

Appendix 1. Types, frequency and modes of Political Participation.

Type of political participation	Percentage of respondents	Mode of political participation
Vote during the national elections	93.9%	Voting
Being a member of a political party	4.3%	Party Activities
Contact a local or national politician for a political reason	2.5%	Contacting
Attend a political meeting	3.5%	Party Activities
Donate money to a political party or political organization	2.2%	Party Activities
Do voluntary work for a political party or other organization with a political aim	1.6%	Party Activities
Sign a petition	22.7%	Protest Activities
Vote during a referendum	32.8%	Voting
Buy or boycott certain products for a political reason	6.1%	Protest Activities
Contact or appear in the media for a political reason	1.0%	Contacting
Mobilize others for a political reason (e.g. mobilization of others via the Internet)	1.4%	Protest Activities
Take part in a demonstration	1.9%	Protest Activities
Participate in illegal activity for a political reason (e.g. create a public nuisance, damage public or private property or participate in violence)	0.1%	Protest Activities

Note: N=3,129.

Appendix 2. Supervisors' Responses to Voice

Response	Response category
My supervisor helped me by solving the problem	Support
My supervisor gave me a compliment	Support
My supervisor gave a good explanation	Passive
My supervisor ignored the issue	Silencing
My supervisor criticized me	Punishing
My supervisor did not want me to talk about it	Silencing
My supervisor told me that (s)he could not solve the problem	Passive
My supervisor obstructed my career possibilities (e.g. by denying a promotion or training/education possibilities).	Punishing
I was dismissed or my contract was not renewed	Punishing
My supervisor gave me a bad evaluation during the yearly appraisal	Punishing
I received an official warning	Punishing
My supervisor bullied, threatened or intimidated me	Punishing
My supervisor made my work less pleasant	Punishing

Appendix 3. Descriptives of Observed Variables in Analyses

Variables	Mean / %	Standard deviation	Minimum	Maximum
Voting	1.25	0.554	0.00	2.00
Party Activities	0.12	0.499	0.00	4.00
Contacting	0.03	0.209	0.00	2.00
Protest Activities	0.32	0.607		4.00
Support by Supervisor	42.3%		0.00	1.00
Silencing by Supervisor	16.6%		0.00	1.00
Punishment by Supervisor	15.0%		0.00	1.00
Internal Political Efficacy				
- COMPL	3.38	1.055	1.00	5.00
- QUALIFY	2.78	1.082	1.00	5.00
- ABLE	3.18	1.053	1.00	5.00
External Political Efficacy				
- CARE	2.85	1.014	1.00	5.00
- VOTE	2.68	1.038	1.00	5.00
Internal Workplace Efficacy				
- VIOLATE	3.88	0.852	1.00	5.00
- INTEREST	3.81	0.859	1.00	5.00
- DECIDE	3.87	0.840	1.00	5.00
- OPINION	4.00	0.726	1.00	5.00
External Workplace Efficacy				
- NOCARE	3.14	1.105	1.00	5.00
- LISTEN	3.37	1.040	1.00	5.00
Political Interest	62.8%		0.00	1.00
Education (lower = ref)				
- Middle	44.1%		0.00	1.00
- Higher	48.4%		0.00	1.00
Age (0=15 year)	26.37	12.276	0.00	52.00
Age squared	845.80	659.611	0.00	2704.00
Gender (female = ref)	51.0%		0.00	1.00
Ethnic Background (native = ref)				
- Western migrants	5.1%		0.00	1.00
- Non-western migrants	3.5%		0.00	1.00
Contract Type (permanent = ref)				
- Temporary w prospect	11.5%		0.00	1.00
- Temporary w/o prospect	6.3%		0.00	1.00
- Solo Self-employed	2.7%		0.00	1.00
Flexible Arrangement	17.3%		0.00	1.00
Supervisor	28.9%		0.00	1.00

