for employer)										
Employed Full-Time for Self	0.060 (0.056)	0.077 (0.101)	0.177 (0.148)	0.158 (0.101)	-0.031 (0.133)	0.020 (0.044)	-0.035 (0.059)	0.251 (0.193)	0.067 (0.067)	-0.043 (0.037)
Employed Part-Time (does not want more hours)	0.004 (0.012)	-0.017 (0.026)	0.027 (0.032)	0.022 (0.055)	-0.077* (0.039)	0.044* (0.024)	-0.007 (0.038)	0.002 (0.062)	0.035 (0.028)	-0.017 (0.026)
Employed Part-Time (would like more hours)	-0.028 (0.017)	-0.098*** (0.029)	-0.021 (0.034)	0.002 (0.034)	-0.042 (0.033)	0.011 (0.023)	-0.046* (0.023)	-0.097** (0.044)	-0.006 (0.030)	-0.045** (0.021)
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Observations	58191	32556	24010	11625	11766	17816	28669	7727	29247	28999
R-squared	0.006	0.023	0.026	0.017	0.026	0.010	0.008	0.011	0.008	0.015
Countries	21	17	12	9	7	6	22	4	18	40
Countries	20	17	12	9	6	6	21	4	18	33

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.



**Table A6.8: Job Satisfaction, Employee Engagement, and Employment Status**

	Job Satisfaction			Employee Engagement		
	(1)	(2)	(3)	(4)	(5)	(6)
	All	Men	Women	All	Men	Women
Employment (v. employed full-time for employer)						
Employed Full-Time for Self	0.057*** (0.011)	0.061*** (0.012)	0.051*** (0.013)	0.031 (0.024)	0.015 (0.028)	0.047 (0.037)
Employed Part-Time (does not want more hours)	0.032*** (0.011)	0.021 (0.015)	0.035*** (0.012)	0.018* (0.009)	0.003 (0.015)	0.014 (0.011)
Employed Part-Time (would like more hours)	-0.254*** (0.018)	-0.291*** (0.022)	-0.217*** (0.019)	-0.033*** (0.009)	-0.028** (0.012)	-0.042*** (0.011)
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes
Observations	222509	125047	97462	251107	139111	111996
R-squared	0.034	0.040	0.028	0.006	0.007	0.006
Countries	146	146	146	158	158	158

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.

**Table A6.9: Job Satisfaction, Employee Engagement, and Job Type**

	Job Satisfaction			Employee Engagement		
	(1)	(2)	(3)	(4)	(5)	(6)
	All	Men	Women	All	Men	Women
<b>Job Type (v. Professional)</b>						
Manager/Executive/Official	-0.033*** (0.010)	-0.023* (0.013)	-0.045*** (0.014)	0.011 (0.014)	0.001 (0.017)	0.039** (0.020)
Business Owner	-0.045*** (0.013)	-0.032** (0.015)	-0.055*** (0.016)	0.094*** (0.026)	0.094*** (0.030)	0.106*** (0.038)
Clerical or Office Worker	-0.065*** (0.010)	-0.050*** (0.015)	-0.075*** (0.012)	-0.119*** (0.012)	-0.102*** (0.017)	-0.134*** (0.015)
Sales Worker	-0.193*** (0.015)	-0.185*** (0.019)	-0.195*** (0.018)	-0.118*** (0.016)	-0.098*** (0.020)	-0.131*** (0.020)
Service Worker	-0.140*** (0.013)	-0.114*** (0.017)	-0.160*** (0.016)	-0.077*** (0.013)	-0.062*** (0.018)	-0.094*** (0.016)
Construction or Mining Worker	-0.240*** (0.020)	-0.232*** (0.021)	-0.200*** (0.047)	-0.087*** (0.016)	-0.070*** (0.018)	-0.168*** (0.036)
Manufacturing Worker	-0.208*** (0.015)	-0.192*** (0.018)	-0.228*** (0.020)	-0.125*** (0.013)	-0.100*** (0.016)	-0.157*** (0.022)
Transportation Worker	-0.184*** (0.020)	-0.178*** (0.022)	-0.144*** (0.045)	-0.141*** (0.018)	-0.126*** (0.020)	-0.209*** (0.049)
Installation or Repair Worker	-0.171*** (0.020)	-0.171*** (0.021)	-0.080 (0.051)	-0.119*** (0.019)	-0.102*** (0.021)	-0.192*** (0.053)
Farming/Fishing/Forestry Worker	-0.208*** (0.017)	-0.196*** (0.019)	-0.228*** (0.023)	-0.138*** (0.018)	-0.115*** (0.021)	-0.163*** (0.024)
Country + Year FEs	Yes	Yes	Yes	Yes	Yes	Yes
Observations	216024	121847	94177	118153	65947	52206
R-squared	0.032	0.037	0.027	0.010	0.010	0.010
Countries	147	147	147	143	143	143

Standard errors in parentheses adjusted for clustering at the country level. Outcome variables are standardized to have mean=0 and SD=1. Further controls: log income, education level, marital status, household composition, gender, age and its square. Sample is 21-60 year olds. p < \* 0.1 \*\* p < 0.05 \*\*\* p < 0.01.

