Chapter 2

Facets of job satisfaction in developing countries

Job satisfaction is a common measurement of subjective well-being in the world of work, one that can be assessed both at the overall level and at the facet level. Job facet satisfaction concerns the extent to which an individual is satisfied with different aspects of the job. Measurement of job facet satisfaction helps identify what actually matters for people in terms of job characteristics and employment conditions. This chapter provides an assessment of the different aspects of the job that young people value and that bring greater job satisfaction. It shows that facets of job satisfaction can add to our understanding of job quality. It further discusses the reasons for using an adjusted measure of job satisfaction.

Traditional approaches to the measurement of job quality rely on objective indicators that influence well-being. Job quality covers multiple dimensions of employment, ranging from traditional factors such as earnings, working time, benefits and job security to less tangible characteristics including the quality of the relationship with colleagues and hierarchy, the variety of tasks and responsibilities, or the autonomy of decision making (Stiglitz Sen and Fitoussi, 2009). While researchers and practitioners agree on the multi-dimensional nature of employment quality, various measurement frameworks coexist, highlighting different aspects of employment quality and relying on different types of indicators. Existing frameworks share a common feature: they rely on objective indicators of the labour market that have been shown to influence people's well-being. Some frameworks, such as the ILO framework on measuring decent work (ILO, 2008) and the OECD's Job Quality Framework, include several indicators that are meant to capture different dimensions of job quality (OECD, 2014, 2015, 2017b). In contrast, the framework of the European Foundation for the Improvement of Living and Working Conditions (Eurofound) focuses on a limited set of individual level indicators in order to cover specifically workers' well-being (Eurofound, 2012).

Evidence, mostly from OECD countries, highlights the importance of several job characteristics for people's well-being. A large body of literature documents the link between the set of indicators usually selected in labour-market quality measurement frameworks and people's well-being. Not having a job appears to be the main source of low well-being for individuals (Clark, 2010; Latif, 2010; Dolan Peasgood and White, 2008; McKee-Ryan et al., 2005; Blanchflower and Oswald, 2002; Theodossiou, 1998). People's subjective well-being is also very much related to the quality and attributes of their jobs. For example, workers with higher earnings are generally more satisfied with their lives (Deaton and Kahneman, 2010; Sacks Stevenson and Wolfers, 2012; Stevenson and Wolfers, 2008 and 2013). Yet, individuals' well-being is also sensitive to the distribution of earnings in the society (Senik, 2009; Ferrer-i-Carbonell and Ramos, 2010; Clark and D'Ambrosio, 2014), and particularly to the relative position of their earnings to those of others (Card et al, 2012, Clark et al., 2008). Improved labour-market security also contributes to workers' well-being. A higher risk of unemployment is negatively correlated with well-being (Green, 2011), as is the length of unemployment spells (Hijzen and Menyhert, 2016). Finally, work environment factors – such as the degree of autonomy and control, work load, workplace organisation or personal relationship with colleagues and management – have been shown to affect health and well-being (OECD, 2012 and 2013).

The link between employment characteristics and youth well-being in low- and middle-income countries must be uncovered to support a well-informed policy dialogue on job quality that can be relevant to countries at different stages of development. Most of the evidence on the link between employment characteristics and well-being covers OECD countries. Research covering low-income countries mainly investigates the link between income and well-being (Clark and Senik, 2010). Some studies document the impact of the level and relative distribution of earnings on job satisfaction in China (Gao and Smyth, 2010; Knight and Gunatilaka, 2010a and 2010b) or the role of subjective poverty in Malawi (Ravallion and Lokshin, 2010), but few studies look at job quality. One notable exception is Falco and Haywood (2013), which shows considerable heterogeneity in the subjective well-being of Ghanaian workers depending on their sectors and status of employment, using panel data. While it is likely that a number of job characteristics affect workers in a similar way across the world, there is no reason to consider that the relative importance of job-related determinants of job satisfaction are similar across countries at different stages of development.

Facets of job satisfaction add to the understanding of job quality

This chapter explores which job characteristic in low- and middle-income countries is valued by young people and results in greater job satisfaction. Facets of job refer to feelings about specific job aspects, such as salary, benefits, work hierarchy (reporting structure), growth opportunities, work environment and the quality of relationships with co-workers (Mueller and Kim, 2008). Measurements of job facet satisfaction allow identification of what really matters to workers in terms of job characteristics and employment conditions; they also make it possible to isolate specific aspects of a job that correlate with job satisfaction. The findings may help firms improve overall job satisfaction or understand organisational challenges such as high turnover (Kerber and Campbell, 1987). They are equally important for policy makers, who may, for instance, use job facet satisfaction results to engage in labour-market and labour-code reforms, or to adapt international job quality frameworks to their specific countries. The analysis performed in this chapter takes into account developing countries' labour-market characteristics, such as the existence of unpaid family workers, the prevalence of self-employment, a large and persistent informal sector, or the lack of unemployment and health benefits, among other factors.

Despite the inherent advantages of using job satisfaction measures to document job quality and employment preferences, limitations exist, and this demands careful interpretation of the findings. Self-reported satisfaction measures have been widely used in the literature and their properties widely discussed (Kahneman and Krueger, 2006). The main advantage of subjective well-being measures is their simplicity, and their main virtue is to allow synthesising multi-faceted aspects of situations in a coherent way regarding the respondent. As such, they provide a broader perspective. There is a consensus that such measures are not simply noise but reflect meaningful information, which provides valid and reliable comparisons across people, countries and over time (Nikolova, 2016; OECD, 2011). An additional valuable property of self-reported satisfaction measures, which has often been highlighted, is their democratic and non-paternalistic nature, as they allow respondents to express their own judgement (Binder, 2014). Yet there is a down side to the use of job satisfaction as measure of well-being. For example, individuals' assessments of their satisfaction in life can vary according to the time of the day when they were asked the question or due to micro-events (Kahneman and Krueger, 2006). The limited scale (from 1 to 4) on which job satisfaction is recorded in the analysis, even if commonly used, also reduces the possibility to capture variations in people's satisfaction. Other challenges are presented by hedonic adaptation, or the fact that people's judgement about their satisfaction level adjusts to circumstances over time and according to what appears possible, and social comparison, or the fact that people tend to formulate a judgement on their level of satisfaction based on their relative position in comparison to a reference group. However, assuming that well-being is sufficiently correlated with preference satisfaction, it is reasonable to believe that young people who are satisfied with their job will experience greater well-being (Angner, 2012).

Facets of job satisfaction are derived from an adjusted measure of job satisfaction

Facets of job satisfaction are derived from the statistical correlation between an adjusted measure of job satisfaction and a set of employment characteristics, controlling for other socio-demographic factors. The analysis of job facet satisfaction is based on two self-declared measures related to the respondents' employment situation: i) a categorical variable recording the degree of satisfaction of young workers over four categories (very satisfied, somewhat satisfied, somewhat dissatisfied and very dissatisfied); and ii) a

dummy variable that provides information on whether the worker wants to change his/ her employment situation or not. A more restrictive measure of job satisfaction is then computed based on the assumption that satisfied individuals are those who are satisfied or very satisfied with their job and do not wish to change their current employment situation. Correlations between this adjusted measure of satisfaction and a set of job related characteristics measuring the employment situation (types of employment, employment status, industry and occupations) and more qualitative aspects of the jobs (type of contract, earnings, job security, informality, etc.) are then derived from multivariate country-level analysis, controlling for individual and household characteristics. In order to increase the statistical power, the analysis is complemented with a pooled regression with all countries, controlling for country and year fixed effects.[1]

Control variables such as wealth and education affect job satisfaction. The statistical analysis is conducted for all young workers, and then separately for male, female, urban and rural youth workers to account for possible heterogeneity in the way the individual characteristics may influence job satisfaction. The results on the control variables show that levels of job satisfaction are similar among men and women and among rural and urban youth workers in most countries. At the same time, young workers who belong to poorer households and those who are most highly educated report lower levels of job satisfaction on average.

Measurement consistency is improved by using a more restrictive measure of job satisfaction that exploits information about people's desire to change jobs. Adjusting raw measures of job satisfaction in the School-to-Work Transition Surveys (SWTS) is desirable, since some workers (28%) who say they are satisfied or very satisfied with their jobs would also like to change their employment situation (Annex 2.A1, Figure 2.A1.1). Of these, 75% wish to change jobs to improve their employment situation, while 25% would like a change because their job is temporary or they fear losing it, suggesting that these workers may not be "truly" satisfied with their employment situation (Annex 2.A1, Figure 2.A1.2). Further investigation does indeed indicate that there is a strong negative correlation between the desire to change jobs and the degree of satisfaction of young workers. The average marginal effects from a Probit regression of a dummy equal to one if the worker wishes to change jobs at the different levels of satisfaction are reported in Annex 2.A1, Figure 2.A1.3, Panel A. Additional controls include age, gender and whether the young worker lives in an urban or rural setting. The results are very consistent across countries and indicate that the higher the satisfaction level, the lower the probability that an individual would want to change jobs. Higher job satisfaction is also associated with a lower probability of actively looking for an alternative job (Annex 2.A1, Figure 2.A1.3, Panel B). The more satisfied the young workers, the less likely they are to undertake the steps needed to find a new job. Overall, these findings indicate that using a more restrictive measure of job satisfaction – one that defines job satisfaction as those individuals who are somewhat satisfied or very satisfied with their job and who do not wish to change their current employment situation – is more satisfactory.

When a more restrictive definition of satisfaction is used, far fewer young workers appear to be truly satisfied. On average across the 32 countries, 80% of young workers say they are satisfied with their jobs, but only half say they are not only satisfied but also do not wish to change their current employment situation (Figure 2.1). In other words, there is a considerable margin of young people who do not appear to be truly satisfied, since despite expressing job satisfaction, they also say they would like to change jobs. Moreover, there is widespread heterogeneity across countries as to the effect of using an adjusted measure of job satisfaction instead of the crude measure. Latin American and the Caribbean (LAC) and African countries are more affected by the use of different definitions. In countries such as Peru, Salvador, Zambia or the Republic of the Congo

(Congo), using a more restrictive measure decreases the share of satisfied individuals by more than half. The difference is relatively small in Asia (except for Cambodia) and transition economies.

Figure 2.1. **Share of satisfied young workers, using a raw and adjusted measure, %**
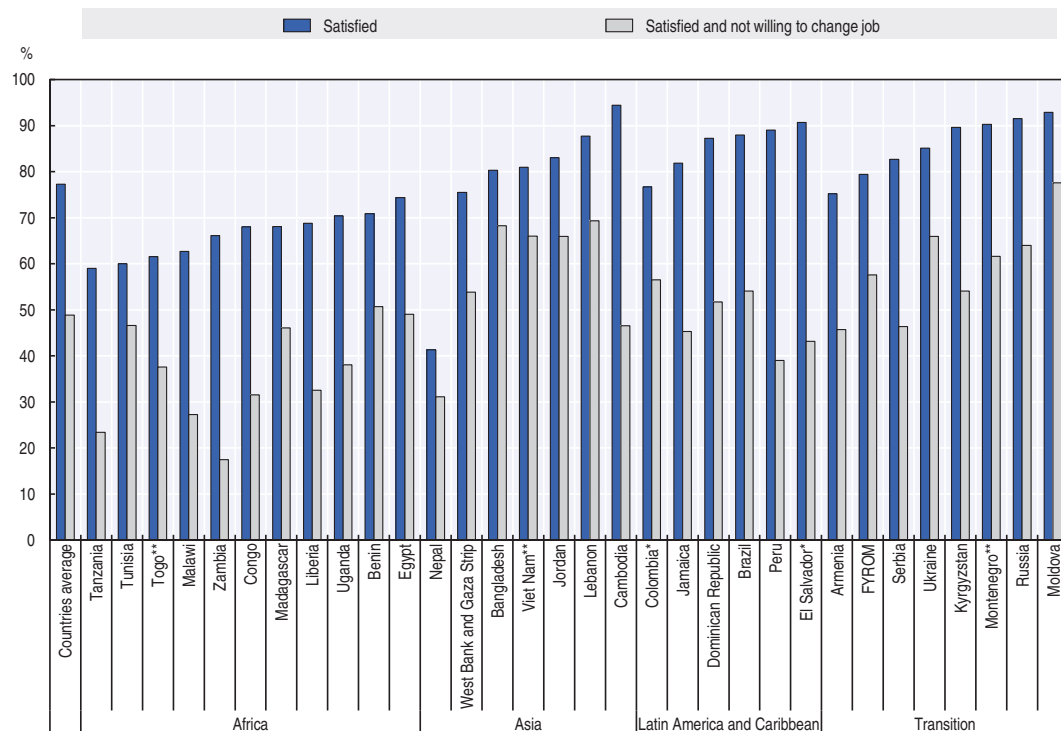
Note: Within each region, countries are sorted by the proportion of young workers satisfied with their job.
* Data for Colombia and El Salvador refer to the urban population only. FYROM corresponds to Former Yugoslav Republic of Macedonia.
** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.
Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Many key job characteristics are associated with greater job satisfaction[2]

Compared to wage employment, self-employment is a strong driver of job satisfaction among young workers across nearly all countries, but only when it is by choice or required by the family and not for lack of other employment possibilities. This indicates that employment status matters for young people's well-being. Overall, compared to wage employment, being self-employed by choice (workers who choose this status for greater independence, higher income or flexibility in working time) or because it is required by the family significantly increases the probability being satisfied, while being self-employed due to the lack of wage employment decreases the probability of being satisfied (Figure 2.2, Panel A). Recent evidence from developing countries shows that only a tiny portion of youth entrepreneurs prove to be successful and that a large number are confined to subsistence activities (OECD, 2017a). Similarly, engaging in unpaid family work to learn the family business or because it is required by the family is in general associated with a higher probability of satisfaction compared to wage employment, even though the difference is not statistically significant overall (Figure 2.2, Panel B). However, being an unpaid family worker due to lack of wage employment opportunities significantly reduces the probability of being satisfied.

