Appendix

Table A1   Averages, standard deviation and change over time for the drivers at country-sector-year level

	Average	Standard deviation	Change 2000/2001 - 2015	Change relative to standard deviation
PC use	0.393	0.246	0.140	57%
Machine exposure	0.184	0.141	0.002	1%
Digitalisation	0.007	0.621	0.149	24%
Trade intensity	0.476	1.295	0.051	4%
Import ratio	0.517	0.193	-0.037	19%
Union density	30.613	20.891	-9.583	46%
Representation	0.448	0.253	-0.101	40%
Average representation	0.443	0.247	-0.098	40%
Collective pay agreement: national	0.153	0.322	-0.006	2%
Collective pay agreement: sector	0.204	0.299	0.038	13%
Collective pay agreement: firm	0.220	0.253	-0.054	21%
Collective pay agreement: other	0.060	0.207	-0.057	28%
Employment protection legislation*	2.432	0.720	-0.237	33%

Note: Average and standard deviation over country-sector-year groups; the change from 2000/2001 to 2015 within a group (country-sector), and the absolute size of the change relative to the standard deviation.
* Employment protection legislation is shown at country-year level.
Source: EWCS 2000-2015, with external datasets

Table A2   Descriptive statistics on main variables

	Overall			Average by year			
	Average	SD	Count	2000/2001	2005	2010	2015
Piece-rate pay	0.02	0.14	79989	0.03	0.02	0.02	0.02
Individual performance pay	0.13	0.33	79989	0.08	0.10	0.10	0.21
Team performance pay	0.06	0.24	57772	0.03	0.05	.	0.10
Financial participation schemes	0.12	0.32	79989	0.07	0.10	0.14	0.15
Performance pay: individual and team	0.02	0.15	79989	0.01	0.01	0.00	0.07
Performance pay: team and firm	0.02	0.15	79989	0.01	0.03	0.00	0.05
Performance pay: individual and firm	0.04	0.19	79989	0.02	0.02	0.03	0.08
Performance pay: all three	0.01	0.11	79989	0.00	0.01	0.00	0.04
Performance pay: any	0.24	0.43	79989	0.17	0.21	0.22	0.33
Monthly earnings (euro)	1454.58	1084.52	78441	1173.39	1489.80	1472.92	1609.45
Female	0.48	0.50	79989	0.47	0.48	0.48	0.50
Age	39.94	11.31	79989	38.32	39.28	39.88	41.74
Migrant	0.07	0.26	79989	0.02	0.03	0.13	0.09
Dependant child	0.52	0.50	79989	0.59	0.49	0.51	0.48
Cohabiting	0.67	0.47	79989	0.60	0.67	0.71	0.69
Low qualifications	0.21	0.41	66620	0.10	0.20	0.31	0.15
Middle qualifications	0.52	0.50	66620	0.59	0.54	0.40	0.61
High qualifications	0.27	0.45	66620	0.32	0.26	0.29	0.24
Low occupation skill	0.10	0.30	79989	0.09	0.12	0.10	0.10
Middle occupation skill	0.54	0.50	79989	0.59	0.52	0.52	0.52

	Overall			Average by year			
	Average	SD	Count	2000/2001	2005	2010	2015
High occupation skill	0.36	0.48	79989	0.32	0.36	0.38	0.39
Temporary contract	0.18	0.38	79989	0.16	0.21	0.19	0.17
Working short hours (<=32 hours)	0.21	0.41	79989	0.18	0.19	0.22	0.24
Working long hours (>=44 hours)	0.12	0.32	79989	0.14	0.12	0.10	0.11
Task abstract	0.68	0.34	79989	0.65	0.68	0.66	0.71
Task routine	0.40	0.24	79989	0.40	0.41	0.41	0.40
Task manual	0.33	0.26	79989	0.33	0.33	0.33	0.32
Firm size: 1-9 employees	0.28	0.45	79989	0.29	0.26	0.31	0.26
Firm size: 10-49 employees	0.27	0.44	79989	0.31	0.32	0.32	0.14
Firm size: 50-249 employees	0.28	0.45	79989	0.22	0.24	0.22	0.41
Firm size: 250+ employees	0.17	0.38	79989	0.18	0.18	0.14	0.19
PC use	0.39	0.40	79989	0.27	0.38	0.41	0.46
Average PC use	0.38	0.30	79989	0.27	0.37	0.41	0.46
Machine exposure	0.18	0.28	79989	0.19	0.19	0.17	0.17
Average machine exposure	0.18	0.18	79989	0.19	0.19	0.17	0.16
Digitalisation index	-0.06	0.50	79989	-0.16	-0.08	-0.06	0.02
Digitalisation: ICT capital	-0.10	0.66	75557	-0.23	-0.12	-0.09	0.00
Digitalisation: ICT intermediates	0.02	0.54	74210	0.05	0.04	0.02	-0.01
Digitalisation: ICT specialists	-0.09	0.93	67823	-0.26	-0.14	-0.09	0.08
Representation	0.45	0.50	75709	0.53	0.22	0.46	0.53
Average representation	0.44	0.26	75623	0.53	0.21	0.46	0.52
Union density sector	24.66	16.95	79989	28.11	25.78	24.08	21.71
Collective pay agreement: none	0.28	0.30	54907	0.22	0.27	0.26	0.32
Collective pay agreement: national	0.17	0.34	54907	0.25	0.14	0.16	0.16
Collective pay agreement: sectoral	0.30	0.34	54907	0.17	0.29	0.33	0.33
Collective pay agreement: firm	0.17	0.23	54907	0.27	0.20	0.15	0.13
Collective pay agreement: other	0.08	0.22	54907	0.09	0.11	0.10	0.05
Employment protection legislation	2.44	0.60	63915	2.51	2.50	2.47	2.30

Note: Weighted averages and standard deviation of key variables in EWCS 2000-2015.
Source: EWCS 2000-2015, with external datasets

