

Table A1. Covariate balancing: mean differences before and after matching (control and time pressure outcomes)

Variable		Control					Time pressure				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Type of worker (employed; self-employed)	Before	1.00	1.00	-5.50	-0.49	0.625	1.00	1.00	-5.50	-0.43	0.666
	After	1.00	1.00	0.00	.	.	1.00	1.00	0.00	.	.
Quartiles of PPP income	Before	2.97	2.40	59.10	6.57	0	2.98	2.39	63.00	6.14	0
	After	2.97	2.84	13.70	1.23	0.219	2.98	2.95	2.60	0.21	0.832
Type of working hours (Full-time; voluntary part-time; involuntary part-time)	Before	1.46	1.42	6.20	0.72	0.474	1.48	1.43	9.40	0.98	0.329
	After	1.46	1.48	-4.50	-0.41	0.682	1.48	1.44	7.10	0.57	0.567
Long working hours (No (less than 48 hours); Yes)	Before	0.05	0.04	3.60	0.44	0.657	0.06	0.04	5.90	0.66	0.508
	After	0.05	0.04	3.00	0.26	0.792	0.06	0.04	7.40	0.59	0.556
Working in free time to meet work demands (Never or rarely; often)	Before	1.14	1.04	34.90	5.36	0	1.15	1.04	39.50	5.78	0
	After	1.14	1.14	0.00	0.00	1	1.15	1.17	-8.40	-0.52	0.603
Perceived work-life balance (Bad; Good)	Before	0.88	0.84	12.80	1.45	0.146	0.85	0.83	3.90	0.41	0.681
	After	0.88	0.91	-9.10	-0.92	0.359	0.86	0.84	4.40	0.35	0.726
Control squared (index, continuous variable)	Before	..	..	..	..	..	2100000.00	1400000.00	58.20	6.13	0
	After	..	..	..	..	..	2100000.00	2200000.00	-4.20	-0.32	0.746
Role clarity (No; Yes)	Before	0.99	0.98	3.90	0.43	0.665	0.98	0.98	0.90	0.10	0.924
	After	0.99	0.98	5.20	0.45	0.653	0.98	0.99	-6.30	-0.58	0.563
Quality of leadership (index, continuous variable)	Before	0.88	0.87	4.50	0.54	0.591	1.71	1.66	11.20	1.18	0.239
	After	0.88	0.86	9.30	0.82	0.412	1.71	1.72	-1.70	-0.14	0.889
Co-worker support (Low; Medium; High)	Before	1.94	1.87	24.80	2.62	0.009	1.94	1.86	28.10	2.62	0.009
	After	1.94	1.92	4.20	0.44	0.660	1.94	1.94	2.70	0.27	0.791

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Variable		Control					Time pressure				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Fair conflicts resolution (No; Yes)	Before	0.89	0.93	-14.30	-1.87	0.062	..	..	..	..	..
	After	0.89	0.87	9.00	0.69	0.491	..	..	..	..	..
Discrimination at work (2 categories) (No; Yes)	Before	0.09	0.08	4.80	0.59	0.556	0.12	0.08	14.80	1.73	0.083
	After	0.09	0.10	-4.60	-0.38	0.702	0.12	0.11	5.40	0.40	0.690
Exhaustion at the end of the day (No; Yes)	Before	0.71	0.74	-5.60	-0.67	0.504	0.90	0.89	3.80	0.39	0.693
	After	0.71	0.70	1.40	0.12	0.902	0.90	0.93	-8.00	-0.68	0.496
Enthusiasm about one's job (No; Yes)	Before	0.92	0.90	7.50	0.86	0.392	0.74	0.73	2.30	0.25	0.805
	After	0.92	0.94	-6.50	-0.65	0.517	0.74	0.75	-1.80	-0.15	0.885
Job satisfaction (No; Yes)	Before	..	..	..	..	..	0.89	0.89	-0.30	-0.03	0.976
	After	..	..	..	..	..	0.89	0.90	-5.10	-0.41	0.680
Stress (No; Yes)	Before	0.82	0.75	16.80	1.91	0.056	0.83	0.74	21.60	2.17	0.030
	After	0.82	0.79	7.70	0.70	0.483	0.83	0.82	4.00	0.33	0.741
Self-rated general health (good or very good; fair, bad or very bad)	Before	1.17	1.23	-15.60	-1.77	0.077	1.19	1.23	-8.70	-0.91	0.364
	After	1.17	1.17	-1.60	-0.15	0.881	1.19	1.23	-7.90	-0.62	0.535
Health limitations in the last 6 months (No; Yes)	Before	1.69	1.83	-32.70	-4.24	0	..	..	..	..	..
	After	1.69	1.71	-4.50	-0.37	0.714	..	..	..	..	..
Mental Health (continuous: from 0 to 100)	Before	63.90	71.54	-42.00	-5.25	0.000	..	..	..	..	..
	After	63.90	65.67	-9.70	-0.83	0.409	..	..	..	..	..
Sex (Man; Woman)	Before	1.64	1.53	22.20	2.61	0.009	1.71	1.53	38.10	3.92	0
	After	1.64	1.64	0.00	-0.00	1	1.71	1.77	-11.80	-1.01	0.314

