

Online Appendices | MPIfG Discussion Paper 24/9

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Appendix A Survey questions, operationalization of variables, and descriptive statistics

Table A1 Survey questions and operationalization of variables, United States

Variable(s)	Survey question(s)	Answer modalities (recoded)	Waves
Self-employed or employee by firm size	Last week were you working full-time, part-time, going to school, keeping house, or something else? Are/were you self-employed or do/did you work for someone else? [If "Self-employed"] Do/did you have any employees? [If "Yes"] How many employees do/did you have? Are/Were you employed by the federal, state or local government or by a private employer (including non-profit organizations)? [If "Self-employed" and "with employees"] How many employees do/did you have? About how many people work at the location where you work? (Count part-time as well as full-time employees in all areas, departments and buildings)	Focus only on working individuals (working full- or part-time, employed or self-employed) in private firms Self-employed with no employees (1) Self-employed with 1-9 employees (2) Self-employed with 10-96 employees (3) Self-employed with 97 employees or more (4) Employee in a firm with 1-9 employees (5) Employee in a firm with 10-99 employees (6) Employee in a firm with 100-499 employees (7) Employee in a firm with 500-1999 employees (8) Employee in a firm with 2000 employees or more (9, reference)	1972-2018, 2021 1972-2018, 2021 1985, 1986, 2000-2018 2004-2021 1989, 1991, 1994-2021
Large international companies damage to local businesses	How much do you agree or disagree with the following statements? Large international companies are doing more and more damage to local businesses in America	Strongly disagree (0) Disagree (2.5) Neither agree nor disagree (5) Agree (7.5) Strongly agree (10)	2004, 2014
Prestige scale: Concept 1	Based on the 2010 Census occupation classification, this standard prestige score is a simple mean value of ratings for each occupation category, converted to a scale of 0 (bottom) to 100 (top)	Numeric 0-10 (after dividing by 10 the original 0-100 scale)	1972-2021
Job satisfaction: Concept 1	All in all, how satisfied would you say you are with your job?	Not at all satisfied (0) Not too satisfied (3.3) Somewhat satisfied (6.6) Very satisfied (10)	2002, 2006 (no ballot D), 2010, 2014, 2018
Tenure in firm: Concept 2	How long have you worked in your present job for your current employer?	0.25 (less than 6 months) 0.75 (6-11.9 months) Numeric years	2002, 2006 (no ballot D), 2010, 2014, 2018
Risk unemployment: Concept 2	Thinking about the next 12 months, how likely do you think it is that you will lose your job or be laid off?	Not likely (0) Not too likely (3.3) Fairly likely (6.6) Very likely (10) Leaving labor force (coded as missing)	1977, 1978, 1982, 1983, 1985, 1986, 1988-2018 (ballots A and B only)
Income: Concept 3	Respondent's income in constant dollars (base = 1986)	Numeric	1974-2021
Satisfaction with financial situation: Concept 3	We are interested in how people are getting along financially these days. So far as you and your family are concerned, would you say that you are pretty well satisfied with your present financial situation, more or less satisfied, or not satisfied at all?	Not satisfied at all (0) More or less satisfied (5) Pretty well satisfied (10)	1972-2021 (no ballot D in 2006)
Company pension: Concept 4	Do you have a defined benefit pension plan at your company?	No (0) Yes (1)	2014, 2018
Satisfaction with fringe benefits: Concept 4	Now I'm going to read you another list of statements about your main job. For each, please tell me if the statement is very true, somewhat true, not too true, or not at all true with respect to the work you do. My fringe benefits are good	Not at all true (0) Not too true (3.3) Somewhat true (6.6) Very true (10)	2002, 2006 (no ballot D), 2010, 2014, 2018
Union membership: Concept 5	Do you (or your spouse) belong to a labor union? Who?	Spouse belongs or neither belongs (0) Respondent belongs or both belong (1)	1973, 1975, 1976, 1978, 1980, 1983-1987, 1988-1989 (ballots B and C), 1991, 1993, 1994-2018 (ballots B, C and ballot D in 2006)
Trade unions needed: Concept 5	Now I'm going to read you a list of statements that might or might not describe your main job. Please tell me whether you strongly agree, agree, disagree, or strongly disagree with each of these statements. Workers need strong trade unions to protect their interests	Strongly disagree (0) Disagree (3.3) Agree (6.6) Strongly agree (10)	2002, 2006 (no ballot D), 2010, 2014, 2018
Overtime: Concept 6	How many days per month do you work extra hours beyond your usual schedule?	0-30	2002, 2006 (no ballot D), 2010, 2014, 2018
Overwork: Concept 6	Now I'm going to read you a list of statements that might or might not describe your main job. Please tell me whether you strongly agree, agree, disagree, or strongly disagree with each of these statements. I have too much work to do everything well	Strongly disagree (0) Disagree (3.3) Agree (6.6) Strongly agree (10)	2002, 2006 (no ballot D), 2010, 2014, 2018
Relations between management and employees: Concept 7	In general, how would you describe relations in your work place between management and employees?	Very bad (0) Quite bad (2.5) Neither good nor bad (5) Quite good (7.5) Very good (10)	2002, 2004, 2006, 2010, 2014, 2018
Work praise: Concept 7	When you do your job well, are you likely to be praised by your supervisor or employer?	No (0) Maybe (5) Yes (10)	2002, 2004, 2006, 2010, 2014, 2018
Interest in politics: Concept 8	How interested would you say you personally are in politics?	Not at all interested (0) Not very interested (2.5) Somewhat interested (5) Fairly interested (7.5) Very interested (10)	1990, 1996, 2006 (ballot D), 2016 (ballots A, B)

	How interested would you say you personally are in politics?	Not at all interested (0) Not very interested (3.3) Fairly interested (6.6) Very interested (10)	2004, 2014
Republican vs. Democrat: Concept 9	Generally speaking, do you usually think of yourself as a Republican, Democrat, an independent, or something else?	Strong Republican (0) Not very strong Republican (1.6) Independent, close to Republican (3.3) Independent (5) Independent, close to Democrat (6.6) Not very strong Democrat (8.3) Strong Democrat (10) Other party (coded as missing)	1972-2021
Private vs. State: Concept 10	Some people think that the government in Washington is trying to do too many things that should be left to individuals and private businesses. Others disagree and think that the government should do even more to solve our country's problems. Still others have opinions somewhere in between. Where would you place yourself on this scale, or haven't you made up your mind on this?	Govt does too much (0) (2.5) Agree with both (5) (7.5) Govt should do more (10)	1975, 1983, 1984, 1986, 1987, 1988-2021 (ballots B, C)

Table A2 Survey questions and operationalization of variables, Germany

Variable(s)	Survey question(s)	Answer modalities (recoded)	Waves
Self-employed or employee by firm size	Constructed variable distinguishing employees and self-employed Do you work for a public sector employer? How many people are employed in total by the company/organization?	Focus only on working individuals (working full- or part-time, employed or self-employed) in private firms Self-employed with no employees (1) Self-employed with 1-9 employees (2) Self-employed with 10-99 employees (3) Self-employed with 100 employees or more (4) Employee in a firm with 1-9 employees (5) Employee in a firm with 10-99 employees (6) Employee in a firm with 100-199 employees (7) Employee in a firm with 200-1999 employees (8) Employee in a firm with 2000 employees or more (9, reference)	1984-2020 1984-2020 1984-2020
Treiman prestige scale: Concept 1	Constructed	0-10 (after dividing by 10 the original scale)	1984-2017
Satisfaction with work: Concept 1	How satisfied are you today with the following areas of your life? If you are employed: With your job?	0 (completely dissatisfied)-10 (completely satisfied)	1984-2020
Tenure in firm: Concept 2	Constructed	Numeric (years)	1984-2020
Worried about job security: Concept 2	How concerned are you about the following issues? If you are employed: Your job security	Not concerned at all (0) Somewhat concerned (5) Very concerned (10)	1984-2020
Net income last month: Concept 3	Constructed	Numeric	1984-2020
Satisfaction with personal income: Concept 3	How satisfied are you today with the following areas of your life? With your personal income?	0 (completely dissatisfied)-10 (completely satisfied)	2004-2020
Company pension: Concept 4	Aside from your statutory pension, do you also have a supplementary company pension plan or a supplementary pension plan for public employees (such as bAV, VBL)? Company pension provisions include company retirement accounts, pension funds, relief funds, deferred compensation, as well as what are known as direct commitments and direct insurance from employers (betriebliche Direktzusagen, Direktversicherungen)	No (0) Yes (1)	2013, 2018
Trade union member: Concept 5	Are you a member of one of the following organizations or unions? A trade union?	No (0) Yes (1)	1985, 1989, 1993, 1998, 2001, 2003, 2007, 2011, 2015, 2019
Overtime: Concept 6	How many hours do you actually work per week on average, including any overtime? How many hours per week are stipulated in your contract (excluding overtime)?	Numeric (hours) (difference between actual working hours and contractual working hours)	1984-2020 1984-2020
Time pressure: Concept 6	There is often high time pressure due to the large volume of work	Not at all (0) Moderate (3.3) Strong (6.6) Very strong (10)	2006, 2011, 2012, 2016
Recognition superiors: Concept 7	I receive the recognition I deserve from my superiors	Not at all (0) Moderate (3.3) Strong (6.6) Very strong (10)	2006, 2011, 2012, 2016
Recognition for work in accordance with efforts: Concept 7	When I consider all my accomplishments and efforts, the recognition I've received seems about right to me	Not at all (0) Moderate (3.3) Strong (6.6) Very strong (10)	2006, 2011, 2012, 2016
Interest in politics: Concept 8	Generally speaking, how much are you interested in politics?	Not at all (0) Not so much (3.3) Much (6.6) Very much (10)	1985-2020
Involvement in politics: Concept 8	Which of the following activities do you take part in during your free time? Involvement in a citizens' group, political party, local government	Never (recoded as non-member) Less frequently (recoded as non-member) At least once a month (recoded as passive member) At least once a week (recoded as active member)	1985, 1986, 1988, 1990 (only East), 1992, 1994, 1996, 1997, 1999, 2001, 2005, 2007, 2009, 2011, 2015, 2017

		Daily (recoded as "At least once a week") At least once a week At least once a month Seldom (considered as "Less frequently") Never	1990 (only West), 1995, 1998, 2003, 2008, 2013
Anything else vs. Social Democratic Party (SPD) Anything else vs. Christian Democratic Union (CDU) Anything else vs. Free Democratic Party (FDP) – Concept 9	Many people in Germany lean toward one party in the long term, even if they occasionally vote for another party. Do you lean toward a particular party? Toward which party do you lean?	Anything else (0) vs. SPD (1) Anything else (0) vs. CDU (1) Anything else (0) vs. FDP (1)	1984-2020
Private vs. State: Concept 10	In addition to the state, private individuals such as free-market companies, organizations, associations or individual citizens are responsible for a large number of social tasks in our society today. What is your opinion on who should be responsible for the following areas? Providing financial security for families Providing care for pre-school-aged children Providing after-school care for school-aged children Providing financial security for the unemployed Creating and maintaining jobs Providing financial security in the event of sickness Providing care and help for the sick Providing financial security in old age Providing care and help for the elderly Providing financial security for people in need of care Providing care and help for people in need of care	Weighted scale giving one third of the weight to family dimensions (first three dimensions on the left), one third of the weight to work-related dimensions (fourth and fifth dimensions on the left), and one third of weight to care-related dimensions (last six dimensions on the left). The obtained score is then re-scaled to 0-10 Only private forces (0) Mostly private forces (2.5) State and private forces (5) Mostly the state (7.5) Only the state (10)	1997, 2002, 2017