Table A3   Cross-tabulations of performance pay with main variables

	Performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Male	27.7%	3.2%	14.4%	7.1%	13.4%
Female	18.3%	2.4%	9.5%	4.4%	7.9%
Born in country	22.8%	2.7%	12.0%	5.7%	10.5%
Migrant	21.5%	3.6%	10.2%	5.7%	10.4%
No children	22.8%	2.8%	12.1%	5.6%	10.1%
Dependant child	22.6%	2.7%	11.5%	5.7%	10.9%
Single	23.3%	3.6%	12.0%	5.3%	9.7%
Cohabiting	22.4%	2.3%	11.7%	5.9%	11.0%
Indefinite contract	24.1%	2.4%	12.7%	6.3%	11.7%
Temporary contract	17.1%	4.6%	8.3%	3.2%	5.4%
Working short hours (<=32 hours)	13.7%	3.0%	6.1%	2.9%	5.4%
Full-time	23.9%	2.3%	12.8%	6.0%	11.4%
Working long hours (>=44 hours)	30.9%	5.2%	16.0%	8.4%	13.8%
Low qualifications	18.2%	3.4%	9.6%	3.8%	6.7%
Middle qualifications	27.4%	3.7%	14.8%	6.9%	12.0%
High qualifications	24.3%	1.4%	12.5%	8.2%	13.9%
Low occupation skill	16.3%	3.9%	8.1%	3.1%	5.4%
Middle occupation skill	23.4%	3.7%	12.3%	5.3%	9.5%
High occupation skill	23.8%	1.1%	12.3%	7.2%	13.7%
Firm size: 1-9 employees	18.6%	3.4%	9.6%	3.9%	7.4%
Firm size: 10-49 employees	20.4%	2.8%	10.2%	4.9%	8.9%
Firm size: 50-249 employees	25.1%	2.6%	13.9%	6.7%	11.2%
Firm size: 250+ employees	31.0%	1.8%	15.4%	8.5%	18.6%
Austria	15.3%	0.6%	9.6%	3.1%	6.4%
Belgium	17.8%	1.1%	9.5%	4.2%	9.9%
Bulgaria	17.4%	5.7%	6.6%	4.2%	6.5%
Cyprus	7.0%	1.2%	2.8%	1.4%	3.7%
Czechia	40.8%	2.1%	26.0%	11.0%	19.9%
Germany	18.9%	1.0%	10.8%	4.7%	8.4%
Denmark	22.3%	1.5%	13.1%	4.6%	9.8%
Spain	19.6%	1.3%	14.9%	3.8%	6.6%
Estonia	36.1%	12.2%	13.3%	14.9%	12.9%
Finland	31.1%	3.9%	17.7%	7.4%	14.4%
France	27.6%	1.2%	9.9%	7.3%	20.7%
Great Britain	18.4%	1.1%	7.9%	6.9%	11.3%
Greece	10.0%	3.4%	3.2%	2.0%	2.9%
Hungary	16.2%	4.3%	6.7%	2.8%	5.6%
Ireland	12.4%	1.1%	5.2%	4.2%	7.2%
Italy	26.7%	2.2%	21.4%	5.2%	5.7%
Lithuania	28.3%	11.9%	10.4%	5.3%	6.8%
Luxembourg	18.8%	0.5%	8.6%	5.1%	12.4%
Latvia	23.8%	10.2%	6.8%	6.6%	7.9%
Malta	16.9%	1.6%	11.3%	4.2%	4.8%
Netherlands	17.9%	0.5%	4.7%	4.3%	14.0%
Poland	27.2%	2.4%	16.3%	6.5%	11.0%

	Performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Portugal	9.9%	0.7%	8.3%	0.9%	1.6%
Romania	20.0%	5.5%	9.0%	4.6%	5.8%
Slovakia	54.9%	2.7%	37.7%	14.7%	23.3%
Slovenia	36.2%	1.4%	22.7%	11.3%	17.7%
Sweden	22.3%	1.2%	7.5%	4.7%	15.2%
Agriculture, hunting, forestry and fishing	28.8%	10.2%	12.5%	4.6%	8.7%
Mining and quarrying	38.7%	5.5%	19.9%	10.0%	17.7%
Manufacture	34.6%	5.2%	17.7%	7.9%	16.2%
Electricity, gas and water supply	35.6%	2.9%	15.0%	11.7%	24.0%
Construction	28.1%	5.6%	15.0%	7.3%	9.6%
Wholesale and retail trade and repairs	24.8%	2.0%	12.7%	6.7%	13.1%
Hotels and restaurants	15.5%	2.4%	7.9%	3.6%	6.6%
Transportation and communications	28.6%	2.8%	14.5%	7.4%	14.4%
Financial intermediation	42.6%	1.3%	18.1%	12.7%	30.1%
Real estate and business activities	27.1%	2.0%	13.5%	8.2%	15.4%
Public administration	10.9%	0.5%	7.6%	2.8%	2.9%
Other services	11.2%	1.4%	6.7%	2.3%	3.5%
Representation	25.4%	2.2%	13.6%	6.6%	12.9%
No representation	21.1%	3.3%	10.6%	5.2%	9.0%
Low PC use (less than half)	19.9%	3.9%	10.7%	4.1%	6.9%
High PC use (more than half)	27.1%	1.0%	13.6%	8.3%	16.2%
Low machine exposure (less than half)	20.8%	2.2%	10.5%	5.3%	10.2%
High machine exposure (more than half)	30.3%	5.3%	16.9%	7.1%	11.8%
Lowest earnings quartile	15.1%	4.0%	7.1%	2.7%	5.1%
2nd earnings quartile	18.4%	3.1%	9.3%	4.1%	7.4%
3rd earnings quartile	22.9%	2.2%	12.9%	5.3%	10.1%
Highest earnings quartile	30.9%	2.4%	15.9%	9.0%	16.9%

Note: Share of receiving a type of performance pay over key variables, unweighted.
Source: EWCS 2000-2015

Table A4   Correlation of key variables with receiving performance pay

	Performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Age	-0.002	-0.017	0.001	0.001	0.006
Task routine	0.003	0.072	0.018	-0.026	-0.059
Task manual	0.030	0.093	0.022	-0.015	-0.034
Task abstract	0.089	-0.024	0.058	0.079	0.103
PC use	0.087	-0.095	0.046	0.093	0.161
Machine exposure	0.102	0.099	0.086	0.031	0.015
Digitalisation: all	0.040	-0.046	0.020	0.048	0.074
Digitalisation: capital	-0.041	-0.030	-0.036	-0.013	-0.010
Digitalisation: intermediates	0.046	-0.029	0.035	0.049	0.053
Digitalisation: human capital	0.100	-0.025	0.055	0.068	0.123
Trade intensity	0.135	0.054	0.082	0.069	0.107
Import ratio	-0.023	0.005	-0.027	-0.020	-0.013
Representation at work	0.051	-0.034	0.047	0.029	0.063
Union density	-0.070	-0.056	-0.043	-0.060	-0.037
Average representation at work	0.028	-0.030	0.030	-0.006	0.038
Collective pay agreement: none	0.028	0.103	-0.010	0.047	-0.013
Collective pay agreement: national	-0.004	-0.021	0.032	-0.020	-0.024
Collective pay agreement: sectoral	-0.006	-0.085	0.017	-0.002	0.041
Collective pay agreement: firm	0.024	0.045	0.012	-0.003	-0.013
Collective pay agreement: other	-0.051	-0.045	-0.068	-0.035	0.006

Note: Pair-wise correlation between continuous variables and types of performance pay.
Source: EWCS 2000-2015

Table A5 Individual and work-related differences in receiving performance pay: multi-level model

