

APPENDIX

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**Table A1. Operationalization of indicators of employment quality within General Social Survey.**

| Dimensions                              | Indicators  | Operationalization   |
|---|---|--|
| [1] Employment stability                | [1] Employment contract/arrangement                 | [1] Two categories: 1) regular, permanent employment; 2) non-permanent arrangement (independent contractor/freelancer; working under a contractor; employment on an on-call basis, or paid by temporary agency)  |
| [2] Material Rewards                    | [2] Income level                                    | [2] Year-specific sample quartiles, three categories: lowest, second or third, and highest quartile  |
| [3] Workers' rights & social protection | [3] Mandatory extra days of work                    | [3] Three categories: 1) zero; 2) between 1 and 10; and 3) >11 days of required extra work hours   |
| [4] Working time arrangements           | [4a] Long working hours                             | [4a] Four categories: 1) <24 hours; 2) 25-36 hours; 3) 37-48 hours; and 4) >48 hours   |
|   | [4b] Working times regularity                       | [4b] Three categories: 1) day shift; 2) afternoon or night shift; and 3) split, irregular, on-call, or rotating shifts   |
| [5] Employability opportunities         | [5] Opportunity to develop abilities                | [5] Dichotomous item indicating if worker has an opportunity to develop their own special abilities: yes ('very true', 'somewhat true') and no ('not too true', 'not at all true')   |
| [6] Collective organization             | [6a] Have adequate training, equipment, information | [6a] Combines two items asking if workers 1) have enough help and equipment, and 2) enough information to get job done. Dichotomized to yes ('often' or 'sometimes' responses for both of these items) and no (responses of 'rarely' or 'never' on at least one) |
|   | [6b] Union representation                           | [6b] Dichotomous item indicating union membership: yes and no  |
| [7] Interpersonal power relations       | [7a] Employee involvement                           | [7a] Three categories: respondent is 1) 'often'; 2) 'sometimes'; and 3) 'rarely' or 'never' able to make decision on the job that affect them  |
|   | [7b] Control over schedule                          | [7b] Combines two items asking ability of workers to change starting/finishing times and to take off work for personal/family reasons. Three categories: 1) 'high control'; 2) 'medium control'; and 3) 'low control'  |
|   | [7c] Subjected to harassment/abuse                  | [7d] Combines two items indicating having been 1) sexually harassed or 2) threatened or harassed in any other way by anyone while at their job: yes ('yes' to either item) and no  |

Source: Authors' compilation based on General Social Survey (Smith et al. 2013).

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**Table A2. Comparison of model fit indices in LCA modeling of wage-earning and self-employed working populations to identify EQ.**

| # of classes                | Log likelihood | AIC          | BIC          | VLMR-LRT     |
|-----------------------------|----------------|--------------|--------------|--------------|
| <i>Wage-earner sample</i>   |                |              |              |              |
| 2                           | -39972         | 80023        | 80278        | 0.000        |
| 3                           | -39498         | 79114        | 79500        | 0.000        |
| 4                           | -39326         | 78810        | 79327        | 0.000        |
| 5                           | -39201         | 78600        | <b>79248</b> | <b>0.002</b> |
| 6                           | -39125         | 78488        | 79267        | 0.689        |
| 7                           | -39068         | <b>78413</b> | 79322        | 0.760        |
| <i>Self-employed sample</i> |                |              |              |              |
| 2                           | -5748          | 11574        | <b>11757</b> | <b>0.000</b> |
| 3                           | -5692          | 11501        | 11778        | 0.828        |
| 4                           | -5654          | 11465        | 11836        | 0.761        |
| 5                           | -5617          | 11432        | 11897        | 0.761        |
| 6                           | -5588          | 11415        | 11973        | 0.764        |
| 7                           | -5564          | <b>11406</b> | 12059        | 0.760        |

Source: Authors' compilation based on General Social Survey (Smith et al. 2013).

Notes: AIC: Akaike Information Criteria. BIC: Bayesian Information Criteria. VLMR-LRT: Vuong-Lo-Mendell-Rubin likelihood ratio test. Bolding denotes lowest number of classes recommended by each fit indices.