Table A3 Descriptive statistics, United States

	Min	Max	Mean	S.d.	Individuals
Firm size					
Self 0	0	1	0.13	0.34	11306
Self 1-9	0	1	0.05	0.23	11306
Self 10-96	0	1	0.02	0.13	11306
Self 97 or more	0	1	0.00	0.04	11306
Priv 1-9	0	1	0.16	0.37	11306
Priv 10-99	0	1	0.31	0.46	11306
Priv 100-499	0	1	0.17	0.37	11306
Priv 500-1999	0	1	0.09	0.28	11306
Priv 2000 or more	0	1	0.07	0.25	11306
Dependent variables					
Job prestige	1.6	8	4.31	1.29	11274
Job satisfaction	0	10	7.75	2.47	5534
Tenure	0.25	67	7.11	8.66	5528
Risk unemployment	0	10	1.83	2.72	6380
Income	227	480144.5	27252.46	43485.57	9138
Income satisfaction	0	10	4.98	3.68	9733
Company pension	0	1	0.28	0.45	1696
Fringe benefits sat	0	10	6.34	3.58	5461
Union member	0	1	0.07	0.26	7574
Strong unions	0	10	4.75	2.71	5257
Overtime	0	30	5.61	7.55	5457
Overwork	0	10	4.23	2.45	5518
Relations management	0	10	7.48	2.39	6843
Work praise	0	10	6.91	3.80	5429
Interest politics	0	10	5.49	3.06	2255
Republican vs. Democratic	0	10	5.33	3.25	10965
Private vs. State	0	10	4.89	3.09	6286
Man	0	1	0.51	0.50	11306
Age					
25 or less	0	1	0.11	0.31	11306
26-35	0	1	0.23	0.42	11306
36-45	0	1	0.23	0.42	11306
46-55	0	1	0.21	0.41	11306
56-65	0	1	0.14	0.35	11306
66 or more	0	1	0.07	0.25	11306
Education					
Primary or less	0	1	0.11	0.31	11306
Secondary	0	1	0.60	0.49	11306
Tertiary	0	1	0.29	0.45	11306
Race					
White	0	1	0.76	0.43	11306
Black	0	1	0.14	0.34	11306
Other	0	1	0.11	0.31	11306
Region					
Northeast	0	1	0.17	0.37	11306
North Central	0	1	0.24	0.43	11306
South	0	1	0.37	0.48	11306
West	0	1	0.22	0.42	11306
Couple	0	1	0.53	0.50	11306

N. children in HH					
No children	0	1	0.31	0.46	11306
One child	0	1	0.17	0.38	11306
Two children	0	1	0.26	0.44	11306
Three children or more	0	1	0.26	0.44	11306
Working status					
Full-time	0	1	0.76	0.42	11306
Part-time	0	1	0.18	0.38	11306
Unemployed	0	1	0.01	0.10	11306
Studying	0	1	0.00	0.04	11306
Non-working	0	1	0.04	0.20	11306
Sector					
Primary, manufacturing, construction	0	1	0.24	0.43	11306
Low-end services	0	1	0.32	0.47	11306
High-end services	0	1	0.26	0.44	11306
Public sector at large	0	1	0.18	0.38	11306
Year					
2002	0	1	0.11	0.31	11306
2004	0	1	0.13	0.34	11306
2006	0	1	0.15	0.36	11306
2008	0	1	0.09	0.29	11306
2010	0	1	0.09	0.28	11306
2012	0	1	0.08	0.28	11306
2014	0	1	0.11	0.32	11306
2016	0	1	0.12	0.33	11306
2018	0	1	0.10	0.31	11306

Table A4 Descriptive statistics, Germany

	Min	Max	Mean	S.d.	Individuals
Firm size					
Self 0	0	1	0.07	0.25	102031
Self 1-9	0	1	0.06	0.23	102031
Self 10-99	0	1	0.01	0.11	102031
Self 100 or more	0	1	0.01	0.07	102031
Priv 1-9	0	1	0.15	0.36	102031
Priv 10-99	0	1	0.25	0.43	102031
Priv 100-199	0	1	0.08	0.28	102031
Priv 200-1999	0	1	0.17	0.38	102031
Priv 2000 or more	0	1	0.20	0.40	102031
Dependent variables					
Job prestige	1.3	7.8	4.33	1.32	85870
Work satisfaction	0	10	7.17	2.00	96587
Tenure	0	64	8.74	9.48	101921
Worry job security	0	10	3.17	3.51	97627
Income	0	200000	1793.05	1670.09	94446
Income satisfaction	0	10	6.47	2.21	92110
Company pension	0	1	0.25	0.43	8491
Union member	0	1	0.12	0.33	34699
Overtime	-40	55	3.66	5.27	80156
Time pressure	0	10	4.67	2.36	7251
Recognition superiors	0	10	3.63	2.66	3700
Recognition efforts	0	10	3.68	2.51	3899
Interest politics	0	10	4.25	2.74	93293
Involvement in politics	0	10	0.41	1.48	56656
Anything else vs. SPD	0	1	0.11	0.31	91503
Anything else vs. CDU	0	1	0.12	0.32	91503
Anything else vs. FDP	0	1	0.02	0.15	91503
Private vs. State	0	10	6.24	1.24	15878
Man	0	1	0.57	0.50	102031
Age					
25 or less	0	1	0.08	0.26	102031
26-35	0	1	0.21	0.41	102031
36-45	0	1	0.31	0.46	102031
46-55	0	1	0.27	0.44	102031
56-65	0	1	0.12	0.32	102031
66 or more	0	1	0.01	0.12	102031
Education					
Primary or less	0	1	0.10	0.29	102031
Secondary	0	1	0.65	0.48	102031
Tertiary	0	1	0.25	0.43	102031
Foreigner	0	1	0.13	0.34	102031
Region					
South	0	1	0.30	0.46	102031
Center	0	1	0.11	0.32	102031
West	0	1	0.25	0.43	102031
East	0	1	0.17	0.38	102031
North	0	1	0.17	0.37	102031
Couple	0	1	0.74	0.44	102031
N. children in HH					
No children	0	1	0.51	0.50	102031
One child	0	1	0.21	0.41	102031
Two children	0	1	0.19	0.39	102031
Three children or more	0	1	0.09	0.28	102031

Working status					
Full-time	0	1	0.74	0.44	102031
Part-time	0	1	0.24	0.43	102031
Non-working	0	1	0.00	0.00	102031
Sector					
Primary, manufacturing, construction	0	1	0.40	0.49	102031
Low-end services	0	1	0.25	0.43	102031
High-end services	0	1	0.20	0.40	102031
Public sector at large	0	1	0.15	0.35	102031
Year					
2002	0	1	0.06	0.23	102031
2003	0	1	0.01	0.08	102031
2004	0	1	0.06	0.24	102031
2005	0	1	0.01	0.10	102031
2006	0	1	0.02	0.13	102031
2007	0	1	0.07	0.26	102031
2008	0	1	0.01	0.11	102031
2009	0	1	0.07	0.26	102031
2010	0	1	0.04	0.20	102031
2011	0	1	0.08	0.28	102031
2012	0	1	0.05	0.22	102031
2013	0	1	0.12	0.32	102031
2014	0	1	0.02	0.14	102031
2015	0	1	0.10	0.30	102031
2016	0	1	0.02	0.14	102031
2017	0	1	0.11	0.31	102031
2018	0	1	0.02	0.16	102031
2019	0	1	0.10	0.30	102031
2020	0	1	0.03	0.16	102031

Table A5 Distributions of firms of different size for self-employed and employees by 45 sectors, United States

Sector / Firm size	Self 0	Self 1-9	Self 10-9	Self 97 or more	Empl 1-9	Empl 10-99	Empl 100-499	Empl 500-1999	Empl 2000 or more	Total
Agriculture, hunting, forestry	1.02	2.6	0.54	0	0.54	0.68	0.31	0.21	0.13	0.66
Fishing and aquaculture	3.48	2.76	1.63	0	1.24	0.43	0.16	0.1	0.25	1.02
Mining and quarrying, energy-producing products	0.07	0.16	0	6.67	0.43	0.51	1.42	1.77	1.53	0.75
Mining and quarrying, non-energy-producing products	0.2	0.49	0	0	0.05	0.28	0.26	0.21	0.13	0.22
Mining support service activities	0	0	0.54	0	0.16	0.37	0.58	0.1	0	0.26
Food products, beverages and tobacco	0.2	0.32	0	0	0.86	1.25	2.68	4.47	2.68	1.59
Textiles, textile products, leather and footwear	0.27	0.49	0	0	0.59	0.62	1.21	0.62	0	0.61
Wood and products of wood and cork	0.68	0.81	1.63	6.67	0.65	0.57	0.94	0.73	1.15	0.75
Paper products and printing	0.27	0.49	2.17	0	0.54	0.91	1.47	1.14	0.13	0.82
Coke and refined petroleum products	0	0	0	0	0	0.11	0.37	0.62	0.51	0.19
Chemical and chemical products	0.14	0.16	0.54	0	0.22	0.48	1.31	1.87	0.38	0.63
Pharmaceuticals, medicinal chemical and botanical products	0.2	0.16	1.09	0	0.43	0.54	0.89	0.94	1.91	0.65
Rubber and plastics products	0	0	0.54	0	0.22	0.45	1.52	1.25	0.13	0.56
Other non-metallic mineral products	0	0	0	0	0.11	0.09	0.05	0	0	0.05
Basic metals	0	0.16	0	0	0.11	0.34	0.63	0.62	0.64	0.34
Fabricated metal products	0.34	0.81	0.54	0	0.49	1.48	1.57	1.35	0.38	1.04
Computer, electronic and optical equipment	0.14	0	0	0	0.38	0.28	0.52	0.73	0.89	0.38
Electrical equipment	0.68	0.49	0	0	0.59	0.88	1.68	2.18	1.91	1.09
Machinery and equipment, nec	0	0	0	0	0	0.03	0.05	0	0	0.02
Motor vehicles, trailers and semi-trailers	0.07	0.16	0	0	0.54	0.6	2.2	2.29	3.82	1.12
Other transport equipment	0	0.32	0	0	0	0.03	0.05	0	0	0.04
Manufacturing nec; repair and installation of machinery and equipment	3.42	4.22	5.98	6.67	4.32	3.49	4.57	3.43	2.55	3.81
Electricity, gas, steam and air conditioning supply	0.07	0	0	0	0.27	0.23	0.52	0.42	0.51	0.28

Water supply; sewerage, waste management and remediation activities	0.14	0.32	0.54	6.67	0.16	0.51	0.42	0.1	0	0.32
Construction	13.39	18.67	17.39	13.33	11.51	6.73	4.57	1.77	1.15	8.03
Wholesale and retail trade; repair of motor vehicles	7.79	14.77	17.93	0	16.37	17.48	18.64	12.79	5.73	14.86
Land transport and transport via pipelines	3.14	2.11	1.09	0	1.67	2.67	1.99	2.18	1.91	2.3
Water transport	0.14	0	0	0	0.11	0.14	0.16	0.21	0.25	0.14
Air transport	0.07	0	0	0	0.32	0.26	1.21	2.7	4.2	0.87
Warehousing and support activities for transportation	0.82	0	0	0	0.7	1.19	1.21	1.77	1.66	1.06
Postal and courier activities	0.34	0.81	0	0	0.22	0.4	1.21	1.14	0.76	0.6
Accommodation and food service activities	1.43	5.68	11.41	0	6.54	13.88	4.25	2.7	1.53	7.13
Publishing, audiovisual and broadcasting activities	1.5	1.14	2.17	6.67	1.08	1.08	1.68	2.29	1.78	1.42
Telecommunications	0.27	0.16	1.09	0	0.86	0.94	1.36	2.7	3.57	1.2
IT and other information services	0	0.16	0	0	0.16	0.2	0.05	0.31	0.25	0.15
Financial and insurance activities	3.21	3.57	2.72	13.33	6.32	4.74	4.57	7.8	11.34	5.4
Real estate activities	5.67	2.92	3.26	0	3.78	1.67	0.94	0.42	0.25	2.3
Professional, scientific and technical activities	8.88	5.36	7.61	6.67	5.02	5.19	6.98	6.24	6.5	6.17
Administrative and support services	1.91	2.76	0	6.67	1.13	0.88	1.21	0.21	0.89	1.15
Public administration and defense; compulsory social security	0.68	0.32	0	0	0.43	0.65	0.68	1.04	1.53	0.69
Education	3.28	0.97	2.17	0	2.38	4.37	3.88	3.33	7.01	3.69
Human health and social work activities	9.7	7.14	5.43	13.33	11.18	13	13.96	20.17	26.5	13.54
Arts, entertainment and recreation	5.12	2.6	2.17	6.67	4.86	4.11	3.1	3.01	3.18	3.93
Other service activities	13.39	14.29	9.24	6.67	9.67	5.16	2.89	2.08	0.38	6.55
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	7.86	1.62	0.54	0	2.76	0.11	0.05	0	0	1.61
Total	100	100	100	100	100	100	100	100	100	100