Figure 2.2. **Self-employment raises job satisfaction relative to wage employment, but not when it is by default**

Panel A. Drivers of self-employment

Panel B. Drivers of unpaid family work
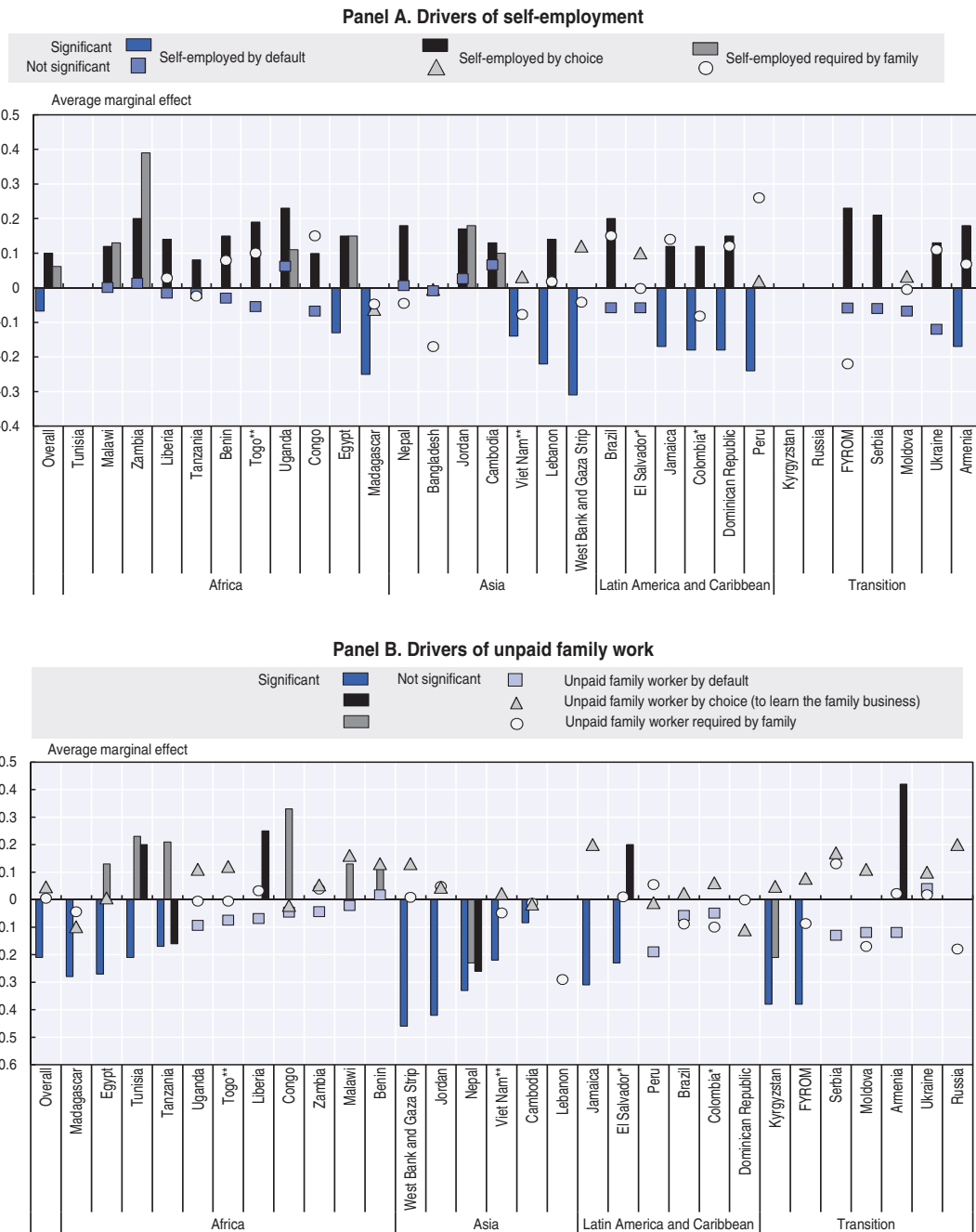
Note: The figure displays the average marginal effect of each employment status on the probability of being satisfied and not wishing to change jobs (i.e. the adjusted measure of satisfaction), compared to being wage employed. The average marginal effects are estimated from a Probit model similar to the one described in Annex 2.A2 (and displayed in Tables 2.A2.1, 2.A2.2 and 2.A2.3) with the only difference being that standardised monthly income is not included here in order to examine the association between being an unpaid family worker and job satisfaction, while the model in Annex 2.A2 only focuses on wage employees and self-employed. The figure reads as follows: being an unpaid family worker by choice in Liberia is associated with an increase of 0.25 of the probability of being satisfied with the current job (adjusted measure) compared to being wage employed, everything else being equal. Estimated associations that are significantly different from 0 (at the 95% confidence level) are represented in a darker tone. Estimations from Montenegro (Panels A and B) and Bangladesh (Panel B) are missing due to the lack of data. FYROM corresponds to Former Yugoslav Republic of Macedonia.

* Data for Colombia and El Salvador refer to the urban population only.

** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Low-skilled occupations are associated with a lower level of job satisfaction in all countries, and the same is true of medium-skilled occupations in transition countries and Latin America. Overall, young workers, especially male workers, who are engaged in low-skilled occupations are much less likely to be satisfied with their jobs than workers engaged in high-skilled activities, everything else being equal (Figure 2.3, Panel A). This is also true at the country level in all regions, and is most pronounced in African and transition economies. Working in a low-skilled occupation is particularly detrimental to satisfaction in countries like Congo and Egypt, Bangladesh and Viet Nam, and in transition economies such as Ukraine, Kyrgyzstan and Russian Federation. Medium-skilled occupations are associated with less satisfaction in general, and particularly transition countries.

In comparison to other industries, working in agriculture reduces job satisfaction. Young workers in sectors other than agriculture are more often satisfied with their work than those engaged in agricultural activities (Figure 2.3, Panel B). This is particularly the case for workers engaged in manufacturing activities and in information, communication and financial and other services. The correlation between working in manufacturing and industrial activities and job satisfaction is particularly strong in Africa and transition economies. While working in wholesale and retail trade or transportation is also positively associated with job satisfaction in comparison to agricultural work, the link is weaker and actually not significant when disaggregated occupations are included in the regression. Yet it remains significantly associated with higher satisfaction in many African and transition countries. For female young workers, moreover, working in manufacturing does not increase job satisfaction compared to working in agriculture (Annex 2.A2, Table 2.A2.4).

Figure 2.3. **The skills level of occupations and sector of activity affect workers' job satisfaction**

Panel A. Occupation by level of qualification

Panel B. Sectors of activity
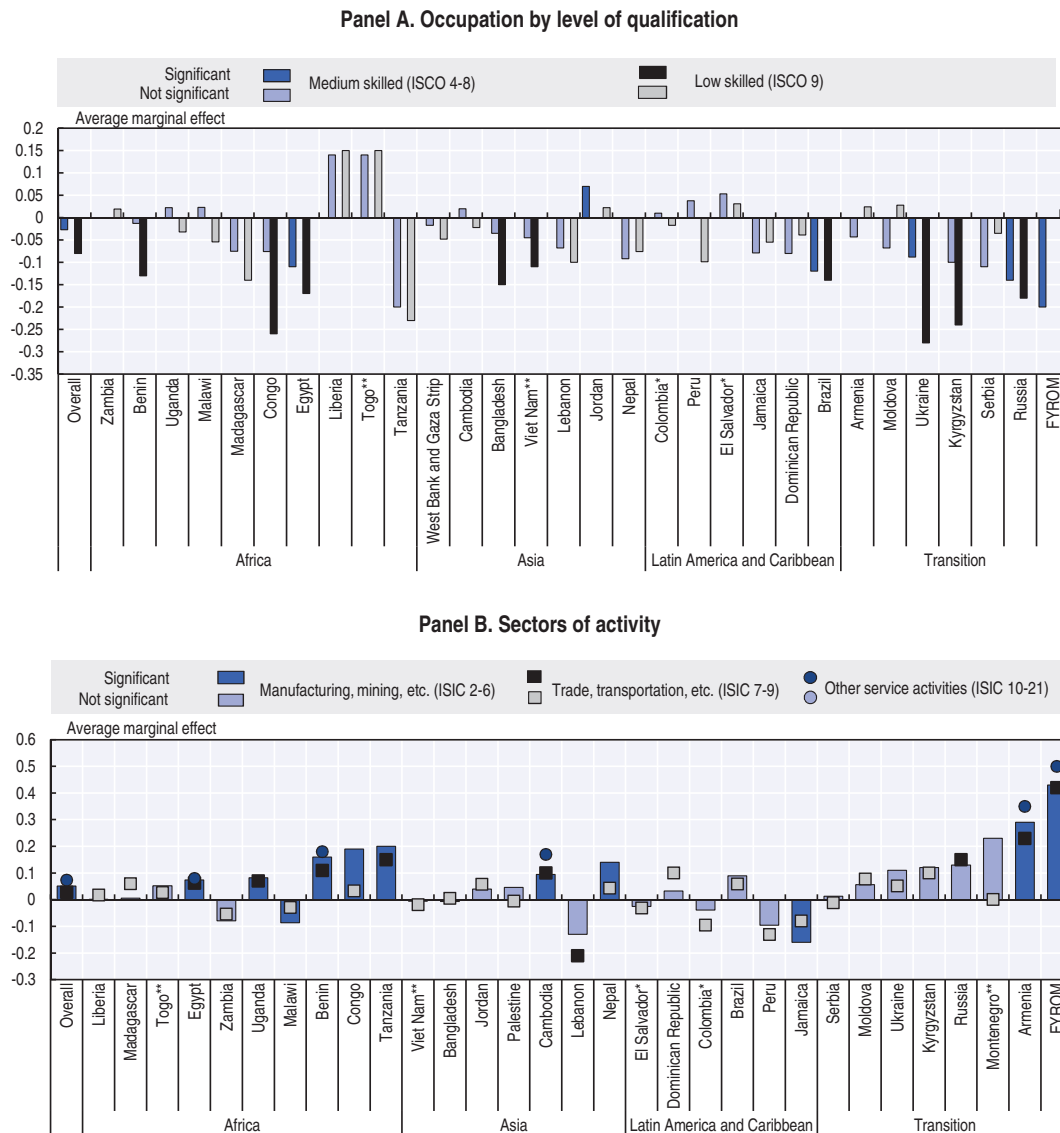
Note: The figure displays the average marginal effect of being engaged in a low- or medium-skilled occupation compared to a high-skilled occupation (Panel A), and the average marginal effect of working in various sectors of activity (or industries) compared to agriculture (Panel B), on the probability of being satisfied and not wishing to change jobs (i.e. the adjusted measure of satisfaction). The skill level of occupations is based on the ISCO. Sectors are aggregated in four categories based on the International Standard Industry Classification (ISIC): agriculture, etc. (ISIC 1), the reference category; manufacturing, mining, etc. (ISIC 2-6); trade, transportation etc. (ISCI 7-9); and other services (ISIC 10 to 21). The average marginal effects are estimated from the Probit model described in Annex 2.A2 and displayed in Tables 2.A2.1, 2.A2.2 and 2.A2.3. The figure reads as follows: Working in a low-skilled occupation in Benin is associated with a decrease of 0.13 of the probability of being satisfied with the current job (adjusted measure) in comparison to working in a high-skilled occupation, everything else being equal. Estimated associations that are significantly different from 0 (at the 95% confidence level) are represented in a darker tone. Estimations from Tunisia (Panels A and B) and Montenegro (Panel A) are missing due to the lack of data. FYROM corresponds to Former Yugoslav Republic of Macedonia.

* Data for Colombia and El Salvador refer to the urban population only.

** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Informality matters in all countries, with young people who work in an unregistered activity tending to be less satisfied with their jobs. This correlation probably captures the fact that workers in the informal economy experience worse working conditions. The results are consistent across countries (Figure 2.4), and the conclusion holds true for rural and urban youth, and for female and male workers. Interestingly, both wage employees and self-employed workers display lower job satisfaction when they work in an unregistered business.

Figure 2.4. **Working in an unregistered activity decreases job satisfaction**
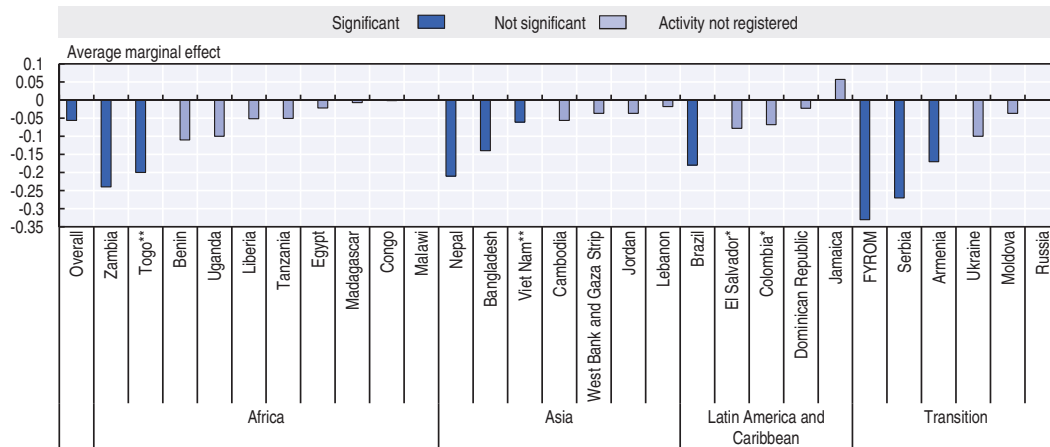
Note: The figure displays the average marginal effect of working in an unregistered activity in comparison to a registered one on the probability of being satisfied and not wishing to change jobs (i.e. the adjusted measure of satisfaction). The average marginal effects are estimated the Probit model described in Annex 2.A2 and displayed in Tables 2.A2.1, 2.A2.2 and 2.A2.3. The figure reads as follows: Working in an unregistered activity in Nepal is associated with a decrease of 0.21 of the probability of being satisfied with the current job (adjusted measure) in comparison to working in a registered activity, everything else being equal. Estimated associations that are significantly different from 0 (at the 95% confidence level) are represented in a darker tone. Estimations from Kyrgyzstan, Peru and Tunisia are missing due to the lack of data, and the estimate for Montenegro reaches -2.4 (and is significant) and is not displayed for clarity reasons. FYROM corresponds to Former Yugoslav Republic of Macedonia.

* Data for Colombia and El Salvador refer to the urban population only.

** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Job security stands out clearly as an important driver of job satisfaction, whatever the employment status. As expected, young workers who are uncertain to keep their jobs have a much lower probability of being satisfied with their jobs (Figure 2.5, Panel A). The correlation is strong and significant in almost all countries and for all subpopulations considered. The effect is also of similar magnitude in urban and rural areas, across gender and across different types of employment (wage employment, self-employment and unpaid family work). In the same vein, wage employees benefiting from a contract of unlimited duration and from a written agreement are more likely to be satisfied with their jobs compared to those having a limited-duration contract or an oral agreement, respectively (Figure 2.5, Panel B).