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Education (ref = low)					
Middle	0.0220**	-0.00129	0.00512	0.00675	0.0192***
	(0.00884)	(0.00261)	(0.00796)	(0.00487)	(0.00616)
High	0.0369***	-0.00161	0.0196**	0.0206***	0.0348***
	(0.0113)	(0.00260)	(0.00921)	(0.00650)	(0.0101)
Female	0.0482	-0.00693	-0.00435	0.0439	0.107**
	(0.0615)	(0.0173)	(0.0453)	(0.0341)	(0.0439)
Age	0.00608**	-0.000480	0.000707	0.00177	0.00613***
	(0.00258)	(0.000620)	(0.00194)	(0.00150)	(0.00185)
Female*age	-0.00472	-8.59e-05	2.78e-05	-0.00263	-0.00723***
	(0.00323)	(0.000884)	(0.00240)	(0.00174)	(0.00234)
Age squared	-7.30e-05**	5.25e-06	-3.57e-06	-2.36e-05	-7.40e-05***
	(3.20e-05)	(7.42e-06)	(2.44e-05)	(1.86e-05)	(2.30e-05)
Female*age squared	5.12e-05	3.45e-06	-1.41e-05	2.73e-05	8.77e-05***
	(3.96e-05)	(1.08e-05)	(3.00e-05)	(2.11e-05)	(2.89e-05)
Migrant	-0.0196*	0.00496	-0.000482	-0.00722	-0.0302***
	(0.0107)	(0.00302)	(0.00825)	(0.00657)	(0.00829)
Dependant child	0.0106*	-0.00126	0.00101	0.00756	0.0203***
	(0.00614)	(0.00162)	(0.00515)	(0.00502)	(0.00480)
Cohabiting	0.00324	0.000472	0.00451	-0.000510	0.00113
	(0.00664)	(0.00173)	(0.00560)	(0.00412)	(0.00442)
Occupation (ref = low)					
Middle	0.0140	-0.00104	0.0164**	-0.00248	-0.00582
	(0.00920)	(0.00335)	(0.00721)	(0.00538)	(0.00580)
High	0.0582***	-0.00521	0.0307***	0.0140**	0.0425***
	(0.0108)	(0.00327)	(0.00827)	(0.00619)	(0.00783)
Temporary contract	-0.0391***	0.0128***	-0.0287***	-0.0148***	-0.0343***
	(0.00774)	(0.00314)	(0.00566)	(0.00411)	(0.00525)
Hours worked (ref = 33/47)					
Short hours: <=32	-0.0356***	0.00611***	-0.0299***	-0.0116***	-0.0153***
	(0.00695)	(0.00192)	(0.00554)	(0.00398)	(0.00478)
Long hours: >=48	0.0630***	0.00821***	0.0492***	0.0275***	0.0305***
	(0.0103)	(0.00268)	(0.00890)	(0.00768)	(0.00786)
Firm size (ref = micro [1-9 employees])					
Small [10-49 employees]	0.0241***	-0.00511**	0.0159***	0.0114***	0.00780
	(0.00767)	(0.00235)	(0.00580)	(0.00365)	(0.00547)
Medium [50-249 employees]	0.0457***	-0.00271	0.0188***	0.0159***	0.0277***
	(0.00903)	(0.00271)	(0.00629)	(0.00418)	(0.00702)
Large [250+ employees]	0.0965***	-0.00907***	0.0403***	0.0372***	0.0922***
	(0.0123)	(0.00212)	(0.00930)	(0.00601)	(0.0108)
Task abstract	0.0752***	-0.000829	0.0435***	0.0253***	0.0457***
	(0.01000)	(0.00250)	(0.00799)	(0.00557)	(0.00655)
Task routine	-0.00206	0.00154	0.0256**	-0.00656	-0.0306***
	(0.0125)	(0.00341)	(0.0107)	(0.00648)	(0.00950)

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Task manual	0.00916	0.0211***	0.00561	-0.0177***	-0.0314***
	(0.0122)	(0.00336)	(0.00973)	(0.00677)	(0.00993)
Constant	-0.0331	0.0301**	0.00273	-0.0329	-0.0842**
	(0.0520)	(0.0134)	(0.0397)	(0.0293)	(0.0364)
N	61,392	61,392	61,392	61,392	61,392
N groups	900	900	900	900	900

Note: Estimated from multilevel linear probability model with clusters at country-industry-year and with year fixed effects. Iterative chained multiple imputation (five times) for education in 2000 and team performance pay in 2010.
* $p<0.05$, ** $p<0.01$, *** $p<0.1$
Source: EWCS 2000-2015

Table A6　Individual and work-related differences in receiving performance pay: fixed country and industry effects

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Education (ref = low)					
Middle	0.0209***	-0.000680	0.00735	0.00394	0.0133***
	(0.00508)	(0.00157)	(0.00451)	(0.00336)	(0.00356)
High	0.0381***	-0.00193	0.0239***	0.0208***	0.0301***
	(0.00588)	(0.00181)	(0.00475)	(0.00402)	(0.00467)
Female	0.0669*	-0.000553	0.00502	0.0437*	0.101***
	(0.0398)	(0.0115)	(0.0315)	(0.0238)	(0.0299)
Age	0.00699***	-0.000288	0.00135	0.00160*	0.00643***
	(0.00154)	(0.000433)	(0.00119)	(0.000965)	(0.00113)
Female*age	-0.00521**	-0.000333	-0.000224	-0.00248**	-0.00668***
	(0.00208)	(0.000599)	(0.00164)	(0.00122)	(0.00156)
Age squared	-8.19e-05***	3.02e-06	-9.59e-06	-2.16e-05*	-7.69e-05***
	(1.90e-05)	(5.29e-06)	(1.45e-05)	(1.19e-05)	(1.38e-05)
Female*age squared	5.14e-05**	5.84e-06	-1.42e-05	2.36e-05	7.77e-05***
	(2.58e-05)	(7.39e-06)	(2.03e-05)	(1.50e-05)	(1.93e-05)
Migrant	-0.0154**	0.00564***	0.00240	-0.00714	-0.0280***
	(0.00619)	(0.00182)	(0.00498)	(0.00526)	(0.00473)
Dependant child	0.0109***	-0.00148	-0.000547	0.00752**	0.0213***
	(0.00392)	(0.00112)	(0.00306)	(0.00379)	(0.00291)
Cohabiting	-0.00483	0.000749	-0.00227	0.00321	-0.00174
	(0.00408)	(0.00119)	(0.00325)	(0.00229)	(0.00309)
Occupation (ref = low)					
Middle	0.00793	-0.00183	0.0183***	-0.00607	-0.00980**
	(0.00616)	(0.00175)	(0.00479)	(0.00472)	(0.00454)
High	0.0606***	-0.00542***	0.0350***	0.0122***	0.0466***
	(0.00695)	(0.00201)	(0.00548)	(0.00438)	(0.00523)
Temporary contract	-0.0416***	0.0125***	-0.0298***	-0.0142***	-0.0342***
	(0.00461)	(0.00134)	(0.00369)	(0.00304)	(0.00350)

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Hours worked (ref = 33/47)					
Short hours: <=32	-0.0293***	0.00782***	-0.0263***	-0.00826***	-0.0126***
	(0.00447)	(0.00130)	(0.00357)	(0.00313)	(0.00339)
Long hours: >=48	0.0614***	0.00834***	0.0484***	0.0257***	0.0303***
	(0.00569)	(0.00162)	(0.00445)	(0.00427)	(0.00422)
Firm size (ref = micro [1-9 employees])					
Small [10-49 employees]	0.0272***	-0.00481***	0.0193***	0.0119***	0.00911***
	(0.00458)	(0.00133)	(0.00365)	(0.00279)	(0.00347)
Medium [50-249 employees]	0.0472***	-0.00294**	0.0193***	0.0168***	0.0295***
	(0.00457)	(0.00135)	(0.00369)	(0.00282)	(0.00351)
Large [250+ employees]	0.0994***	-0.00752***	0.0411***	0.0372***	0.0951***
	(0.00530)	(0.00157)	(0.00430)	(0.00313)	(0.00408)
Task abstract	0.0770***	-0.000754	0.0450***	0.0264***	0.0463***
	(0.00548)	(0.00160)	(0.00439)	(0.00479)	(0.00418)
Task routine	0.00134	0.00169	0.0251***	-0.00636	-0.0274***
	(0.00775)	(0.00225)	(0.00616)	(0.00498)	(0.00585)
Task manual	0.00690	0.0217***	0.00880	-0.0201***	-0.0359***
	(0.00742)	(0.00217)	(0.00593)	(0.00518)	(0.00565)
Constant	-0.126***	0.0440***	-0.0476*	-0.0595***	-0.162***
	(0.0348)	(0.00987)	(0.0271)	(0.0205)	(0.0257)
N	61,392	61,392	61,392	61,392	61,392