Table A6 Distributions of firms of different size for self-employed and employees by 45 sectors, Germany

Sector / Firm size	Self 0	Self 1-9	Self 10-9	Self 100 or more	Empl 1-9	Empl 10-9	Empl 100-199	Empl 200-1999	Empl 2000 or more	Total
Agriculture, hunting, forestry	4.38	5.6	1.54	0.36	3.27	2.41	0.91	0.38	0.16	1.9
Fishing and aquaculture	0	0	0	0	0.05	0.03	0.01	0	0	0.02
Mining and quarrying, energy producing products	0.09	0	0	0.36	0.07	0.04	0.07	0.27	0.49	0.18
Mining and quarrying, non-energy producing products	0	0	0	0	0.02	0.09	0.05	0.06	0.04	0.05
Food products, beverages and tobacco	0.44	0.97	1.89	1.09	1.79	3.17	4.32	4.81	1.9	2.76
Textiles, textile products, leather and footwear	1.24	1.16	1.03	0.55	1.4	1.88	2.03	2.17	1.16	1.63
Wood and products of wood and cork	0.16	0.36	0.51	0.18	0.59	0.81	0.77	0.57	0.13	0.52
Paper products and printing	1.38	0.73	2.06	3.64	0.66	2.1	2.53	2.98	0.85	1.7
Coke and refined petroleum products	0.01	0	0	0.36	0.05	0.04	0.05	0.13	0.13	0.07
Chemical and chemical products	0.34	0.21	0.09	0.91	0.5	1.33	2.74	3.68	6.03	2.54
Pharmaceuticals, medicinal chemical and botanical products	0.04	0	0	0	0.05	0.06	0.07	0.15	0.23	0.1
Rubber and plastics products	0.07	0.05	0.26	0	0.2	1.12	1.87	1.71	0.91	0.96
Other non-metallic mineral products	0.27	0.1	0.09	0.18	0.31	0.56	0.93	1.02	0.53	0.58

Basic metals	0.01	0.05	0.6	0	0.09	0.5	0.78	1.17	0.98	0.62
Fabricated metal products	0.4	1.06	3.17	0.18	2.08	5.55	7.48	7.46	4.01	4.56
Computer, electronic and optical equipment	0.28	0.33	1.03	0.73	0.29	0.73	0.67	0.78	1.23	0.72
Electrical equipment	1.23	1.06	2.23	2.36	1.36	2.54	3.53	3.53	4.59	2.86
Machinery and equipment, nec	1.02	0.95	3.52	3.64	1.28	3.04	5.16	5.69	4.79	3.53
Motor vehicles, trailers and semi-trailers	1.24	2.51	1.8	1.27	3.86	3.78	4.95	6.21	13.48	6.01
Other transport equipment	0.16	0.05	0.26	0.18/	0.11	0.25	0.49	0.87	1.06	0.5
Manufacturing nec; repair and installation of machinery and equipment	0.41	0.71	1.11	0.55	0.52	0.82	0.67	1.08	0.49	0.71
Electricity, gas, steam and air conditioning supply	0.24	0.19	0.34	0.55	0.32	0.49	0.53	1.38	1.84	0.86
Water supply; sewerage, waste management and remediation activities	0.19	0.4	0.09	0.18	0.35	0.8	0.88	0.72	0.59	0.61
Construction	7.01	11.67	11.06	2.18	13.5	10.13	5.61	3.44	1.64	7.22
Wholesale and retail trade; repair of motor vehicles	9.01	15.16	11.41	9.45	14.99	13.56	11.69	10.43	15.19	13.15
Land transport and transport via pipelines	1.02	1.37	1.46	0.73	1.67	2.59	2.02	1.44	1.91	1.87
Water transport	0.01	0.07	0.09	0	0.05	0.07	0.06	0.07	0.07	0.06
Air transport	0.04	0	0	0.18	0.01	0.03	0.07	0.18	0.98	0.25
Warehousing and support activities for transportation	0.61	0.87	1.11	0.73	1.42	2.5	2.76	2.51	2.13	2.05
Postal and courier activities	0.84	0.47	0.09	0.55	0.48	0.88	0.77	1.33	4.38	1.56
Accommodation and food service activities	1.94	6.3	4.72	0.91	8.08	5.65	2.77	1.51	1.78	4.02
Publishing, audiovisual and broadcasting activities	0.4	0.19	0.6	0.18	0.14	0.28	0.14	0.23	0.14	0.22
Telecommunications	0.03	0.02	0.26	0.18	0.01	0.04	0.08	0.09	0.25	0.09
IT and other information services	4.14	3.5	2.92	2	1.35	2.62	2.63	2.8	3.47	2.78
Financial and insurance activities	4.31	3.23	2.23	23.82	1.53	1.09	3.52	5.74	7.77	3.99
Real estate activities	2.1	2.51	1.97	0.91	2.08	1.24	0.78	0.59	0.31	1.16
Professional, scientific and technical activities	2.65	1.46	3.6	1.82	1.43	1.11	0.78	0.77	0.57	1.12
Administrative and support services	14.04	14.53	13.46	12.55	8.41	6.52	5.77	5.22	3.72	7.01
Public administration and defense; compulsory social security	0.52	0.1	0.77	2.18	0.42	0.36	0.34	0.5	0.59	0.45
Education	9.58	2.45	8.4	11.27	1.81	2.97	3.04	1.76	0.99	2.71
Human health and social work activities	12.67	13.74	9.69	4.91	15.6	12.15	12.33	11.29	5.95	11.33
Arts, entertainment and recreation	9.06	2.71	2.83	6.91	2.64	2.15	1.72	2.01	1.73	2.6
Other service activities	5.31	2.95	1.46	1.27	3.72	1.81	1.58	1.24	0.77	2.05
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	1.07	0.21	0.26	0	1.45	0.12	0.04	0.03	0.01	0.34
Total	100	100	100	100	100	100	100	100	100	100

Appendix B Regression tables

Table B1 Average treatment effects of firm size on work-related dimensions, United States

	Job prestige	Job satisfaction	Tenure	Risk unemployment	Income	Income satisfaction	Company pension	Fringe benefits sat.	Union member	Strong unions
Self 0	-0.14*** (0.041)	0.29*** (0.062)	0.11 (0.072)	-0.18** (0.061)	-0.29*** (0.061)	-0.12* (0.048)				0.024 (0.072)
Self 1-9	0.00077 (0.050)	0.000028 (0.074)	0.14 (0.10)	0.0041 (0.067)	0.000028 (0.10)	0.010 (0.058)				0.74 (0.095)
Self 10-96	0.63 (0.078)	0.000014 (0.11)	0.00000037 (0.20)	2.7e-09 (0.094)	0.011 (0.23)	0.33 (0.086)				0.022 (0.13)
Self 97 or more	0.38 (0.17)	0.00021 (0.073)	0.0014 (0.56)	0.000016 (0.44)	0.000010 (0.45)	0.00016 (0.28)				0.000093 (0.46)
Priv 1-9	8.5e-11 (0.38)	1.1e-15 (0.058)	0.34 (0.054)	0.68 (0.055)	0.000013 (0.053)	0.42 (0.11)	-0.62*** (0.11)	-0.48*** (0.054)	-0.43*** (0.059)	0.039 (0.059)
Priv 10-99	-0.13*** (0.038)	0.059 (0.31)	-0.33*** (0.054)	0.022 (0.055)	-0.31*** (0.053)	-0.14** (0.043)				-0.051 (0.059)
Priv 100-499	0.00070 (0.036)	0.31 (0.053)	8.9e-10 (0.051)	0.68 (0.050)	6.0e-09 (0.051)	0.0014 (0.039)	8.3e-09 (0.10)	1.1e-18 (0.047)	4.5e-13 (0.059)	0.39 (0.054)
Priv 500-1999	-0.15*** (0.036)	-0.0047 (0.053)	-0.22*** (0.051)	-0.068 (0.050)	-0.25*** (0.051)	-0.14*** (0.039)	-0.46*** (0.10)	-0.29*** (0.047)	-0.35*** (0.059)	-0.055 (0.054)
Priv 2000 or more (ref.)	0.000042 (0.032)	0.93 (0.062)	0.000012 (0.060)	0.17 (0.056)	0.0000092 (0.060)	0.00023 (0.13)	0.000043 (0.048)	3.5e-10 (0.055)	2.8e-09 (0.071)	0.31 (0.066)
Man	-0.12** (0.038)	-0.12* (0.057)	-0.22*** (0.053)	-0.024 (0.053)	-0.21*** (0.053)	-0.12** (0.042)	-0.28** (0.11)	-0.18*** (0.049)	-0.097 (0.065)	0.00046 (0.058)
25 or less (ref. age)	0.0013 (0.043)	0.042 (0.062)	0.000057 (0.060)	0.65 (0.056)	0.000071 (0.060)	0.0036 (0.13)	0.0089 (0.048)	0.00036 (0.055)	0.14 (0.071)	0.99 (0.066)
26-35	0.032 (0.043)	0.35 (0.062)	0.040 (0.060)	0.47 (0.056)	0.012 (0.060)	0.63 (0.13)	0.36 (0.048)	0.36 (0.055)	0.015 (0.071)	0.16 (0.066)
36-45	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
46-55	0.084** (0.027)	0.020 (0.053)	0.12*** (0.019)	0.14** (0.049)	0.0023 (0.019)	-0.20*** (0.037)	-0.11 (0.096)	-0.018 (0.049)	0.050 (0.041)	0.029 (0.048)
56-65	0.0022 (0.029)	0.71 (0.055)	6.5e-11 (0.027)	0.0048 (0.051)	0.90 (0.028)	0.000000064 (0.039)	0.24 (0.11)	0.22 (0.052)	0.54 (0.046)	0.54 (0.051)
66 or more	0.14*** (0.029)	0.16** (0.055)	0.45*** (0.027)	0.11* (0.051)	0.24*** (0.028)	-0.19*** (0.039)	0.0075 (0.11)	0.099 (0.052)	0.070 (0.046)	-0.15** (0.051)
Primary or less (ref. education)	0.0000021 (0.029)	0.0036 (0.055)	4.5e-59 (0.027)	0.037 (0.051)	4.3e-18 (0.028)	0.00000020 (0.039)	0.94 (0.11)	0.058 (0.052)	0.13 (0.046)	0.0032 (0.051)
Tertiary	0.13*** (0.029)	0.15** (0.056)	0.77*** (0.036)	0.10 (0.052)	0.25*** (0.028)	-0.16*** (0.041)	-0.012 (0.11)	0.13* (0.054)	0.20*** (0.051)	-0.17** (0.053)
White (ref. race)	0.000020 (0.032)	0.0059 (0.059)	1.3e-97 (0.053)	0.054 (0.055)	4.5e-18 (0.033)	0.0000051 (0.044)	0.91 (0.11)	0.020 (0.060)	0.00012 (0.055)	0.0013 (0.058)
Black	0.15*** (0.032)	0.32*** (0.059)	1.14*** (0.053)	0.21*** (0.055)	0.21*** (0.033)	-0.026 (0.044)	0.078 (0.11)	0.080 (0.060)	0.18** (0.055)	-0.19*** (0.058)
Other	0.0000022 (0.044)	0.00000087 (0.068)	1.7e-98 (0.10)	0.20 (0.072)	1.7e-10 (0.052)	0.56 (0.056)	0.49 (0.15)	0.18 (0.095)	0.011 (0.074)	0.00085 (0.080)
Northeast (ref. region)	3.9e-09 (0.077)	1.4e-19 (0.033)	4.2e-47 (0.034)	0.30 (0.046)	0.014 (0.035)	0.014 (0.032)	0.55 (0.082)	0.58 (0.047)	0.15 (0.042)	0.057 (0.046)
North Central	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
South	0.31*** (0.023)	0.070 (0.050)	0.048 (0.042)	-0.26*** (0.051)	0.16*** (0.020)	0.062 (0.033)	0.25** (0.079)	0.17** (0.054)	0.11* (0.042)	-0.25*** (0.046)
West	4.5e-40 (0.028)	0.16 (0.054)	0.25 (0.047)	0.00000035 (0.054)	1.8e-14 (0.035)	0.065 (0.038)	0.0020 (0.094)	0.0019 (0.058)	0.010 (0.046)	0.000000024 (0.051)
Couple	0.99*** (0.028)	0.13* (0.054)	-0.0029 (0.047)	-0.36*** (0.054)	0.65*** (0.035)	0.38*** (0.038)	0.44*** (0.094)	0.27*** (0.058)	-0.12** (0.046)	-0.43*** (0.051)
No children (ref. n. children in HH)	2.9e-252 (0.077)	0.019 (0.033)	0.95 (0.034)	3.9e-11 (0.046)	3.3e-76 (0.035)	2.1e-24 (0.032)	0.0000040 (0.082)	0.0000049 (0.047)	0.0084 (0.042)	1.1e-16 (0.046)
North Central	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
South	-0.14*** (0.023)	-0.12** (0.041)	-0.067* (0.031)	0.19*** (0.042)	-0.12*** (0.019)	-0.23*** (0.031)	0.22** (0.080)	0.018 (0.041)	0.088* (0.042)	0.50*** (0.041)
West	1.7e-09 (0.026)	0.0037 (0.047)	0.033 (0.034)	0.0000062 (0.046)	5.8e-10 (0.035)	5.8e-14 (0.038)	0.0067 (0.094)	0.66 (0.058)	0.035 (0.046)	2.4e-33 (0.051)
Other	-0.046 (0.026)	-0.099* (0.047)	-0.094** (0.034)	0.23*** (0.046)	-0.037 (0.035)	-0.048 (0.032)	0.091 (0.082)	0.020 (0.047)	-0.030 (0.042)	0.28*** (0.046)
Northeast (ref. region)	0.077 (0.077)	0.033 (0.033)	0.0053 (0.034)	0.00000031 (0.046)	0.30 (0.035)	0.13 (0.032)	0.27 (0.082)	0.67 (0.047)	0.46 (0.042)	1.5e-09 (0.046)
North Central	0.00066 (0.025)	0.042 (0.040)	0.028 (0.037)	-0.00074 (0.037)	-0.13*** (0.034)	0.087** (0.031)	0.034 (0.084)	-0.012 (0.042)	-0.20*** (0.047)	-0.14** (0.042)
South	0.98 (0.023)	0.29 (0.038)	0.45 (0.034)	0.98 (0.036)	0.0000086 (0.033)	0.0045 (0.028)	0.69 (0.077)	0.78 (0.040)	0.000031 (0.042)	0.0010 (0.042)
West	-0.0072 (0.023)	0.016 (0.038)	-0.030 (0.034)	0.094** (0.036)	-0.095** (0.033)	0.087** (0.028)	-0.094 (0.077)	-0.0091 (0.040)	-0.35*** (0.042)	-0.092* (0.042)
Couple	0.75 (0.025)	0.68 (0.042)	0.38 (0.037)	0.0087 (0.038)	0.0038 (0.036)	0.0023 (0.031)	0.22 (0.087)	0.82 (0.044)	1.6e-16 (0.048)	0.023 (0.044)
No children (ref. n. children in HH)	0.039 (0.13)	0.016 (0.042)	-0.022 (0.037)	0.038 (0.038)	-0.059 (0.036)	0.017 (0.031)	0.044 (0.087)	0.041 (0.044)	-0.15** (0.048)	-0.070 (0.044)
Other	0.097*** (0.017)	0.081** (0.029)	0.11*** (0.026)	-0.079** (0.027)	0.072*** (0.020)	0.24*** (0.021)	-0.039 (0.056)	0.11*** (0.030)	0.020 (0.029)	-0.085** (0.029)
North Central	7.5e-09 (0.077)	0.0047 (0.033)	0.000020 (0.034)	0.0034 (0.046)	0.00028 (0.035)	1.9e-28 (0.032)	0.48 (0.082)	0.00015 (0.047)	0.48 (0.042)	0.0032 (0.046)
South	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
West	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)