Table A1

Variable		Control					Time pressure				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Age (15-25; 26-35; 36-45; 46-55; 56-65; 66 or more)	Before	3.18	3.21	-2.30	-0.26	0.798	3.22	3.21	0.20	0.02	0.982
	After	3.18	3.28	-7.80	-0.73	0.467	3.20	3.34	-11.20	-0.98	0.327
Supervision role (No; Yes)	Before	..	..	..	..	..	0.16	0.13	9.20	1.03	0.302
	After	..	..	..	..	..	0.16	0.14	6.90	0.53	0.595
Interaction Sex*Health	Before	1.89	1.87	2.90	0.33	0.741	..	..	..	..	..
	After	1.89	1.91	-2.30	-0.21	0.836	..	..	..	..	..
Interaction Age*Health	Before	3.77	4.09	-13.70	-1.51	0.132	..	..	..	..	..
	After	3.77	3.93	-6.90	-0.67	0.501	..	..	..	..	..
Occupational social class (Blue collar; Low-skilled white collar; High-skilled white collar)	Before	2.51	1.96	75.60	8.44	0	2.50	1.96	74.60	7.46	0
	After	2.51	2.47	5.30	0.48	0.633	2.49	2.52	-4.50	-0.37	0.709
Respondent is the main contributor in the household (No; Yes; All equally)	Before	1.73	1.38	55.30	7.44	0	1.76	1.38	58.50	7.22	0
	After	1.73	1.73	0.00	0.00	1	1.75	1.74	1.30	0.09	0.930
Living with children under 14 years old (No; Yes)	Before	1.72	1.77	-11.10	-1.36	0.175	1.74	1.77	-7.10	-0.77	0.441
	After	1.72	1.72	0.00	0.00	1	1.74	1.73	0.00	-0.00	1
Interaction Main contributor*Living with children under 14	Before	2.98	2.42	42.50	5.90	0	3.06	2.41	48.00	6.18	0
	After	2.98	2.98	0.50	0.04	0.970	3.04	3.02	1.20	0.08	0.935
Economic sector (Primary; secondary; tertiary)	Before	2.54	2.69	-25.80	-3.42	0.001	2.79	2.69	21.30	2.15	0.032
	After	2.54	2.60	-8.80	-0.72	0.473	2.79	2.77	5.20	0.41	0.681

Table A1

Variable		Control					Time pressure				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Ownership type (Private; Non-private)	Before	1.58	1.21	80.30	10.36	0	1.70	1.21	111.70	12.62	0
	After	1.58	1.58	-1.40	-0.11	0.910	1.69	1.69	1.90	0.14	0.891
Firm size (2-9 workers; 10-249 workers)	Before	2.94	2.66	76.40	7.45	0	2.93	2.66	71.00	6.31	0
	After	2.94	2.91	10.20	1.27	0.204	2.93	2.88	12.60	1.29	0.199
Interaction Firm size*Degree of urbanisation	Before	4.95	5.14	-9.00	-1.00	0.316	4.74	5.15	-19.50	-1.89	0.059
	After	4.95	5.09	-6.50	-0.58	0.564	4.76	4.90	-7.00	-0.53	0.593
Country (Austria; Germany)	Before	5.05	8.07	-63.80	-7.82	0	4.36	8.07	-79.80	-8.68	0
	After	5.05	4.86	4.00	0.34	0.731	4.31	4.95	-13.90	-1.05	0.293

*Quality of leadership was included in the time pressure model as a categorical variable (categories: No quality or some, Full quality)

Table A2. Covariate balancing: mean differences before and after matching (direct and financial participation outcomes)