Note: Estimated from linear probability model with fixed effects for country, industry and year. Iterative chained multiple imputation (five times) for education in 2000 and team performance pay in 2010.
* p<0.05, ** p<0.01, *** p<0.1
Source: EWCS 2000-2015

Table A7   Separate multilevel models for the probability of receiving performance pay

Any performance pay	(1) Base model	(2) Technology	(3) Trade	(4) Representation	(5) Collective pay agreement	(6) Employment protection legislation
Education (ref = low)						
Middle	0.0220**	0.0181**	0.0220**	0.0240***	0.0271**	0.0222**
	(0.00884)	(0.00879)	(0.00885)	(0.00899)	(0.0112)	(0.00884)
High	0.0369***	0.0287***	0.0371***	0.0370***	0.0442***	0.0372***
	(0.0113)	(0.0111)	(0.0113)	(0.0114)	(0.0143)	(0.0113)
Female	0.0482	0.0591	0.0478	0.0547	0.110	0.0486
	(0.0615)	(0.0622)	(0.0614)	(0.0622)	(0.0729)	(0.0614)
Age	0.00608**	0.00619**	0.00606**	0.00592**	0.00730**	0.00606**
	(0.00258)	(0.00258)	(0.00258)	(0.00261)	(0.00311)	(0.00258)
Female*age	-0.00472	-0.00523	-0.00470	-0.00501	-0.00789**	-0.00474
	(0.00323)	(0.00324)	(0.00323)	(0.00327)	(0.00386)	(0.00323)
Age squared	-7.30e-05**	-7.32e-05**	-7.28e-05**	-7.20e-05**	-8.63e-05**	-7.28e-05**
	(3.20e-05)	(3.20e-05)	(3.20e-05)	(3.25e-05)	(3.86e-05)	(3.20e-05)
Female*age squared	5.12e-05	5.72e-05	5.10e-05	5.49e-05	8.64e-05*	5.15e-05
	(3.96e-05)	(3.97e-05)	(3.96e-05)	(4.01e-05)	(4.76e-05)	(3.96e-05)

Any performance pay	(1) Base model	(2) Technology	(3) Trade	(4) Representation	(5) Collective pay agreement	(6) Employment protection legislation
Migrant	-0.0196*	-0.0181*	-0.0197*	-0.0168	-0.0229*	-0.0192*
	(0.0107)	(0.0107)	(0.0107)	(0.0111)	(0.0129)	(0.0107)
Dependant child	0.0106*	0.0108*	0.0106*	0.0102*	0.0139*	0.0105*
	(0.00614)	(0.00614)	(0.00614)	(0.00615)	(0.00742)	(0.00614)
Cohabiting	0.00324	0.00233	0.00323	0.00474	0.00343	0.00333
	(0.00664)	(0.00662)	(0.00664)	(0.00670)	(0.00801)	(0.00664)
Occupation (ref=low)						
Middle	0.0140	-0.00242	0.0138	0.0136	0.0195*	0.0139
	(0.00920)	(0.00990)	(0.00920)	(0.00956)	(0.0107)	(0.00920)
High	0.0582***	0.0366***	0.0582***	0.0600***	0.0649***	0.0581***
	(0.0108)	(0.0122)	(0.0108)	(0.0112)	(0.0125)	(0.0108)
Temporary contract	-0.0391***	-0.0375***	-0.0390***	-0.0347***	-0.0442***	-0.0393***
	(0.00774)	(0.00769)	(0.00774)	(0.00779)	(0.00956)	(0.00774)
Hours worked (ref=33/47)						
Short hours: <=32	-0.0356***	-0.0304***	-0.0356***	-0.0337***	-0.0360***	-0.0355***
	(0.00695)	(0.00677)	(0.00695)	(0.00698)	(0.00852)	(0.00695)
Long hours: >=48	0.0630***	0.0657***	0.0630***	0.0631***	0.0623***	0.0629***
	(0.0103)	(0.0102)	(0.0103)	(0.0105)	(0.0121)	(0.0103)
Firm size (ref=1-9 employees)						
Small [10-49 employees]	0.0241***	0.0211***	0.0240***	0.0195***	0.0301***	0.0243***
	(0.00767)	(0.00741)	(0.00767)	(0.00742)	(0.00895)	(0.00768)
Medium [50-249 employees]	0.0457***	0.0400***	0.0455***	0.0387***	0.0515***	0.0459***
	(0.00903)	(0.00863)	(0.00903)	(0.00868)	(0.0106)	(0.00904)
Large [250+ employees]	0.0965***	0.0875***	0.0959***	0.0863***	0.112***	0.0969***
	(0.0123)	(0.0119)	(0.0123)	(0.0116)	(0.0146)	(0.0123)
Task abstract	0.0752***	0.0618***	0.0753***	0.0720***	0.0834***	0.0755***
	(0.01000)	(0.00981)	(0.01000)	(0.0101)	(0.0117)	(0.00999)
Task routine	-0.00206	-0.00491	-0.00195	-0.00230	-0.00603	-0.00206
	(0.0125)	(0.0121)	(0.0125)	(0.0129)	(0.0150)	(0.0125)
Task manual	0.00916	-0.00113	0.00883	0.00595	0.00292	0.00900
	(0.0122)	(0.0137)	(0.0121)	(0.0125)	(0.0144)	(0.0122)
Individual PC use		0.0613***				
		(0.0101)				
Average PC use		0.0300*				
		(0.0179)				
Individual machine exposure		0.0605***				
		(0.0150)				
Average machine exposure		0.0849**				
		(0.0395)				
Digitalisation index		0.0194*				
		(0.0102)				

Any performance pay	(1) Base model	(2) Technology	(3) Trade	(4) Representation	(5) Collective pay agreement	(6) Employment protection legislation
Year: ref = 2000/2001						
2005	0.0497***	0.0416**	0.0539***	0.0501***	0.0104	0.0512***
	(0.0178)	(0.0176)	(0.0175)	(0.0188)	(0.0254)	(0.0173)
2010	0.0785***	0.0663***	0.0797***	0.0754***	0.0516**	0.0824***
	(0.0172)	(0.0170)	(0.0171)	(0.0173)	(0.0256)	(0.0169)
2015	0.167***	0.154***	0.167***	0.163***	0.128***	0.176***
	(0.0180)	(0.0177)	(0.0178)	(0.0180)	(0.0251)	(0.0175)
Trade intensity			0.0408***			
			(0.0144)			
Import ratio			0.00734			
			(0.0377)			
Individual representation				-0.000763**		
				(0.000305)		
Average representation				0.0369***		
				(0.00884)		
Union density				-0.0313		
				(0.0217)		
Share covered by collective pay agreement (ref=none)						
National					-0.114**	
					(0.0452)	
Sectoral					-0.0731*	
					(0.0441)	
Firm-level					-0.0684	
					(0.0662)	
Other					-0.147***	
					(0.0523)	
Employment protection legislation						0.0395***
						(0.00880)
Constant	-0.0331	-0.0554	-0.0517	-0.00256	0.0458	-0.134**
	(0.0520)	(0.0546)	(0.0551)	(0.0538)	(0.0731)	(0.0553)
Observations	61,392	61,392	61,392	60,015	41,498	61,392
random effects (groups)	900	900	900	899	542	900

Note: Estimated from multilevel linear probability model with clusters at country-industry-year and with year fixed effects.
Iterative chained multiple imputation (five times) for education in 2000 and team performance pay in 2010.
* p<0.05, ** p<0.01, *** p<0.1
Source: EWCS 2000-2015

