



**Table S1.** Composition of the five indices of job quality. Items of the European Social Survey, 2010/11.

<b>1. EARNINGS</b>
FAIRNESS OF WAGES
<ul style="list-style-type: none"><li>• Considering all my efforts and achievements in my job, I feel I get paid appropriately.</li></ul>
<b>2. PROSPECTS</b>
JOB SECURITY
<ul style="list-style-type: none"><li>• My job is secure.</li></ul>
CAREER PROGRESSION
<ul style="list-style-type: none"><li>• My opportunities for advancement are good.</li></ul>
CONTRACT QUALITY
<ul style="list-style-type: none"><li>• Do you have a work contract of unlimited duration, limited duration or, do you have no contract?</li></ul>
<b>3. INTRINSIC JOB QUALITY</b>
SKILLS AND DISCRETION
<ul style="list-style-type: none"><li>• During the last twelve months, have you taken any course or attended any lecture or conference to improve your knowledge or skills for work?</li><li>• How much of this training or education was paid for by your employer or firm?</li><li>• There is a lot of variety in my work.</li><li>• My job requires that I keep learning new things.</li><li>• How much the management at your work allows/allowed you to decide how your own daily work is/was organized?</li><li>• How much the management at your work allows/allowed you to influence policy decisions about the activities of the organization?</li><li>• How much the management at your work allows/allowed you to choose or change your pace of work?</li></ul>
Education level required in the occupation
<ul style="list-style-type: none"><li>• If someone was applying nowadays for the job you do now, would they need any education or vocational schooling beyond compulsory education?</li><li>• About how many years of education or vocational schooling beyond compulsory education would they need?</li></ul>
Experience needed to do the job
<ul style="list-style-type: none"><li>• If somebody with the right education and qualifications replaced you in your job, how long would it take for them to learn to do the job reasonably well?</li></ul>
GOOD SOCIAL ENVIRONMENT
<ul style="list-style-type: none"><li>• I can get support and help from my co-workers when needed</li></ul>
WORK INTENSITY
<ul style="list-style-type: none"><li>• My job requires that I work very hard.</li><li>• I never seem to have enough time to get everything done in my job.</li></ul>

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#### **4. WORKING TIME QUALITY**

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##### DURATION

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- Regardless of your basic or contracted hours, how many hours do/did you normally work a week (in your main job), including any paid or unpaid overtime?
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##### CONDUCTIVE SCHEDULLING

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- How often does your work involves working at evenings or nights?
  - How often does your work involves working at weekends?
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##### DISCRETION OVER WORKING TIME ARRANGEMENTS

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- I can decide the time I start and finish work.
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##### SHORT-TERM FLEXIBILITY

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- How often does your work involves having to work overtime at short notice?
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#### **5. PARTICIPATION AND REPRESENTATION**

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- At your workplace are there regular meetings between representatives of the employer and employees, in which working conditions and practices can be discussed?
  - How much influence would you say these discussions generally have on decisions that affect your working conditions and practices?
  - How much influence would you say that trade unions at your workplace generally have over decisions that affect your working conditions and practices?
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