Table A6.10: Subjective Wellbeing and Job Characteristics by Gender

		Men				Women			
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Units	Life Satisfaction	Happiness	Job Satisfaction	Positive Affect	Life Satisfaction	Happiness	Job Satisfaction	Positive Affect
Wages	(Log)	0.070** (0.027)	0.052** (0.021)	0.078*** (0.022)	0.031 (0.022)	0.069* (0.038)	0.033 (0.030)	0.087** (0.032)	0.063** (0.025)
Hours of Work	(Weekly hours)	0.003** (0.001)	0.001 (0.001)	0.003* (0.002)	0.003** (0.001)	0.001 (0.002)	0.001 (0.001)	-0.002 (0.001)	0.002 (0.002)
Responsible for supervising employees	(0/1)	0.031 (0.026)	0.016 (0.027)	0.033 (0.026)	0.021 (0.025)	0.036 (0.028)	0.054** (0.025)	0.033* (0.018)	0.038 (0.031)
High variety in work	(Very True=1)	0.054 (0.032)	0.092** (0.036)	0.218*** (0.028)	0.120*** (0.026)	0.101*** (0.026)	0.072** (0.033)	0.240*** (0.030)	0.083*** (0.029)
Job requires learning new things	(Very True=1)	0.072** (0.035)	0.073* (0.037)	0.134*** (0.026)	0.055* (0.030)	0.026 (0.018)	0.039* (0.023)	0.132*** (0.022)	0.087*** (0.028)
Wages depend on effort	(Very True=1)	0.019 (0.043)	0.070** (0.031)	0.003 (0.027)	0.075 (0.047)	0.077* (0.038)	0.011 (0.052)	0.057 (0.055)	0.052 (0.042)
Can get support/help from co-workers	(Very True=1)	0.128*** (0.024)	0.162*** (0.027)	0.188*** (0.027)	0.141*** (0.031)	0.092*** (0.023)	0.160*** (0.028)	0.301*** (0.031)	0.125*** (0.024)
Job entails health/safety risk	(Very True=1)	-0.171*** (0.036)	-0.090* (0.049)	-0.189*** (0.050)	-0.112** (0.044)	-0.140* (0.081)	-0.092 (0.064)	-0.205*** (0.066)	-0.192*** (0.063)
Can decide start/finish time	(Very True=1)	-0.009 (0.028)	-0.017 (0.048)	0.001 (0.045)	-0.021 (0.039)	-0.057 (0.034)	-0.015 (0.029)	-0.029 (0.041)	0.005 (0.036)
Job is secure	(Very True=1)	0.072* (0.035)	0.081* (0.040)	0.231*** (0.028)	0.107*** (0.028)	0.126*** (0.022)	0.125*** (0.021)	0.155*** (0.033)	0.072** (0.027)
Job requires very hard work	(Strongly Agree=1)	-0.037 (0.035)	0.026 (0.044)	-0.041 (0.040)	0.061 (0.037)	-0.039 (0.045)	0.003 (0.040)	-0.016 (0.042)	-0.009 (0.040)
Never enough time to get everything done	(Strongly Agree=1)	-0.056 (0.048)	-0.050 (0.050)	-0.169*** (0.043)	-0.178*** (0.038)	0.014 (0.030)	0.011 (0.028)	-0.114*** (0.038)	0.002 (0.037)
Good opportunities for promotion	(Strongly Agree=1)	0.077 (0.048)	0.099* (0.051)	0.230*** (0.046)	0.126** (0.060)	0.141** (0.059)	0.051 (0.053)	0.183*** (0.058)	0.103* (0.052)
Job prevents giving time to family/partner	(Often/Always=1)	-0.166*** (0.027)	-0.128*** (0.023)	-0.206*** (0.032)	-0.194*** (0.030)	-0.131*** (0.034)	-0.071** (0.029)	-0.214*** (0.033)	-0.156*** (0.029)
Worry about work problems when not working	(Often/Always=1)	-0.089** (0.034)	-0.067** (0.025)	-0.027 (0.038)	-0.229*** (0.038)	-0.126*** (0.031)	-0.102*** (0.023)	-0.045 (0.033)	-0.175*** (0.034)
Too tired after work to enjoy things	(Often/Always=1)	-0.206*** (0.026)	-0.208*** (0.032)	-0.189*** (0.033)	-0.388*** (0.042)	-0.216*** (0.033)	-0.205*** (0.035)	-0.245*** (0.035)	-0.427*** (0.035)
Control over how daily work is organized	(8-10/10=1)	0.058* (0.029)	0.107*** (0.024)	0.201*** (0.033)	0.005 (0.038)	0.040* (0.021)	0.072** (0.026)	0.186*** (0.025)	-0.032 (0.023)
Control over pace of work	(8-10/10=1)	0.097*** (0.026)	0.059** (0.024)	0.068** (0.031)	0.048 (0.031)	0.073** (0.030)	0.075** (0.033)	0.109*** (0.024)	0.080*** (0.027)
Control over policy decisions of organization	(8-10/10=1)	0.030 (0.027)	0.040 (0.027)	0.148*** (0.030)	0.074** (0.029)	0.034 (0.039)	0.042 (0.033)	0.087** (0.039)	0.033 (0.040)
Trade Union Member	(0/1)	-0.011 (0.027)	-0.007 (0.024)	0.078** (0.034)	0.005 (0.029)	0.053* (0.029)	0.082*** (0.025)	0.037 (0.037)	0.028 (0.042)
Self-Employed (v. Employee)	(0/1)	0.084 (0.064)	0.052 (0.067)	-0.034 (0.060)	0.068 (0.073)	0.023 (0.039)	-0.023 (0.042)	0.038 (0.044)	-0.002 (0.042)
Education	(Years)	0.007** (0.003)	0.005 (0.003)	-0.004 (0.004)	0.001 (0.004)	0.001 (0.003)	0.002 (0.003)	-0.014*** (0.004)	-0.005 (0.003)
Age	(Years)	-0.034*** (0.008)	-0.051*** (0.011)	-0.006 (0.010)	-0.037*** (0.012)	-0.057*** (0.010)	-0.048*** (0.010)	0.003 (0.008)	-0.038*** (0.010)
Age <sup>2</sup>	(Years <sup>2</sup> )	0.000*** (0.000)	0.001*** (0.000)	0.000 (0.000)	0.000*** (0.000)	0.001*** (0.000)	0.000*** (0.000)	0.000 (0.000)	0.000*** (0.000)
Observations		5588	5588	5588	5588	5967	5967	5967	5967
R-squared		0.273	0.224	0.213	0.173	0.310	0.249	0.241	0.157