Variable		Regular meetings in which employees can express their views					Financial participation				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Type of worker (employed; self-employed)	Before	1.00	1.00	-5.6	-0.42	0.676	1.00	1.00	-5.6	-0.40	0.687
	After	1.00	1.00	0.0	.	.	1.00	1.00	0.0	.	.
Time at the organisation (less than 1 year; 1-4 years; 5 years or more)	Before	2.61	2.52	16.2	1.47	0.142	2.63	2.51	19.4	1.70	0.090
	After	2.61	2.61	0.0	0.00	1.000	2.63	2.60	4.8	0.37	0.709
Quartiles of PPP income	Before	2.96	2.38	59.5	5.67	0.000	3.00	2.37	64.9	5.93	0.000
	After	2.96	2.80	16.3	1.23	0.219	3.00	2.93	6.9	0.52	0.605
Type of working hours (Full-time; voluntary part-time; involuntary part-time)	Before	1.49	1.43	9.0	0.90	0.366	1.47	1.44	5.5	0.53	0.597
	After	1.49	1.48	1.5	0.11	0.909	1.47	1.40	11.6	0.88	0.382
Long working hours (No (less than 48 hours); Yes)	Before	0.06	0.05	6.5	0.70	0.482	0.07	0.05	8.7	0.93	0.351
	After	0.06	0.06	0.0	-0.00	1.000	0.07	0.07	0.0	0.00	1.000
Time pressure (Low; medium; high)	Before	2.12	2.00	15.6	1.53	0.126	2.13	2.00	17.1	1.61	0.108
	After	2.12	2.02	13.4	1.00	0.318	2.13	2.06	9.6	0.72	0.475
Perceived work-life balance (Bad; Good)	Before	0.89	0.84	16.9	1.61	0.108	0.89	0.84	14.2	1.32	0.187
	After	0.89	0.90	-2.6	-0.22	0.827	0.89	0.90	-2.8	-0.22	0.826
Control (low, medium, high)	Before	2.34	1.89	61.2	5.92	0.000	2.33	1.89	61.5	5.68	0.000
	After	2.34	2.27	8.5	0.64	0.525	2.33	2.41	-10.6	-0.80	0.424
Quality of leadership (index, continuous variable)	Before	0.88	0.87	7.4	0.74	0.458	0.89	0.87	6.1	0.59	0.554
	After	0.88	0.86	10.0	0.76	0.450	0.89	0.87	3.4	0.25	0.801
Employees' trust in manager (No; Yes)	Before	0.90	0.95	-20.1	-2.43	0.015	0.90	0.95	-22.5	-2.67	0.008
	After	0.90	0.91	-3.4	-0.23	0.820	0.90	0.95	-3.6	-0.23	0.819
Fair conflicts resolution (No; Yes)	Before	0.88	0.93	-19.6	-2.28	0.023	0.87	0.93	-22.3	-2.56	0.011
	After	0.88	0.88	0.0	-0.00	1.000	0.87	0.87	0.0	-0.00	1.000