Figure 2.5. **Job security increases the likelihood of being satisfied at work**

Panel A. Likelihood to keep current job

Panel B. Type of contract
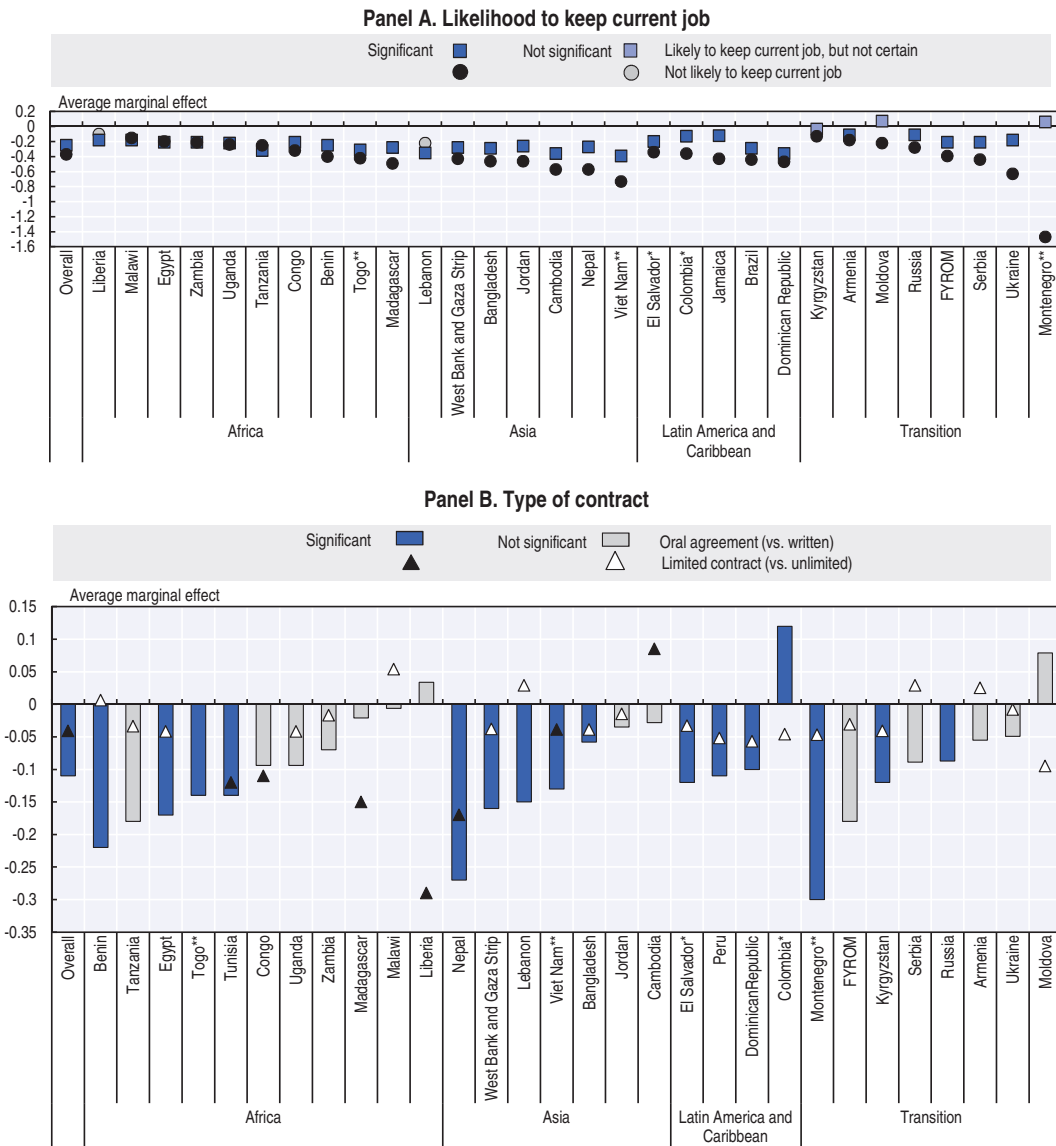
Note: The figure displays the average marginal effect of the likelihood of keeping the current job in comparison to being very likely to keep the job (Panel A), and of the type of contract for wage employees (Panel B), on the probability of being satisfied with the job (adjusted measure). The figure reads as follows: Being a wage employee benefiting from an oral agreement in Tunisia is associated with a decrease of 0.14 of the probability of being satisfied with the current job (adjusted measure) in comparison to being covered by a written agreement the Probit model described in Annex 2.A2 and displayed in Tables 2.A2.1, 2.A2.2 and 2.A2.3. Estimated associations that are significantly different from 0 (at the 95% confidence level) are represented in a darker tone. Estimations from Jamaica (Panel B), Peru (Panels A and B) and Tunisia (Panel A) are missing due to lack of data. FYROM corresponds to Former Yugoslav Republic of Macedonia.

* Data for Colombia and El Salvador refer to the urban population only.

** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.
Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Earnings exert only a small effect on young workers' satisfaction at work. Overall, standardised monthly income is positively and significantly associated with job satisfaction. However, the effect is somewhat small, as a large shift in monthly income (1 standard deviation) is associated with a relatively small change in the probability of

being satisfied in comparison to other determinants (Figure 2.6). The link is valid for male and female workers alike, but the correlation is smaller and not significant for youth in rural areas.[3]

Figure 2.6. **Overall job satisfaction increases with earnings**
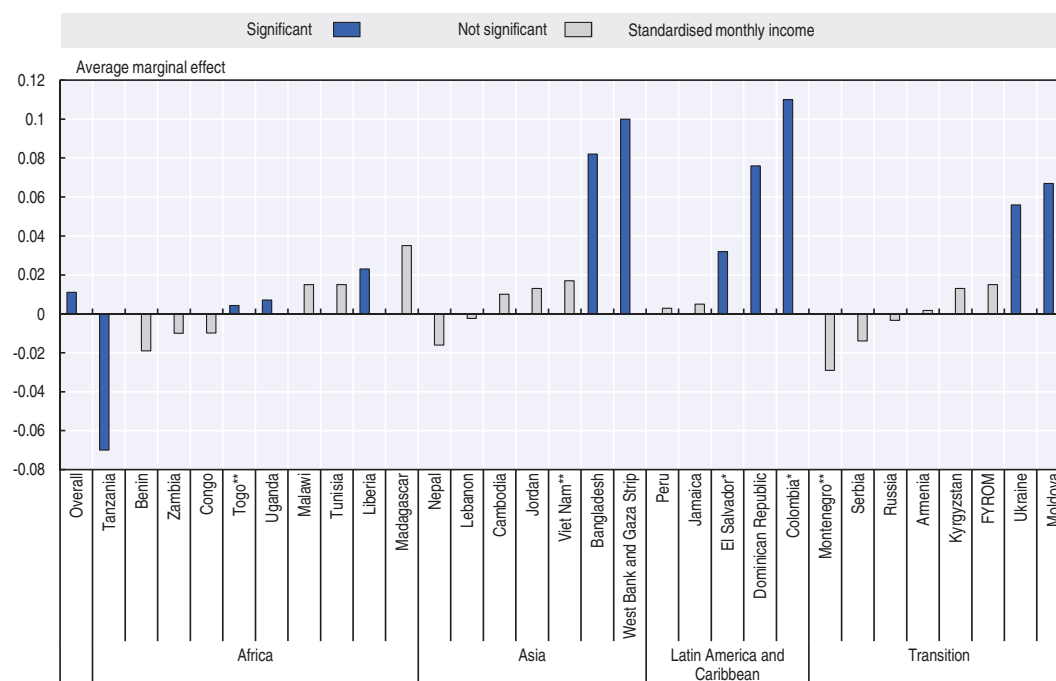
Note: The figure displays the average marginal effect of standardised monthly income on the probability of being satisfied with the job (adjusted measure). The figure reads as follows: an increase of 1 unit (corresponding here to 1 standard deviation) in monthly income in Madagascar is associated with an increase of 0.035 of the probability of being satisfied with the current job (adjusted measure) which is not statistically significant. The average marginal effects are estimated from the Probit model described in Annex 2.A2 and displayed in Tables 2.A2.1, 2.A2.2 and 2.A2.3. Estimated associations that are significantly different from 0 (at the 95% confidence level) are represented in a darker tone. Estimations from Jamaica (Panel B), Peru (Panels A and B) and Tunisia (Panel A) are missing due to lack of data. FYROM corresponds to Former Yugoslav Republic of Macedonia.
* Data for Colombia and El Salvador refer to the urban population only.
** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.
Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Skills mismatch is a strong driver of dissatisfaction at work, and all the more so when individuals are overqualified. Having relevant qualifications for a job, based on self-reporting measures, is significantly more satisfying for young workers than being underqualified or overqualified (Figure 2.7). This subjective measure of skills mismatch is referred to as over- or under-skilling, and is perceived as an accurate measure of skills mismatch amongst workers (McGuinness, Pouliakas and Redmond, 2017). More precisely, each young worker was asked: "Do you feel your education/training qualifications are relevant in performing your present job?" and could choose between the following three options: "Yes, they are relevant", "No, I feel overqualified" and "No, I feel underqualified". The results also clearly indicate that feeling overqualified appears to be much more detrimental to satisfaction than feeling underqualified. This result is very consistent across regions and countries. Interestingly, the perception of young workers of their skills adequacy affects wage employees, self-employed and unpaid family workers in a comparable way. The correlation decreases slightly for self-employed and unpaid family workers, but feeling overqualified remains more detrimental than feeling underqualified.

The correlation and order of magnitude does not vary across area of residence or gender. In the same vein, working in a firm that provides training opportunities is significantly correlated with a higher level of job satisfaction overall.

Figure 2.7. **Skills mismatch substantially reduces job satisfaction**
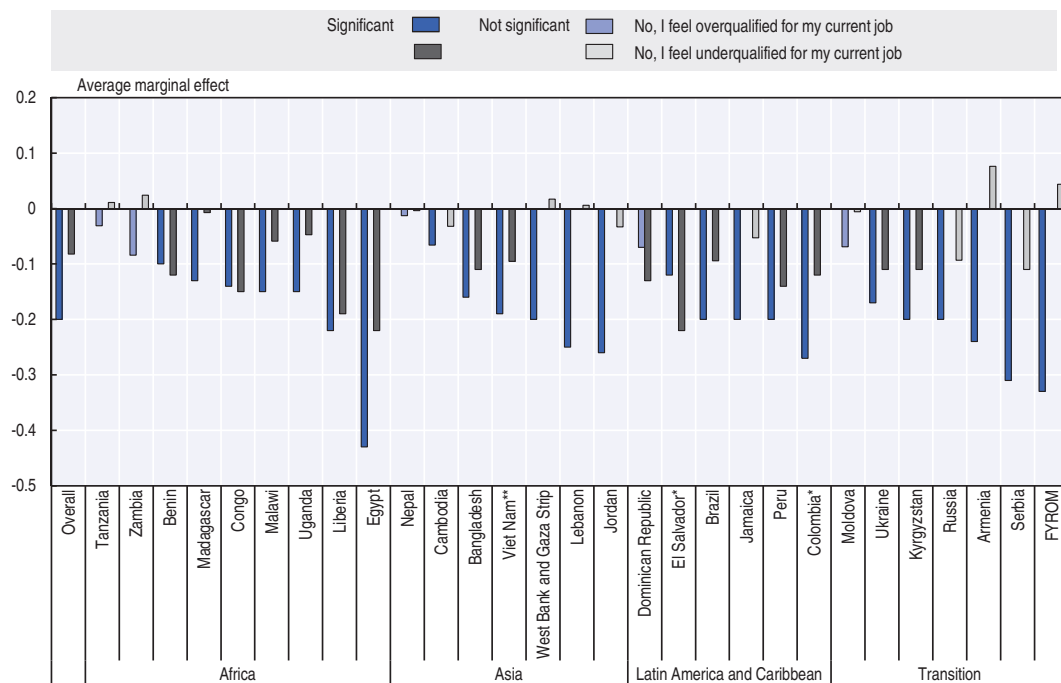
Note: The figure displays the average marginal effect of skills mismatch status on job satisfaction (adjusted measure) in comparison to having relevant skills for the current job. The respondent was asked: "Do you feel your education/training qualifications are relevant in performing your present job?" The figure reads as follows: Feeling overqualified in Malawi is associated with a decrease of 0.15 of the probability of being satisfied with the current job (adjusted measure) in comparison with feeling adequately trained. The average marginal effects are estimated from the Probit model described in Annex 2.A2 and displayed in Tables 2.A2.1, 2.A2.2 and 2.A2.3. Estimated associations that are significantly different from 0 (at the 95% confidence level) are represented in a darker tone. Estimations from Togo and Tunisia are missing due to lack of data. The coefficient associated with feeling overqualified in Montenegro is 0.8 and significantly different from zero. It is not represented for the clarity reasons.

* Data for Colombia and El Salvador refer to the urban population only. FYROM corresponds to Former Yugoslav Republic of Macedonia.

** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Notes

1. This statistical analysis relies on subjective well-being measures on a selected population of 15-29-year-old workers. As such, it is subject to different potential sources of bias and requires careful interpretation of the results. Some features of subjective well-being measures, such as hedonic adaptation and social comparisons, constitute well-known challenges to the interpretation of the results (Kahneman and Krueger, 2006). Moreover, the analysis focuses exclusively on young workers' assessment of job quality, which could be subject to some bias if the process guiding selection into employment is also correlated to the people's job satisfaction regardless of the intrinsic quality of the job. For example, in a high unemployment context, a young worker might be more likely to declare a higher level of job satisfaction simply out of relief at having a job. Conversely, 15-29-year-old people engaged in a professional activity are probably less qualified on average than those who are still studying, which in turn could translate into lower quality jobs and satisfaction. These limitations are inherent to engaging in a subjective well-being approach to youth employment quality and might affect the comparability of results across countries. They should be kept in mind when interpreting the results.

2. This section presents the results from a Probit regression of the adjusted measure of satisfaction on a set of individual and job characteristics (job facets) for each country, when all countries are pooled together. The statistical analysis provides correlation (and not causal effects) and, more precisely, the coefficients correspond to the average marginal effect of each variable. As such, the relative importance of each job facet for satisfaction can be assessed based on the magnitude of the estimated average marginal effect. However, the economic effect or relevance of each job facet should also be interpreted in light of its extent in the population.

