Online Appendix

Precarious Work Schedules as a Source of Economic Insecurity and Institutional Distrust

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I. **Primary Survey Questions**

GSS Multi-year

Work hours last week

Last week were you working full time, part time, going to school, keeping house, or what? A. IF WORKING, FULL OR PART TIME: *How many hours did you work last week, at all jobs?*

Work timing input

How often are you allowed to change your starting and quitting times on a daily basis? 1= Often 2= sometimes 3=rarely 4=never

Non-regular work schedule

Which of the following best describes your usual work schedule?

- *Day shift*
- *Afternoon shift*
- *Night shift*
- *Split shift*
- *Irregular shift/on-call*
- *Rotating shifts*

Financial insecurity index

Four survey questions are used to construct the financial insecurity index.

Financial (Dis)satisfaction: *So far as you and your family are concerned, would you say that you are pretty well satisfied with your present financial situation, more or less satisfied, or not satisfied at all?*

No better than parents: *Compared to your parents when they were the age you are now, Do you think your own standard of living now is much better, somewhat better, about the same, somewhat worse, or much worse than theirs was?*

No better in future: *The way things are in America, people like me and my family have a good chance of improving our standard of living -- do you agree or disagree?* (strongly agree, agree, neither, disagree, strongly disagree)

Relative family income: *Compared with American families in general, would you say your family income is far below average, below average, average, above average, or far above average? (PROBE: Just your best guess.)*

Job insecurity

Now I'm going to read you another list of statements about your main job. For each, please tell me if the statement is very true, somewhat true, not too true, or not at all true with respect to the work you do.
K. The job security is good

Distrust of Institutions

Eight survey questions from the same stem question are used to construct the measure of distrust in institutions.

I am going to name some institutions in this country. As far as the people running these institutions are concerned, would you say you have a great deal of confidence, only some confidence, or hardly any confidence at all in them? Confidence in.... major companies / in education/ executive branch of federal government/ organized labor / press / US supreme court/ congress/ banks and financial institution

GSS 2016

Usual Hours
How many hours a week do you usually work, at all paid jobs?

Relative instability (magnitude of fluctuating work hours):
Three survey questions are used to construct the measure of relative instability: (most-least)/usual.

1. *How many hours a week do you usually work, at all paid jobs?*
2. *In the last month, what is the greatest number of hours you worked in a week, at all paid jobs? Please consider all hours, including any extra hours, overtime, work you did at home for your job, and time you spent on work that may not have been directly billable or compensated.*
3. *In the last month, what is the fewest number of hours you worked in a week, at all paid jobs? Please do not include weeks in which you missed some or all hours because of illness,*

Advance notice
How far in advance do you usually know what days and hours you will need to work?

- *One day or less in advance*
- *2 to 3 days in advance*
- *4 to 7 days in advance*
- *between 1 and 2 weeks in advance*
- *between 3 and 4 weeks in advance*
- *more than 4 weeks in advance*
- *My schedule never changes.*

Work timing input
Which of the following statements best describes how your working hours are decided? (By working hours we mean here the times you start and finish work, and not the total hours you work per week or month.)

- *Starting and finishing times are decided by my employer and I cannot change them on my own*
- *I can decide the time I start and finish work, within certain limits, or*
- *I am entirely free to decide when I start and finish work?*

Work hour input
Which of the following statements best describes how your working hours are decided? In this question, working hours refers to the total number of hours you work each week, not the time you start and finish work each day.

- *The total number of hours I work each week is decided by my employer with little or no input from me*
- *The total number of hours I work each week is decided by my employer but with my input.*
- *I can decide how many hours I work each week, within certain limits.*
- *How many hours I work a week depends on things outside of my control and outside of my employer's control.*

Non-regular Work Schedule
Which of the following statements best describes your usual working schedule in your main job?

- *I have a regular schedule or shift (daytime, evening, or night)*
- *I have a schedule or shift which regularly changes (for example, from days to evenings or to nights)*
- *I have a schedule where daily working times are decided at short notice by my employer*

Financial insecurity index
Same as Multi-Year GSS

Job insecurity
Two survey questions are used to construct the measure of job insecurity.
To what extent, if at all, do you worry about the possibility of losing your job? 1=worry great deal, 2=worry some extent, 3=worry a little, 4=don't worry
How difficult or easy do you think it would be for you to find a job at least as good as your current one? 1=very easy, 2=fairly easy, 3=neither, 4=fairy difficult, 5=very difficult

Distrust of Institutions
Same as Multi-Year GSS

II. Definitions of control variables

Age and age^2 is a continuous variable indicating the worker's age in years.

In the multi-year data, race is captured with a set of dichotomous variables identifying workers as *white, black, Hispanic, or other*; *white* is the reference group. Given the smaller cell-sizes in the 2016 data, *race* is a dichotomous variable that is coded 1 for workers of color and 0 for whites.[i]

Female is coded 1; others are coded 0.

High school or less is coded 1 if the worker has at most a high school degree; workers with more education are coded 0.

Household income is a set of dichotomous variables (see table 1a and table 1b). Workers reporting incomes in the middle category of the distributions are the reference group.

No partner/spouse is a dichotomous variable that is coded 1 if the worker does not have a spouse or partner; *Spouse doesn't work* is coded 1 if the spouse/partner is not employed; the reference group with these two variables in the model is workers with a working spouse/partner.

Number of children 18 or younger is the total number of children in the household.

Multiple jobs is a dichotomous variable indicating whether (coded 1) or not (coded 0) the workers holds more than one job.

Low pay is a dichotomous variable that differentiates workers whose job earnings are in the lower third (coded 1) or upper two-thirds (coded 0) of the earnings distribution in the GSS sample (normed separately for hourly and salaried workers, and in the multi-year and 2016 data).

Union is a dichotomous variables that differentiates workers who said they belong to a labor union (coded 1) from those who do not (coded 0).

Occupation is reported in four categories: office/administrative/management/business; professional and related occupations; service and sales; and construction/production/transportation/natural resources.

III. Summary of results of sensitivity analyses

The key relationships that are statistically significant in the main models using both the multiyear and the 2016 GSS hold when subjected to several robustness tests that control for labor market factors

(occupation, industry, union, and earnings) as well as individual characteristics (two measures of respondents' subjective outlook, i.e., optimism and hope[ii]). (Results are summarized in the online appendix.)

In some models, relationships become stronger with controls. For example, among salaried workers, short notice and lack of input into the starting and finishing times of the workday move from marginally to statistically significant at a $p<.05$ level when occupation and industry (and union status in the case of input into timing) are taken into account. Similarly, among salaried workers, the marginally significant relationship between financial insecurity and the 'double whammy' of having both short notice and limited input into timing becomes more significant when occupation and industry are controlled, and remains marginally significant with union membership and earnings controlled in the model. This relationship no longer holds, however, when the model is adjusted for the personal outlook variables (either hope or optimism).

The results from the multi-year data are robust to sensitivity tests as well, with two exceptions. For hourly workers, irregular shift becomes significantly related to financial insecurity when occupation and industry are controlled in the regressions. However, the marginally significant relationship between irregular shift and job insecurity that is observed in the main model is no longer significant with occupation and industry included.

[i] We exclude 'other' from the descriptive tables because of small ns.

[ii] Optimism is an index that averages six questions that ask how much respondents agree or disagree that good things will happen to them personally (alpha = 0.70). Hope s an index that averages six questions asking respondents the extent to which they see themselves as successful, resourceful, and energetic (alpha = 0.83).