Note: N=3,129

Appendix 4. Pearson's r correlation matrix

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1 Voting															
2 Party Activities	0.11														
3 Contacting	0.06	0.39													
4 Protest Activities	0.26	0.22	0.23												
5 Support by Supervisor	0.01	0.02	-0.01	0.01											
6 Silencing by Supervisor	0.01	0.02	0.02	0.03	-0.38										
7 Punishment by Supervisor	0.04	0.00	0.08	0.05	-0.36	0.33									
8 COMPL	0.09	0.02	0.05	0.06	-0.01	0.03	0.02								
9 QUALIFY	0.06	0.03	0.04	0.01	0.12	-0.07	-0.07	0.49							
10 ABLE	0.10	0.06	0.05	0.08	0.07	0.01	-0.01	0.36	0.56						
11 CARE	0.09	0.03	0.04	0.09	0.00	0.03	0.03	0.38	0.41	0.56					
12 VOTE	0.02	0.01	-0.00	0.00	0.37	-0.31	-0.30	0.00	0.15	0.06	-0.02				
13 VIOLATE	0.04	0.03	0.02	0.00	0.34	-0.33	-0.28	0.07	0.24	0.19	0.11	0.52			
14 INTEREST	0.20	0.17	0.14	0.20	0.02	0.04	0.01	0.20	0.20	0.22	0.17	0.05	0.06		
15 DECIDE	0.16	0.24	0.19	0.22	0.00	0.04	0.03	0.12	0.17	0.23	0.17	0.03	0.06	0.47	
16 OPINION	0.17	0.16	0.15	0.22	0.01	0.04	0.04	0.15	0.13	0.19	0.18	0.02	0.06	0.50	0.61
17 NOCARE	0.04	0.13	0.09	0.04	0.08	-0.09	-0.06	-0.00	0.06	0.07	0.05	0.14	0.14	0.23	0.14
18 LISTEN	0.05	0.14	0.08	0.03	0.10	-0.11	-0.09	-0.02	0.05	0.06	0.03	0.15	0.14	0.21	0.12
19 Middle education	-0.05	-0.09	-0.05	-0.09	-0.04	-0.01	-0.01	-0.04	-0.02	-0.10	-0.08	-0.07	-0.05	-0.19	-0.18
20 Higher education	0.10	0.12	0.08	0.13	0.05	-0.02	0.02	0.05	0.04	0.15	0.11	0.09	0.08	0.28	0.25
21 Age	0.10	0.03	0.04	0.09	-0.10	0.04	0.03	0.15	0.14	0.08	0.09	-0.05	-0.07	0.15	0.07
22 Age squared	0.09	0.04	0.04	0.09	-0.10	0.04	0.03	0.15	0.13	0.07	0.08	-0.05	-0.07	0.13	0.06
23 Gender	0.02	0.10	0.09	0.02	0.00	0.04	-0.01	0.09	0.09	0.10	0.00	-0.03	-0.01	0.20	0.15
24 Western	0.02	0.02	0.05	0.02	0.01	0.03	-0.00	-0.01	-0.02	-0.00	-0.02	-0.02	-0.01	-0.01	-0.01
25 Non-western	-0.02	-0.00	0.00	0.00	-0.00	-0.01	0.01	-0.06	-0.07	-0.05	-0.05	-0.02	-0.01	-0.01	-0.01
26 Temp w pros	-0.02	-0.01	-0.00	-0.03	-0.06	0.06	0.08	-0.01	-0.02	0.01	-0.01	0.03	0.04	-0.06	0.00
27 Temp w/o pros	-0.04	0.04	0.01	0.01	-0.02	-0.01	0.02	-0.03	-0.08	-0.08	-0.03	-0.02	-0.03	-0.04	-0.01
28 Solo self	0.01	-0.01	0.02	0.03	0.02	0.02	0.02	0.05	0.04	0.05	0.02	-0.04	0.02	0.05	0.02
29 Flex	-0.04	0.01	0.03	0.01	0.04	-0.01	0.01	-0.04	-0.06	-0.07	-0.05	-0.02	0.01	-0.05	-0.01
30 Supervisor	0.06	0.03	0.02	0.04	0.06	-0.00	-0.01	0.09	0.13	0.17	0.07	0.02	0.04	0.10	0.10
31 Political interest	0.28	0.13	0.10	0.24	0.03	0.01	0.01	0.16	0.14	0.18	0.18	0.05	0.05	0.40	0.34

Appendix 4. Pearson's r correlation matrix (continued)