Table A8 Macro-economic and institutional factors affecting the probability of receiving performance pay: multilevel models

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Individual PC use	0.0604***	-0.00349	0.0165**	0.0200***	0.0615***
	(0.0102)	(0.00221)	(0.00819)	(0.00706)	(0.00713)
Average PC use	0.0326*	-0.00140	0.00292	0.00221	0.0395***
	(0.0180)	(0.00384)	(0.0146)	(0.0117)	(0.0114)
Individual machine exposure	0.0617***	0.00469	0.0706***	0.0214**	0.00441
	(0.0150)	(0.00413)	(0.0134)	(0.00888)	(0.0120)
Average machine exposure	0.0861**	0.0286***	0.0722**	0.00819	-0.00405
	(0.0401)	(0.00803)	(0.0314)	(0.0187)	(0.0240)
Digitalisation index	0.0200*	-0.00317	-0.00449	0.00681	0.0258***
	(0.0104)	(0.00245)	(0.00777)	(0.00518)	(0.00793)
Trade intensity	0.0408***	0.00858**	0.0161	0.0154***	0.0319***
	(0.0144)	(0.00357)	(0.0104)	(0.00587)	(0.0108)
Import ratio	0.00799	0.00825	0.00711	0.0101	-0.0111
	(0.0379)	(0.00839)	(0.0281)	(0.0156)	(0.0265)
Union density	-0.000793***	-3.38e-05	-0.000325*	-0.000412***	-0.000464*
	(0.000305)	(8.29e-05)	(0.000193)	(0.000128)	(0.000253)
Individual representation	0.0365***	-0.00428***	0.0255***	0.0162***	0.0277***
	(0.00890)	(0.00148)	(0.00585)	(0.00450)	(0.00717)
Average representation	-0.0293	-0.00430	-0.000529	-0.0279**	-0.00810
	(0.0218)	(0.00385)	(0.0152)	(0.0119)	(0.0178)
Share covered by collective pay agreement (ref=none)					
National	-0.116***	-0.0166**	0.00770	-0.0696***	-0.0929***
	(0.0446)	(0.00652)	(0.0283)	(0.0162)	(0.0335)
Sectoral	-0.0803*	-0.0297***	-0.0115	-0.0563***	-0.0149
	(0.0435)	(0.00569)	(0.0252)	(0.0146)	(0.0401)
Firm-level	-0.0734	-0.0132	0.0410	-0.0817***	-0.0502
	(0.0660)	(0.00850)	(0.0433)	(0.0273)	(0.0571)
Other	-0.155***	-0.0288***	-0.0904***	-0.0606***	-0.0126
	(0.0518)	(0.00715)	(0.0262)	(0.0194)	(0.0431)
Employment protection legislation	0.0394***	-0.000226	0.0384***	0.00439	0.0125**
	(0.00886)	(0.00168)	(0.00624)	(0.00336)	(0.00600)

Note: Estimated from multilevel model with clusters at country-industry-year, weighted to be cross-nationally representative, weighting for socio-demographic and work characteristics with year fixed effects; N=61,392 with 900 clusters for technology and trade, representation and employment protection legislation; and 41,498 with 542 clusters for collective pay agreement. Iterative chained multiple imputation (five times) for education in 2000 and team performance pay in 2010.
* p<0.05, ** p<0.01, *** p<0.1
Source: EWCS

Table A9   Macro-economic and institutional drivers: fixed effects for country, industry and year

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Individual PC use	0.0613***	-0.00321*	0.0163***	0.0203***	0.0608***
	(0.00569)	(0.00166)	(0.00454)	(0.00397)	(0.00430)
Average PC use	0.0274***	-0.00200	0.00843	-0.00527	0.0322***
	(0.0102)	(0.00297)	(0.00812)	(0.00743)	(0.00770)
Individual machine exposure	0.0590***	0.00372*	0.0699***	0.0210***	0.00265
	(0.00744)	(0.00216)	(0.00591)	(0.00533)	(0.00561)
Average machine exposure	0.0662***	0.0257***	0.0694***	0.00347	-0.0302**
	(0.0159)	(0.00466)	(0.0128)	(0.0103)	(0.0121)
Digitalisation index	0.0191***	0.00381**	-0.00121	0.00748*	0.0179***
	(0.00636)	(0.00182)	(0.00498)	(0.00419)	(0.00473)
Trade intensity	0.0175*	0.0106***	-3.16e-05	0.00292	0.0189**
	(0.00985)	(0.00291)	(0.00798)	(0.00580)	(0.00758)
Import ratio	0.00184	-0.00642*	-0.00668	-0.000391	0.0437***
	(0.0131)	(0.00378)	(0.0104)	(0.0106)	(0.00985)
Union density	0.000603**	-7.91e-05	0.000360	-8.13e-05	0.000627***
	(0.000279)	(8.10e-05)	(0.000227)	(0.000167)	(0.000213)
Individual representation	0.0344***	-0.00296**	0.0268***	0.0154***	0.0216***
	(0.00426)	(0.00123)	(0.00344)	(0.00285)	(0.00324)
Average representation	-0.0304***	0.00103	0.00274	-0.0645***	-0.0248***
	(0.0105)	(0.00304)	(0.00851)	(0.00637)	(0.00802)
Collective pay agreement (ref=none)					
National	-0.223***	-0.00986*	-0.0433***	-0.117***	-0.218***
	(0.0200)	(0.00570)	(0.0164)	(0.0119)	(0.0154)
Sectoral	-0.0663***	-0.00905**	-0.0383***	-0.0574***	-0.0277**
	(0.0149)	(0.00413)	(0.0119)	(0.00932)	(0.0112)
Firm-level	-0.0922***	0.0103*	-0.0532***	-0.0776***	-0.0605***
	(0.0198)	(0.00556)	(0.0160)	(0.0122)	(0.0151)
Other	-0.106***	-0.00149	-0.00254	-0.0667***	-0.135***
	(0.0208)	(0.00585)	(0.0168)	(0.0118)	(0.0159)
Employment protection legislation	0.105***	0.00515	0.0793***	0.0250***	0.0259**
	(0.0148)	(0.00438)	(0.0120)	(0.00849)	(0.0114)

Note: Estimated from linear probability model with fixed effects for country, industry and year, weighted to be cross-nationally representative, weighting for socio-demographic and work characteristics and with year fixed effects; N=61,392 with 900 clusters for technology and trade, representation and employment protection legislation; and 41,498 with 542 clusters for collective pay agreement. Iterative chained multiple imputation (five times) for education in 2000 and team performance pay in 2010.
* p<0.05, ** p<0.01, *** p<0.1
Source: EWCS

Table A10 **How much of the variation over time can be explained by macro-economic and institutional drivers?**

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Model 1: N=63,460					
R-squared of base model	0.146	0.053	0.092	0.066	0.156
Additional explained variance by time	0.026	0.017	0.044	0.026	0.016
Technology variables	22%	8%	8%	17%	44%
Globalisation variables	9%	1%	11%	11%	5%
Representation	15%	4%	13%	20%	16%
Joint	40%	12%	26%	38%	60%
Model 2: N=35,107					
R-squared of base model*	0.155	0.030	0.095	0.071	0.166
Additional explained variance by time	0.027	0.004	0.042	0.025	0.016
Collective pay agreement	17%	6%	12%	28%	13%
Employment protection legislation	5%	-1%	6%	12%	4%
Joint	57%	43%	43%	64%	73%