Table A2

Variable		Regular meetings in which employees can express their views					Financial participation				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Fair distribution of work (No; Yes)	Before	0.81	0.94	-39.2	-5.05	0.000	0.80	0.94	-40.8	-5.14	0.000
	After	0.81	0.78	8.0	0.49	0.625	0.80	0.80	0.0	0.00	1.000
Existence of worker representatives (No; Yes)	Before	1.31	1.68	-78.6	-7.99	0.000	1.30	1.68	-82.3	-8.04	0.000
	After	1.31	1.33	-3.8	-0.28	0.776	1.30	1.31	-4.1	-0.30	0.766
Existence of regular meetings (No; Yes)	Before	..	..	..	..	..	1.17	1.50	-73.7	-6.55	0.000
	After	..	..	..	..	..	1.17	1.25	-17.2	-1.36	0.177
Discrimination at work (No; Yes)	Before	0.10	0.08	6.8	0.73	0.468	0.11	0.08	9.2	0.96	0.335
	After	0.10	0.09	3.1	0.23	0.820	0.11	0.09	6.6	0.47	0.640
Exhaustion at the end of the day (No; Yes)	Before	0.79	0.74	12.4	1.22	0.222	0.79	0.74	13.1	1.25	0.210
	After	0.79	0.75	8.3	0.63	0.529	0.79	0.79	0.0	0.00	1.000
Enthusiasm about one's job (No; Yes)	Before	0.90	0.90	1.0	0.11	0.916	0.91	0.90	1.8	0.18	0.860
	After	0.90	0.90	0.0	-0.00	1.000	0.91	0.91	0.0	-0.00	1.000
Doubt about importance of one's job (No; Yes)	Before	0.21	0.19	6.5	0.68	0.496	0.22	0.19	8.1	0.82	0.413
	After	0.21	0.22	-2.2	-0.16	0.872	0.22	0.20	4.7	0.34	0.736
Job satisfaction (No; Yes)	Before	0.90	0.89	4.6	0.45	0.650	0.91	0.89	5.3	0.51	0.610
	After	0.90	0.88	8.7	0.63	0.527	0.91	0.90	3.1	0.23	0.819
Sex (Man; Woman)	Before	1.70	1.54	34.2	3.38	0.001	1.71	1.54	35.5	3.38	0.001
	After	1.70	1.72	-3.7	-0.29	0.771	1.71	1.69	4.0	0.30	0.766
Age (15-25; 26-35; 36-45; 46-55; 56-65; 66 or more)	Before	3.27	3.24	2.7	0.27	0.791	3.28	3.24	3.0	0.28	0.780
	After	3.27	3.33	-4.4	-0.37	0.714	3.28	3.38	-8.6	-0.68	0.494
Supervision role (No; Yes)	Before	0.17	0.13	9.8	1.05	0.295	0.16	0.13	8.3	0.85	0.394
	After	0.17	0.17	0.0	0.00	1.000	0.16	0.16	0.0	0.00	1.000

Table A2

Variable		Regular meetings in which employees can express their views					Financial participation				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Occupational social class (Blue collar; Low-skilled white collar; High-skilled white collar)	Before	2.45	1.97	66.9	6.37	0.000	2.48	1.97	72.1	6.51	0.000
	After	2.45	2.45	0.0	0.00	1.000	2.48	2.51	-4.1	-0.32	0.751
Born in the country (No; Yes)	Before	1.09	1.09	-1.7	-0.18	0.861	..	..	..	..	..
	After	1.09	1.13	-15.3	-1.06	0.291	..	..	..	..	..
Economic sector (Primary; secondary; tertiary)	Before	2.81	2.71	21.3	2.05	0.041	2.83	2.71	27.0	2.47	0.014
	After	2.81	2.80	1.9	0.15	0.878	2.83	2.84	-2.1	-0.17	0.863
Ownership type (Private; Non-private)	Before	1.69	1.21	110.1	11.90	0.000	1.70	1.21	111.7	11.65	0.000
	After	1.69	1.71	-4.1	-0.29	0.773	1.70	1.68	4.4	0.30	0.768
Firm size (2-9 workers; 10-249 workers)	Before	2.92	2.64	71.0	6.05	0.000	2.92	2.64	72.2	5.91	0.000
	After	2.92	2.87	13.6	1.29	0.197	2.92	2.84	22.1	1.93	0.056
Interaction Firm size*Degree of urbanisation	Before	4.66	5.14	-23.6	-2.15	0.031	4.66	5.14	-23.4	-2.07	0.038
	After	4.66	4.59	3.0	0.23	0.817	4.66	4.78	-6.0	-0.43	0.667
Country (Austria; Germany)	Before	4.01	7.92	-84.9	-8.65	0.000	3.86	7.94	-89.1	-8.72	0.000
	After	4.01	4.45	-9.6	-0.71	0.479	3.86	4.33	-10.4	-0.74	0.458

Table A3. Covariate balancing: mean differences before and after matching (absenteeism and presenteeism outcomes)