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**Table A3. Distribution of conditional response probabilities across EQ types identified in wage-earner population**

| <b>EQ indicator</b>                            | <b>Response category</b> | <b>Sample proportion</b> | <b>SER-like</b> | <b>Portfolio</b> | <b>Inflexible skilled</b> | <b>Dead-end</b> | <b>Precarious</b> | <b>Optimistic precarious</b> |
|--|--------------------------|--------------------------|-----------------|------------------|---------------------------|-----------------|-------------------|------------------------------|
|  | Class proportion         |                          | 0.257           | 0.139            | 0.134                     | 0.172           | 0.121             | 0.177                        |
| <b>Employment arrangement</b>                  |                          |                          |                 |                  |                           |                 |                   |                              |
|  | Reg/permanent            | 0.894                    | 0.933           | 0.950            | 0.900                     | 0.941           | 0.864             | 0.706                        |
|  | Non-permanent            | 0.106                    | 0.067           | 0.050            | 0.100                     | 0.059           | 0.136             | 0.294                        |
| <b>Income</b>                                  |                          |                          |                 |                  |                           |                 |                   |                              |
|  | Lowest income quartile   | 0.275                    | 0.164           | 0.037            | 0.119                     | 0.078           | 0.823             | 0.769                        |
|  | 2nd/3rd income quartile  | 0.533                    | 0.729           | 0.438            | 0.598                     | 0.800           | 0.177             | 0.198                        |
|  | Highest income quartile  | 0.193                    | 0.107           | 0.525            | 0.282                     | 0.123           | 0.000             | 0.033                        |
| <b>Mandatory extra days of work</b>            |                          |                          |                 |                  |                           |                 |                   |                              |
|  | None                     | 0.801                    | 0.865           | 0.846            | 0.585                     | 0.710           | 0.849             | 0.966                        |
|  | 1-10 days                | 0.137                    | 0.135           | 0.091            | 0.227                     | 0.173           | 0.135             | 0.034                        |
|  | 11+ days                 | 0.062                    | 0.000           | 0.062            | 0.188                     | 0.117           | 0.017             | 0.000                        |
| <b>Working hours</b>                           |                          |                          |                 |                  |                           |                 |                   |                              |
|  | <24 hrs                  | 0.103                    | 0.010           | 0.014            | 0.034                     | 0.029           | 0.200             | 0.504                        |
|  | 25-36 hrs                | 0.132                    | 0.083           | 0.044            | 0.066                     | 0.031           | 0.324             | 0.362                        |
|  | 37-48                    | 0.506                    | 0.907           | 0.418            | 0.257                     | 0.634           | 0.440             | 0.071                        |
|  | >48 hrs                  | 0.258                    | 0.000           | 0.524            | 0.644                     | 0.305           | 0.035             | 0.063                        |
| <b>Working times regularity</b>                |                          |                          |                 |                  |                           |                 |                   |                              |
|  | Day shift                | 0.734                    | 0.877           | 0.924            | 0.620                     | 0.715           | 0.530             | 0.572                        |
|  | Afternoon/night shift    | 0.121                    | 0.070           | 0.001            | 0.124                     | 0.159           | 0.289             | 0.167                        |
|  | Split/irregular/rotating | 0.145                    | 0.053           | 0.075            | 0.255                     | 0.126           | 0.181             | 0.261                        |
| <b>Opportunity to develop abilities</b>        |                          |                          |                 |                  |                           |                 |                   |                              |
|  | Very true, opportunity   | 0.359                    | 0.356           | 0.602            | 0.524                     | 0.047           | 0.151             | 0.359                        |
|  | Somewhat true, opp       | 0.434                    | 0.541           | 0.358            | 0.447                     | 0.336           | 0.378             | 0.471                        |
|  | Not true, opportunity    | 0.207                    | 0.103           | 0.040            | 0.029                     | 0.617           | 0.471             | 0.170                        |
| <b>Have adequate training, info, equipment</b> |                          |                          |                 |                  |                           |                 |                   |                              |
|  | Often/sometimes have     | 0.868                    | 0.950           | 0.925            | 0.904                     | 0.563           | 0.820             | 0.961                        |
|  | Rarely/never have        | 0.132                    | 0.050           | 0.075            | 0.096                     | 0.437           | 0.180             | 0.039                        |
| <b>Union representation</b>                    |                          |                          |                 |                  |                           |                 |                   |                              |
|  | Union member             | 0.147                    | 0.136           | 0.031            | 0.268                     | 0.291           | 0.088             | 0.045                        |
|  | Not union member         | 0.853                    | 0.864           | 0.969            | 0.732                     | 0.709           | 0.912             | 0.955                        |
| <b>Control over schedule</b>                   |                          |                          |                 |                  |                           |                 |                   |                              |
|  | High control             | 0.322                    | 0.317           | 0.739            | 0.119                     | 0.142           | 0.066             | 0.522                        |
|  | Medium control           | 0.377                    | 0.457           | 0.261            | 0.420                     | 0.331           | 0.345             | 0.396                        |
|  | Low control              | 0.301                    | 0.226           | 0.000            | 0.461                     | 0.527           | 0.589             | 0.082                        |
| <b>Employee involvement</b>                    |                          |                          |                 |                  |                           |                 |                   |                              |
|  | Often involved           | 0.397                    | 0.400           | 0.639            | 0.554                     | 0.175           | 0.165             | 0.324                        |
|  | Sometimes involved       | 0.385                    | 0.453           | 0.315            | 0.363                     | 0.364           | 0.355             | 0.434                        |
|  | Rarely/never involved    | 0.218                    | 0.147           | 0.046            | 0.083                     | 0.461           | 0.481             | 0.243                        |
| <b>Workplace harassment/threats</b>            |                          |                          |                 |                  |                           |                 |                   |                              |
|  | Yes harass/threat        | 0.114                    | 0.077           | 0.048            | 0.165                     | 0.221           | 0.159             | 0.041                        |
|  | No harass/threat         | 0.886                    | 0.923           | 0.952            | 0.835                     | 0.779           | 0.841             | 0.959                        |