Note: the table shows the adjusted R-squared of the base model, controlling for demographic and work-related variables and with a cross-national weight, with country*sector fixed effects; the change in adjusted R-squared when adding time dummies fully interacted with the country-year fixed effects as a measure of the total variance occurring over time; and the per cent of adjusted R-squared that is explained by adding different indicators of drivers to the base model: PC use, machine exposure and digitalisation for technology; trade intensity and import ratio for globalisation; union density and representation for representation; and jointly. The second model is restricted to non-missing cases for collective pay agreement coverage and employment protection legislation; these are added separately and then jointly with the other variables.
Source: EWCS 2000-2015

Table A11 **Probability of receiving any bonuses from SES 2002-2014, with fixed effects**

	Control	Digitalisation	Trade	Union density	Collective pay agreement	Employment protection legislation
Female	-0.0141***	-0.0140***	-0.0144***	-0.0168***	-0.0116***	-0.0205***
	(0.000469)	(0.000470)	(0.000470)	(0.000603)	(0.000468)	(0.000496)
Age: 20-29						
30-39	0.00742***	0.00740***	0.00688***	0.00418***	0.00595***	0.00982***
	(0.000420)	(0.000421)	(0.000423)	(0.000529)	(0.000419)	(0.000441)
40-49	0.0168***	0.0168***	0.0164***	0.0139***	0.0136***	0.0199***
	(0.000486)	(0.000486)	(0.000490)	(0.000601)	(0.000484)	(0.000511)
50-59	0.0147***	0.0147***	0.0147***	0.0101***	0.0101***	0.0146***
	(0.000518)	(0.000518)	(0.000523)	(0.000642)	(0.000516)	(0.000543)
Female by age						
30-39	0.00699***	0.00694***	0.00728***	0.0120***	0.00583***	0.00870***
	(0.000664)	(0.000665)	(0.000668)	(0.000847)	(0.000662)	(0.000704)
40-49	0.00936***	0.00922***	0.0100***	0.0147***	0.00734***	0.0113***
	(0.000713)	(0.000714)	(0.000719)	(0.000902)	(0.000711)	(0.000757)
50-59	0.0165***	0.0162***	0.0171***	0.0185***	0.0143***	0.0207***
	(0.000782)	(0.000783)	(0.000789)	(0.000986)	(0.000779)	(0.000825)
Highest qualifications						
Secondary	0.0361***	0.0351***	0.0360***	0.0148***	0.0370***	0.0416***
	(0.000384)	(0.000384)	(0.000386)	(0.000473)	(0.000382)	(0.000396)
High	0.0462***	0.0452***	0.0465***	0.0244***	0.0483***	0.0411***
	(0.000505)	(0.000506)	(0.000509)	(0.000612)	(0.000503)	(0.000525)
Occupation						
Middle occupation	0.0429***	0.0433***	0.0436***	0.0493***	0.0407***	0.0453***
	(0.000513)	(0.000513)	(0.000516)	(0.000668)	(0.000511)	(0.000559)
High occupation	0.0772***	0.0774***	0.0776***	0.0978***	0.0759***	0.0787***
	(0.000560)	(0.000560)	(0.000563)	(0.000723)	(0.000558)	(0.000603)
Temporary contract	-0.000628**	-0.000486*	-0.000108	-0.00255***	0.00160***	-0.00461***
	(0.000273)	(0.000274)	(0.000274)	(0.000312)	(0.000273)	(0.000273)
Hours worked	0.000804***	-0.000813***	-0.000823***	-0.000669***	-0.000616***	-0.000949***
	(1.03e-05)	(1.03e-05)	(1.04e-05)	(1.29e-05)	(1.03e-05)	(1.07e-05)
Establishment size						
Medium	0.0966***	0.0965***	0.0956***	0.0852***	0.0907***	0.0914***
	(0.000352)	(0.000352)	(0.000354)	(0.000426)	(0.000352)	(0.000381)
Large	0.172***	0.172***	0.170***	0.168***	0.156***	0.157***
	(0.000382)	(0.000382)	(0.000385)	(0.000465)	(0.000388)	(0.000407)
Trade openness			0.00310***			
			(0.000460)			
Import ratio			-0.0940***			
			(0.00110)			
Digitalisation index		0.00561***				
		(0.000301)				
Union density				0.00235***		
				(2.56e-05)		

	Control	Digitalisation	Trade	Union density	Collective pay agreement	Employment protection legislation
Collective pay agreement (ref = none)						
National					-0.0171***	
					(0.000708)	
Sectoral					0.0242***	
					(0.000458)	
Firm					0.0776***	
					(0.000375)	
Other					0.191***	
					(0.000968)	
Employment protection legislation						0.147***
						(0.00118)
Constant	0.999***	1.004***	1.045***	0.775***	0.937***	0.791***
	(0.00215)	(0.00216)	(0.00221)	(0.00324)	(0.00220)	(0.00315)
Observations	11,215,808	11,176,169	10,971,243	6,946,549	11,215,808	9,883,978
R-squared	0.271	0.271	0.275	0.285	0.276	0.260

Note: Estimated from regression with fixed effects for year, country and sector, weighted to be cross-nationally representative and weighting for socio-demographic and work characteristics.
* $p<0.05$, ** $p<0.01$, *** $p<0.1$
Source: SES 2002-2014

Table A12 **Difference in probability (percentage points) of receiving performance pay from top to bottom quartile of earnings in 2015**

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Romania	-10	-13	1	4	-2
Malta	-3	1	1	-6	2
Lithuania	-2	-10	7	0	2
Estonia	-1	-2	4	-11	14
Bulgaria	0	-1	0	1	2
Greece	1	-5	2	1	4
Portugal	2	-6	7	1	0
Ireland	2	-3	0	2	4
Cyprus	3	0	0	1	2
Denmark	5	0	1	2	4
Netherlands	7	-3	3	2	7
Luxembourg	9	0	4	3	4
Belgium	9	-2	4	3	7
Italy	9	-2	8	2	4
Austria	9	-4	6	2	6
France	10	-2	3	3	12
Latvia	11	-4	6	5	8
Spain	11	-2	10	1	4
Sweden	11	0	3	4	8
Slovenia	14	-10	12	-6	13
Germany	14	2	2	1	9
Great Britain	14	-1	3	5	9
Hungary	15	3	1	2	9
Czechia	19	-1	11	0	14
Finland	23	3	11	5	9
Poland	25	-1	21	4	6
Slovakia	34	0	27	6	22

Note: Difference in the probability of receiving performance pay at the top and the bottom quartile of the earnings distribution (percentage point) per country.
Source: EWCS 2015