Variable		Absenteeism					Presenteeism				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Type of worker (employed; self-employed)	Before	1.00	1.00	-5.60	-0.49	0.623	1.00	1.00	-5.80	-0.41	0.679
	After	1.00	1.00	0.00	.	.	1.00	1.00	0.00	.	.
Quartiles of PPP income	Before	2.92	2.40	53.00	5.87	0	2.96	2.39	60.90	5.41	0
	After	2.92	2.83	8.70	0.77	0.439	2.94	2.90	4.20	0.32	0.752
Type of working hours (Full-time; voluntary part-time; involuntary part-time)	Before	1.47	1.42	8.60	0.97	0.334	1.49	1.43	10.20	0.97	0.333
	After	1.46	1.44	3.60	0.33	0.745	1.50	1.48	3.50	0.25	0.801
Long working hours (No (less than 48 hours); Yes)	Before	0.05	0.04	4.50	0.54	0.586	0.05	0.05	1.00	0.10	0.922
	After	0.05	0.05	3.10	0.26	0.792	0.05	0.05	0.00	0.00	1
Working in free time to meet work demands (Never or rarely; often)	Before	1.31	1.05	36.80	7.01	0	1.15	1.04	38.10	5.09	0
	After	1.25	1.22	3.80	0.3	0.762	1.14	1.18	-13.90	-0.77	0.443
Perceived work-life balance (Bad; Good)	Before	0.88	0.83	14.40	1.59	0.112	0.82	0.83	-4.40	-0.44	0.659
	After	0.88	0.89	-1.90	-0.18	0.858	0.83	0.90	-18.20	-1.45	0.149
Control squared (index, continuous variable)	Before	2200000.00	1400000.00	63.90	7.34	0	2200000.00	1400000.00	62.40	5.91	0
	After	2200000.00	2300000.00	-5.50	-0.47	0.637	2200000.00	2200000.00	-2.80	-0.19	0.846
Time pressure (index, continuous variable)	Before	0.40	0.39	5.80	0.64	0.524	0.41	0.39	10.80	0.97	0.333
	After	0.40	0.39	6.20	0.52	0.606	0.40	0.40	-0.60	-0.04	0.967
Role clarity (No; Yes)	Before	0.99	0.98	3.60	0.39	0.694	0.98	0.98	-0.90	-0.09	0.932
	After	0.99	0.99	0.00	0	1	0.98	0.98	0.00	0.00	1
Employees trust management (No; Yes)	Before	..	..	..	..	..	0.91	0.95	-16.00	-1.79	0.074
	After	..	..	..	..	..	0.92	0.90	7.90	0.49	0.623
Quality of leadership * (index, continuous variable)	Before	0.89	0.86	10.00	1.13	0.259	1.70	1.65	11.10	1.07	0.286
	After	0.89	0.88	3.80	0.34	0.731	1.70	1.68	4.20	0.30	0.762

Ollé-Espluga L, Karl-Franzens L and Hadler M (2020) The 'Economy for the Common Good', job quality and workers' well-being in Austria and Germany. ELRR 31(3)

Table A3. Variable		Absenteeism					Presenteeism				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Co-worker support (Low; Medium; High)	Before	1.95	1.86	29.30	2.97	0.003	1.94	1.85	30.40	2.56	0.011
	After	1.95	1.93	6.90	0.71	0.479	1.94	1.93	3.30	0.29	0.776
Fair conflicts resolution (No; Yes)	Before	0.91	0.93	-9.00	-1.11	0.267	..	..	..	..	..
	After	0.91	0.90	2.50	0.19	0.846	..	..	..	..	..
Discrimination at work (No; Yes)	Before	0.08	0.08	0.00	0	0.998	0.13	0.08	15.90	1.72	0.086
	After	0.08	0.10	-7.40	-0.6	0.547	0.12	0.12	0.00	0.00	1
Exhaustion at the end of the day (No; Yes)	Before	0.72	0.73	-3.40	-0.4	0.691	0.78	0.75	5.20	0.50	0.616
	After	0.71	0.73	-4.50	-0.39	0.7	0.77	0.77	0.00	0.00	1
Enthusiasm about one's job (No; Yes)	Before	0.91	0.89	7.50	0.84	0.403	0.90	0.89	4.30	0.41	0.681
	After	0.91	0.93	-6.80	-0.65	0.517	0.90	0.93	-9.70	-0.76	0.45
Job satisfaction (No; Yes)	Before	..	..	..	..	..	0.87	0.88	-1.60	-0.15	0.878
	After	..	..	..	..	..	0.88	0.91	-9.00	-0.69	0.492
Stress (No; Yes)	Before	0.80	0.75	11.80	1.33	0.183	0.83	0.75	22.10	2.02	0.043
	After	0.81	0.79	4.80	0.43	0.668	0.83	0.83	0.00	0.00	1
Self-rated general health (good or very good; fair, bad or very bad)	Before	1.15	1.23	-19.40	-2.14	0.033	1.23	1.24	-2.30	-0.23	0.821
	After	1.15	1.18	-6.80	-0.62	0.537	1.24	1.23	2.30	0.17	0.869
Health limitations in the last 6 months (No; Yes)	Before	1.70	1.82	-27.60	-3.46	0.001	..	..	..	..	..
	After	1.71	1.72	-3.20	-0.25	0.799	..	..	..	..	..
Mental Health (continuous: from 0 to 100)	Before	64.05	71.44	-40.80	-4.98	0	..	..	..	..	..
	After	64.00	65.15	-6.30	-0.52	0.605	..	..	..	..	..
Sex (Man; Woman)	Before	1.64	1.53	21.70	2.5	0.013	1.72	1.53	39.60	3.71	0
	After	1.63	1.67	-6.80	-0.6	0.547	1.71	1.71	0.00	0.00	1

Table A3.