3. Monthly income is not always well documented in the SWTS data, therefore caution is needed about the validity of this conclusion across countries.

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Annex 2.A1. Documentation on the adjusted measure of job satisfaction

This annex provides additional information and discusses the relationship between job satisfaction measured on a 1-to-4 scale and workers' desire to change jobs. Figure 2.A1.1 shows that workers who are either somewhat satisfied or very satisfied might still wish to change jobs, and that the proportion of satisfied workers who wish to change jobs is substantial and averages 28% across countries. Most young workers who express satisfaction with their jobs would like to change jobs in order to improve the quality of their employment situation (Figure 2.A1.2). This supports the methodological choice of assessing job satisfaction based on the combination of the two variables. Nevertheless, the higher the job satisfaction, the less likely are individuals to wish to change jobs and be actively looking for a job. This shows that, overall, young workers are consistent in judging their employment situations (Figure 2.A1.3).

Figure 2.A1.1. **Share of young workers who are satisfied but still wish to change jobs (%)**
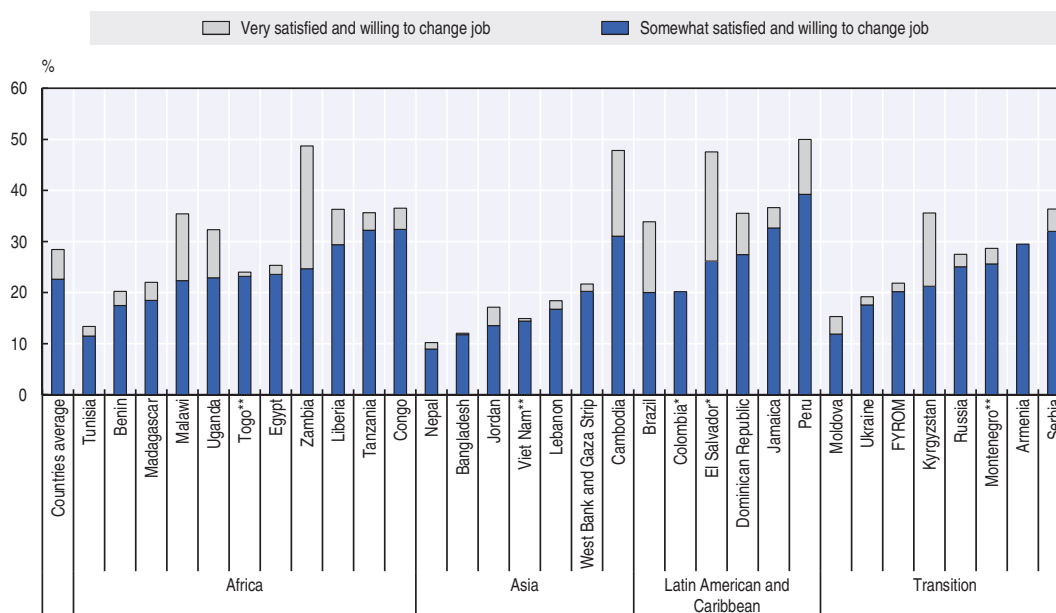
Note: Countries are sorted by the proportion of young workers who say they are somewhat satisfied and yet wish to change jobs within each group. FYROM corresponds to Former Yugoslav Republic of Macedonia.

* Data for Colombia and El Salvador refer to the urban population only.

** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Figure 2.A1.2. **Satisfied young workers wish to change jobs for various reasons**
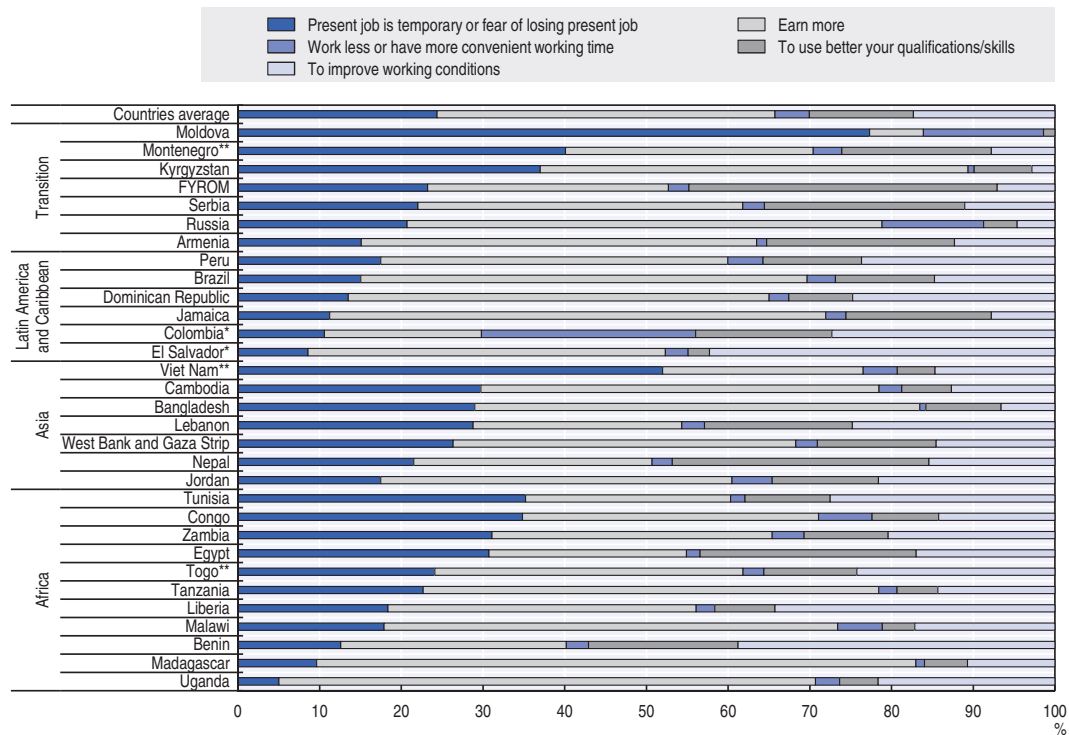
Note: Countries are sorted by the proportion of young workers wishing to change jobs because their present job is temporary or they fear losing it, within each group. FYROM corresponds to Former Yugoslav Republic of Macedonia.

* Data for Colombia and El Salvador refer to the urban population only.

** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Figure 2.A1.3. **Satisfied young workers are less likely to want
to change jobs (Panel A) and to look actively for a new job (Panel B)**

Panel A. Wishing to change job

Panel B. Actively looking for another job
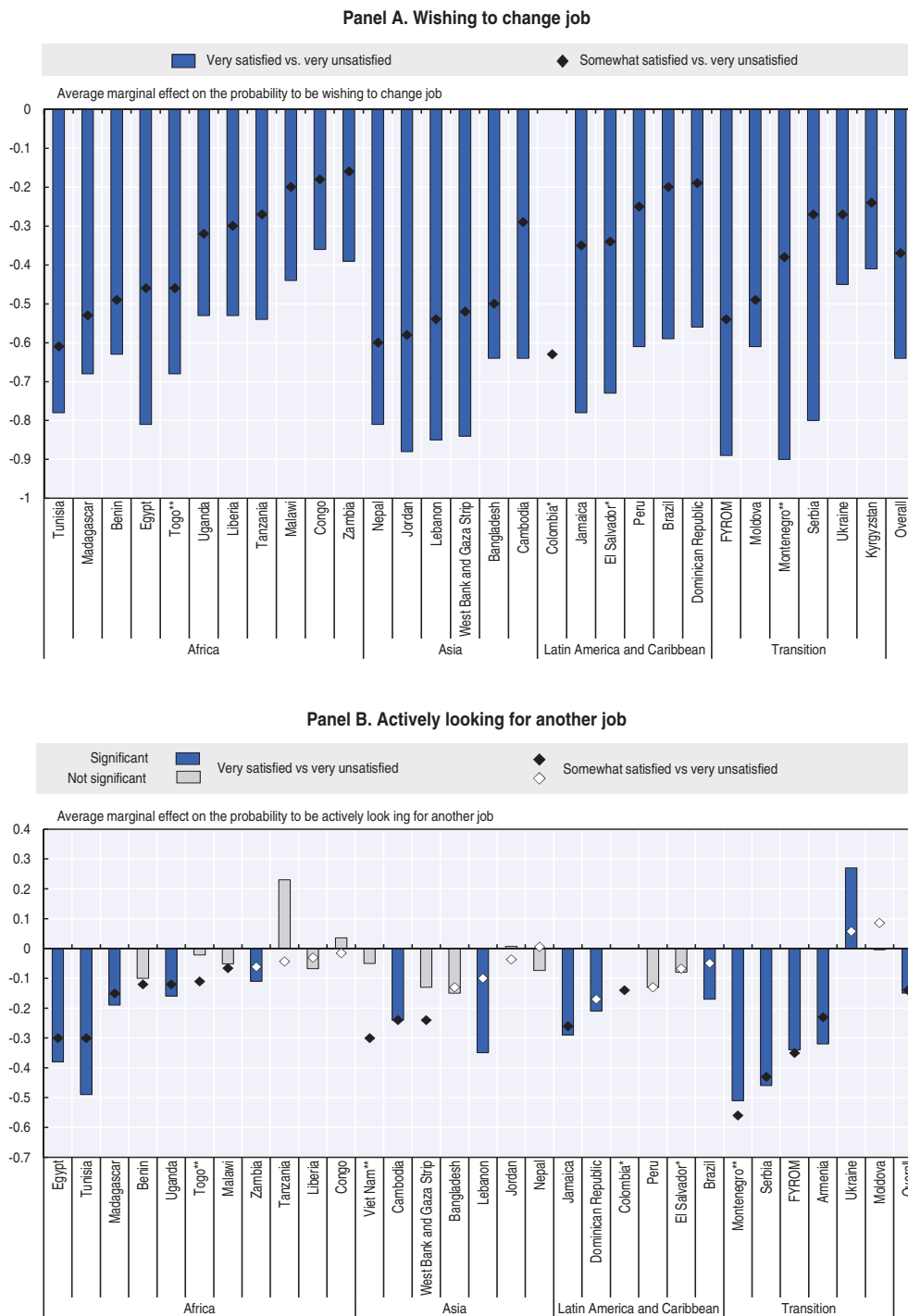
Note: The figure displays the average marginal effect of worker satisfaction level on the probability of wishing to change jobs (Panel A) and of actively looking for a job (Panel B). The figure reads as follows: Being very satisfied with one's job is associated with a decrease of 0.89 of the probability of wishing to change jobs in Moldova, in comparison to be very unsatisfied. The average marginal effects are estimated from the Probit model described in Annex 2.A2 and displayed in Tables 2.A2.1, 2.A2.2 and 2.A2.3. Estimated associations that are significantly different from 0 (at the 95% confidence level) are represented in a darker tone. Estimations from Viet Nam (Panel A) and Kyrgyzstan (Panel B) are missing due to lack of data. Estimates for Colombia are based on the comparison of two categories only, satisfied workers and unsatisfied workers, which is therefore the reference category for Colombia. FYROM corresponds to Former Yugoslav Republic of Macedonia.

* Data for Colombia and El Salvador refer to the urban population only.

** Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Annex 2.A2. Statistical analysis of job satisfaction

This annex provides the overall findings from the statistical analysis of job satisfaction from which partial results have been selected and presented in figures in the core of the report. Tables 2.A2.1 to 2.A2.3 display the results from the main regression analysis at the country level. Table 2.A2.4 presents the results for a similar regression analysis on different subpopulations, namely female, male, urban and rural young workers. Table 2.A2.5 corresponds to a statistical analysis of job satisfaction specific to the different employment statuses, wage employees, self-employed workers and unpaid family workers. For reasons of clarity, the results from the same regression analysis are presented separately in Tables 2.A2.1, 2.A2.2 and 2.A2.3, which respectively refer to the impact of socio-economic and demographic characteristics, structural aspects of employment (employment status, occupation and industry) and other qualitative aspects of jobs.

All of the following tables display average marginal effects estimated from a Probit model with the adjusted measure of satisfaction (i.e. a dummy equal to 1 if a young worker is satisfied with his/her job and does not want to change jobs) as the dependent variable. Column headers indicate the subpopulation on which the analysis focuses, and explanatory variables are listed in rows. Due to the inclusion of standardised monthly income as an explanatory variable, the analysis de facto excludes unpaid family workers in Tables 2.A2.1 to 2.A2.4. By and large, the conclusions hold when monthly income is dropped from the analysis and unpaid family workers are accounted for.

Explanatory variables includes socio-economic characteristics of the worker (age, sex, area of residence, household financial status, level of education, father's education and occupation, health status); current job characteristics (sector and occupation categories, employment status, whether the activity is registered or not, and whether training is provided); and other indicators of job quality (such as how long the worker has looked for the job, whether she/he is also studying, considers herself/himself adequately trained for the job, and expects to keep working in the current activity over the next 12 months).In addition to the variables displayed in the tables, survey year and country fixed effects are also included as explanatory variables in the specifications where all countries are pulled together. Due to the absence of weights' variable for Montenegro, Togo and Viet Nam, the weights are never used in these specifications. For the statistical analysis at the country level, all available rounds of the SWTS are used, and survey year fixed effects are included as additional control variables when this applies. Statistically significant coefficients at the 99.9%, 99% and 95% confidence levels are respectively indicated by ***, ** and *. The number of observations is indicated by N.