Standard errors in parentheses adjusted for clustering at the country level. All outcome variables standardised to have mean of 0 and standard deviation of 1. Source: European Social Survey: Round 5 (2010). Further controls: marital status, household composition, migrant status, industry and occupation dummies, country dummies.

\* p < 0.1 \*\* p < 0.05 \*\*\* p < 0.01

**Table A6.II: Gallup World Poll: Summary Statistics**

	Mean	Std. Dev.
Life Evaluation (0-10)	5.444	2.242
Positive Affect (0-100)	68.216	28.986
Negative Affect (0-100)	27.637	29.504
Satisfied with Job (0/1)	0.782	0.413
Actively Engaged with Job (0/1)	0.161	0.367
Actively Disengaged with Job (0/1)	0.186	0.389
<b>Employment Status (all 0/1)</b>		
Employed Full-Time for Employer	0.341	0.474
Employed Full-Time for Self	0.158	0.365
Employed Part-Time (does not want more hours)	0.073	0.260
Employed Part-Time (would like more hours)	0.078	0.269
Out of Labour Force	0.280	0.449
Unemployed	0.070	0.255
<b>Job Type (all 0/1)</b>		
Professional Worker	0.176	0.381
Manager/Executive/Official	0.051	0.219
Business Owner	0.141	0.348
Clerical or Office Worker	0.107	0.310
Sales Worker	0.077	0.266
Service Worker	0.126	0.331
Construction or Mining Worker	0.048	0.214
Manufacturing Worker	0.057	0.232
Transportation Worker	0.036	0.187
Installation or Repair Worker	0.022	0.148
Farming/Fishing/Forestry Worker	0.158	0.365
<b>Controls</b>		
Annual Household Income (\$)	26504	956368
Education: Low	0.299	0.458
Education: Medium	0.513	0.500
Education: High	0.184	0.388
Marital Status: Single	0.235	0.424
Marital Status: Married	0.665	0.472
Marital Status: Divorced/Separated	0.061	0.240
Marital Status: Widowed	0.033	0.177
Female	0.534	0.499
Age	38.4	11.3
Children in Household (0/1)	0.58	0.49
Adults in Household (#)	3.00	1.45