Source: Authors' compilation based on General Social Survey (Smith et al. 2013).

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**Table A4. Distribution of conditional response probabilities across EQ types identified in self-employed**

| <b>EQ indicator</b>                            | <b>Response category</b> | <b>Sample proportion</b> | <b>Skilled Contractor</b> | <b>Job-to-job</b> |
|--|--------------------------|--------------------------|---------------------------|-------------------|
|  | Class proportion         |                          | 0.338                     | 0.612             |
| <b>Employment arrangement</b>                  |                          |                          |                           |                   |
|  | Reg/permanent            | 0.177                    | 0.301                     | 0.098             |
|  | Non-permanent            | 0.823                    | 0.699                     | 0.902             |
| <b>Income</b>                                  |                          |                          |                           |                   |
|  | Lowest income quartile   | 0.329                    | 0.045                     | 0.520             |
|  | 2nd/3rd income quartile  | 0.357                    | 0.359                     | 0.355             |
|  | Highest income quartile  | 0.314                    | 0.596                     | 0.124             |
| <b>Mandatory extra days of work</b>            |                          |                          |                           |                   |
|  | None                     | 0.771                    | 0.596                     | 0.883             |
|  | 1-10 days                | 0.142                    | 0.203                     | 0.103             |
|  | 11+ days                 | 0.087                    | 0.201                     | 0.014             |
| <b>Working hours</b>                           |                          |                          |                           |                   |
|  | <24 hrs                  | 0.213                    | 0.004                     | 0.346             |
|  | 25-36 hrs                | 0.160                    | 0.052                     | 0.229             |
|  | 37-48                    | 0.263                    | 0.275                     | 0.255             |
|  | >48 hrs                  | 0.364                    | 0.669                     | 0.170             |
| <b>Working times regularity</b>                |                          |                          |                           |                   |
|  | Day shift                | 0.634                    | 0.707                     | 0.588             |
|  | Afternoon/night shift    | 0.026                    | 0.000                     | 0.042             |
|  | Split/irregular/rotating | 0.340                    | 0.293                     | 0.370             |
| <b>Opportunity to develop abilities</b>        |                          |                          |                           |                   |
|  | Very true, opportunity   | 0.675                    | 0.799                     | 0.595             |
|  | Somewhat true, opp       | 0.233                    | 0.201                     | 0.254             |
|  | Not true, opportunity    | 0.092                    | 0.000                     | 0.151             |
| <b>Have adequate training, info, equipment</b> |                          |                          |                           |                   |
|  | Often/sometimes have     | 0.934                    | 0.968                     | 0.912             |
|  | Rarely/never have        | 0.066                    | 0.032                     | 0.088             |
| <b>Union representation</b>                    |                          |                          |                           |                   |
|  | Union member             | 0.030                    | 0.026                     | 0.033             |
|  | Not union member         | 0.970                    | 0.974                     | 0.967             |
| <b>Control over schedule</b>                   |                          |                          |                           |                   |
|  | High control             | 0.629                    | 0.563                     | 0.671             |
|  | Medium control           | 0.270                    | 0.321                     | 0.238             |
|  | Low control              | 0.101                    | 0.116                     | 0.091             |
| <b>Employee involvement</b>                    |                          |                          |                           |                   |
|  | Often involved           | 0.448                    | 0.634                     | 0.328             |
|  | Sometimes involved       | 0.254                    | 0.242                     | 0.262             |
|  | Rarely/never involved    | 0.298                    | 0.123                     | 0.410             |
| <b>Workplace harassment/threats</b>            |                          |                          |                           |                   |
|  | Yes harass/threat        | 0.072                    | 0.074                     | 0.070             |
|  | No harass/threat         | 0.928                    | 0.926                     | 0.930             |