Table 2.A2.1. **Impact of the socio-economic characteristics of young workers on job satisfaction, overall and by country**

	OVERALL (All 32 countries)	AFRICA										
		Benin	Congo	Egypt	Liberia	Madagascar	Malawi	Tanzania	Togo**	Tunisia	Uganda	Zambia
Age (in years)	0.00014	0.0026	0.0061	0.0012	0.0050	0.0014	-0.0059*	-0.0025	-0.0083*	0.0037	-0.0056	-0.0054
	(0.00064)	(0.0038)	(0.0051)	(0.0020)	(0.0031)	(0.0039)	(0.0027)	(0.0065)	(0.0040)	(0.0045)	(0.0032)	(0.0045)
Female (Ref. Male)	0.00041	-0.0062	0.056	0.074***	0.022	-0.049	0.0059	-0.041	0.067*	0.044	-0.014	0.022
	(0.0048)	(0.026)	(0.039)	(0.020)	(0.037)	(0.032)	(0.022)	(0.052)	(0.031)	(0.036)	(0.025)	(0.033)
Rural (Ref. Urban)	0.0048	0.040	-0.045	0.052***	0.038	0.025	0.056*	0.018	-0.0035	-0.037	0.028	-0.12***
	(0.0054)	(0.030)	(0.045)	(0.015)	(0.042)	(0.036)	(0.028)	(0.054)	(0.035)	(0.034)	(0.028)	(0.031)
Household financial situation: Ref. Well-off												
Fairly well-off	-0.021		-0.10	-0.032	0.16	0.019	-0.065	-0.40*	-0.28	0.095	-0.10	-0.26*
	(0.012)		(0.11)	(0.045)	(0.10)	(0.10)	(0.16)	(0.18)	(0.24)	(0.13)	(0.12)	(0.12)
Average	-0.088***		-0.14	-0.10*	0.10	0.047	-0.047	-0.46*	-0.31	-0.14	-0.15	-0.26*
	(0.011)		(0.10)	(0.044)	(0.098)	(0.087)	(0.16)	(0.18)	(0.24)	(0.11)	(0.11)	(0.12)
Fairly poor	-0.15***		-0.21*	-0.13**	0.051	-0.071	-0.12	-0.48**	-0.40	-0.20	-0.18	-0.29*
	(0.012)		(0.11)	(0.047)	(0.098)	(0.088)	(0.15)	(0.18)	(0.23)	(0.12)	(0.11)	(0.12)
Very poor	-0.20***		-0.26*	-0.27***	0.057	-0.095	-0.20	-0.66***	-0.44	-0.28*	-0.21	-0.25*
	(0.013)		(0.11)	(0.064)	(0.100)	(0.084)	(0.15)	(0.18)	(0.24)	(0.13)	(0.12)	(0.12)
Father's education completed: Ref. No schooling												
Primary	-0.011	0.054	0.047	-0.0077	0.016	-0.0043	-0.049	-0.13	-0.035	0.084*	-0.011	-0.13
	(0.0069)	(0.046)	(0.055)	(0.023)	(0.046)	(0.045)	(0.025)	(0.082)	(0.037)	(0.039)	(0.027)	(0.083)
Secondary general	-0.023**	0.044	-0.016	0.016	-0.019	-0.065	-0.0022	-0.12	-0.081*	0.033	-0.0014	-0.13
	(0.0084)	(0.056)	(0.055)	(0.080)	(0.044)	(0.058)	(0.038)	(0.095)	(0.041)	(0.049)	(0.080)	(0.082)
Vocational studies	-0.038***	0.083	0.055	-0.022	0.13	0.066	-0.024	0.12	-0.026	-0.033	0.0087	-0.16
	(0.010)	(0.16)	(0.075)	(0.023)	(0.086)	(0.17)	(0.060)	(0.16)	(0.088)	(0.14)	(0.065)	(0.084)
Tertiary	-0.011	0.14	-0.055	0.00039	-0.064	0.14	0.038	-0.24*	-0.15	0.11	0.0046	-0.15
	(0.011)	(0.096)	(0.071)	(0.031)	(0.073)	(0.11)	(0.039)	(0.11)	(0.12)	(0.085)	(0.099)	(0.097)
Young workers' completed education: Ref. No schooling												
Primary	-0.031***		0.077	-0.0096	-0.021	0.039	-0.025	-0.12	-0.13	0.11	-0.071**	0.16***
	(0.0090)		(0.054)	(0.024)	(0.055)	(0.10)	(0.026)	(0.18)	(0.081)	(0.11)	(0.026)	(0.029)
Secondary vocational	-0.054***		0.029	-0.027	0.20	-0.053	-0.11	-0.22	-0.17	0.15	0.061	0.17***
	(0.013)		(0.078)	(0.026)	(0.14)	(0.16)	(0.095)	(0.19)	(0.12)	(0.11)	(0.076)	(0.035)
Secondary general	-0.061***		0.071	-0.11	-0.13*	-0.029	-0.11**	-0.21	-0.16	0.10	-0.14	0.22***
	(0.0098)		(0.055)	(0.073)	(0.058)	(0.11)	(0.038)	(0.18)	(0.086)	(0.11)	(0.074)	(0.027)
Post-secondary vocational	-0.082***		0.085	0.0059	-0.036		0.041	-0.25	-0.23		0.056	0.28***
	(0.013)	(0.23)	(0.15)	(0.070)	(0.10)		(0.16)	(0.083)	(0.051)		(0.053)	
Graduate	-0.087***	-0.46*	-0.10	-0.047	-0.052	-0.20***	-0.047	0.017	-0.055	0.090	0.21**	
	(0.012)	(0.20)	(0.067)	(0.062)	(0.045)	(0.047)	(0.14)	(0.065)	(0.051)	(0.12)	(0.079)	
Post-graduate	-0.11***			-0.050		-0.42***		0.045	-0.079	0.18		
	(0.022)			(0.10)		(0.094)		(0.17)	(0.11)	(0.12)		
Ref. No health issues — At least one health issue	-0.049***	-0.050	-0.12**	-0.079*	-0.011	-0.011	-0.061	-0.017		0.17***	0.0077	
	(0.0079)	(0.059)	(0.041)	(0.039)	(0.030)	(0.12)	(0.034)	(0.038)		(0.051)	(0.039)	
N	37888	1386	853	3917	1081	2105	2522	521	1104	691	1581	1171

Note: The table displays average marginal effects estimated from a Probit model with the adjusted measure of satisfaction (i.e. a dummy equal to 1 if a young worker is satisfied with his/her job and does not want to change jobs) as the dependent variable. Column headers indicate the subpopulation on which the analysis focuses, and explanatory variables are listed in rows. This table presents only the results from a subset of all explanatory variables used in the regression analysis. The results relating to the other explanatory variables are provided in Table 2.A2.2 and Table 2.A2.3. Due to the inclusion of standardised monthly income as an explanatory variable, the analysis de facto excludes unpaid family workers. By and large, the conclusions hold when monthly income is dropped from the analysis and unpaid family workers are accounted for. In addition to the variables displayed in the tables, survey year and country fixed effects are also included as explanatory variables in the specifications where all countries are pulled together (corresponding to the column header "Overall"). Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data. The analysis for Colombia and El Salvador refer to the urban population only. For the statistical analysis at the country level, all available rounds of the SWTS are used, and survey year fixed effects are included as additional control variables when this applies. Statistically significant coefficients at the 99.9%, 99% and 95% confidence levels are respectively indicated by ***, ** and *. The number of observations is indicated by N.
Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Table 2.A2.1. **Impact of the socio-economic characteristics of young workers on job satisfaction, overall and by country** (cont.)

		ASIA						
		Bangladesh	Cambodia	Jordan	Lebanon	Nepal	Viet Nam**	West Bank and Gaza Strip
	Age (in years)	-0.00018	-0.0044	0.00028	0.0046	-0.0057	0.0014	0.0016
		(0.0029)	(0.0025)	(0.0035)	(0.0049)	(0.0060)	(0.0024)	(0.0039)
	Female (Ref. Male)	0.080**	0.011	0.023	-0.018	-0.0091	-0.017	0.068
		(0.030)	(0.019)	(0.038)	(0.036)	(0.045)	(0.016)	(0.041)
	Rural (Ref. Urban)	-0.065*	0.027	-0.0049	0.056	-0.073		-0.039
		(0.025)	(0.025)	(0.023)	(0.035)	(0.052)		(0.031)
Household financial situation: Ref. Well-off	Fairly well-off	-0.079*		-0.045	0.011		-0.053	-0.12**
		(0.039)		(0.031)	(0.043)		(0.079)	(0.038)
	Average	-0.11*		-0.075*	-0.066		-0.086	-0.16***
		(0.043)		(0.033)	(0.043)		(0.073)	(0.043)
	Fairly poor	-0.17***		-0.083*	-0.036		-0.12	-0.22**
		(0.044)		(0.041)	(0.065)		(0.077)	(0.071)
	Very poor			-0.0090	-0.089		-0.17*	-0.34**
				(0.074)	(0.13)		(0.080)	(0.11)
Father's education completed: Ref. No schooling	Primary	-0.0030	-0.0013	-0.055*		0.051	0.012	0.028
		(0.028)	(0.024)	(0.027)		(0.048)	(0.024)	(0.033)
	Secondary general	-0.18	0.052	-0.12**		-0.010	-0.037	-0.013
		(0.12)	(0.032)	(0.044)		(0.071)	(0.034)	(0.044)
	Vocational studies	-0.21	0.036	-0.11		-0.063	-0.026	0.11
		(0.23)	(0.061)	(0.060)		(0.12)	(0.025)	(0.059)
	Tertiary	0.024	0.13	-0.020		-0.0029	-0.017	0.030
		(0.078)	(0.11)	(0.038)		(0.13)	(0.048)	(0.053)
Young workers' completed education: Ref. No schooling	Primary	-0.039	-0.024	-0.0043	0.071		-0.017	-0.11**
		(0.025)	(0.040)	(0.052)	(0.17)		(0.036)	(0.037)
	Secondary vocational		0.0025	-0.034	0.096		-0.044	-0.086
			(0.068)	(0.071)	(0.18)		(0.036)	(0.073)
	Secondary general	-0.13*	-0.057	-0.037	0.16		-0.0016	-0.0084
		(0.060)	(0.043)	(0.063)	(0.18)		(0.039)	(0.039)
	Post-secondary vocational	-0.17	0.0034	-0.059	0.046		-0.094	-0.16**
		(0.18)	(0.19)		(0.19)			(0.19)
	Graduate	-0.24**	-0.072	-0.037	0.039			-0.046
		(0.086)	(0.19)	(0.15)	(0.18)			(0.19)
	Post-graduate	-0.39***	0.13		0.16			-0.051
		(0.10)	(0.33)		(0.19)			(0.19)
Ref. No health issues	At least one health issue	-0.026		-0.080		-0.070		-0.042
		(0.064)		(0.041)		(0.066)		(0.032)
	N	1933	2608	2440	639	552	2110	1462

Table 2.A2.1. **Impact of the socio-economic characteristics of young workers on job satisfaction, overall and by country** (cont.)

		LATIN AMERICA AND CARIBBEAN					
		Brazil	Colombia*	Dominican Republic	El Salvador*	Jamaica	Peru
	Age (in years)	0.0017	-0.0072*	0.0084	-0.00045	0.0078	-0.0067
		(0.0029)	(0.0033)	(0.0051)	(0.0041)	(0.0050)	(0.0057)
	Female (Ref. Male)	-0.021	0.010	0.071	0.032	0.066	-0.084
		(0.025)	(0.025)	(0.043)	(0.038)	(0.040)	(0.043)
	Rural (Ref. Urban)	0.073*		0.0018		-0.0057	-0.0032
		(0.033)		(0.035)		(0.035)	(0.044)
Household financial situation: Ref. Well-off	Fairly well-off	-0.072	-0.076	-0.26	-0.022	-0.12	0.12
		(0.046)	(0.068)	(0.14)	(0.13)	(0.13)	(0.19)
	Average	-0.16***	-0.21**	-0.32***	-0.028	-0.092	-0.0035
		(0.047)	(0.071)	(0.067)	(0.085)	(0.12)	(0.19)
	Fairly poor	-0.32***	-0.30*	-0.40***	-0.15	-0.21	-0.091
		(0.058)	(0.13)	(0.066)	(0.089)	(0.12)	(0.20)
	Very poor		-0.67***	-0.42***	-0.18*	-0.14	-0.19
			(0.069)	(0.079)	(0.086)	(0.12)	(0.22)
Father's education completed: Ref. No schooling	Primary		0.034	0.033	0.12**	0.11	-0.075
			(0.032)	(0.044)	(0.038)	(0.16)	(0.075)
	Secondary general		0.025	0.016	0.086	0.090	-0.080
			(0.036)	(0.058)	(0.071)	(0.16)	(0.072)
	Vocational studies		0.046	-0.21	0.57*	0.059	-0.20*
			(0.057)	(0.13)	(0.24)	(0.17)	(0.094)
	Tertiary		-0.054	0.062	0.034	0.17	-0.088
			(0.060)	(0.15)	(0.13)	(0.18)	(0.10)
Young worker's completed education : Ref. no schooling	Primary		0.11	0.037	-0.39*	0.023	0.18
			(0.28)	(0.074)	(0.18)	(0.19)	(0.16)
	Secondary vocational			0.23*		-0.040	
				(0.12)		(0.21)	
	Secondary general		0.11	0.012	-0.44*	0.043	0.046
			(0.28)	(0.073)	(0.19)	(0.19)	(0.16)
	Post-secondary vocational		0.12	0.0015	-0.45*	0.0064	-0.035
			(0.28)	(0.13)	(0.11)		(0.16)
	Graduate		0.043	-0.13	-0.14	-0.11	0.0029
			(0.28)	(0.10)	(0.11)	(0.17)	(0.17)
	Post-graduate		0.045			-0.19	
			(0.30)			(0.19)	
Ref. No health issues	At least one health issue			0.073	-0.15***	-0.022	-0.22
				(0.063)	(0.038)	(0.059)	(0.16)
	N	1626	3128	973	1956	908	670

Table 2.A2.1. **Impact of the socio-economic characteristics of young workers on job satisfaction, overall and by country** (*cont.*)