**Table A6.13: Job Satisfaction Around the World**

	Country	% Satisfied with Job	Lower 95% CI	Upper 95% CI
1	Austria	95.1	94.2	96.0
2	Norway	94.6	93.4	95.9
3	Iceland	94.5	92.5	96.6
4	Netherlands	93.8	92.8	94.8
5	Switzerland	93.7	92.3	95.1
6	Thailand	93.7	92.9	94.5
7	Denmark	93.5	92.5	94.4
8	Luxembourg	93.4	91.9	94.9
9	Sweden	92.7	91.7	93.7
10	Turkmenistan	91.7	90.3	93.2
11	Ireland	91.5	90.2	92.8
12	Finland	91.2	89.9	92.6
13	Belgium	91.1	89.8	92.5
14	Laos	90.7	89.3	92.1
15	Canada	90.5	89.4	91.7
16	Germany	90.4	89.8	91.0
17	Venezuela	90.1	88.8	91.4
18	Singapore	90.0	88.9	91.0
19	Costa Rica	89.9	88.7	91.2
20	Australia	89.2	87.9	90.5
21	Cyprus	88.7	86.9	90.4
22	New Zealand	88.6	87.2	90.0
23	Slovenia	88.5	86.8	90.3
24	Portugal	88.4	86.9	90.0
25	Panama	88.3	86.9	89.7
26	Spain	88.1	86.8	89.4
27	Guatemala	88.1	86.7	89.5
28	Qatar	87.8	86.4	89.2
29	Oman	87.7	85.0	90.4
30	Kuwait	87.4	86.3	88.5
31	United Kingdom	87.4	86.7	88.1
32	United Arab Emirates	87.1	86.0	88.3
33	Uzbekistan	87.0	85.6	88.5
34	Poland	86.9	85.2	88.7
35	France	86.0	84.5	87.5
36	Mauritius	86.0	82.3	89.6
37	Puerto Rico	85.7	79.2	92.3
38	Saudi Arabia	85.7	84.6	86.8
39	Brazil	85.6	84.3	86.9
40	Italy	85.5	83.9	87.1
41	Namibia	85.4	80.9	89.8
42	United States	85.3	83.7	87.0
43	Malta	85.2	82.8	87.6

	Country	% Satisfied with Job	Lower 95% CI	Upper 95% CI
44	Malaysia	85.0	83.6	86.5
45	Nepal	84.9	83.3	86.4
46	Kosovo	84.7	82.6	86.9
47	Bolivia	84.7	83.3	86.2
48	Paraguay	84.5	82.9	86.1
49	Sri Lanka	84.4	82.7	86.2
50	Belize	84.1	79.0	89.2
51	Guyana	84.1	78.7	89.5
52	Suriname	84.1	79.2	88.9
53	Czech Republic	83.1	81.6	84.7
54	Honduras	83.1	81.4	84.8
55	Ecuador	83.0	81.3	84.6
56	Colombia	82.7	81.1	84.4
57	Mexico	82.4	80.7	84.2
58	Hungary	82.4	80.4	84.3
59	Nicaragua	82.3	80.6	84.0
60	Argentina	82.2	80.6	83.8
61	Mongolia	82.2	80.3	84.0
62	Trinidad and Tobago	82.1	78.8	85.4
63	Latvia	82.1	80.4	83.7
64	Israel	82.1	80.7	83.4
65	Uruguay	82.0	80.4	83.6
66	Djibouti	81.9	79.6	84.2
67	Hong Kong	81.5	79.5	83.6
68	Philippines	81.4	79.8	83.0
69	Slovakia	81.4	79.5	83.4
70	Tajikistan	81.3	79.3	83.4
71	El Salvador	80.9	79.0	82.7
72	Jordan	80.7	79.1	82.2
73	Vietnam	80.0	78.7	81.4
74	Afghanistan	80.0	78.0	82.0
75	Bahrain	79.9	78.2	81.7
76	Somaliland	79.9	78.1	81.7
77	Chile	79.8	78.0	81.6
78	Kazakhstan	79.5	77.8	81.1
79	Lithuania	79.4	77.7	81.1
80	Greece	79.2	77.4	81.1
81	Cambodia	78.9	77.3	80.5
82	Pakistan	78.1	76.6	79.6
83	Jamaica	78.1	74.0	82.1
84	Estonia	77.8	76.1	79.5
85	Bangladesh	77.7	76.1	79.3
86	Peru	77.4	75.6	79.2