Source: Authors' compilation based on General Social Survey (Smith et al. 2013).

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**Table A5. Comparing the sample used in regression analysis with excluded respondents (weighted).**

| Characteristic                          | Level          | Analysis Sample     | Excluded <sup>a</sup> | p-value <sup>b</sup> |
|---|----------------|---------------------|-----------------------|----------------------|
|   |                | Frequency (percent) | Frequency (percent)   |                      |
| n                                       |                | 5480                | 575                   |                      |
| Year                                    | 2002           | 1659 (30)           | 144 (25)              | 0.025                |
|   | 2006           | 1579 (29)           | 193 (34)              |                      |
|   | 2010           | 1075 (20)           | 129 (22)              |                      |
|   | 2014           | 1166 (21)           | 109 (19)              |                      |
| <i>Sociodemographic characteristics</i> |                |                     |                       |                      |
| Age                                     | <=30           | 1342 (24)           | 107 (19)              | <0.001               |
|   | 31-50          | 2621 (48)           | 226 (40)              |                      |
|   | >51            | 1518 (28)           | 226 (40)              |                      |
| Sex                                     | Male           | 2695 (49)           | 286 (50)              | 0.802                |
|   | Female         | 2785 (51)           | 289 (50)              |                      |
| Race/Ethnicity                          | White          | 3889 (71)           | 405 (70)              | 0.231                |
|   | Black          | 728 (13)            | 67 (12)               |                      |
|   | Other          | 233 (4)             | 37 (6)                |                      |
|   | Hispanic       | 630 (11)            | 66 (11)               |                      |
| Nativity                                | U.S. born      | 4811 (88)           | 467 (81)              | <0.001               |
|   | Non-U.S. born  | 669 (12)            | 108 (19)              |                      |
| Highest degree                          | Less than HS   | 491 (9)             | 53 (9)                | 0.159                |
|   | High school    | 2824 (52)           | 270 (47)              |                      |
|   | Junior college | 516 (9)             | 61 (11)               |                      |
|   | Bachelor       | 1083 (20)           | 112 (20)              |                      |
|   | Graduate       | 566 (10)            | 79 (14)               |                      |
| <i>Health indicators</i>                |                |                     |                       |                      |
| Self-reported health (SRH)              | Good SRH       | 4755 (87)           | 467 (85)              | 0.399                |
|   | Poor SRH       | 725 (13)            | 81 (15)               |                      |
| Frequent mental distress (FMD)          | Absent         | 4924 (90)           | 485 (93)              | 0.026                |
|   | FMD            | 556 (10)            | 35 (7)                |                      |
| Work-related injuries in past year      | 0              | 4882 (89)           | 494 (92)              | 0.142                |
|   | 1              | 382 (7)             | 21 (4)                |                      |
|   | 2              | 99 (2)              | 8 (2)                 |                      |
|   | 3 or more      | 116 (2)             | 10 (2)                |                      |

Source: Authors' compilation based on General Social Survey (Smith et al. 2013).