		TRANSITION							
		Armenia	Kyrgyzstan	Former Yugoslav Republic of Macedonia	Moldova	Montenegro**	Russia	Serbia	Ukraine
	Age (in years)	-0.00093	0.0034	0.0036	-0.011	-0.015	0.0078	-0.0074	0.0056
		(0.0061)	(0.0054)	(0.0066)	(0.0068)	(0.035)	(0.0061)	(0.0069)	(0.0042)
	Female (Ref. Male)	0.011	0.042	0.037	0.031	0.017	-0.00058	0.067	-0.027
		(0.034)	(0.038)	(0.034)	(0.042)	(0.23)	(0.040)	(0.043)	(0.023)
	Rural (Ref. Urban)	-0.052	0.016	0.059	0.028	0.13	0.050	0.11**	0.042
		(0.037)	(0.037)	(0.035)	(0.044)	(0.20)	(0.039)	(0.041)	(0.026)
Household financial situation: Ref. Well-off	Fairly well-off	-0.056	0.22***	-0.027	0.10	0.11	-0.031	0.23*	0.034
		(0.073)	(0.060)	(0.048)	(0.091)	(0.42)	(0.065)	(0.091)	(0.20)
	Average	-0.100	0.19***	-0.049	-0.0084	0.18	-0.16**	-0.096	0.046
		(0.067)	(0.051)	(0.051)	(0.058)	(0.32)	(0.060)	(0.075)	(0.19)
	Fairly poor	-0.099	0.012	-0.16**	-0.13	0.39	-0.35***	-0.18*	-0.043
		(0.074)	(0.086)	(0.055)	(0.083)	(0.46)	(0.071)	(0.086)	(0.19)
	Very poor	-0.16	0.15	-0.23***	-0.25	-0.41	-0.27*	-0.25**	-0.13
		(0.092)	(0.23)	(0.061)	(0.15)	(0.44)	(0.12)	(0.091)	(0.19)
Father's education completed: Ref. No schooling	Primary		-0.34***	0.20		-0.077		0.16	
			(0.096)	(0.13)		(0.79)		(0.12)	
	Secondary general	0.38*	-0.31***	0.045	0.26**	0.35		0.18	
		(0.16)	(0.070)	(0.14)	(0.083)	(1.02)		(0.11)	
	Vocational studies	0.36*	-0.40***	0.15	0.19*	0.023		0.077	
		(0.16)	(0.074)	(0.13)	(0.080)	(0.74)		(0.13)	
	Tertiary	0.35*	-0.27***	0.089	0.18	0.77		0.24*	
		(0.16)	(0.079)	(0.15)	(0.092)	(0.81)		(0.12)	
Young workers' completed education: Ref. No schooling	Primary		0.099	-0.055		2.85**	-0.027	-0.63***	
			(0.21)	(0.17)		(0.88)	(0.21)	(0.075)	
	Secondary vocational		0.22	-0.0013		1.09	-0.14	-0.23*	0.053
			(0.21)	(0.16)		(0.65)	(0.21)	(0.10)	(0.19)
	Secondary general		0.23	-0.026		0.70	-0.15	-0.46***	0.026
			(0.20)	(0.16)		(0.90)	(0.21)	(0.057)	(0.19)
	Post-secondary vocational		0.26			2.47**	-0.17	-0.089	0.025
		(0.044)	(0.21)		(0.10)	(0.90)			
	Graduate	-0.11**	0.15		-0.055	1.27*			
		(0.036)	(0.21)		(0.11)	(0.62)			
	Post-graduate	-0.059							
		(0.099)							
Ref. No health issues	At least one health issue	-0.027	-0.12		-0.0076	-0.13	0.015	-0.11**	
		(0.027)	(0.074)		(0.029)	(0.77)	(0.055)	(0.040)	
	N	1048	1039	675	404	258	860	566	1688

Table 2.A2.2. **Impact of employment status, occupation and industry on job satisfaction, overall and by country**

		OVERALL (All 32 countries)	AFRICA										
			Benin	Congo	Egypt	Liberia	Madagascar	Malawi	Tanzania	Togo**	Tunisia	Uganda	Zambia
	Self-employed (Ref. Wage employee)	0.066***	0.19***	0.021	0.057*	0.057	-0.15**	0.074**	0.031	0.27***	0.078	0.16***	0.16***
		(0.0071)	(0.053)	(0.051)	(0.025)	(0.064)	(0.047)	(0.029)	(0.056)	(0.060)	(0.067)	(0.033)	(0.035)
Occupation: Ref. High skilled (ISCO 1-3)	Medium skilled / Services (ISCO 4-5)	-0.026**	-0.026	-0.037	-0.13***	0.20*	-0.100	0.010	-0.23	0.073		0.042	-0.031
		(0.0082)	(0.049)	(0.087)	(0.027)	(0.083)	(0.091)	(0.058)	(0.13)	(0.084)		(0.069)	(0.047)
	Medium skilled / Agriculture (ISCO 6)	-0.036**	0.0097	-0.020	-0.16*	0.016	-0.052	0.050	-0.061	0.26*		-0.076	0.019
		(0.013)	(0.054)	(0.12)	(0.065)	(0.090)	(0.10)	(0.067)	(0.16)	(0.11)		(0.086)	(0.099)
	Medium skilled / Manufacturing (ISCO 7-8)	-0.026**	-0.031	-0.089	-0.072*	0.17	-0.15	-0.0093	-0.18	0.22*		0.024	0.070
		(0.0094)	(0.056)	(0.093)	(0.028)	(0.095)	(0.11)	(0.066)	(0.13)	(0.090)		(0.075)	(0.066)
	Low skilled (ISCO 9)	-0.081***	-0.13*	-0.24*	-0.15***	0.15	-0.13	-0.046	-0.21	0.16		-0.072	0.014
		(0.010)	(0.064)	(0.10)	(0.036)	(0.086)	(0.089)	(0.063)	(0.13)	(0.10)		(0.080)	(0.058)
Industry: ref. Agriculture and fishery (ISIC 1)	Manufacturing, mining, etc. (ISIC 2-6)	0.043***	0.18**	0.25**	-0.0039	-0.11	0.074	-0.040	0.23***	0.11		0.0050	-0.091
		(0.011)	(0.058)	(0.094)	(0.064)	(0.069)	(0.092)	(0.047)	(0.066)	(0.078)		(0.059)	(0.078)
	Trade, repair, transportation, … (ISIC 7-9)	0.020	0.13**	0.057	-0.00062	-0.11	0.099	0.011	0.19***	0.18*		-0.028	-0.041
		(0.011)	(0.045)	(0.074)	(0.063)	(0.057)	(0.065)	(0.047)	(0.055)	(0.080)		(0.061)	(0.065)
	All other service activities (ISIC 10-21)	0.064***	0.21***	0.11	0.027	-0.057	-0.000069	0.0055	0.14	0.16*		-0.043	-0.046
		(0.011)	(0.055)	(0.10)	(0.062)	(0.095)	(0.062)	(0.052)	(0.075)	(0.082)		(0.064)	(0.068)
	N	37888	1386	853	3917	1081	2105	2522	521	1104	691	1581	1171

Table 2.A2.2. **Impact of employment status, occupation and industry on job satisfaction, overall and by country** (cont.)

		ASIA						
		Bangladesh	Cambodia	Jordan	Lebanon	Nepal	Viet Nam**	West Bank and Gaza Strip
	Self-employed (Ref. Wage employee)	0.026	0.11***		0.064	0.16**	-0.0040	-0.064
		(0.055)	(0.031)		(0.049)	(0.053)	(0.025)	(0.052)
Occupation: Ref. High skilled (ISCO 1-3)	Medium skilled / Services (ISCO 4-5)	-0.058	0.043	0.074*	-0.057	-0.066	-0.041	-0.0076
		(0.058)	(0.046)	(0.034)	(0.040)	(0.086)	(0.029)	(0.051)
	Medium skilled / Agriculture (ISCO 6)	-0.060	0.049	0.042		-0.22	-0.063	0.16
		(0.078)	(0.065)	(0.12)		(0.12)	(0.058)	(0.13)
	Medium skilled / Manufacturing (ISCO 7-8)	0.00035	-0.028	0.038	-0.056	-0.10	-0.048	-0.019
		(0.057)	(0.049)	(0.039)	(0.052)	(0.094)	(0.033)	(0.058)
	Low skilled (ISCO 9)	-0.15*	-0.030	0.0062	-0.12	-0.12	-0.11**	-0.041
		(0.064)	(0.055)	(0.045)	(0.093)	(0.10)	(0.040)	(0.060)
Industry: ref. Agriculture and fishery (ISIC 1)	Manufacturing, mining, etc. (ISIC 2-6)	-0.047	0.14***	0.044	-0.12	0.069	-0.011	0.069
		(0.050)	(0.043)	(0.093)	(0.11)	(0.080)	(0.034)	(0.080)
	Trade, repair, transportation, … (ISIC 7-9)	-0.016	0.12*	0.046	-0.18	-0.039	-0.024	0.017
		(0.052)	(0.049)	(0.094)	(0.10)	(0.087)	(0.035)	(0.085)
	All other service activities (ISIC 10-21)	-0.0073	0.17**	0.077	-0.10	0.0023	-0.030	0.059
		(0.058)	(0.053)	(0.093)	(0.10)	(0.092)	(0.039)	(0.086)
	N	1933	2608	2440	639	552	2110	1462

		LATIN AMERICA AND CARIBBEAN					
		Brazil	Colombia*	Dominican Republic	El Salvador*	Jamaica	Peru
	Self-employed (Ref. Wage employee)	0.099**	0.037	-0.095*	0.026	0.015	
		(0.035)	(0.033)	(0.048)	(0.045)	(0.051)	
Occupation: Ref. High skilled (ISCO 1-3)	Medium skilled / Services (ISCO 4-5)	-0.12***	-0.0033	-0.051	0.039	-0.092	0.056
		(0.035)	(0.032)	(0.065)	(0.072)	(0.051)	(0.063)
	Medium skilled / Agriculture (ISCO 6)	-0.18	0.17	-0.11	0.037	0.071	0.25
		(0.16)	(0.13)	(0.10)	(0.094)	(0.11)	(0.25)
	Medium skilled / Manufacturing (ISCO 7-8)	-0.12**	0.056	-0.15*	0.031	-0.028	0.034
		(0.043)	(0.047)	(0.074)	(0.080)	(0.068)	(0.078)
	Low skilled (ISCO 9)	-0.14***	-0.015	-0.053	0.016	-0.034	-0.074
		(0.041)	(0.045)	(0.073)	(0.076)	(0.066)	(0.074)
Industry : ref. Agriculture and fishery (ISIC 1)	Manufacturing, mining, etc. (ISIC 2-6)	0.081	0.025	0.057	-0.034	-0.085	-0.061
		(0.059)	(0.14)	(0.068)	(0.062)	(0.11)	(0.13)
	Trade, repair, transportation, … (ISIC 7-9)	0.050	-0.015	0.089	-0.029	0.015	-0.10
		(0.055)	(0.14)	(0.066)	(0.051)	(0.10)	(0.13)
	All other service activities (ISIC 10-21)	0.039	0.016	-0.012	-0.016	0.013	-0.090
		(0.056)	(0.14)	(0.070)	(0.054)	(0.11)	(0.13)
	N	1626	3128	973	1956	908	670

Table 2.A2.2. **Impact of employment status, occupation and industry on job satisfaction, overall and by country** *(cont.)*

		TRANSITION							
		Armenia	**Kyrgyzstan**	**Former Yugoslav Republic of Macedonia**	**Moldova**	**Montenegro****	**Russia**	**Serbia**	**Ukraine**
	Self-employed (Ref. Wage employee)	0.084 (0.067)		0.10 (0.066)		1.46** (0.46)	0.036 (0.067)	0.064 (0.10)	0.045 (0.040)
Occupation: Ref. High skilled (ISCO 1-3)	Medium skilled / Services (ISCO 4-5)	-0.032 (0.048)	-0.064 (0.058)	-0.15** (0.051)	-0.090 (0.056)	-0.65* (0.30)	-0.12* (0.053)	-0.086 (0.059)	-0.11*** (0.032)
	Medium skilled / Agriculture (ISCO 6)	0.11 (0.13)	-0.32* (0.14)	-0.15 (0.22)	0.068 (0.18)	-1.81 (0.94)	-0.16 (0.15)	-0.34* (0.14)	0.11 (0.077)
	Medium skilled / Manufacturing (ISCO 7-8)	-0.072 (0.062)	-0.13* (0.064)	-0.30*** (0.067)	-0.037 (0.068)	-0.39 (0.40)	-0.18** (0.061)	-0.13 (0.068)	-0.059 (0.035)
	Low skilled (ISCO 9)	0.017 (0.064)	-0.23* (0.11)	-0.0047 (0.079)	0.038 (0.080)	-1.18 (0.66)	-0.20** (0.079)	-0.037 (0.076)	-0.25*** (0.054)
Industry: ref. Agriculture and fishery (ISIC 1)	Manufacturing, mining, etc. (ISIC 2-6)	0.39*** (0.10)	-0.032 (0.13)	0.49*** (0.11)	0.057 (0.086)	0.092 (0.36)	0.12 (0.095)	-0.049 (0.12)	0.19* (0.078)
	Trade, repair, transportation, … (ISIC 7-9)	0.31** (0.10)	-0.079 (0.13)	0.39*** (0.11)	0.10 (0.083)	-0.071 (0.26)	0.13 (0.091)	-0.10 (0.12)	0.15* (0.078)
	All other service activities (ISIC 10-21)	0.42*** (0.100)	-0.022 (0.13)	0.48*** (0.12)	0.094 (0.086)		0.10 (0.092)	-0.020 (0.12)	0.19* (0.078)
	N	1048	1039	675	404	258	860	566	1688

Note: The table displays average marginal effects estimated from a Probit model with the adjusted measure of satisfaction (i.e. a dummy equal to 1 if a young worker is satisfied with his/her job and does not want to change jobs) as the dependent variable. Column headers indicate the subpopulation on which the analysis focuses, and explanatory variables are listed in rows. This table presents only the results from a subset of all explanatory variables used in the regression analysis. The results relating to the other explanatory variables are provided in Table 2.A2.1 and Table 2.A2.3. Due to the inclusion of standardised monthly income as an explanatory variable, the analysis de facto excludes unpaid family workers. By and large, the conclusions hold when monthly income is dropped from the analysis and unpaid family workers are accounted for. In addition to the variables displayed in the tables, survey year and country fixed effects are also included as explanatory variables in the specifications where all countries are pulled together (corresponding to the column header "Overall"). Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data. The analysis for Colombia and El Salvador refer to the urban population only. For the statistical analysis at the country level, all available rounds of the SWTS are used, and survey year fixed effects are included as additional control variables when this applies. Statistically significant coefficients at the 99.9%, 99% and 95% confidence levels are respectively indicated by ***, ** and *. The number of observations is indicated by N.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Table 2.A2.3. **Impact of various facets of employment on job satisfaction, overall and by country**