**Table A6.12: Summary Statistics Survey: European Social (Part 2)**

	Country	% Satisfied with Job	Lower 95% CI	Upper 95% CI
87	Croatia	77.1	75.3	78.8
88	Kyrgyzstan	76.0	74.2	77.8
89	Libya	75.8	71.7	79.9
90	Romania	75.1	72.7	77.4
91	Egypt	75.1	73.8	76.3
92	Bulgaria	74.9	72.4	77.4
93	Turkey	74.9	73.1	76.7
94	Russia	74.6	73.5	75.7
95	South Korea	74.0	71.9	76.2
96	Japan	74.0	72.5	75.5
97	Ethiopia	73.7	70.7	76.6
98	Bosnia Herzegovina	73.7	71.2	76.2
99	Indonesia	73.3	71.9	74.7
100	Albania	73.3	71.0	75.5
101	Dominican Republic	72.7	70.6	74.8
102	Ukraine	72.3	70.5	74.2
103	Lebanon	72.3	70.9	73.7
104	Myanmar	72.0	67.7	76.4
105	Iraq	72.0	70.0	73.9
106	Belarus	71.6	70.0	73.2
107	India	71.5	70.4	72.6
108	China	71.4	70.4	72.4
109	Angola	71.1	67.0	75.2
110	Niger	71.1	69.1	73.0
111	Mozambique	70.8	68.3	73.2
112	Macedonia	70.6	67.8	73.4
113	Central African Republic	70.4	67.5	73.4
114	Iran	70.3	68.2	72.3
115	Moldova	70.0	68.2	71.7
116	Azerbaijan	69.8	67.8	71.9
117	Montenegro	69.7	67.3	72.2
118	Palestine	69.3	67.3	71.3
119	Cuba	69.1	64.9	73.2
120	Algeria	68.6	66.0	71.1
121	Serbia	68.5	66.2	70.7
122	Tunisia	68.4	66.6	70.2
123	Chad	67.9	65.3	70.5
124	Cameroon	64.9	62.3	67.5
125	Morocco	64.8	62.1	67.4
126	Ghana	63.1	60.6	65.7
127	Syria	62.7	60.5	64.9
128	Mauritania	61.7	59.5	63.9
129	South Africa	61.3	59.0	63.6
130	Congo Brazzaville	60.0	56.3	63.7
131	Nigeria	59.5	57.6	61.5
132	Sierra Leone	59.2	56.5	62.0
133	Yemen	58.9	56.7	61.1
134	Tanzania	57.8	55.6	59.9
135	Sudan	56.7	54.2	59.3
136	Liberia	56.6	53.2	59.9
137	Zimbabwe	56.3	54.1	58.5
138	Burkina Faso	56.2	53.8	58.6
139	Botswana	56.1	53.2	59.0
140	Georgia	55.9	53.3	58.5
141	Ivory Coast	55.3	50.5	60.1
142	Zambia	55.2	52.3	58.1
143	Swaziland	55.1	48.4	61.8
144	Guinea	55.1	51.4	58.7
145	Senegal	54.7	52.0	57.4
146	Burundi	54.3	51.0	57.5
147	Comoros	54.1	52.0	56.2
148	Mali	53.7	51.5	55.9
149	Gabon	52.5	48.2	56.7
150	Kenya	52.0	49.9	54.1
151	Malawi	51.8	49.0	54.7
152	Rwanda	51.7	49.3	54.1
153	Uganda	51.0	48.9	53.1
154	Armenia	50.7	48.2	53.2
155	Congo Kinshasa	50.2	46.9	53.5
156	Benin	49.3	46.6	52.0
157	Haiti	48.5	45.3	51.8
158	Madagascar	45.3	42.9	47.7
159	Togo	44.8	41.1	48.5
160	Lesotho	44.4	37.7	51.2

Source: Gallup World Poll, 2006-2012. National average percentage of employed respondents between 21-60 years old who reported being "satisfied" (as opposed to "dissatisfied") with their job.

