**Appendix**

**Table A1**. Comparison between generalized ordered logit model and ordinal logit model for Danish and Swedish civil servants predicted values to stay loyal

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Dependent variable | Responses | Category | Gologit2 | | | Ordered logit regression | | |
| Predicted probability | Difference | | Predicted probability | Difference | |
| Stay loyal | Very likely  Fairly likely  Not very likely  Not likely at all | Danish civil servants  Swedish civil servants  Danish civil servants  Swedish civil servants  Danish civil servants  Swedish civil servants  Danish civil servants  Swedish civil servants | 0.05  0.01  0.10  0.09  0.26  0.41  0.45  0.64 | | 0.04\*\*  0.01  -0.15\*\*\*  -0.19\*\*\* | 0.01  0.02  0.08  0.14  0.28  0.38  0.46  0.63 | | 0.01\*\*  0.06\*\*\*  -0.10\*\*\*  -0.17\*\*\* |

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

**Table A2**. Descriptive data

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pooled sample | | | Denmark | | | Sweden | | |
| Variables | Range | Mean | Std. | Range | Mean | Std. | Range | Mean | Std. |
| Talk to political leadership | 1-4 | 3.019 | 0.874 | 1-4 | 2.892 | 0.874 | 1-4 | 3.101 | 0.865 |
| Talk to the leadership | 1-4 | 3.541 | 0.641 | 1-4 | 3.525 | 0.580 | 1-4 | 3.553 | 0.679 |
| Talk to other at other departments  Go to media  Stay loyal  Silent resistance | 1-4  1-3  1-4  1-4 | 1.745  1.075  1.583  1.653 | 0.774  0.297  0.736  0.750 | 1-4  1-3  1-4  1-4 | 1.788  1.033  1.713  1.690 | 0.766  0.199  0.767  0.768 | 1-4  1-3  1-4  1-4 | 1.720  1.106  1.489  1.626 | 0.781  0.350  0.699  0.736 |
| Gender | 0-1 | 0.432 | 0.496 | 0-1 | 0.341 | 0.475 | 0-1 | 0.496 | 0.501 |
| Age | 26-70 | 46-50 |  | 26-70 | 41-45 |  | 31-71 | 46-50 |  |
| Chief executives  Seniority | 0-1  0-22 | 0.196  10.300 | 0.397  6.619 | 0-1  0-22 | 0.270  8.943 | 0.444  7.105 | 0-1  0-21 | 0.142  11.283 | 0.350  6.066 |
| Departments  Ideology deviation | 0-1 | 0.662 | 0.473 | 0-1 | 0.457 | .499 | 0-1  0.1-7.6 | 0.809  2.119 | 0.393  1.639 |

**Table A3**. Evaluations of generalized ordered logit model of  Swedish civil servants’ and political advisers’ propensities to express internal and external voice

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Talk to the political leadership  Bivariate Full model | Talk to the leadership    Bivariate Full model | | Talk to people at other departments  Bivariate Full model | |
| Nagelkerke  R-squared  Observations  AIC  Log-likelihood | 0.13 0.20  393 393  872.710 859.531  -431.355 -417.765 | 0.00  389  684.235  -338.118 | 0.05  389  683.893  -329.946 | 0.01  383  830.415  -409.206 | 0.04  383  832.340  -404.170 |

**Table A4**. Evaluations of ordered logistic regression models of  Danish and Swedish civil servants’ propensities to express internal and

external voice

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Talk to the leadership Talk to the political Talk to people at Go to media Stay loyal Silent resistance  leadership other departments | | | | | | | | | | | | |
|  | Bivariate Full model Bivariate Full model Bivariate Full model Bivariate Full model Bivariate Full model Bivariate Full model | | | | | | | | | | | | |
| Nagelkerke  R-squared  Observations  AIC  Log-likelihood | | 0.00  602  1020.809  -506.405 | 0.02  602  1018.884  -501.442 | 0.02  616  1473.089  -732.545 | 0.04  616  1467.710  -725.855 | 0.00  602  1314.011  -653.005 | 0.01  602  1319.331  -651.666 | 0.04  608  336.129  -165.065 | 0.04  608  343.188  -164.594 | 0.03  607  1197.208  -594.604 | 0.04  607  1198.811  -591.405 | 0.00  603  1232.840  -612.420 | 0.02  603  1233.045  -608.522 |

**Table A5**. Predicted probabilities for categories with Gamma coefficients

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Dependent variable | Responses | Category | Predicted probability | Difference |
| Talk to the leadership  Talk to the political leadership  Talk to other departments | Very likely  Fairly likely  Not very likely  Not likely at all  Very likely  Fairly likely  Not very likely  Not likely at all  Very likely  Fairly likely  Not very likely  Not likely at all  Very likely  Fairly likely  Not very likely  Not likely at all | Small ministries  Large ministries  Small ministries  Large ministries  Small ministries  Large ministries  Small ministries  Large ministries  Civil servant  Political adviser  Civil servant  Political adviser  Civil servant  Political adviser  Civil servant  Political adviser  Others  Chief executives  Others  Chief executives  Others  Chief executives  Others  Chief executives  Civil servant  Political adviser  Civil servant  Political adviser  Civil servant  Political adviser  Civil servant  Political adviser | 0.62  0.64  0.31  0.30  0.06  0.03  0.00  0.03  0.37  0.67  0.45  0.33  0.10  0.00  0.08  0.00  0.38  0.53  0.44  0.39  0.03  0.01  0.15  0.07  0.02  0.00  0.15  0.13  0.38  0.23  0.46  0.63 | -0.02\*  0.01  0.03  -0.03  -0.30\*\*\*  0.12\*\*  0.10\*\*\*  0.08\*\*\*  -0.15\*\*\*  0.05\*\*  0.02  0.08\*\*    0.02  0.02  0.15\*\*\*  -0.17\*\*\* |