Notes: <sup>a</sup> Excluded from regression analyses due to missing covariate information. <sup>b</sup> Chi-square test: difference between variable responses in final sample vs. excluded respondents.

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**Table A6. Association between employment quality type and self-rated health (prevalence ratios).**

|  | Basic Model       |     | Demographics                        |     | Demographics & Education            |     |
|--|-------------------|-----|-------------------------------------|-----|-------------------------------------|-----|
|  | Estimate (95% CI) |     | Estimate (95% CI)                   |     | Estimate (95% CI)                   |     |
| EQ typology (ref. = SER-like jobs)                                   |                   |     |                                     |     |                                     |     |
| Portfolio  | 0.50 (0.32-0.79)  | **  | 0.49 (0.31-0.78)                    | **  | 0.62 (0.39-0.97)                    | *   |
| Inflexible skilled   | 0.70 (0.47-1.05)  |     | 0.71 (0.48-1.06)                    |     | 0.75 (0.50-1.12)                    |     |
| Dead-end   | 1.87 (1.33-2.64)  | *** | 1.83 (1.30-2.58)                    | *** | 1.84 (1.31-2.57)                    | *** |
| Precarious   | 1.83 (1.28-2.61)  | *** | 1.97 (1.39-2.81)                    | *** | 1.65 (1.15-2.37)                    | **  |
| Optimistic precarious  | 1.33 (0.91-1.92)  |     | 1.39 (0.96-2.00)                    |     | 1.31 (0.90-1.89)                    |     |
| Skilled contractor   | 1.12 (0.64-1.96)  |     | 1.01 (0.58-1.79)                    |     | 1.13 (0.64-1.98)                    |     |
| Job-to-job   | 1.12 (0.75-1.67)  |     | 1.06 (0.70-1.59)                    |     | 1.03 (0.69-1.54)                    |     |
| Age (ref. = <30)   |                   |     |                                     |     |                                     |     |
| 31-50  |                   |     | 1.35 (1.09-1.66)                    | **  | 1.35 (1.10-1.66)                    | **  |
| >51  |                   |     | 1.67 (1.34-2.09)                    | *** | 1.64 (1.32-2.05)                    | *** |
| Female (ref. = male)   |                   |     | 0.93 (0.79-1.09)                    |     | 0.99 (0.84-1.16)                    |     |
| Race/ethnicity (ref. = White)  |                   |     |                                     |     |                                     |     |
| Black  |                   |     | 1.21 (0.98-1.50)                    |     | 1.12 (0.90-1.40)                    |     |
| Other  |                   |     | 1.29 (0.88-1.89)                    |     | 1.38 (0.95-2.00)                    |     |
| Hispanic   |                   |     | 1.23 (0.93-1.62)                    |     | 1.06 (0.79-1.42)                    |     |
| Nativity (ref. = Born in U.S.)                                       |                   |     | 1.05 (0.79-1.38)                    |     | 1.03 (0.78-1.37)                    |     |
| Education (ref. = less than HS)                                      |                   |     |                                     |     |                                     |     |
| High school  |                   |     |                                     |     | 0.62 (0.50-0.77)                    | *** |
| Junior college   |                   |     |                                     |     | 0.53 (0.38-0.73)                    | *** |
| Bachelors  |                   |     |                                     |     | 0.38 (0.28-0.52)                    | *** |
| Graduate school  |                   |     |                                     |     | 0.37 (0.26-0.54)                    | *** |
| Intercept  | 0.11 (0.08-0.14)  | *** | 0.08 (0.06-0.11)                    | *** | 0.13 (0.09-0.19)                    | *** |
| AIC  | 4313.4            |     | 4297.2                              |     | 4252                                |     |
| Log-likelihood ratio test comparing each model with the previous one |                   |     | $\chi^2=30.16$ , $df=7$ , $p<0.001$ |     | $\chi^2=53.20$ , $df=4$ , $p<0.001$ |     |

Source: Authors' compilation based on General Social Survey (Smith et al. 2013).