One child	0.028 (0.024)	0.050 (0.041)	-0.023 (0.033)	-0.055 (0.037)	0.093** (0.029)	-0.11*** (0.031)	0.079 (0.085)	-0.031 (0.041)	-0.034 (0.039)	0.034 (0.041)
Two children	0.24 0.046* (0.023)	0.22 0.12** (0.040)	0.48 0.0066 (0.034)	0.14 -0.024 (0.035)	0.0012 0.17*** (0.029)	0.00065 -0.086** (0.029)	0.35 0.079 (0.080)	0.46 0.0029 (0.039)	0.38 -0.032 (0.039)	0.41 -0.060 (0.040)
Three children or more	-0.043 -0.034 (0.023)	0.0027 0.14*** (0.041)	0.85 -0.060 (0.037)	0.50 -0.0069 (0.038)	0.00000010 0.099*** (0.028)	0.0028 -0.14*** (0.030)	0.32 0.13 (0.080)	0.94 -0.041 (0.043)	0.41 -0.026 (0.041)	0.88 -0.061 (0.041)
Full-time (ref. working status)	0.15 0 (.)	0.00054 0 (.)	0.11 0 (.)	0.86 0 (.)	0.00048 0 (.)	0.0000069 0 (.)	0.097 0 (.)	0.34 0 (.)	0.52 0 (.)	0.14 0 (.)
Part-time	-0.26*** (0.021)	-0.16*** (0.038)	-0.25*** (0.032)	0.23*** (0.038)	-0.27*** (0.021)	-0.14*** (0.028)	-0.34*** (0.067)	-0.50*** (0.043)	-0.028 (0.033)	0.021 (0.037)
Unemployed	8.4e-33 0.039 (0.069)	0.000024 -0.16 (0.18)	2.5e-15 -0.32 (0.30)	8.4e-10 0.11 (0.20)	1.0e-37 0.13 (0.18)	0.00000024 -0.23* (0.11)	0.00000048 -0.078 (0.042)	4.1e-30 0.39 (0.041)	0.57 -0.16 (0.18)	0.38 -0.16 (0.18)
Studying	0.57 -0.13 (0.26)	0.40 -0.16 (0.60)	0.29 -0.32 (0.30)	0.58 0.11 (0.20)	0.47 0.13 (0.12)	0.042 -0.078 (0.24)	0.064 -0.078 (0.24)	0.74 -0.14* (0.061)	0.38 -0.16 (0.18)	0.38 -0.16 (0.18)
Non-working	-0.017 (0.047)	0.72 (0.047)	0 (0.047)	0 (0.047)	0 (0.047)	0 (0.047)	0 (0.047)	0 (0.047)	0 (0.047)	0 (0.047)
Primary, manufacturing, construction (ref. sector)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Low-end services	-0.27*** (0.020)	-0.086* (0.037)	-0.12*** (0.034)	-0.15*** (0.036)	-0.056* (0.024)	-0.15*** (0.027)	-0.065 (0.073)	-0.052 (0.038)	-0.087* (0.040)	-0.050 (0.038)
High-end services	6.7e-42 0.25*** (0.024)	0.020 0.0074 (0.039)	0.00041 -0.11** (0.037)	0.000047 -0.10** (0.037)	0.023 0.16*** (0.034)	0.000000038 -0.022 (0.029)	0.37 -0.045 (0.082)	0.18 0.12** (0.041)	0.030 -0.20*** (0.039)	0.18 -0.074 (0.041)
Public sector at large	2.4e-26 0.70*** (0.028)	0.85 0.13** (0.043)	0.0030 -0.15*** (0.040)	0.0068 -0.22*** (0.041)	0.0000043 -0.0080 (0.033)	0.45 -0.037 (0.033)	0.58 0.16 (0.088)	0.026 0.017 (0.045)	0.00000025 -0.072 (0.046)	0.067 0.055 (0.045)
2002 (ref. year)	4.1e-130 0 (.)	0.0036 0 (.)	0.00025 0 (.)	0.000000069 0 (.)	0.81 0 (.)	0.27 0 (.)	0.066 0 (.)	0.70 0 (.)	0.12 0 (.)	0.22 0 (.)
2004	-0.014 (0.031)			-0.057 (0.068)	-0.063 (0.032)	-0.052 (0.053)			-0.088 (0.054)	
2006	0.65 -0.018 (0.031)	-0.064 (0.040)	-0.043 (0.032)	-0.12 (0.064)	-0.12*** (0.031)	-0.0025 (0.046)		-0.14*** (0.040)	-0.091 (0.054)	-0.090* (0.041)
2008	0.56 -0.0059 (0.034)	0.11 (0.034)	0.17 (0.034)	0.055 -0.017 (0.068)	0.00013 0.17* (0.069)	0.96 -0.15** (0.049)	0.00034 0.0026 (0.049)	0.092 -0.11 (0.060)	0.028 -0.11 (0.060)	0.028 -0.11 (0.060)
2010	0.86 -0.070* (0.035)	-0.16*** (0.045)	0.011 (0.036)	0.80 0.15* (0.070)	0.017 -0.19*** (0.031)	0.0026 -0.23*** (0.050)	0.0000059 0.0075 (0.045)	0.077 -0.17** (0.057)	0.077 -0.17** (0.057)	-0.0060 (0.043)
2012	0.044 -0.054 (0.036)	0.00029 (0.036)	0.76 (0.036)	0.029 -0.056 (0.070)	1.3e-09 0.18 (0.056)	0.00000059 -0.14** (0.050)	0.0000059 0.0058 (0.050)	0.0027 -0.16** (0.058)	0.89 -0.16** (0.058)	0.89 -0.16** (0.058)
2014	0.13 -0.077* (0.033)	-0.045 (0.043)	0.035 (0.037)	0.43 -0.13* (0.064)	0.75 -0.14*** (0.031)	0.0058 -0.096* (0.048)	0 (.)	0.0061 -0.10 (0.057)	0.0061 -0.10 (0.057)	0.036 (0.044)
2016	0.018 -0.055 (0.032)	0.29 (0.032)	0.34 (0.032)	0.049 -0.18** (0.064)	0.00000075 -0.12*** (0.033)	0.043 -0.062 (0.047)	0.18 0.18 (0.047)	0.073 0.073 (0.053)	0.41 0.41 (0.053)	0.41 0.41 (0.053)
2018	0.088 0.012 (0.034)	-0.026 (0.041)	-0.023 (0.035)	0.088 -0.26*** (0.064)	0.00018 -0.12*** (0.033)	0.18 0.00047 (0.048)	0.014 0.014 (0.055)	0.0010 -0.032 (0.041)	0.0010 -0.032 (0.041)	0.14*** (0.041)
Constant	0.71 -0.59*** (0.056)	0.52 -0.25** (0.095)	0.52 -0.28*** (0.076)	0.000049 0.38*** (0.10)	0.00030 -0.30*** (0.070)	0.99 0.14 (0.075)	0.80 0.092 (0.093)	0.43 0.095 (0.093)	0.28 0.48*** (0.096)	0.00062 0.48*** (0.092)
Observations	9.3e-26 11274	0.0076 5534	0.00018 5528	0.00017 6380	0.000015 9138	0.060 9733	0.60 1422	0.31 4774	0.00000050 5984	0.00000019 5257

Note: Significance levels: * p < 0.05. ** p < 0.01. *** p < 0.001. Source: General Social Survey (GSS)

Table B2 Average treatment effects of firm size on relational politics-related dimensions, United States