	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
1 Voting															
2 Party Activities															
3 Contacting															
4 Protest Activities															
5 Support by Supervisor															
6 Silencing by Supervisor															
7 Punishment by Supervisor															
8 COMPL															
9 QUALIFY															
10 ABLE															
11 CARE															
12 VOTE															
13 VIOLATE															
14 INTEREST															
15 DECIDE															
16 OPINION															
17 NOCARE	0.07														
18 LISTEN	0.04	0.78													
19 Middle education	-0.22	-0.16	-0.13												
20 Higher education	0.29	0.21	0.19	-0.86											
21 Age	0.07	-0.06	-0.06	0.07	-0.08										
22 Age squared	0.06	-0.08	-0.07	0.08	-0.11	0.98									
23 Gender	0.14	-0.05	-0.07	0.02	-0.07	0.11	0.12								
24 Western	0.03	-0.01	-0.02	-0.02	0.04	0.00	0.01	0.00							
25 Non-western	-0.01	0.00	-0.00	-0.01	0.02	-0.07	-0.08	-0.00	-0.04						
26 Temp w pros	-0.01	-0.00	-0.02	-0.02	0.01	-0.21	-0.19	-0.02	-0.01	-0.00					
27 Temp w/o pros	-0.02	0.00	-0.01	0.02	-0.04	-0.19	-0.14	-0.05	-0.01	0.02	-0.09				
28 Solo self	0.04	-0.02	-0.02	-0.02	0.01	-0.00	-0.01	0.07	0.01	0.00	-0.06	-0.04			
29 Flex	-0.03	-0.03	-0.06	-0.00	-0.02	-0.19	-0.16	0.01	0.01	0.07	0.13	0.33	0.01		
30 Supervisor	0.07	0.01	0.02	-0.01	0.03	0.01	-0.01	0.19	-0.01	0.03	-0.02	-0.10	0.03	-0.04	
31 Political interest	0.34	0.12	0.09	-0.10	0.16	0.22	0.22	0.11	0.00	-0.02	-0.07	-0.03	0.03	-0.03	0.05

Appendix 5. Maximum Likelihood Estimates of Factor Variances and Covariances and Error Covariance for the Measurement Model

Indicator	Unst.E.	<i>Std.Error</i>	Std. estimates
		<u>Factor variance and covariance</u>	
IWE	0.312	0.019	1.000
EWE	0.359	0.046	1.000
IPE	0.460	0.026	1.000
EPE	0.867	0.057	1.000
IWE \leftrightarrow EWE	0.070	0.010	0.210
IWE \leftrightarrow IPE	0.123	0.009	0.326
IWE \leftrightarrow EPE	0.033	0.011	0.063
EWE \leftrightarrow IPE	0.035	0.009	0.086
EWE \leftrightarrow EPE	0.093	0.015	0.166
IPE \leftrightarrow EPE	0.117	0.014	0.186
		<u>Error covariance</u>	
VIOLATE \leftrightarrow DECIDE	-0.142	0.011	-0.503

Note: N=3,129.

Appendix 6. Standardized Coefficients of the Structural Regression Model

<i>Parameters</i>	IWE	EWE	IPE	EPE	Voting	Party Activities	Contacting	Protest Activities
Support by Supervisor	0.07*	0.30*	0.00	-0.01	0.01	0.05	0.03	0.03
Silencing by Supervisor	0.02	-0.25*	0.06*	-0.03	-0.01	0.08*	-0.06	0.01
Punishment by Supervisor	0.00	-0.20*	0.01	-0.01	0.04	-0.02	0.17*	0.05*
IWE			0.19*					
EWE				0.16*				
IPE					0.17*	0.39*	0.51*	0.27*
EPE					-0.01	0.16*	0.13*	-0.04
Education (lower = ref)								
- Middle	0.07*	0.05	0.19*	0.08*	0.07	0.04	0.16	0.07
- Higher	0.17*	0.13*	0.47*	0.25*	0.07	0.10	0.14	0.11*
Age (0=15 year)	0.14	0.02	0.11	0.16	0.07	-0.19	-0.20	-0.03
Age squared	-0.02	-0.05	-0.08	-0.23*	-0.03	0.25	0.22	0.08
Gender (female = ref)	0.05*	-0.01	0.18*	-0.04*	-0.05*	0.10*	0.15*	-0.06*
Ethnic Background (native = ref)								
- Western migrants	-0.03	-0.02	-0.01	-0.01	0.02	0.04	0.09*	0.01
- Non-western migrants	-0.07*	-0.02	0.00	0.00	-0.01	0.02	0.01	0.01
Contract Type (permanent = ref)								
- Temporary w prospect	0.05*	0.10*	0.01	-0.01	0.01	0.01	-0.01	-0.03
- Temporary w/o prospect	0.00	-0.01	0.04	0.03	-0.02	0.05	-0.01	0.01
- Solo Self-employed	0.04*	0.00	0.02	-0.02	0.00	-0.04	-0.01	0.03
Flexible Arrangement	-0.05*	-0.02	-0.01	-0.06*	-0.02	0.02	0.07	0.03
Supervisor	0.14*	0.02	0.03*	0.01	0.04	-0.01	-0.05	0.01
Political Interest	0.17*	0.06*	0.37*	0.09*	0.24*	0.07	0.06	0.21*

Note: Entries are standardized coefficients with standard errors in parentheses; *p<0.05; N=3,129.