Notes: All models are adjusted for survey year. \* p-value < 0.05; \*\* p-value < 0.01; \*\*\* p-value < 0.001.

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**Table A7. Association between employment quality type and frequent mental distress (prevalence ratios).**

|  | Basic Model       |     | Demographics                  |     | Demographics & Education      |     |
|--|-------------------|-----|-------------------------------|-----|-------------------------------|-----|
|  | Estimate (95% CI) |     | Estimate (95% CI)             |     | Estimate (95% CI)             |     |
| EQ typology (ref. SER-like jobs)                                     |                   |     |                               |     |                               |     |
| Portfolio  | 0.76 (0.45-1.29)  |     | 0.81 (0.48-1.38)              |     | 1.03 (0.60-1.75)              |     |
| Inflexible skilled   | 1.70 (1.09-2.65)  | *   | 1.75 (1.12-2.73)              | *   | 1.87 (1.20-2.91)              | **  |
| Dead-end   | 2.65 (1.69-4.15)  | *** | 2.77 (1.78-4.33)              | *** | 2.76 (1.78-4.28)              | *** |
| Precarious   | 3.39 (2.21-5.19)  | *** | 3.11 (2.03-4.77)              | *** | 2.59 (1.66-4.03)              | *** |
| Optimistic precarious  | 1.81 (1.11-2.96)  | *   | 1.70 (1.05-2.77)              | *   | 1.58 (0.97-2.58)              |     |
| Skilled contractor   | 1.24 (0.61-2.53)  |     | 1.44 (0.7-2.95)               |     | 1.60 (0.79-3.25)              |     |
| Job-to-job   | 1.84 (1.14-2.97)  | *   | 1.91 (1.18-3.09)              | **  | 1.87 (1.16-3.03)              | *   |
| Age (ref. = <30)   |                   |     |                               |     |                               |     |
| 31-50  |                   |     | 0.77 (0.62-0.96)              | *   | 0.79 (0.64-0.97)              | *   |
| >51  |                   |     | 0.69 (0.53-0.89)              | **  | 0.68 (0.53-0.89)              | **  |
| Female (ref. = male)   |                   |     | 1.25 (1.03-1.51)              | *   | 1.34 (1.11-1.63)              | **  |
| Race/ethnicity (ref. = White)  |                   |     |                               |     |                               |     |
| Black  |                   |     | 0.70 (0.53-0.93)              | *   | 0.65 (0.49-0.85)              | **  |
| Other  |                   |     | 0.97 (0.59-1.59)              |     | 1.02 (0.63-1.64)              |     |
| Hispanic   |                   |     | 1.13 (0.85-1.52)              |     | 1.01 (0.74-1.36)              |     |
| Nativity (ref. = Born in U.S.)                                       |                   |     | 0.74 (0.52-1.04)              |     | 0.74 (0.52-1.05)              |     |
| Education (ref. = less than HS)                                      |                   |     |                               |     |                               |     |
| High school  |                   |     |                               |     | 0.76 (0.57-1.01)              |     |
| Junior college   |                   |     |                               |     | 0.44 (0.27-0.72)              | **  |
| Bachelors  |                   |     |                               |     | 0.41 (0.28-0.60)              | *** |
| Graduate school  |                   |     |                               |     | 0.37 (0.23-0.62)              | *** |
| Intercept  | 0.07 (0.05-0.1)   | *** | 0.08 (0.06-0.12)              | *** | 0.12 (0.07-0.19)              | *** |
| AIC  | 3584.9            |     | 3570.3                        |     | 3531.5                        |     |
| Log-likelihood ratio test comparing each model with the previous one |                   |     | $\chi^2=28.54, df=7, p<0.001$ |     | $\chi^2=46.80, df=4, p<0.001$ |     |

Source: Authors' compilation based on General Social Survey (Smith et al. 2013).

Notes: All models are adjusted for survey year. \* p-value < 0.05; \*\* p-value < 0.01; \*\*\* p-value < 0.001.