	Overtime	Overwork	Relations management	Work praise	Interest politics	Republican vs. Democrat	Private vs. State
Self 0	0.15* (0.066)	-0.26*** (0.067)			0.22* (0.095)	-0.030 (0.047)	-0.064 (0.058)
Self 1-9	0.026 0.39*** (0.11)	0.000073 -0.035 (0.090)			0.023 0.12 (0.11)	0.52 -0.098 (0.059)	0.27 -0.090 (0.074)
Self 10-96	0.00018 0.49* (0.19)	0.70 0.19 (0.19)			0.29 0.10 (0.16)	0.097 -0.32*** (0.091)	0.22 -0.29** (0.11)
Self 97 or more	0.011 -0.54** (0.18)	0.33 -0.080 (0.71)			0.54 0.61 (0.46)	0.00045 -0.58** (0.22)	0.0092 -0.21 (0.42)
Priv 1-9	0.0021 0.016 (0.053)	0.91 -0.13* (0.060)	0.50*** (0.054)	0.064 (0.061)	0.18 0.011 (0.093)	0.0092 -0.053 (0.042)	0.62 -0.042 (0.053)
Priv 10-99	0.76 0.079 (0.049)	0.027 -0.078 (0.055)	2.1e-20 0.26*** (0.050)	0.29 0.030 (0.056)	0.90 0.062 (0.081)	0.21 -0.031 (0.039)	0.43 0.034 (0.048)
	0.11	0.16	0.00000026	0.59	0.45	0.43	0.49

Priv 100-499	0.12* (0.054)	0.00014 (0.059)	0.10* (0.052)	-0.025 (0.060)	-0.045 (0.088)	-0.017 (0.041)	0.036 (0.052)
	0.028	1.00	0.047	0.67	0.61	0.67	0.49
Priv 500-1999	0.12 (0.060)	0.064 (0.068)	0.058 (0.061)	-0.11 (0.067)	0.091 (0.099)	0.0061 (0.046)	0.0023 (0.058)
	0.053	0.34	0.34	0.089	0.36	0.90	0.97
Priv 2000 or more (ref.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Man	0.18*** (0.029)	-0.036 (0.029)	0.023 (0.028)	-0.073* (0.031)	0.20*** (0.043)	-0.12*** (0.020)	-0.10*** (0.026)
	1.8e-10	0.21	0.42	0.020	0.0000028	3.5e-10	0.00015
25 or less (ref. age)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
26-35	0.017 (0.046)	0.047 (0.048)	-0.11* (0.047)	-0.043 (0.051)	0.050 (0.080)	0.093** (0.032)	-0.041 (0.044)
	0.71	0.33	0.016	0.39	0.53	0.0032	0.35
36-45	0.039 (0.048)	0.11* (0.050)	-0.14** (0.050)	-0.038 (0.053)	0.16 (0.086)	0.073* (0.034)	-0.11* (0.048)
	0.41	0.029	0.0041	0.48	0.064	0.032	0.028
46-55	0.080 (0.052)	0.073 (0.052)	-0.15** (0.052)	-0.081 (0.056)	0.34*** (0.087)	0.079* (0.035)	-0.099* (0.049)
	0.12	0.16	0.0040	0.15	0.000083	0.026	0.042
56-65	0.0020 (0.056)	0.059 (0.056)	-0.045 (0.056)	-0.042 (0.062)	0.47*** (0.092)	0.13*** (0.039)	-0.19*** (0.053)
	0.97	0.29	0.42	0.50	0.00000043	0.00067	0.00029
66 or more	-0.11 (0.067)	-0.22** (0.069)	0.17* (0.078)	-0.013 (0.093)	0.66*** (0.11)	0.15** (0.053)	-0.28*** (0.070)
	0.093	0.0017	0.032	0.89	1.6e-09	0.0038	0.000056
Primary or less (ref. education)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Secondary	0.078 (0.047)	-0.21*** (0.049)	-0.072 (0.046)	0.012 (0.051)	0.43*** (0.076)	-0.13*** (0.028)	-0.29*** (0.045)
	0.100	0.000014	0.12	0.82	0.000000013	0.0000037	2.2e-10
Tertiary	0.25*** (0.053)	-0.093 (0.055)	-0.030 (0.051)	0.11 (0.058)	0.75*** (0.082)	-0.11** (0.034)	-0.31*** (0.049)
	0.0000021	0.090	0.56	0.061	1.8e-19	0.0012	4.4e-10
White (ref. race)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Black	-0.018 (0.040)	0.0025 (0.040)	-0.026 (0.040)	0.026 (0.044)	0.10 (0.062)	0.88*** (0.025)	0.52*** (0.038)
	0.65	0.95	0.52	0.55	0.11	5.6e-261	1.5e-41
Other	-0.085 (0.046)	0.26*** (0.048)	0.053 (0.044)	0.17*** (0.048)	-0.064 (0.070)	0.31*** (0.028)	0.34*** (0.041)
	0.063	0.00000013	0.23	0.000039	0.37	4.0e-28	1.9e-16
Northeast (ref. region)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
North Central	0.100* (0.042)	0.011 (0.042)	-0.100 (0.039)	-0.041 (0.045)	-0.031 (0.066)	-0.12*** (0.029)	-0.19*** (0.038)
	0.016	0.79	0.80	0.37	0.64	0.0000019	0.00000086
South	0.075 (0.039)	0.000050 (0.040)	0.017 (0.038)	0.040 (0.043)	-0.040 (0.064)	-0.19*** (0.027)	-0.15*** (0.036)
	0.052	0.99	0.66	0.35	0.54	6.2e-13	0.000022
West	0.060 (0.042)	0.036 (0.044)	0.000055 (0.042)	0.035 (0.047)	-0.034 (0.067)	-0.052 (0.029)	-0.11** (0.039)
	0.15	0.40	0.99	0.46	0.61	0.077	0.0039
Couple	-0.0022 (0.029)	0.068* (0.029)	0.066* (0.028)	0.074* (0.032)	0.079 (0.045)	-0.12*** (0.020)	-0.069* (0.027)
	0.94	0.019	0.020	0.022	0.076	5.4e-10	0.010
No children (ref. n. children in HH)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
One child	-0.026 (0.040)	0.078 (0.042)	-0.018 (0.040)	-0.047 (0.045)	-0.14* (0.064)	-0.096*** (0.028)	0.0023 (0.038)
	0.51	0.060	0.65	0.29	0.032	0.000059	0.95
Two children	0.0036 (0.040)	0.025 (0.040)	0.076* (0.038)	-0.034 (0.043)	-0.086 (0.058)	-0.13*** (0.027)	0.0094 (0.036)
	0.93	0.53	0.045	0.43	0.14	0.00000065	0.79
Three children or more	-0.034 (0.041)	0.025 (0.041)	0.100* (0.041)	0.036 (0.045)	-0.089 (0.063)	-0.18*** (0.028)	-0.031 (0.038)
	0.40	0.54	0.014	0.42	0.16	7.3e-11	0.41
Full-time (ref. working status)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Part-time	-0.41*** (0.028)	-0.26*** (0.034)	0.10** (0.036)	0.029 (0.040)	0.043 (0.057)	-0.016 (0.026)	0.055 (0.034)
	9.4e-46	1.8e-14	0.0043	0.47	0.45	0.54	0.11
Unemployed	0.040 (0.38)	-0.12 (0.22)	0.0043	0.47	-0.067 (0.17)	0.0055 (0.095)	0.38*** (0.11)
	0.92	0.58			0.70	0.95	0.00064
Studying					-0.26 (0.62)	0.087 (0.21)	0.46 (0.24)
					0.68	0.68	0.052
Non-working					-0.033 (0.11)	-0.074 (0.060)	0.21* (0.082)
					0.75	0.22	0.012
Primary, manufacturing, construction (ref. sector)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Low-end services	-0.11** (0.039)	0.063 (0.036)	-0.058 (0.036)	0.012 (0.041)	-0.022 (0.057)	0.065** (0.025)	0.057 (0.035)
	0.0065	0.083	0.11	0.77	0.70	0.0092	0.098

High-end services	-0.020 (0.042)	0.038 (0.040)	0.079* (0.038)	0.16*** (0.044)	0.060 (0.060)	0.055* (0.028)	-0.0016 (0.037)
Public sector at large	0.64 -0.18*** (0.043)	0.34 0.016 (0.045)	0.040 0.062 (0.042)	0.00018 0.095 (0.048)	0.31 0.0088 (0.066)	0.047 0.098** (0.031)	0.97 0.036 (0.041)
2002 (ref. year)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
2006	0.031 (0.040)	-0.012 (0.039)	-0.043 (0.042)	0.010 (0.042)	-0.24* (0.096)	0.067 (0.037)	-0.024 (0.055)
2010	0.43 0.0096 (0.043)	0.75 0.14*** (0.044)	0.31 -0.052 (0.046)	0.81 -0.068 (0.047)	0.013	0.069 0.11* (0.041)	0.66 -0.17** (0.061)
2014	0.82 -0.045 (0.042)	0.00099 0.15*** (0.043)	0.25 -0.064 (0.045)	0.14 -0.039 (0.046)	0.14 -0.28*** (0.050)	0.010 0.12** (0.039)	0.0066 -0.27*** (0.058)
2018	0.27 0.0062 (0.041)	0.00055 0.18*** (0.042)	0.16 -0.069 (0.044)	0.41 -0.0012 (0.043)	0.000000025	0.0018 0.074 (0.040)	0.0000025 -0.00050 (0.057)
2004	0.88	0.000030	0.12 -0.037 (0.041)	0.98	0	0.061 (.) (0.038)	0.99 -0.066 (0.065)
2016			0.37		-0.28*** (0.050)	0.11** (0.038)	0.31 -0.066 (0.057)
2008					0.000000028	0.0027 0.15*** (0.041)	0.24 -0.042 (0.059)
2012						0.00028 0.12** (0.042)	0.48 -0.17** (0.060)
Constant	-0.23* (0.088)	0.025 (0.090)	-0.23** (0.088)	-0.100 (0.098)	-0.69*** (0.15)	0.12 (0.065)	0.54*** (0.092)
Observations	5457	5518	5977	4804	2255	10965	6286

Note: Significance levels: * p < 0.05. ** p < 0.01. *** p < 0.001. Source: General Social Survey (GSS)

Table B3 Average treatment effects of firm size on work-related dimensions, Germany