Figure A6.1: Life Evaluation and Job Type by Gender

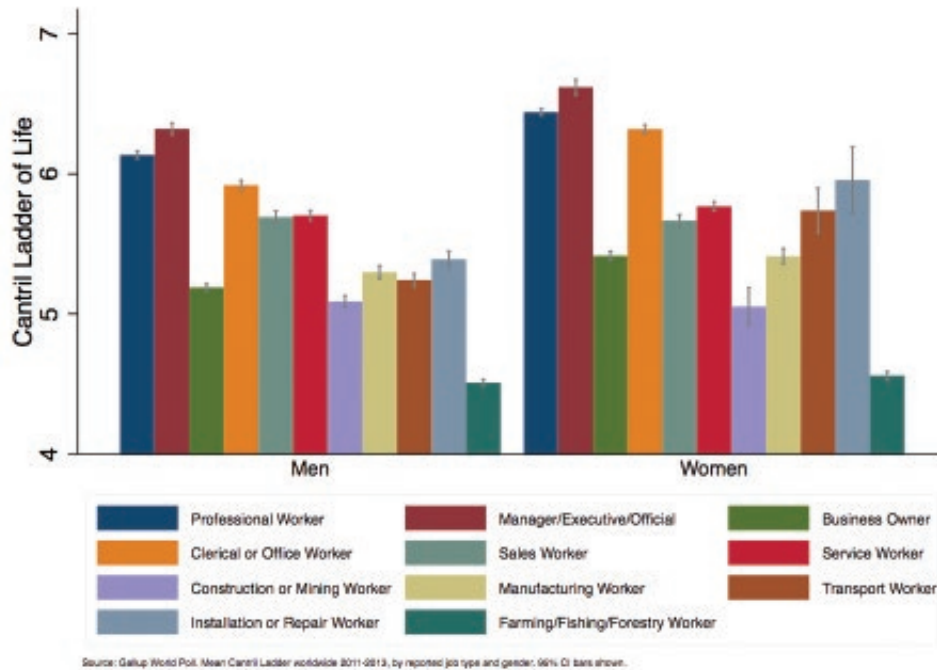


Figure A6.2: Positive Affect and Job Type by Gender

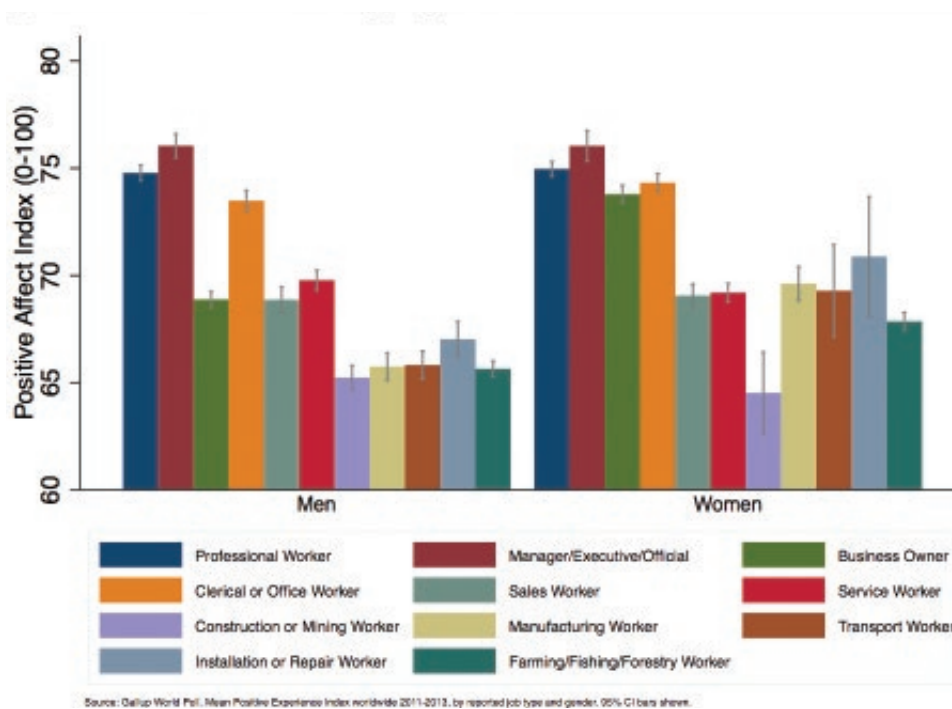


Figure A6.3: Negative Affect and Job Type by Gender