APPENDIX

Peckham et al., “Evaluating Employment Quality as a Determinant of Health in a Changing Labor Market”  
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**Table A8. Association between employment quality type and occupational injury (incident rate ratios).**

|  | Basic Model       |     | Demographics                  |     | Demographics & Education       |     |
|--|-------------------|-----|-------------------------------|-----|--------------------------------|-----|
|  | Estimate (95% CI) |     | Estimate (95% CI)             |     | Estimate (95% CI)              |     |
| EQ typology (ref. = SER-like jobs)                                   |                   |     |                               |     |                                |     |
| Portfolio  | 0.72 (0.36-1.43)  |     | 0.65 (0.33-1.30)              |     | 0.85 (0.42-1.71)               |     |
| Inflexible skilled   | 3.86 (2.22-6.70)  | *** | 3.39 (1.91-6.01)              | *** | 3.61 (2.04-6.39)               | *** |
| Dead-end   | 4.19 (2.35-7.47)  | *** | 4.01 (2.25-7.16)              | *** | 3.93 (2.21-7.00)               | *** |
| Precarious   | 3.06 (1.69-5.52)  | *** | 2.73 (1.49-4.98)              | **  | 2.30 (1.25-4.25)               | **  |
| Optimistic precarious  | 1.10 (0.52-2.35)  |     | 1.05 (0.50-2.22)              |     | 0.97 (0.46-2.05)               |     |
| Skilled contractor   | 2.08 (0.96-4.52)  |     | 2.04 (0.93-4.46)              |     | 2.26 (1.03-4.96)               | *   |
| Job-to-job   | 2.13 (1.06-4.28)  | *   | 2.17 (1.08-4.37)              | *   | 2.12 (1.05-4.25)               | *   |
| Age (ref. = <30)   |                   |     |                               |     |                                |     |
| 31-50  |                   |     | 0.67 (0.52-0.87)              | **  | 0.68 (0.53-0.88)               | **  |
| >51  |                   |     | 0.48 (0.34-0.68)              | *** | 0.49 (0.34-0.70)               | *** |
| Female (ref. = male)   |                   |     |                               |     |                                |     |
|  |                   |     | 0.70 (0.55-0.90)              | **  | 0.76 (0.59-0.97)               | *   |
| Race/ethnicity (ref. = White)  |                   |     |                               |     |                                |     |
| Black  |                   |     | 0.61 (0.44-0.84)              | **  | 0.55 (0.39-0.76)               | *** |
| Other  |                   |     | 1.00 (0.5-1.99)               |     | 1.10 (0.57-2.15)               |     |
| Hispanic   |                   |     | 1.03 (0.70-1.51)              |     | 0.90 (0.61-1.33)               |     |
| Nativity (ref. = Born in U.S.)                                       |                   |     |                               |     |                                |     |
|  |                   |     | 0.99 (0.65-1.51)              |     | 1.01 (0.66-1.56)               |     |
| Education (ref. = less than HS)                                      |                   |     |                               |     |                                |     |
| High school  |                   |     |                               |     | 0.75 (0.53-1.04)               |     |
| Junior college   |                   |     |                               |     | 0.64 (0.39-1.04)               |     |
| Bachelors  |                   |     |                               |     | 0.40 (0.24-0.68)               | *** |
| Graduate school  |                   |     |                               |     | 0.28 (0.15-0.51)               | *** |
| Intercept  | 0.1 (0.07-0.15)   | *** | 0.18 (0.11-0.31)              | *** | 0.26 (0.15-0.46)               | *** |
| AIC  | 6893              |     | 6760.7                        |     | 6663.4                         |     |
| Log-likelihood ratio test comparing each model with the previous one |                   |     |                               |     |                                |     |
|  |                   |     | $\chi^2=146.3, df=7, p<0.001$ |     | $\chi^2=105.20, df=4, p<0.001$ |     |

Source: Authors' compilation based on General Social Survey (Smith et al. 2013).

Notes: All models are adjusted for survey year. \* p-value < 0.05; \*\* p-value < 0.01; \*\*\* p-value < 0.001.