Table A13 **Wage premium for different types of performance pay on EWCS 2015**

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Performance pay	0.0957***	0.0177	0.0942***	0.0728***	0.0850***
	(0.00611)	(0.0216)	(0.00681)	(0.00917)	(0.00798)
Education (ref = low)					
Middle	0.0850***	0.0868***	0.0850***	0.0854***	0.0853***
	(0.00866)	(0.00870)	(0.00866)	(0.00870)	(0.00868)
High	0.258***	0.264***	0.256***	0.261***	0.259***
	(0.0106)	(0.0107)	(0.0107)	(0.0107)	(0.0107)
Female	0.103	0.108	0.112*	0.101	0.101
	(0.0663)	(0.0667)	(0.0664)	(0.0666)	(0.0665)
Age	0.0371***	0.0377***	0.0377***	0.0374***	0.0370***
	(0.00250)	(0.00251)	(0.00250)	(0.00251)	(0.00250)
Female*age	-0.0126***	-0.0131***	-0.0133***	-0.0128***	-0.0126***
	(0.00336)	(0.00338)	(0.00336)	(0.00337)	(0.00337)
Age squared	-0.000370***	-0.000378***	-0.000378***	-0.000375***	-0.000369***
	(2.97e-05)	(2.98e-05)	(2.97e-05)	(2.98e-05)	(2.98e-05)
Female*age squared	0.000142***	0.000148***	0.000151***	0.000144***	0.000141***
	(4.03e-05)	(4.05e-05)	(4.04e-05)	(4.05e-05)	(4.04e-05)
Migrant	-0.0357***	-0.0397***	-0.0385***	-0.0394***	-0.0346***
	(0.00949)	(0.00954)	(0.00949)	(0.00952)	(0.00952)
Dependant child	0.00762	0.00932	0.00874	0.00890	0.00692
	(0.00616)	(0.00619)	(0.00617)	(0.00618)	(0.00618)
Cohabiting	0.0409***	0.0418***	0.0403***	0.0427***	0.0414***
	(0.00636)	(0.00640)	(0.00637)	(0.00639)	(0.00638)
Occupation (ref = low)					
Middle	0.126***	0.128***	0.126***	0.128***	0.127***
	(0.00979)	(0.00985)	(0.00980)	(0.00983)	(0.00982)
High	0.328***	0.335***	0.329***	0.333***	0.330***
	(0.0111)	(0.0112)	(0.0111)	(0.0112)	(0.0112)
Temporary contract	-0.135***	-0.143***	-0.135***	-0.140***	-0.139***
	(0.00777)	(0.00781)	(0.00778)	(0.00779)	(0.00778)
Hours worked (ref = 33/47)					
Short hours: <=32	-0.428***	-0.432***	-0.428***	-0.431***	-0.431***
	(0.00704)	(0.00708)	(0.00705)	(0.00707)	(0.00706)
Long hours: >=48	0.121***	0.128***	0.121***	0.125***	0.126***
	(0.00882)	(0.00887)	(0.00884)	(0.00886)	(0.00884)
Firm size (ref = micro [1-9 employees])					
Small [10-49 employees]	0.0860***	0.0893***	0.0882***	0.0864***	0.0886***
	(0.00886)	(0.00891)	(0.00887)	(0.00890)	(0.00888)
Medium [50-249 employees]	0.0901***	0.0937***	0.0924***	0.0920***	0.0920***
	(0.00692)	(0.00696)	(0.00693)	(0.00695)	(0.00694)
Large [250+ employees]	0.165***	0.175***	0.170***	0.171***	0.166***
	(0.00869)	(0.00871)	(0.00868)	(0.00871)	(0.00873)
Task abstract	0.0981***	0.108***	0.101***	0.105***	0.104***
	(0.00900)	(0.00903)	(0.00900)	(0.00902)	(0.00901)

	Any performance pay	Piece-rate pay	Individual performance pay	Team performance pay	Financial participation
Task routine	-0.101***	-0.106***	-0.104***	-0.104***	-0.102***
	(0.0128)	(0.0129)	(0.0128)	(0.0128)	(0.0128)
Task manual	-0.0657***	-0.0647***	-0.0637***	-0.0621***	-0.0643***
	(0.0124)	(0.0125)	(0.0124)	(0.0125)	(0.0125)
Constant	6.239***	6.241***	6.231***	6.245***	6.252***
	(0.0578)	(0.0581)	(0.0578)	(0.0580)	(0.0579)
Observations	21,666	21,666	21,666	21,666	21,666

Note: Estimated effect on log monthly earnings, weighted and controlling for industry, country and wave fixed effects.
Standard errors in parentheses.
* p<0.1, ** p<0.05, *** p<0.01
Source: EWCS 2015

Table A14 **Quintile regression of performance pay on log earnings**

	Any performance pay		
	10th	50th	90th
Any performance pay	0.0648***	0.0960***	0.121***
	(0.00753)	(0.00591)	(0.0104)
Qualification (ref = low)			
Middle	0.0831***	0.0791***	0.0831***
	(0.0110)	(0.00758)	(0.0123)
High	0.214***	0.260***	0.302***
	(0.0135)	(0.0103)	(0.0182)
Female	0.0130	0.0523	0.0202
	(0.103)	(0.0692)	(0.108)
Age	0.0311***	0.0256***	0.0217***
	(0.00360)	(0.00252)	(0.00421)
Female*age	-0.00537	-0.00866**	-0.00807
	(0.00506)	(0.00343)	(0.00534)
Age squared	-0.000320***	-0.000243***	-0.000189***
	(4.21e-05)	(2.96e-05)	(4.92e-05)
Female*age squared	5.12e-05	8.21e-05**	7.40e-05
	(5.99e-05)	(4.06e-05)	(6.29e-05)
Migrant	-0.0604***	-0.0500***	-0.0549***
	(0.0125)	(0.00898)	(0.0125)
Dependant child	0.0234***	0.0225***	0.0306***
	(0.00806)	(0.00585)	(0.00950)
Cohabiting	0.0278***	0.0268***	0.0346***
	(0.00819)	(0.00571)	(0.00928)
Occupation (ref = low)			
Middle	0.0887***	0.0989***	0.106***
	(0.0130)	(0.00892)	(0.0144)
High	0.240***	0.271***	0.279***
	(0.0142)	(0.0103)	(0.0177)
Temporary contract	-0.156***	-0.128***	-0.0920***
	(0.0118)	(0.00745)	(0.0121)

	Any performance pay		
	10th	50th	90th
Short hours	-0.673***	-0.334***	-0.197***
	(0.0193)	(0.00843)	(0.0119)
Long hours	0.0481***	0.0996***	0.154***
	(0.0110)	(0.00900)	(0.0135)
Firm size (ref = micro)			
Small	-0.0724***	-0.0810***	-0.0975***
	(0.0113)	(0.00828)	(0.0134)
Middle	0.00153	-0.00330	-0.00998
	(0.00999)	(0.00767)	(0.0126)
Large	0.0514***	0.0578***	0.0537***
	(0.0116)	(0.00918)	(0.0156)
Task abstract	0.109***	0.102***	0.123***
	(0.0112)	(0.00885)	(0.0135)
Task routine	-0.0771***	-0.125***	-0.142***
	(0.0157)	(0.0124)	(0.0191)
Task manual	-0.0665***	-0.0667***	-0.0990***
	(0.0157)	(0.0117)	(0.0171)
Constant	6.212***	6.549***	6.977***
	(0.0835)	(0.0559)	(0.0966)
Observations	21,666	21,666	21,666

Note: 10th, 50th and 90th quintile estimated through conditional quintile regression controlling for country, industry fixed effects.
* $p<0.1$, ** $p<0.05$, *** $p<0.01$
Source: EWCS 2015