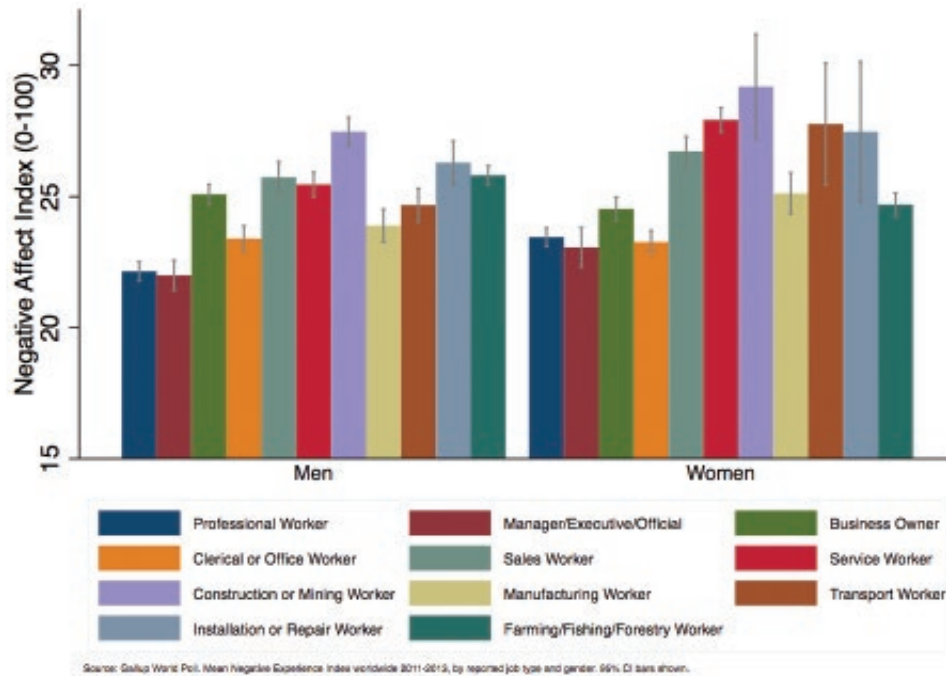


Figure A6.4: Job Satisfaction and Job Type by Gender

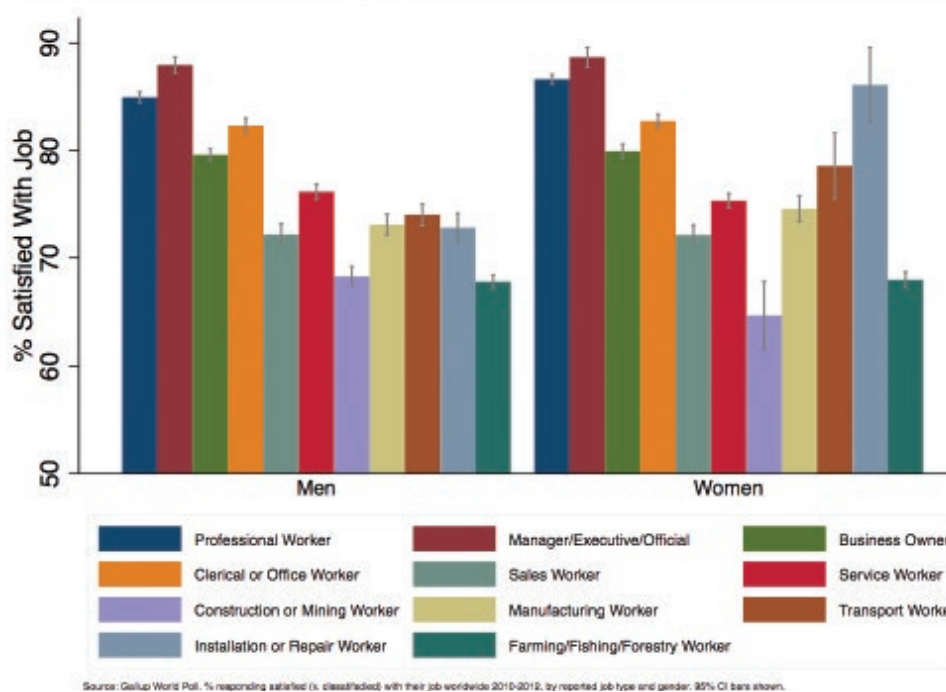




Figure A6.5: Employee Engagement and Job Type by Gender

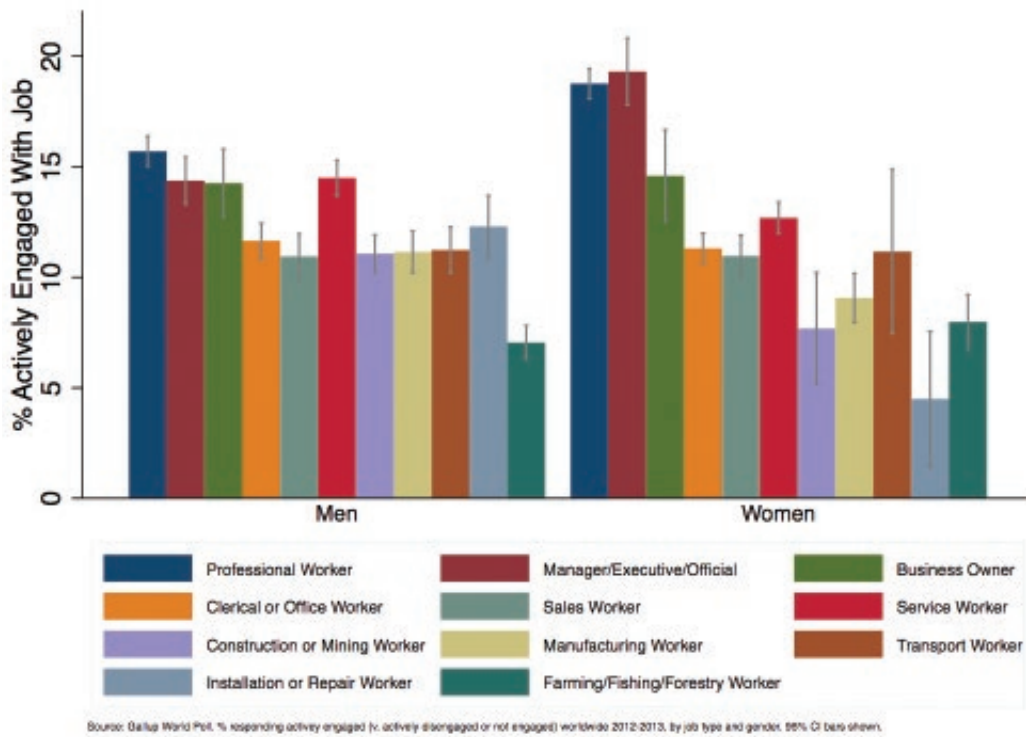