		OVERALL (All 32 countries)	AFRICA										
			Benin	Congo	Egypt	Liberia	Madagascar	Malawi	Tanzania	Togo**	Tunisia	Uganda	Zambia
	Monthly income (standardised)	0.0100***	-0.019	-0.013		0.014	0.032	0.013	-0.063*	0.014	0.00095	0.0012	-0.0073
		(0.0024)	(0.013)	(0.012)		(0.0095)	(0.018)	(0.0091)	(0.026)	(0.021)	(0.019)	(0.0087)	(0.0073)
	Number of hours worked per week	0.00060***	0.0014*	0.0013*	0.00063	-0.00030	0.00023	0.00069	0.00014	0.0015*	0.0034**	0.0024***	-0.00031
		(0.00011)	(0.00072)	(0.00064)	(0.00040)	(0.00070)	(0.00040)	(0.00056)	(0.00078)	(0.00062)	(0.0010)	(0.00051)	(0.00028)
	Unregistered activity (Ref. Registered)	-0.056***	-0.11	-0.0019	-0.022	-0.052	-0.0074	0.00058	-0.051	-0.20**	-0.062	-0.10	-0.24***
		(0.0073)	(0.062)	(0.055)	(0.019)	(0.054)	(0.055)	(0.039)	(0.054)	(0.069)	(0.044)	(0.053)	(0.052)
	No training at work	-0.023**	-0.11	-0.15	-0.055	0.038	0.15*	-0.028	0.024	-0.18**	-0.063	0.14**	-0.052
		(0.0075)	(0.076)	(0.11)	(0.032)	(0.062)	(0.065)	(0.048)	(0.066)	(0.065)	(0.063)	(0.051)	(0.054)
	Not working while studying	0.046***		0.053	0.018	0.083*	0.064	-0.013	-0.017	0.0076	0.040	0.0012	0.012
		(0.0058)		(0.034)	(0.017)	(0.039)	(0.034)	(0.025)	(0.055)	(0.046)	(0.037)	(0.025)	(0.036)
Relevance of education: Ref. "Yes, my studies are relevant to the job"	No, overqualified	-0.20***	-0.10*	-0.14**	-0.43***	-0.22***	-0.13**	-0.15***	-0.031		-0.31***	-0.15***	-0.084
		(0.0071)	(0.049)	(0.045)	(0.019)	(0.054)	(0.045)	(0.027)	(0.066)		(0.040)	(0.039)	(0.049)
	No, underqualified	-0.082***	-0.12***	-0.15***	-0.22***	-0.19***	-0.0073	-0.059*	0.011		-0.020	-0.047	0.024
		(0.0070)	(0.032)	(0.043)	(0.064)	(0.034)	(0.036)	(0.024)	(0.048)		(0.057)	(0.031)	(0.039)
Time to find current job: Ref. Less than a week	Between a week and a month	-0.017*	0.027	0.012	0.024	-0.075	0.011	-0.024	0.081	-0.058	-0.075	-0.00068	0.10
		(0.0070)	(0.062)	(0.057)	(0.019)	(0.055)	(0.046)	(0.047)	(0.074)	(0.041)	(0.059)	(0.035)	(0.055)
	Between a month and 3 months	-0.0087	0.069*	-0.017	0.040*	-0.10*	0.038	-0.034	0.16*	-0.047	-0.00021	-0.013	0.15**
		(0.0066)	(0.034)	(0.050)	(0.019)	(0.049)	(0.048)	(0.041)	(0.068)	(0.042)	(0.051)	(0.034)	(0.046)
	More than 6 months	-0.040***	0.044	-0.060	-0.048*	-0.080	-0.061	-0.042	0.048	-0.059	-0.050	-0.0069	0.017
		(0.0068)	(0.034)	(0.052)	(0.022)	(0.048)	(0.044)	(0.038)	(0.060)	(0.036)	(0.045)	(0.030)	(0.039)
Likelihood to keep current job: Ref. very likely	Likely, but not certain	-0.25***	-0.25***	-0.21***	-0.21***	-0.18***	-0.28***	-0.18***	-0.32***	-0.31***	-0.22***	-0.22***	-0.21***
		(0.0058)	(0.033)	(0.040)	(0.017)	(0.039)	(0.044)	(0.028)	(0.045)	(0.031)	(0.033)	(0.030)	(0.043)
	Not likely	-0.37***	-0.40***	-0.32***	-0.20***	-0.10	-0.49***	-0.15***	-0.25***	-0.42***	-0.33***	-0.24***	-0.21***
		(0.0085)	(0.047)	(0.046)	(0.026)	(0.053)	(0.031)	(0.024)	(0.058)	(0.064)	(0.051)	(0.033)	(0.044)
	N	37888	1386	853	3917	1081	2105	2522	521	1104	691	1581	1171

Table 2.A2.3. **Impact of various facets of employment on job satisfaction, overall and by country** *(cont.)*

		ASIA						
		Bangladesh	Cambodia	Jordan	Lebanon	Nepal	Viet Nam**	West Bank and Gaza Strip
	Monthly income (standardised)	0.088**	0.011	0.0093	-0.0072	-0.012	0.016	0.100**
		(0.028)	(0.010)	(0.0080)	(0.012)	(0.018)	(0.012)	(0.034)
	Number of hours worked per week	0.0019**	0.0015**	0.00056	0.0015	0.0012	0.00062	0.00022
		(0.00061)	(0.00052)	(0.00061)	(0.00093)	(0.0012)	(0.00039)	(0.00065)
	Unregistered activity (Ref. Registered)	-0.14***	-0.056*	-0.037	-0.018	-0.21***	-0.061*	-0.037
		(0.034)	(0.028)	(0.029)	(0.052)	(0.060)	(0.025)	(0.035)
	No training at work		0.038	0.019	0.023	-0.018	0.0093	-0.039
			(0.082)	(0.029)	(0.039)	(0.089)	(0.029)	(0.036)
	Not working while studying	0.13	0.0098	-0.023	-0.027		0.095***	0.057*
		(0.11)	(0.022)	(0.035)	(0.036)		(0.023)	(0.029)
Relevance of education: Ref. "Yes, my studies are relevant to the job"	No, overqualified	-0.16**	-0.066**	-0.26***	-0.25***	-0.013	-0.19***	-0.20***
		(0.050)	(0.025)	(0.034)	(0.046)	(0.060)	(0.034)	(0.031)
	No, underqualified	-0.11**	-0.032	-0.033	0.0057	-0.0036	-0.095**	0.017
		(0.035)	(0.023)	(0.042)	(0.083)	(0.052)	(0.029)	(0.067)
Time to find current job: Ref. Less than a week	Between a week and a month	0.025	-0.028	0.020	0.080	0.063	-0.015	0.0041
		(0.035)	(0.023)	(0.027)	(0.054)	(0.069)	(0.027)	(0.044)
	Between a month and 3 months	-0.068*	-0.022	-0.0057	0.011	-0.0016	-0.028	0.020
		(0.031)	(0.030)	(0.030)	(0.051)	(0.059)	(0.027)	(0.037)
	More than 6 months	-0.081*	-0.057	-0.037	0.034	-0.029	-0.047	0.00045
		(0.032)	(0.039)	(0.032)	(0.053)	(0.060)	(0.033)	(0.037)
Likelihood to keep current job: Ref. very likely	Likely, but not certain	-0.29***	-0.36***	-0.26***	-0.35***	-0.27***	-0.39***	-0.28***
		(0.026)	(0.024)	(0.023)	(0.051)	(0.053)	(0.029)	(0.033)
	Not likely	-0.46***	-0.57***	-0.46***	-0.22	-0.57***	-0.73***	-0.43***
		(0.064)	(0.035)	(0.033)	(0.17)	(0.032)	(0.046)	(0.043)
	N	1933	2608	2440	639	552	2110	1462

Table 2.A2.3. **Impact of various facets of employment on job satisfaction, overall and by country** *(cont.)*

		LATIN AMERICA AND CARIBBEAN					
		Brazil	Colombia*	Dominican Republic	El Salvador*	Jamaica	Peru
	Monthly income (standardised)		0.10***	0.099***	0.026	-0.0019	0.0093
			(0.023)	(0.025)	(0.015)	(0.014)	(0.018)
	Number of hours worked per week	0.000085		0.00087	0.00013	0.00063	-0.0015
		(0.00069)		(0.00063)	(0.00086)	(0.00070)	(0.0011)
	Unregistered activity (Ref. Registered)	-0.18***	-0.068	-0.023	-0.078	0.057	
		(0.037)	(0.038)	(0.042)	(0.040)	(0.047)	
	No training at work	0.011		-0.25	0.015	-0.050	-0.027
		(0.030)		(0.13)	(0.061)	(0.064)	(0.046)
	Not working while studying	-0.029		-0.00075	0.072*	0.038	
		(0.080)		(0.036)	(0.033)	(0.039)	
Relevance of education: Ref. "Yes, my studies are relevant to the job"	No, overqualified	-0.20***	-0.27***	-0.070	-0.12**	-0.20***	-0.20***
		(0.032)	(0.047)	(0.100)	(0.045)	(0.043)	(0.058)
	No, underqualified	-0.094*	-0.12**	-0.13*	-0.22***	-0.053	-0.14*
		(0.038)	(0.037)	(0.055)	(0.064)	(0.056)	(0.062)
Time to find current job: Ref. Less than a week	Between a week and a month	-0.016	-0.051	0.081	-0.075	-0.055	0.069
		(0.035)	(0.034)	(0.042)	(0.040)	(0.059)	(0.052)
	Between a month and 3 months	-0.017	-0.11**	-0.021	-0.012	-0.14**	-0.013
		(0.029)	(0.038)	(0.044)	(0.041)	(0.051)	(0.047)
	More than 6 months	-0.040	-0.029	-0.078	-0.041	-0.16***	0.039
		(0.030)	(0.057)	(0.049)	(0.045)	(0.047)	(0.076)
Likelihood to keep current job: Ref. very likely	Likely, but not certain	-0.29***	-0.13***	-0.36***	-0.20***	-0.12**	-0.18***
		(0.031)	(0.026)	(0.040)	(0.034)	(0.043)	(0.048)
	Not likely	-0.44***	-0.36***	-0.47***	-0.34***	-0.43***	-0.31***
		(0.037)	(0.045)	(0.064)	(0.074)	(0.033)	(0.063)
	N	1626	3128	973	1956	908	670

Table 2.A2.3. **Impact of various facets of employment on job satisfaction, overall and by country** *(cont.)*

		Armenia	Kyrgyzstan	Former Yugoslav Republic of Macedonia	Moldova	Montenegro**	Russia	Serbia	Ukraine
	TRANSITION								
	Monthly income (standardised)	-0.0048	0.0069	-0.00058	0.073***	-0.033	-0.0046	-0.0055	0.056**
		(0.016)	(0.018)	(0.020)	(0.021)	(0.097)	(0.014)	(0.016)	(0.021)
	Number of hours worked per week	0.00055	-0.0011	0.000098		0.0030	-0.00032	0.0012	0.00022
		(0.00099)	(0.0010)	(0.0017)		(0.0081)	(0.0048)	(0.0012)	(0.00064)
	Unregistered activity (Ref. Registered)	-0.17*	0	-0.33**	-0.037	-2.04**		-0.27***	-0.100
		(0.071)	(.)	(0.11)	(0.13)	(0.62)		(0.078)	(0.077)
	No training at work	0.014	0.032	-0.026	0.012	-0.070	-0.024	0.023	0.027
		(0.069)	(0.065)	(0.059)	(0.058)	(0.22)	(0.044)	(0.046)	(0.030)
	Not working while studying	0.11*	0.082	0.051	-0.013	0.12	0.039	0.044	0.064**
		(0.044)	(0.042)	(0.044)	(0.041)	(0.23)	(0.041)	(0.053)	(0.025)
Relevance of education: Ref. "Yes, my studies are relevant to the job"	No, overqualified	-0.24***	-0.20***	-0.33***	-0.069	-0.80**	-0.20***	-0.31***	-0.17***
		(0.047)	(0.048)	(0.050)	(0.054)	(0.25)	(0.050)	(0.043)	(0.050)
	No, underqualified	0.076	-0.11*	0.044	-0.0060	0	-0.093	-0.11	-0.11**
		(0.068)	(0.053)	(0.083)	(0.053)	(.)	(0.052)	(0.092)	(0.040)
Time to find current job: Ref. Less than a week	Between a week and a month	0.0020	-0.19***	-0.10	0.019	0.25	0.084	-0.14*	-0.031
		(0.052)	(0.048)	(0.073)	(0.060)	(0.50)	(0.053)	(0.065)	(0.036)
	Between a month and 3 months	-0.026	-0.039	-0.052	-0.016	-0.13	0.12*	-0.0038	-0.019
		(0.044)	(0.043)	(0.066)	(0.057)	(0.32)	(0.050)	(0.064)	(0.033)
	More than 6 months	-0.089	-0.16**	-0.0033	0.059	-0.30	-0.042	-0.050	-0.10*
		(0.046)	(0.060)	(0.055)	(0.082)	(0.28)	(0.059)	(0.055)	(0.043)
Likelihood to keep current job: Ref. very likely	Likely, but not certain	-0.11*	-0.033	-0.21***	0.071	0.062	-0.11**	-0.21***	-0.18***
		(0.053)	(0.046)	(0.044)	(0.047)	(0.25)	(0.040)	(0.045)	(0.033)
	Not likely	-0.18**	-0.13*	-0.39***	-0.22***	-1.47***	-0.28***	-0.44***	-0.63***
		(0.067)	(0.053)	(0.062)	(0.064)	(0.34)	(0.072)	(0.064)	(0.043)
	N	1048	1039	675	404	258	860	566	1688

Note: The table displays average marginal effects estimated from a Probit model with the adjusted measure of satisfaction (i.e. a dummy equal to 1 if a young worker is satisfied with his/her job and does not want to change jobs) as the dependent variable. Column headers indicate the subpopulation on which the analysis focuses, and explanatory variables are listed in rows. This table presents only the results from a subset of all explanatory variables used in the regression analysis. The results relating to the other explanatory variables are provided in Table 2.A2.1 and Table 2.A2.2. Due to the inclusion of standardised monthly income as an explanatory variable, the analysis de facto excludes unpaid family workers. By and large, the conclusions hold when monthly income is dropped from the analysis and unpaid family workers are accounted for. In addition to the variables displayed in the tables, survey year and country fixed effects are also included as explanatory variables in the specifications where all countries are pulled together (corresponding to the column header "Overall"). Estimations for Montenegro, Togo and Viet Nam do not account for sampling weights as they are missing in the data. The analysis for Colombia and El Salvador refer to the urban population only. For the statistical analysis at the country level, all available rounds of the SWTS are used, and survey year fixed effects are included as additional control variables when this applies. Statistically significant coefficients at the 99.9%, 99% and 95% confidence levels are respectively indicated by ***, ** and *. The number of observations is indicated by N.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