	Job prestige	Work satisfaction	Tenure	Worry job security	Income	Income satisfaction	Company pension	Union member
Self 0	-0.0021 (0.021)	0.14*** (0.020)	-0.36*** (0.021)	-0.017 (0.020)	-0.11*** (0.010)	-0.43*** (0.023)		
Self 1-9	0.92 0.12*** (0.022)	1.2e-12 0.21*** (0.020)	6.9e-66 -0.13*** (0.022)	0.39 -0.13*** (0.019)	6.3e-29 0.062*** (0.015)	3.9e-75 -0.24*** (0.024)		
Self 10-99	0.000000011 0.56*** (0.048)	3.0e-24 0.37*** (0.035)	3.9e-09 0.023 (0.041)	4.8e-12 -0.24*** (0.032)	0.000033 0.42*** (0.044)	1.7e-23 0.22*** (0.037)		
Self 100 or more	7.0e-32 0.43*** (0.051)	2.8e-26 0.24*** (0.055)	0.58 -0.37*** (0.056)	4.2e-14 -0.14** (0.052)	8.5e-22 0.50*** (0.13)	3.0e-09 0.039 (0.058)		
Priv 1-9	1.4e-17 -0.20*** (0.014)	0.0000078 0.041** (0.015)	3.5e-11 -0.41*** (0.015)	0.0066 -0.0033 (0.014)	0.00016 -0.16*** (0.0044)	0.51 -0.35*** (0.015)	-0.65*** (0.034)	-0.54*** (0.019)
Priv 10-99	1.9e-44 -0.17*** (0.013)	0.0062 -0.034** (0.013)	9.3e-163 -0.38*** (0.013)	0.82 0.044*** (0.013)	9.0e-278 -0.13*** (0.0042)	1.1e-119 -0.31*** (0.013)	9.8e-81 -0.54*** (0.032)	1.3e-176 -0.47*** (0.019)
Priv 100-199	4.6e-41 -0.14*** (0.016)	0.0061 -0.051** (0.017)	2.5e-180 -0.29*** (0.017)	0.00050 0.11*** (0.016)	3.7e-204 -0.10*** (0.0052)	1.8e-133 -0.25*** (0.017)	9.8e-63 -0.40*** (0.044)	2.9e-134 -0.34*** (0.025)
Priv 200-1999	6.4e-17 -0.097*** (0.013)	0.0022 -0.028* (0.013)	4.2e-62 -0.18*** (0.014)	9.5e-12 0.090*** (0.013)	7.2e-85 -0.078*** (0.0044)	1.2e-50 -0.17*** (0.013)	8.0e-20 -0.28*** (0.036)	7.0e-42 -0.19*** (0.022)
Priv 2000 or more (ref.)	3.0e-13 0 (.)	0.033 0 (.)	1.2e-38 0 (.)	1.9e-12 0 (.)	5.8e-71 0 (.)	1.3e-38 0 (.)	2.3e-14 0 (.)	3.1e-17 0 (.)
Man	0.0015 (0.012)	-0.023* (0.011)	0.021 (0.011)	-0.021 (0.011)	0.12*** (0.0044)	0.013 (0.012)	0.020 (0.026)	0.11*** (0.015)
25 or less (ref. age)	0.90 0 (.)	0.035 0 (.)	0.052 0 (.)	0.058 0 (.)	2.4e-170	0.28 0 (.)	0.45 0 (.)	1.5e-12 0 (.)
26-35	0.024 (0.014)	-0.077*** (0.016)	0.13*** (0.0075)	0.062*** (0.016)	0.018*** (0.0032)	-0.13*** (0.017)	0.024 (0.037)	0.050** (0.019)
36-45	0.085 0.013 (0.015)	0.0000033 -0.14*** (0.017)	7.4e-64 0.46*** (0.010)	0.00013 0.12*** (0.017)	0.000000016 0.071*** (0.0036)	2.5e-15 -0.14*** (0.018)	0.52 0.20*** (0.039)	0.0098 0.14*** (0.021)
46-55	0.40 -0.040** (0.015)	9.2e-16 -0.22*** (0.017)	0 0.84*** (0.012)	1.4e-12 0.17*** (0.017)	5.8e-84 0.12*** (0.0040)	4.6e-14 -0.17*** (0.018)	0.00000051 0.25*** (0.038)	8.7e-11 0.23*** (0.022)
56-65	0.0084 -0.062** (0.019)	5.7e-35 -0.21*** (0.020)	0 1.33*** (0.019)	2.1e-24 -0.0050 (0.019)	3.0e-184 0.14*** (0.0065)	5.7e-22 -0.15*** (0.021)	4.7e-11 0.31*** (0.044)	2.5e-26 0.28*** (0.026)
66 or more	0.00080 0.12** (0.041)	2.3e-26 0.16*** (0.038)	0 1.85*** (0.066)	0.79 -0.33*** (0.029)	4.4e-95 0.077** (0.025)	8.5e-13 0.20*** (0.046)	1.8e-12 0.024 (0.15)	3.5e-27 0.12* (0.060)
Primary or less (ref. education)	0.00037 0 (.)	0.000023 0 (.)	4.2e-171 0 (.)	2.1e-31 0 (.)	0.0020 0 (.)	0.0000089 0 (.)	0.87 0 (.)	0.039 0 (.)
Secondary	0.42*** (0.015)	0.011 (0.017)	0.059*** (0.014)	-0.15*** (0.017)	0.048*** (0.0034)	0.13*** (0.017)	0.15*** (0.031)	0.070*** (0.020)
	2.2e-164	0.52	0.000044	4.1e-19	1.8e-44	4.1e-16	0.0000016	0.00062

Tertiary	1.45*** (0.019)	0.065*** (0.019)	-0.10*** (0.016)	-0.29*** (0.019)	0.24*** (0.0058)	0.36*** (0.019)	0.37*** (0.039)	-0.17*** (0.023)
Foreigner	0 (0.015)	0.00048 (0.015)	1.0e-09 (0.011)	1.2e-55 (0.015)	0 (0.0046)	8.4e-83 (0.014)	8.5e-21 (0.034)	3.1e-14 (0.017)
South (ref. region)	0 (.)	0 (.)	2.8e-64 (.)	9.3e-49 (.)	1.1e-46 (.)	7.8e-09 (.)	3.5e-13 (.)	0.000012 (.)
Center	-0.080*** (0.017)	-0.081*** (0.016)	-0.060*** (0.017)	0.15*** (0.016)	-0.038*** (0.0070)	-0.14*** (0.018)	-0.050 (0.039)	0.034 (0.023)
West	0.0000029 (0.013)	0.0000077 (0.013)	0.00027 (0.013)	1.5e-20 (0.012)	0.00000077 (0.0053)	6.2e-15 (0.013)	0.20 (0.030)	0.15 (0.018)
East	-0.030* (0.019)	-0.0099 (0.013)	-0.012 (0.013)	0.087*** (0.012)	-0.011* (0.0053)	-0.015 (0.013)	-0.031 (0.030)	0.095*** (0.018)
North	0.019 (0.015)	0.43 (0.014)	0.38 (0.015)	9.6e-13 (0.014)	0.034 (0.0049)	0.25 (0.016)	0.31 (0.032)	0.00000017 (0.020)
Couple	-0.15*** (0.015)	-0.11*** (0.014)	-0.12*** (0.015)	0.28*** (0.014)	-0.11*** (0.0049)	-0.25*** (0.016)	-0.20*** (0.032)	0.037 (0.020)
No children (ref. n. children in HH)	6.7e-22 (0.015)	8.2e-14 (0.014)	9.6e-16 (0.015)	3.1e-81 (0.014)	9.8e-122 (0.0049)	7.5e-60 (0.016)	9.2e-10 (0.032)	0.061 (0.020)
One child	-0.075*** (0.015)	0.0027 (0.014)	-0.054*** (0.015)	0.056*** (0.014)	-0.045*** (0.0048)	-0.048** (0.015)	-0.055 (0.035)	0.11*** (0.020)
Two children	0.00000028 (0.011)	0.034** (0.011)	0.00021 (0.011)	0.000062 (0.011)	2.3e-20 (0.0036)	0.0016 (0.012)	0.11 (0.026)	0.000000048 (0.016)
Three children or more	0.042*** (0.011)	0.034** (0.011)	0.084*** (0.011)	-0.041*** (0.011)	0.028*** (0.0036)	0.16*** (0.012)	0.13*** (0.026)	-0.023 (0.016)
Full-time (ref. working status)	0.00015 (.)	0.0032 (.)	1.1e-14 (.)	0.00015 (.)	4.3e-15 (.)	5.0e-41 (.)	0.00000054 (.)	0.15 (.)
Part-time	-0.014 (0.011)	0.048*** (0.011)	-0.038*** (0.010)	0.027* (0.010)	0.034*** (0.0039)	-0.049*** (0.012)	-0.0094 (0.030)	-0.038* (0.015)
Non-working	0.21 (0.013)	0.000013 (0.012)	0.00016 (0.012)	0.013 (0.011)	1.2e-18 (0.0048)	0.000049 (0.013)	0.75 (0.036)	0.013 (0.017)
Primary, manufacturing, construction (ref. sector)	0.032* (0.013)	0.090*** (0.012)	-0.014 (0.011)	-0.0043 (0.013)	0.052*** (0.0048)	-0.014 (0.013)	0.041 (0.036)	-0.046** (0.017)
Low-end services	0.013 (0.017)	5.0e-13 (0.017)	0.21 (0.015)	0.74 (0.017)	3.1e-28 (0.0076)	0.29 (0.018)	0.25 (0.055)	0.0074 (0.024)
High-end services	-0.0080 (0.017)	0.13*** (0.017)	-0.034* (0.015)	-0.047** (0.017)	0.065*** (0.0076)	0.000015 (0.018)	-0.0052 (0.055)	-0.078** (0.024)
Public sector at large	0.64 (.)	3.4e-14 (.)	0.022 (.)	0.0059 (.)	1.3e-17 (.)	1.00 (.)	0.92 (.)	0.0014 (.)
2002 (ref. year)	-0.19*** (0.012)	-0.041*** (0.012)	-0.13*** (0.012)	-0.055*** (0.011)	-0.21*** (0.0047)	-0.23*** (0.012)	-0.11*** (0.028)	-0.044** (0.015)
2003	3.7e-59 (0.033)	0.00051 (0.036)	5.0e-32 (0.031)	0.00000079 (0.029)	0 (0.015)	5.0e-75 (0.039)	0.000078 (0.039)	0.0025 (0.039)
2004	-0.067* (0.027)	-0.30*** (0.036)	-0.30*** (0.031)	-0.13*** (0.029)	-0.47*** (0.015)	-0.49*** (0.039)	0 (0.039)	0 (0.039)
2005	0.044 (.)	1.5e-16 (.)	9.3e-23 (.)	0.000018 (.)	2.3e-213 (.)	3.8e-35 (.)	0 (.)	0 (.)
2006	-0.22*** (0.012)	-0.042*** (0.012)	-0.15*** (0.011)	-0.067*** (0.012)	-0.027*** (0.0039)	-0.14*** (0.012)	-0.15*** (0.027)	-0.17*** (0.017)
2007	1.9e-80 (0.013)	0.00044 (0.012)	2.0e-37 (0.013)	8.0e-09 (0.013)	4.6e-12 (0.0060)	9.9e-31 (0.013)	0.000000093 (0.034)	1.4e-24 (0.018)
2008	0.15*** (0.013)	-0.0081 (0.012)	-0.091*** (0.013)	-0.15*** (0.012)	0.063*** (0.0060)	0.027* (0.013)	0.065 (0.034)	-0.19*** (0.018)
2009	2.3e-28 (0.016)	0.51 (0.015)	8.2e-13 (0.015)	7.5e-37 (0.014)	1.2e-25 (0.0054)	0.040 (0.016)	0.051 (0.037)	3.0e-26 (0.020)
2010	0.41*** (0.016)	0.091*** (0.015)	-0.18*** (0.015)	-0.26*** (0.014)	0.017** (0.0054)	0.0015 (0.016)	0.14*** (0.037)	-0.10*** (0.020)
2011	1.5e-149 (.)	6.5e-10 (.)	1.6e-37 (.)	4.8e-82 (.)	0.0023 (.)	0.92 (.)	0.00024 (.)	0.000000018 (.)
2012	-0.039 (0.032)	0.027 (0.039)	-0.61*** (0.018)	0.19*** (0.039)	0.0026 (0.0076)	0 (.)	0 (.)	0 (.)
2013	0.23 (0.011)	0.48 (0.015)	4.0e-242 (0.0097)	0.00000080 (0.015)	0.73 (0.0041)	0 (.)	0 (.)	0 (.)
2014	0.0082 (0.045)	-0.027 (0.085)	0.0092 (0.34)	0.20*** (2.5e-38)	0.032*** (4.6e-15)	0 (.)	0 (.)	0 (.)
2015	-0.057* (0.027)	-0.073* (0.036)	-0.60*** (0.019)	0.40*** (0.035)	-0.023** (0.0075)	-0.18*** (0.035)	0.00000018 (0.035)	-0.031 (0.035)
2016	0.037 (0.022)	0.042 (0.029)	2.5e-223 (0.021)	1.2e-29 (0.028)	0.0021 (0.0067)	0.00000018 (0.028)	-0.031 (0.028)	-0.031 (0.028)
2017	0.0066 (0.012)	0.083 (0.017)	6.1e-62 (0.013)	2.9e-09 (0.016)	0.70 (0.0038)	0.27 (0.014)	0.032 (0.037)	0.11*** (0.029)
2018	-0.0047 (0.012)	-0.040* (0.016)	0.012 (0.012)	0.091*** (0.016)	0.039*** (0.0038)	-0.030* (0.014)	0 (0.037)	0.00012 (0.020)
2019	0.69 (0.029)	0.011 (0.033)	0.29 (0.018)	0.000000012 (0.032)	3.0e-25 (0.0065)	0.032 (0.033)	0.032 (0.033)	0.00012 (0.033)
2020	-0.029 (0.026)	-0.00085 (0.033)	-0.63*** (0.018)	0.070* (0.032)	0.0045 (0.0065)	-0.17*** (0.033)	0 (0.033)	0 (0.033)
2021	0.27 (0.012)	0.98 (0.017)	8.7e-262 (0.013)	0.032 (0.016)	0.49 (0.0039)	0.00000040 (0.015)	0.014 (0.015)	0.014 (0.015)
2022	-0.0085 (0.049)	-0.054** (0.011)	0.021 (0.090)	0.097*** (2.6e-09)	0.045*** (9.1e-30)	0.014 (0.018)	0.014 (0.018)	0.014 (0.018)
2023	-0.027 (0.016)	0.083*** (0.021)	-0.18*** (0.015)	0.19*** (0.021)	0.026** (0.0051)	0.018 (0.020)	0.018 (0.020)	0.018 (0.020)
2024	0.099 (0.0032)	0.000093 (0.017)	6.3e-33 (0.013)	5.0e-19 (0.016)	0.00000042 (0.0044)	0.38 (0.015)	0.38 (0.015)	0.38 (0.015)
2025	0.0032 (0.013)	0.021 (0.017)	-0.025 (0.013)	-0.19*** (0.016)	0.066*** (0.0044)	0.083*** (0.015)	0.083*** (0.015)	0.077** (0.030)
2026	0.80 (0.015)	0.21 (0.019)	0.054 (0.015)	6.3e-32 (0.019)	6.0e-50 (0.0052)	0.000000062 (0.019)	0.00000062 (0.019)	0.0097 (0.019)
2027	-0.015 (0.015)	0.088*** (0.019)	-0.19*** (0.015)	-0.19*** (0.019)	0.054*** (0.0052)	0.078*** (0.019)	0.078*** (0.019)	0.078*** (0.019)
2028	0.34 (0.012)	0.0000064 (0.016)	9.0e-37 (0.013)	8.7e-24 (0.015)	5.4e-25 (0.0037)	0.0000032 (0.015)	0 (.)	0 (.)
2029	-0.015 (0.021)	0.065*** (0.016)	-0.052*** (0.013)	-0.23*** (0.015)	0.071*** (0.0037)	0.17*** (0.015)	0.17*** (0.015)	0.17*** (0.015)
2030	0.23 (0.021)	0.000037 (0.026)	0.000031 (0.016)	2.6e-49 (0.026)	8.6e-81 (0.0065)	2.0e-30 (0.025)	2.0e-30 (0.025)	2.0e-30 (0.025)
2031	-0.082*** (0.021)	0.14*** (0.026)	-0.59*** (0.016)	-0.051 (0.026)	0.046*** (0.0065)	0.094*** (0.025)	0.094*** (0.025)	0.094*** (0.025)
2032	0.00013 (.)	0.000000075 (.)	9.2e-294 (.)	0.052 (.)	1.1e-12 (.)	0.00022 (.)	0.00022 (.)	0.00022 (.)