Figure A6.6: Positive Affect and Job Type by Region

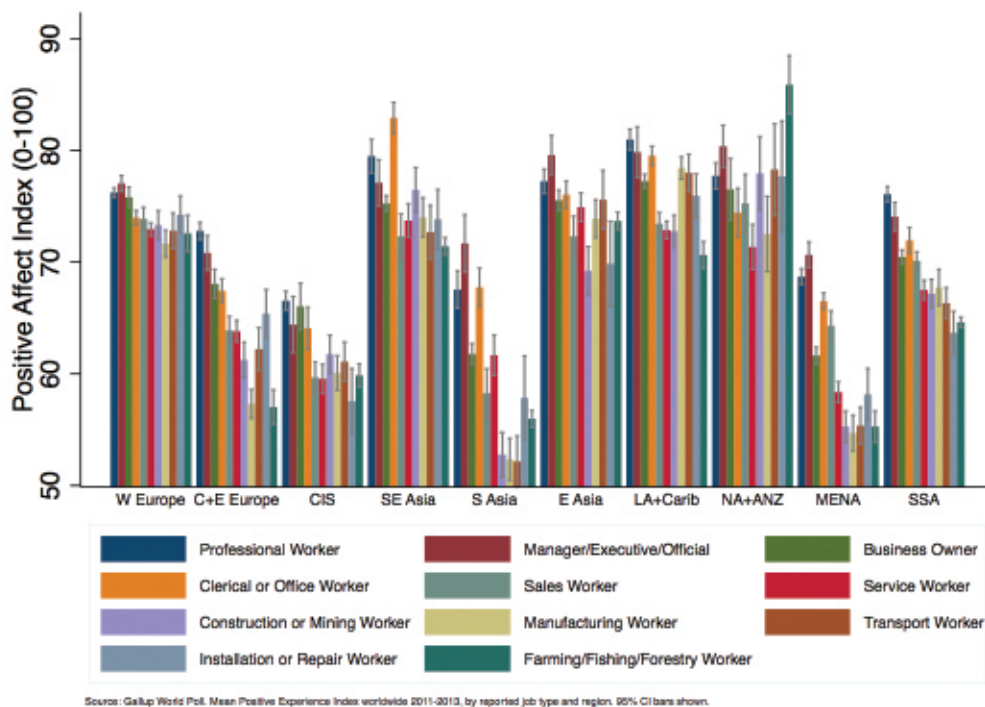


Figure A6.7: Negative Affect and Job Type by Region

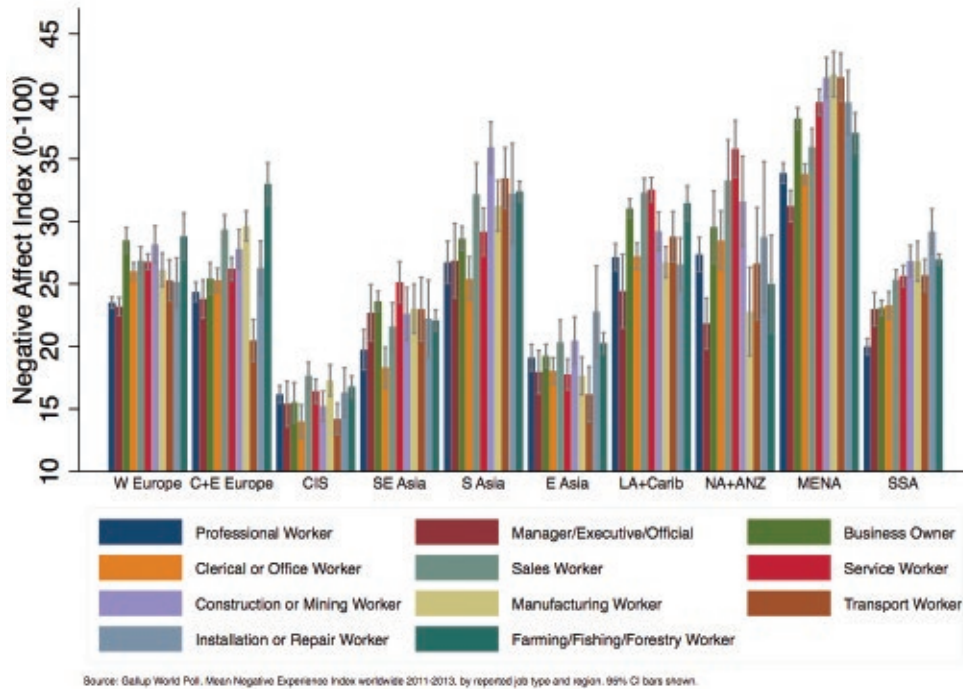


Figure A6.8: Unemployment Rates and National Life Evaluation by Region