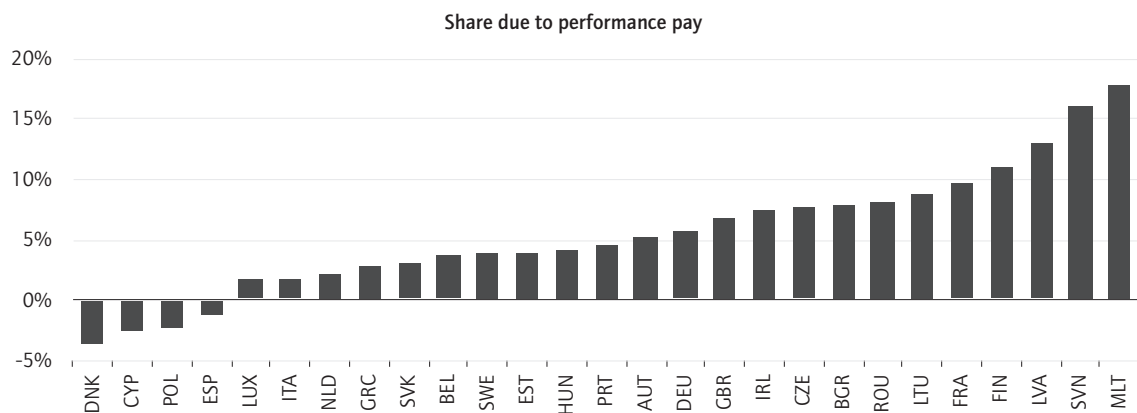Table A15 **Bias reduction in counterfactual analysis, before and after weighting**

	Average if performance pay	Average if on fixed pay, unweighted	Average if on fixed pay, weighted	% bias reduction	unweighted bias	weighted bias
Female	36.3%	52.0%	46.9%	-32.1%	-32.0%	-21.7%
Age	40.13	39.92	40.11	-90.4%	1.9%	0.2%
Migrant	6.9%	7.6%	7.6%	-3.4%	-2.5%	-2.4%
Dependant child	51.7%	51.5%	50.1%	794.8%	0.4%	3.2%
Cohabiting	67.3%	66.8%	62.8%	785.2%	1.1%	9.5%
Temporary contract	12.7%	18.8%	16.3%	-39.6%	-16.8%	-10.1%
Short hours	12.1%	24.0%	19.1%	-37.5%	-31.4%	-19.6%
Long hours	15.9%	10.5%	13.1%	-49.7%	16.1%	8.1%
Task routine	0.40	0.40	0.40	-28.8%	-3.2%	-2.3%
Task manual	0.34	0.33	0.33	-1.2%	4.4%	4.4%
Task abstract	0.74	0.67	0.69	-32.3%	22.4%	15.2%
Low qualifications	15.6%	22.6%	19.9%	-37.2%	-17.9%	-11.2%
Middle qualifications	55.3%	50.5%	51.5%	-19.9%	9.7%	7.8%
High qualifications	29.1%	26.9%	28.6%	-81.1%	4.8%	0.9%
Low occupation	6.7%	10.5%	9.1%	-34.3%	-13.5%	-8.8%
Middle occupation	52.8%	53.4%	52.7%	-107.1%	-1.2%	0.1%
High occupation	40.5%	36.1%	38.2%	-46.5%	9.0%	4.8%
Micro-firm	21.5%	29.5%	27.2%	-28.0%	-18.6%	-13.4%
Small firm	23.1%	27.9%	26.6%	-25.2%	-11.0%	-8.2%
Medium-sized firm	31.9%	27.3%	28.0%	-15.2%	10.1%	8.5%
Large firm	23.6%	15.3%	18.2%	-36.9%	21.0%	13.3%
Austria	1.3%	2.0%	1.6%	-49.0%	-5.3%	-2.7%
Belgium	1.5%	2.2%	1.7%	-72.6%	-4.8%	-1.3%
Bulgaria	1.3%	1.9%	1.9%	-1.2%	-5.3%	-5.2%
Cyprus	0.1%	0.3%	0.2%	-11.5%	-5.2%	-4.6%
Czechia	4.7%	1.8%	4.1%	-83.6%	16.1%	2.6%
Germany	16.4%	20.2%	18.6%	-40.9%	-10.0%	-5.9%
Denmark	1.7%	1.6%	1.7%	-59.4%	0.7%	0.3%
Spain	5.9%	7.9%	6.9%	-50.2%	-7.6%	-3.8%
Estonia	0.6%	0.3%	0.6%	-91.4%	4.1%	0.3%
Finland	2.0%	1.1%	1.3%	-22.4%	7.0%	5.4%
France	16.1%	12.0%	11.5%	11.2%	12.0%	13.4%
Great Britain	10.7%	13.1%	11.6%	-64.5%	-7.4%	-2.6%
Greece	0.7%	1.8%	1.3%	-40.2%	-10.5%	-6.3%
Hungary	1.6%	2.5%	2.6%	2.3%	-6.6%	-6.7%
Ireland	0.5%	1.0%	0.8%	-38.6%	-5.3%	-3.3%
Italy	9.4%	6.9%	6.2%	28.1%	9.2%	11.7%
Lithuania	1.0%	0.8%	1.1%	-120.0%	2.4%	-0.5%
Luxembourg	0.1%	0.1%	0.1%	-74.1%	-0.9%	-0.2%
Latvia	0.6%	0.6%	0.9%	-522.7%	0.6%	-2.7%
Malta	0.1%	0.1%	0.1%	3.9%	-1.8%	-1.9%
Netherlands	3.9%	4.7%	3.6%	-137.7%	-4.0%	1.5%
Poland	8.1%	6.3%	10.4%	-214.7%	7.0%	-8.0%

	Average if performance pay	Average if on fixed pay, unweighted	Average if on fixed pay, weighted	% bias reduction	unweighted bias	weighted bias
Portugal	0.9%	2.2%	1.6%	-44.2%	-10.3%	-5.8%
Romania	4.0%	4.8%	5.2%	45.7%	-4.0%	-5.9%
Slovakia	3.2%	0.7%	1.6%	-42.9%	17.6%	10.0%
Slovenia	0.9%	0.5%	0.6%	-34.5%	5.1%	3.3%
Sweden	2.8%	2.5%	2.2%	135.2%	1.5%	3.5%
Agriculture, hunting, forestry and fishing	3.0%	2.6%	2.8%	-45.0%	2.3%	1.3%
Mining and quarrying	0.4%	0.3%	0.3%	-57.6%	3.1%	1.3%
Manufacture	29.2%	17.0%	20.8%	-33.1%	29.3%	19.6%
Electricity, gas and water supply	2.0%	1.1%	1.7%	-65.7%	7.7%	2.6%
Construction	7.4%	6.5%	6.8%	-33.7%	3.4%	2.3%
Wholesale and retail trade and repairs	15.3%	14.4%	14.9%	-58.7%	2.6%	1.1%
Hotels and restaurants	2.3%	3.9%	3.5%	-26.7%	-9.2%	-6.7%
Transportation and communications	8.5%	6.4%	7.1%	-34.3%	8.1%	5.3%
Financial intermediation	6.4%	2.1%	4.0%	-47.9%	21.4%	11.1%
Real estate and business activities	10.0%	7.3%	7.8%	-17.3%	9.7%	8.0%
Public administration	3.8%	8.3%	6.7%	-31.1%	-19.0%	-13.1%
Other services	11.5%	30.1%	23.7%	-31.0%	-47.0%	-32.4%

Note: the table shows the description of the sample for workers who receive performance pay, those who do not and those who do not when reweighted using the inverse propensity score of receiving performance pay. It also shows the percentage bias reduction as the difference in bias before and after weighting. The bias is the difference between those on performance pay and those on fixed pay, relative over the squared average sample variance for those receiving performance pay and fixed pay. The percentage bias reduction is the relative reduction in this bias due to the weighting.
Source: EWCS 2015

Figure A1 **Large cross-national variation in how performance pay contributes to variance of earnings**

Share due to performance pay

Note: Figure A1 shows the share of variance of log monthly earnings that can be attributed to any type of performance pay, estimated as the difference between the actual distribution and the counterfactual one where no-one receives performance pay, relative to the actual variance.
Source: EWCS 2015