Table 2.A2.4. **Results by area of residence and gender**

		All sample	Urban	Rural	Male	Female
Occupation: Ref. High skilled (ISCO 1-3)	Self-employed (Ref. Wage employee)	0.066***	0.072***	0.066***	0.050***	0.093***
		(0.0071)	(0.011)	(0.011)	(0.0096)	(0.012)
	Medium skilled / Services (ISCO 4-5)	-0.026**	-0.029**	-0.018	-0.032**	-0.025*
		(0.0082)	(0.010)	(0.015)	(0.011)	(0.012)
	Medium skilled / Agriculture (ISCO 6)	-0.036**	-0.078***	-0.021	-0.069***	0.00074
		(0.013)	(0.023)	(0.019)	(0.017)	(0.021)
	Medium skilled / Manufacture (ISCO 7-8)	-0.026**	-0.025*	-0.031	-0.042***	-0.0053
		(0.0094)	(0.012)	(0.016)	(0.012)	(0.016)
	Low skilled (ISCO 9)	-0.081***	-0.080***	-0.079***	-0.11***	-0.045**
		(0.010)	(0.013)	(0.017)	(0.013)	(0.016)
Industry: Ref.Agriculture (ISIC 1)	Manufacturing, mining,.. (ISIC 2-6)	0.043***	0.043*	0.041**	0.050***	0.030
		(0.011)	(0.018)	(0.015)	(0.014)	(0.019)
	Trade, Repair, Transportation… (ISIC 7-9)	0.020	0.0050	0.036*	0.017	0.027
		(0.011)	(0.018)	(0.015)	(0.013)	(0.018)
	All other service activities (ISIC 10-21)	0.064***	0.060***	0.062***	0.067***	0.055**
		(0.011)	(0.018)	(0.016)	(0.014)	(0.019)
	Standardised monthly income	0.0100***	0.012***	0.0056	0.0096**	0.010*
		(0.0024)	(0.0034)	(0.0035)	(0.0030)	(0.0039)
	Number of hours worked a week	0.00060***	0.00056***	0.00080***	0.00042**	0.00082***
		(0.00011)	(0.00016)	(0.00017)	(0.00015)	(0.00019)
	Unregistered activity (Ref. registered)	-0.056***	-0.047***	-0.065***	-0.047***	-0.067***
		(0.0073)	(0.0098)	(0.011)	(0.0090)	(0.012)
	No training at work	-0.023**	-0.031***	-0.0081	-0.029**	-0.013
		(0.0075)	(0.0094)	(0.013)	(0.0098)	(0.012)
	Not working while studying	0.046***	0.061***	0.024**	0.045***	0.047***
		(0.0058)	(0.0082)	(0.0083)	(0.0074)	(0.0090)
Ref. Yes, my education is relevant to my current job	No, I feel overqualified	-0.20***	-0.19***	-0.19***	-0.19***	-0.20***
		(0.0071)	(0.0096)	(0.010)	(0.0089)	(0.011)
	No, I feel underqualified	-0.082***	-0.081***	-0.076***	-0.073***	-0.088***
		(0.0070)	(0.010)	(0.0092)	(0.0089)	(0.010)

Table 2.A2.4. **Results by area of residence and gender** *(cont.)*

		All sample	Urban	Rural	Male	Female
Time to find current job: Ref. Less than a week	**Between a week and a month**	-0.017*	-0.014	-0.021*	-0.016	-0.021
		(0.0070)	(0.0095)	(0.010)	(0.0090)	(0.011)
	Between a month and 3 months	-0.0087	-0.0062	-0.011	-0.011	-0.0059
		(0.0066)	(0.0089)	(0.0100)	(0.0084)	(0.010)
	More than 6 months	-0.040***	-0.044***	-0.034***	-0.038***	-0.040***
		(0.0068)	(0.0093)	(0.0100)	(0.0088)	(0.010)
Ref.- very likely to keep this job	**Likely, but not certain**	-0.25***	-0.23***	-0.24***	-0.24***	-0.23***
		(0.0058)	(0.0068)	(0.0081)	(0.0066)	(0.0081)
	Not likely	-0.37***	-0.36***	-0.33***	-0.36***	-0.33***
		(0.0085)	(0.012)	(0.012)	(0.011)	(0.013)
	Age (in years)	0.00014	0.0021*	-0.0018	0.0016	-0.0016
		(0.00064)	(0.00092)	(0.00092)	(0.00084)	(0.0010)
	Female (Ref. Male)	0.00041	0.0012	-0.0027		
		(0.0048)	(0.0067)	(0.0072)		
	Rural (Ref. Urban)	0.0048			0.012	-0.0055
		(0.0054)			(0.0070)	(0.0085)
Household financial situation: Ref. Well-off	**Fairly well-off**	-0.021	-0.033*	-0.0079	-0.026	-0.018
		(0.012)	(0.015)	(0.020)	(0.015)	(0.020)
	Average	-0.088***	-0.10***	-0.063***	-0.086***	-0.091***
		(0.011)	(0.014)	(0.019)	(0.014)	(0.019)
	Fairly poor	-0.15***	-0.17***	-0.12***	-0.15***	-0.15***
		(0.012)	(0.016)	(0.020)	(0.015)	(0.020)
	Very poor	-0.20***	-0.20***	-0.18***	-0.19***	-0.20***
		(0.013)	(0.018)	(0.021)	(0.017)	(0.021)

Table 2.A2.4. **Results by area of residence and gender** *(cont.)*

		All sample	Urban	Rural	Male	Female
Father's completed education: Ref. No schooling	Primary	-0.011	0.0030	-0.023*	-0.0036	-0.024*
		(0.0069)	(0.010)	(0.0098)	(0.0089)	(0.011)
	Secondary general	-0.023**	-0.012	-0.033*	-0.022*	-0.024
		(0.0084)	(0.012)	(0.013)	(0.011)	(0.013)
	Vocational studies	-0.038***	-0.022	-0.052**	-0.037**	-0.039*
		(0.010)	(0.014)	(0.016)	(0.013)	(0.015)
	Tertiary	-0.011	-0.0091	0.010	-0.025	0.0068
		(0.011)	(0.014)	(0.019)	(0.014)	(0.016)
Young worker's completed education: Ref. No schooling	Primary	-0.031***	-0.044**	-0.028*	-0.029*	-0.041**
		(0.0090)	(0.015)	(0.012)	(0.012)	(0.015)
	Secondary vocational	-0.054***	-0.070***	-0.047**	-0.055***	-0.053*
		(0.013)	(0.020)	(0.018)	(0.016)	(0.022)
	Secondary general	-0.061***	-0.077***	-0.056***	-0.065***	-0.058***
		(0.0098)	(0.016)	(0.014)	(0.013)	(0.017)
	Post-secondary vocational	-0.082***	-0.098***	-0.075**	-0.10***	-0.057**
		(0.013)	(0.019)	(0.023)	(0.017)	(0.022)
	Graduate	-0.087***	-0.096***	-0.11***	-0.10***	-0.066**
		(0.012)	(0.018)	(0.020)	(0.016)	(0.021)
	Post-graduate	-0.11***	-0.11***	-0.14***	-0.16***	-0.066*
		(0.022)	(0.029)	(0.040)	(0.031)	(0.034)
Ref. No health issues	At least one health issue	-0.049***	-0.059***	-0.041***	-0.054***	-0.041***
		(0.0079)	(0.011)	(0.011)	(0.011)	(0.011)
	N	37888	19948	16944	22182	15706

Note: The table displays average marginal effects estimated from a Probit model with adjusted measure of satisfaction as the dependent variable and pooling all countries together. Column headers indicate the subpopulation on which the analysis focuses, namely all young workers and then urban, rural, female and male young workers. Due to the inclusion of standardised monthly income as an explanatory variable, the analysis de facto excludes unpaid family workers. The conclusions do not change when monthly income is dropped from the analysis. Based on the International Standard Industry Classification (ISIC), industries are aggregated in four categories: agriculture, forestry and fishing (ISIC 1), manufacturing, mining, electricity and water supply related activities and construction (ISIC 2-6), wholesale and retail trade, repair, transportation and storage, accommodation and food services activities (ISCI 7-9), and other services activities including information, communication, finance, real estate, administrative services, education etc. (ISIC 10 to 21). In addition to the variables displayed in the table, explanatory variables include year and country fixed effects for all specifications. Due to the absence of weights' variable for Montenegro, Togo and Viet Nam, the weights are never used in the above specifications. Statistically significant coefficients at the 99.9%, 99% and 95% confidence levels are respectively indicated by ***, ** and *.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.

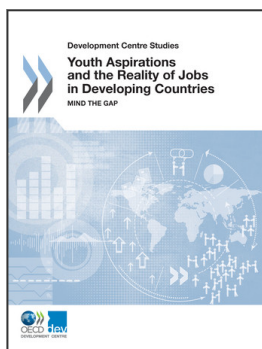Table 2.A2.5. **Results by employment status**

		Employee	Self-employed	Unpaid family worker
	Limited contract period (Ref. Unlimited)	-0.041***		
		(0.012)		
	Oral agreement (Ref. Written)	-0.11***		
		(0.013)		
	Unregistered activity (Ref. Registered)	-0.031*	-0.099**	
		(0.015)	(0.036)	
Ref. Very likely to keep current job	Likely, but not certain	-0.25***	-0.27***	-0.29***
		(0.012)	(0.020)	(0.020)
	Not likely	-0.39***	-0.28***	-0.33***
		(0.019)	(0.022)	(0.026)
Ref. Yes, my education is relevant to my current job	No, I feel overqualified	-0.23***	-0.12***	-0.16***
		(0.015)	(0.025)	(0.025)
	No, I feel underqualified	-0.11***	-0.059**	-0.050**
		(0.019)	(0.019)	(0.017)
	Standardised monthly income	0.0088	0.0095	
		(0.0057)	(0.0074)	
	Number of hours worked a week	0.00050	0.0011**	0.00091*
		(0.00026)	(0.00034)	(0.00041)
Reasons for the employment status: Ref. "Could not find a wage job"	More independence		0.15***	
			(0.020)	
	More flexible working hours		0.13***	
			(0.033)	
	Higher income		0.16***	
			(0.025)	
	Required by the family		0.058*	0.21***
			(0.024)	(0.019)
	Learning the family business			0.21***
				(0.030)
Occupation: Ref. High skilled (ISCO 1-3)	Medium skilled / Services (ISCO 4-5)	-0.054***	-0.048	-0.016
		(0.016)	(0.034)	(0.071)
	Medium skilled / Agriculture (ISCO 6)	-0.039	-0.032	-0.14
		(0.032)	(0.041)	(0.075)
	Medium skilled / Manufacture (ISCO 7-8)	-0.020	-0.055	-0.080
		(0.018)	(0.037)	(0.074)
	Low skilled (ISCO 9)	-0.11***	-0.025	-0.078
		(0.022)	(0.041)	(0.073)
Industry: Ref. Agriculture (ISIC 1)	Manufacturing, mining,.. (ISIC 2-6)	0.042	0.059	0.013
		(0.023)	(0.043)	(0.050)
	Trade, Repair, Transportation… (ISIC 7-9)	0.038	0.036	-0.056
		(0.024)	(0.033)	(0.049)
	All other service activities (ISIC 10-21)	0.054*	-0.0046	0.033
		(0.025)	(0.034)	(0.042)
	Age (in years)	-0.0018	-0.0028	0.0026
		(0.0014)	(0.0021)	(0.0018)
	Female (Ref. Male)	-0.011	-0.0021	0.041**
		(0.010)	(0.015)	(0.015)
	Rural (Ref. Urban)	-0.0062	-0.0018	-0.013
		(0.011)	(0.017)	(0.020)

Table 2.A2.5. **Results by employment status** *(cont.)*

		Employee	Self-employed	Unpaid family worker
Household financial situation: Ref. Well-off	Fairly well-off	-0.038	-0.054	0.10*
		(0.021)	(0.064)	(0.045)
	Average	-0.10***	-0.095	0.044
		(0.020)	(0.055)	(0.042)
	Fairly poor	-0.17***	-0.13*	0.031
		(0.022)	(0.056)	(0.044)
	Very poor	-0.25***	-0.19***	-0.031
		(0.028)	(0.056)	(0.044)
Father's completed education: Ref. No schooling	Primary	-0.021	-0.020	0.0048
		(0.014)	(0.019)	(0.021)
	Secondary general	-0.032	-0.059*	0.025
		(0.020)	(0.026)	(0.032)
	Vocational studies	-0.053**	-0.015	0.011
		(0.018)	(0.037)	(0.041)
	Tertiary	-0.022	0.015	-0.027
		(0.019)	(0.034)	(0.048)
Young worker's completed education: Ref. No schooling	Primary	-0.066***	-0.070***	-0.059**
		(0.015)	(0.018)	(0.022)
	Secondary vocational	-0.11***	-0.039	-0.16***
		(0.022)	(0.054)	(0.035)
	Secondary general	-0.14***	-0.077**	-0.16***
		(0.019)	(0.026)	(0.030)
	Post-secondary vocational	-0.18***	-0.15***	-0.16*
		(0.024)	(0.044)	(0.068)
	Graduate	-0.18***	-0.12**	-0.24***
		(0.022)	(0.038)	(0.048)
	Post-graduate	-0.21***	-0.14	-0.11
		(0.032)	(0.088)	(0.14)
Ref. No health issues	At least one health issue	-0.031	-0.026	-0.0024
		(0.017)	(0.021)	(0.023)
	N	23548	11710	10083

Note: The table displays average marginal effects estimated from a Probit model with adjusted measure of satisfaction as the dependent variable and pooling all countries together. The set of explanatory variables varies with the subpopulation (indicated in the column headers) on which the analysis focuses, namely wage employees, self-employed workers and unpaid family workers. Based on the International Standard Industry Classification (ISIC), industries are aggregated in four categories: agriculture, forestry and fishing (ISIC 1), manufacturing, mining, electricity and water supply related activities and construction (ISIC 2-6), wholesale and retail trade, repair, transportation and storage, accommodation and food services activities (ISCI 7-9), and other services activities including information, communication, finance, real estate, administrative services, education, etc. (ISIC 10 to 21). In addition to the variables displayed in the table, explanatory variables include year and country fixed effects for all three specifications. Due to the absence of weights' variable for Montenegro, Togo and Viet Nam, the weights are never used in the above specifications. Statistically significant coefficients at the 99.9%, 99% and 95% confidence levels are respectively indicated by ***, ** and *.

Source: Own calculations based on School-to-Work Transition Surveys 2012-2015, ILO.