2015	-0.023 (0.013)	0.072*** (0.016)	-0.069*** (0.013)	-0.24*** (0.016)	0.091*** (0.0039)	0.22*** (0.015)		0.050 (0.029)
2016	0.076 (0.021)	0.0000084 (0.026)	0.00000012 (0.015)	4.4e-52 (0.23)	8.1e-120 (0.0061)	7.5e-51 (0.025)		0.088 (0.037)
2017	-0.071*** (0.013)	0.18*** (0.016)	-0.62*** (0.013)	-0.23*** (0.016)	0.068*** (0.0047)	0.23*** (0.015)		
2018	0.00088 (0.013)	8.6e-12 (0.016)	0 (0.013)	2.2e-18 (0.016)	1.9e-28 (0.0047)	3.9e-19 (0.015)		
2019	-0.0016 (0.013)	0.057*** (0.016)	-0.072*** (0.013)	-0.24*** (0.016)	0.10*** (0.0047)	0.26*** (0.015)		
2020	0.90	0.00036 (0.025)	0.00000060 (0.015)	2.1e-52 (0.024)	6.2e-107 (0.0050)	2.2e-69 (0.023)	-0.19*** (0.024)	
Studying		0.17*** (0.025)	-0.60*** (0.015)	-0.37*** (0.024)	0.077*** (0.0050)	0.22*** (0.023)	-0.19*** (0.024)	
Constant	-0.43*** (0.025)	0.066* (0.028)	-0.26*** (0.023)	0.18*** (0.027)	-0.17*** (0.0079)	0.069* (0.028)	0.047 (0.054)	0.015 (0.041)
Individuals	31564	33727	36444	34581	34545	33796	7096	18642
Observations	85870	96587	101921	97627	94446	92110	7339	29443

Note: Significance levels: * p < 0.05. ** p < 0.01. *** p < 0.001. Source: German Socio-Economic Panel (SOEP)

Table B4 Average treatment effects of firm size on relational and politics-related dimensions, Germany

	Overtime	Time pressure	Recognition superiors	Recognition efforts	Interest politics	Involvement in politics	Anything else vs. SPD	Anything else vs. CDU	Anything else vs. FDP	Private vs. State
Self 0	-0.16 (0.12)	-0.13* (0.057)			0.11*** (0.023)	0.12*** (0.031)	-0.13*** (0.021)	0.027 (0.025)	0.099*** (0.029)	-0.17*** (0.037)
Self 1-9	0.20 (0.18)	0.017 (0.054)			0.0000022 (0.022)	0.00025 (0.041)	1.5e-09 (0.021)	0.29 (0.029)	0.00058 (0.035)	0.0000025 (0.039)
Self 10-99	0.36 (0.41)	0.21 (0.12)			6.5e-11 (0.039)	2.9e-12 (0.10)	4.9e-19 (0.042)	5.0e-13 (0.062)	1.4e-09 (0.064)	2.0e-09 (0.080)
Self 100 or more	0.92 (0.25)	0.85 (0.17)			4.4e-11 (0.056)	0.00043 (0.10)	0.0010 (0.065)	6.9e-09 (0.062)	0.00028 (0.10)	0.0000042 (0.16)
Priv 1-9	0 (0.15)	0.24 (0.042)	0.051 (0.060)	0.059 (0.059)	0.0000018 (0.016)	0.0010 (0.019)	0.84 (0.015)	0.42 (0.016)	0.019 (0.015)	0.13 (0.028)
Priv 10-99	7.6e-20 (0.014)	0.011 (0.035)	0.39 (0.048)	0.32 (0.046)	2.9e-14 (0.013)	0.012 (0.015)	9.2e-12 (0.013)	0.74 (0.014)	0.26 (0.013)	0.73 (0.022)
Priv 100-199	0.0017 (0.017)	0.019 (0.052)	0.27 (0.062)	0.22 (0.059)	2.2e-22 (0.017)	0.96 (0.020)	0.000000060 (0.018)	0.015 (0.019)	0.015 (0.016)	0.29 (0.030)
Priv 200-1999	-0.062*** (0.013)	-0.019 (0.038)	-0.11 (0.052)	-0.14* (0.059)	-0.091*** (0.017)	0.022 (0.020)	-0.030 (0.018)	0.012 (0.019)	-0.049** (0.016)	0.069* (0.030)
Priv 2000 or more (ref.)	0.000000031 (0.013)	0.019 (0.038)	0.19 (0.052)	0.49 (0.051)	0.00094 (0.014)	0.58 (0.016)	0.71 (0.015)	0.91 (0.015)	0.12 (0.014)	0.19 (0.023)
Man	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
25 or less (ref. age)	0.25*** (0.012)	-0.058 (0.031)	-0.19*** (0.044)	-0.17*** (0.043)	0.43*** (0.012)	0.13*** (0.015)	0.047*** (0.012)	0.066*** (0.012)	0.090*** (0.013)	-0.035 (0.019)
26-35	9.6e-94 (0.016)	0.058 (0.056)	0.00000093 (0.083)	0.0000075 (0.079)	9.4e-277 (0.016)	4.6e-19 (0.017)	0.000045 (0.013)	0.00000013 (0.013)	1.1e-12 (0.015)	0.060 (0.035)
36-45	0 (0.017)	0 (0.056)	0 (0.082)	0 (0.078)	0 (0.017)	0 (0.018)	0 (0.014)	0 (0.015)	0 (0.016)	0 (0.035)
46-55	0.00022 (0.017)	0.056 (0.056)	0.45 (0.081)	0.57 (0.078)	0.000000022 (0.017)	0.026 (0.018)	0.00039 (0.014)	0.28 (0.015)	0.57 (0.015)	0.12 (0.034)
56-65	0.079*** (0.017)	0.19*** (0.056)	-0.0065 (0.081)	-0.037 (0.078)	0.17*** (0.017)	-0.0098 (0.018)	0.088*** (0.014)	0.034* (0.015)	-0.0024 (0.016)	0.034 (0.035)
66 or more	0.0000030 (0.017)	0.00094 (0.056)	0.94 (0.081)	0.63 (0.078)	2.4e-23 (0.017)	0.59 (0.018)	4.8e-10 (0.014)	0.020 (0.015)	0.88 (0.015)	0.33 (0.034)
Foreigner	0.079*** (0.017)	0.25*** (0.056)	0.052 (0.081)	-0.023 (0.078)	0.32*** (0.017)	0.087*** (0.018)	0.16*** (0.014)	0.085*** (0.015)	-0.026 (0.015)	-0.028 (0.034)
Primary or less (ref. education)	0.0000029 (0.019)	0.0000058 (0.065)	0.52 (0.092)	0.77 (0.092)	2.7e-74 (0.020)	0.0000022 (0.024)	3.2e-27 (0.018)	0.000000015 (0.019)	0.087 (0.019)	0.41 (0.038)
Secondary	0.012 (0.019)	0.18** (0.065)	-0.10 (0.092)	-0.13 (0.092)	0.45*** (0.020)	0.15*** (0.024)	0.23*** (0.018)	0.16*** (0.019)	-0.027 (0.019)	-0.020 (0.038)
Tertiary	0.53 (0.069)	0.0063 (0.18)	0.27 (0.13)	0.15 (0.11)	7.2e-114 (0.039)	1.2e-09 (0.074)	1.2e-36 (0.042)	3.0e-17 (0.056)	0.16 (0.077)	0.60 (0.077)
Foreigner	0.44 (0.014)	0.92 (0.053)	9.2e-19 (0.089)	0.017 (0.088)	4.1e-54 (0.016)	0.0037 (0.013)	0.000000084 (0.013)	2.5e-15 (0.011)	0.0090 (0.0092)	0.55 (0.027)
Secondary	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
Tertiary	0.062*** (0.016)	0.024 (0.050)	0.073 (0.076)	0.072 (0.074)	0.27*** (0.017)	0.055*** (0.015)	0.024 (0.015)	0.090*** (0.013)	0.022* (0.0099)	-0.13*** (0.032)
Foreigner	0.00011 (0.020)	0.63 (0.055)	0.34 (0.086)	0.33 (0.082)	2.8e-58 (0.019)	0.00031 (0.021)	0.12 (0.018)	1.7e-11 (0.018)	0.027 (0.018)	0.000049 (0.034)
Foreigner	0.29*** (0.020)	0.038 (0.055)	0.11 (0.086)	0.079 (0.082)	0.70*** (0.019)	0.17*** (0.021)	0.054** (0.018)	0.18*** (0.018)	0.18*** (0.018)	-0.34*** (0.034)
Foreigner	1.9e-48 (0.014)	0.48 (0.053)	0.18 (0.089)	0.33 (0.088)	1.1e-286 (0.016)	3.7e-16 (0.013)	0.0026 (0.013)	3.7e-25 (0.011)	5.2e-23 (0.0092)	1.2e-22 (0.027)
Foreigner	-0.20*** (0.014)	0.064 (0.053)	0.059 (0.089)	0.057 (0.088)	-0.30*** (0.016)	-0.11*** (0.013)	-0.063*** (0.013)	-0.19*** (0.011)	-0.10*** (0.0092)	0.064* (0.027)
Foreigner	2.0e-48	0.23	0.51	0.52	3.9e-83	4.3e-17	0.0000027	1.9e-64	2.6e-29	0.016