Variable		Absenteeism					Presenteeism				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Age (15-25; 26-35; 36-45; 46-55; 56-65; 66 or more)	Before	3.19	3.23	-3.30	-0.36	0.715	3.16	3.25	-7.90	-0.73	0.467
	After	3.19	3.31	-9.80	-0.93	0.351	3.14	3.38	-19.70	-1.56	0.12
Supervision role (No; Yes)	Before	..	..	..	..	..	0.13	0.13	-2.40	-0.23	0.816
	After	..	..	..	..	..	0.13	0.16	-8.80	-0.60	0.55
Interaction Sex*Health	Before	1.87	1.87	-0.40	-0.04	0.965	..	..	..	..	..
	After	1.87	1.94	-8.80	-0.81	0.417	..	..	..	..	..
Interaction Age*Health	Before	3.75	4.11	-15.90	-1.71	0.087	..	..	..	..	..
	After	3.75	3.99	-10.50	-0.99	0.321	..	..	..	..	..
Occupational social class (Blue collar; Low-skilled white collar; High-skilled white collar)	Before	2.51	1.95	77.40	8.49	0	2.53	1.95	81.10	7.38	0
	After	2.51	2.50	0.90	0.08	0.933	2.52	2.50	4.10	0.31	0.759
Respondent is the main contributor in the household (No; Yes; All equally)	Before	1.74	1.38	55.70	7.39	0	1.84	1.39	68.90	7.78	0
	After	1.73	1.70	5.20	0.42	0.677	1.81	1.82	-1.50	-0.10	0.92
Living with children under 14 years old (No; Yes)	Before	1.72	1.77	-10.60	-1.26	0.207	1.70	1.77	-16.70	-1.70	0.089
	After	1.73	1.73	0.00	0	1	1.69	1.72	-6.70	-0.46	0.644
Interaction Main contributor*Living with children under 14	Before	3.00	2.41	43.60	5.99	0	3.15	2.43	50.70	6.03	0
	After	2.99	2.89	7.40	0.59	0.554	3.09	3.14	-3.50	-0.23	0.822
Economic sector (Primary; secondary; tertiary)	Before	2.52	2.92	-11.90	-1.04	0.297	2.78	2.70	17.10	1.59	0.113
	After	2.51	2.77	-7.50	-3.82	0	2.77	2.76	2.10	0.15	0.884
Ownership type (Private; Non-private)	Before	1.57	1.21	77.70	9.83	0	1.68	1.21	107.70	11.20	0
	After	1.56	1.60	-8.80	-0.7	0.484	1.67	1.70	-6.80	-0.45	0.651
Firm size (2-9 workers; 10-249 workers)	Before	2.94	2.66	74.50	7.15	0	2.92	2.66	67.70	5.51	0
	After	2.94	2.89	12.50	1.46	0.145	2.92	2.90	5.10	0.49	0.623

Ollé-Espluga L, Karl-Franzens L and Hadler M (2020) The 'Economy for the Common Good', job quality and workers' well-being in Austria and Germany. ELRR 31(3)

Table A3.

Variable		Absenteeism					Presenteeism				
		Treated	Control	% bias	t-test	p-value	Treated	Control	% bias	t-test	p-value
Interaction Firm size*Degree of urbanisation	Before	4.91	5.16	-11.80	-1.29	0.199	4.72	5.15	-20.60	-1.83	0.067
	After	4.91	4.99	-3.70	-0.33	0.743	4.72	5.24	-24.60	-1.66	0.099
Country (Austria; Germany)	Before	5.21	8.20	-63.10	-7.65	0	4.69	8.12	-73.20	-7.34	0
	After	5.27	5.27	0.00	0	1	4.66	4.66	0.00	0.00	1

*Quality of leadership was included in the presenteeism model as a categorical variable (categories: No quality or some, Full quality).