South (ref. region)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Center	0.043* (0.019)	0.064 (0.040)	-0.072 (0.059)	-0.035 (0.056)	-0.013 (0.018)	-0.038 (0.022)	0.042* (0.017)	0.14*** (0.020)	0.015 (0.020)	0.12*** (0.027)
West	0.022 -0.036** (0.014)	0.11 -0.070* (0.033)	0.22 -0.14** (0.048)	0.53 -0.10* (0.047)	0.46 0.0036 (0.014)	0.083 -0.058*** (0.016)	0.015 0.14*** (0.014)	3.7e-13 0.21*** (0.015)	0.45 0.033* (0.014)	0.0000072 0.024 (0.021)
East	0.0078 0.030 (0.016)	0.035 0.0074 (0.035)	0.0049 -0.078 (0.050)	0.027 -0.082 (0.049)	0.79 -0.031 (0.016)	0.00043 -0.057** (0.018)	2.3e-23 -0.069*** (0.013)	5.0e-45 0.019 (0.015)	0.020 -0.011 (0.017)	0.24 0.38*** (0.024)
North	0.063 -0.0051 (0.016)	0.83 -0.046 (0.037)	0.12 -0.078 (0.054)	0.093 -0.063 (0.053)	0.051 0.042** (0.016)	0.0017 0.011 (0.021)	0.00000015 0.16*** (0.017)	0.20 0.18*** (0.017)	0.52 -0.0083 (0.016)	5.4e-57 0.14*** (0.024)
Couple	0.75 0.039*** (0.011)	0.21 0.035 (0.031)	0.15 -0.024 (0.044)	0.24 0.0090 (0.044)	0.0082 0.0056 (0.012)	0.60 0.00037 (0.013)	2.8e-21 0.018 (0.011)	3.6e-26 0.079*** (0.011)	0.60 0.032** (0.011)	1.6e-09 -0.021 (0.020)
No children (ref. n. children in HH)	0.00033 0 (.)	0.27 0 (.)	0.58 0 (.)	0.84 0 (.)	0.63 0 (.)	0.98 0 (.)	0.089 0 (.)	3.1e-12 0 (.)	0.0051 0 (.)	0.29 0 (.)
One child	-0.0094 (0.012)	-0.033 (0.035)	0.017 (0.047)	-0.043 (0.046)	-0.011 (0.011)	0.0085 (0.014)	0.010 (0.011)	-0.017 (0.011)	-0.029* (0.011)	0.041 (0.021)
Two children	0.43 -0.015 (0.014)	0.34 -0.0093 (0.040)	0.72 0.13* (0.055)	0.35 0.0054 (0.054)	0.35 0.0088 (0.013)	0.54 -0.0032 (0.016)	0.37 -0.0080 (0.013)	0.15 0.024 (0.014)	0.011 -0.053*** (0.014)	0.050 0.046* (0.023)
Three children or more	0.30 0.042* (0.020)	0.81 -0.071 (0.053)	0.015 -0.028 (0.078)	0.92 -0.14 (0.075)	0.51 0.015 (0.020)	0.84 0.089*** (0.025)	0.53 -0.016 (0.018)	0.093 0.085*** (0.021)	0.00010 -0.0037 (0.025)	0.047 0.037 (0.033)
Full-time (ref. working status)	0.042 0 (.)	0.18 0 (.)	0.72 0 (.)	0.065 0 (.)	0.44 0 (.)	0.00038 0 (.)	0.37 0 (.)	0.000063 0 (.)	0.88 0 (.)	0.26 0 (.)
Part-time	-0.26*** (0.011)	-0.088* (0.037)	-0.13** (0.049)	-0.16** (0.049)	0.048*** (0.012)	0.049** (0.015)	-0.0017 (0.011)	-0.0041 (0.012)	-0.013 (0.011)	-0.040 (0.022)
Non-working	7.5e-128 -0.58*** (0.15)	0.018 -0.23 (0.15)	0.0083 0.0083 (0.0059)	0.0017 0.0017 (0.032)	0.000041 0.014 (0.032)	0.0012 0.0063 (0.047)	0.88 0.085** (0.033)	0.73 -0.077* (0.039)	0.21 -0.12** (0.044)	0.066 0.19* (0.078)
Primary, manufacturing, construction (ref. sector)	0.000059 0 (.)	0.13 0 (.)	0 0 (.)	0 0 (.)	0 0 (.)	0 0 (.)	0 0 (.)	0 0 (.)	0 0 (.)	0 0 (.)
Low-end services	0.15*** (0.014)	0.027 (0.033)	0.026 (0.045)	-0.019 (0.043)	0.026* (0.012)	-0.0083 (0.014)	-0.00085 (0.012)	-0.018 (0.013)	0.026* (0.012)	0.013 (0.021)
High-end services	1.3e-26 0.042** (0.014)	0.41 0.037 (0.033)	0.56 -0.0019 (0.050)	0.66 -0.076 (0.048)	0.032 0.23*** (0.014)	0.56 0.095*** (0.019)	0.94 0.028* (0.014)	0.15 0.038* (0.016)	0.032 0.11*** (0.017)	0.52 -0.077*** (0.021)
Public sector at large	0.00034 0.079*** (0.016)	0.26 0.13** (0.042)	0.97 0.075 (0.058)	0.11 0.062 (0.058)	3.0e-60 0.14*** (0.015)	0.00000029 0.062** (0.020)	0.042 0.026 (0.015)	0.018 -0.029 (0.017)	8.0e-11 0.034* (0.017)	0.00032 -0.00087 (0.025)
2002 (ref. year)	0 (.)	0.0028 (.)	0.20 (.)	0.28 (.)	1.2e-20 (.)	0.0018 (.)	0.088 (.)	0.10 (.)	0.048 (.)	0.97 (.)
2003	0.087 (0.045)	0.054 (0.054)	0.054 (0.044)	0.054 (0.044)	0.052 (0.035)	0 (.)	-0.066 (0.040)	0.055 (0.039)	0.015 (0.035)	0.015 (0.035)
2004	0.015 (0.017)	0.36 (0.044)	0.14** (0.044)	0.0021 (0.030)	0.11*** (0.026)	0.11*** (0.026)	-0.12** (0.038)	-0.16*** (0.016)	0.066*** (0.016)	0.023 (0.014)
2005	0.0021 (0.044)	0 (.)	0 (.)	0 (.)	0.000000016 (0.013)	-0.14** (0.045)	-0.18*** (0.032)	-0.0034 (0.033)	0.022 (0.035)	0.10 (0.022)
2006	0.11*** (0.032)	0 (.)	0 (.)	0 (.)	0.0000062 (0.026)	0.0021 (0.021)	0.000000024 (0.015)	0.92 (0.029)	0.52 (0.029)	0.041 (0.034)
2007	0.00084 0.12*** (0.018)	0 (.)	0 (.)	0 (.)	0.000025 (0.014)	-0.081*** (0.038)	-0.12** (0.038)	-0.16*** (0.016)	0.0016 (0.015)	0.0021 (0.016)
2008	4.3e-11 0.077* (0.037)	0.0018 (0.044)	2.6e-09 (0.032)	0.0018 (0.032)	0.0018 (0.032)	0.0018 (0.032)	0.0018 (0.032)	0.0018 (0.032)	0.0018 (0.032)	0.000046 (0.038)
2009	0.039 0.050** (0.018)	0.0029 (0.035)	-0.0013 (0.055)	0.038 (0.053)	0.000000013 (0.014)	0.0030 (0.038)	1.7e-13 (0.016)	0.55 (0.016)	0.0064 (0.019)	0.064 (0.019)
2010	0.0060 0.11*** (0.023)	0.0060 (0.035)	0.0060 (0.035)	0.0060 (0.035)	5.4e-33 (0.018)	0.00046 (0.020)	7.8e-46 (0.020)	0.068 (0.021)	1.5e-15 (0.023)	0.10*** (0.023)
2011	0.0000013 0.090*** (0.018)	0.0029 (0.035)	-0.0013 (0.055)	0.038 (0.053)	0.028 (0.018)	-0.081*** (0.015)	-0.13*** (0.038)	-0.24*** (0.017)	-0.033* (0.016)	-0.0076 (0.015)
2012	0.00000043 0.073*** (0.021)	-0.0020 (0.045)	-0.065 (0.066)	0.0069 (0.064)	0.47 (0.024)	-0.052* (0.024)	-0.22*** (0.025)	-0.046 (0.025)	-0.069*** (0.019)	0.62 (0.019)
2013	0.00056 0.016 (0.017)	0.96 (0.045)	0.33 (0.066)	0.91 (0.064)	0.034 (0.027)	0.034 (0.043)	4.0e-18 (0.029)	0.061 (0.030)	0.00036 (0.038)	0.00036 (0.038)
2014	0.35 -0.042 (0.026)	0.12 (0.026)	0.12 (0.026)	0.12 (0.026)	0.12 (0.026)	-0.14*** (0.015)	-0.043 (0.038)	-0.24*** (0.017)	-0.015 (0.016)	-0.029* (0.014)
2015	0.017 -0.059*** (0.017)	0.12 (0.026)	0.12 (0.026)	0.12 (0.026)	0.12 (0.026)	-0.036 (0.024)	0.25 (0.024)	1.2e-44 (0.024)	0.34 (0.018)	0.046 (0.018)
	0.00040 -0.059*** (0.017)	0.12 (0.026)	0.12 (0.026)	0.12 (0.026)	0.12 (0.026)	-0.15*** (0.014)	-0.11** (0.038)	-0.28*** (0.016)	-0.030 (0.016)	-0.040** (0.014)
	0.00040 -0.059*** (0.017)	0.12 (0.026)	0.12 (0.026)	0.12 (0.026)	0.12 (0.026)	1.1e-25 (0.014)	0.0025 (0.038)	4.1e-67 (0.016)	0.052 (0.016)	0.0043 (0.014)

2016	-0.050 (0.028)	-0.21 (0.27)	-0.0064 (0.25)	-0.18 (0.26)	-0.079** (0.025)		-0.32*** (0.022)	-0.060** (0.023)	-0.040* (0.019)	
2017	0.070 -0.094*** (0.017)	0.44	0.98	0.49	0.0013 -0.100*** (0.014)	-0.12** (0.038)	2.1e-47 -0.29*** (0.017)	0.0093 -0.040* (0.016)	0.034 0.0081 (0.015)	0.28*** (0.016)
2018	0.000000033 -0.14*** (0.023)				6.0e-12 -0.100*** (0.023)		1.1e-66 -0.32*** (0.021)	0.010 -0.023 (0.022)	0.59 0.042 (0.022)	5.4e-67
2019	6.1e-09 -0.10*** (0.017)				0.000013 -0.069*** (0.015)		3.4e-52 -0.38*** (0.017)	0.30 -0.10*** (0.016)	0.061 0.056*** (0.017)	
2020	6.1e-09 -0.20*** (0.023)				0.0000048 -0.17*** (0.023)		5.3e-117 -0.39*** (0.019)	3.1e-10 -0.036 (0.021)	0.00085 0.0099 (0.020)	
Constant	2.8e-18 -0.20*** (0.028)	-0.13 (0.080)	0.22 (0.12)	0.23* (0.11)	-0.75*** (0.027)	-0.15*** (0.044)	4.4e-91 -0.033 (0.026)	0.080 -0.36*** (0.025)	0.63 -0.16*** (0.025)	-0.050 (0.048)
Individuals	30184	6958	3348	3519	35109	24639	34471	34471	34471	14876
Observations	80156	7251	3425	3606	93293	56656	91503	91503	91503	15878

Note: Significance levels: * p < 0.05. ** p < 0.01. *** p < 0.001. Source: German Socio-Economic Panel (SOEP)