

Precarious employment and its relation to mental well-being in the gig economy: comparing main and supplementary workers<sup>1</sup>

by Elief Vandevenne,<sup>2</sup> Christophe Vanroelen, Lara Stas, Jessie Gevaert

1. Supplementary material
2. Correspondence to: Elief Vandevenne, Brussels Institute for Social and Population Studies (BRISPO), Vrije Universiteit Brussel, Belgium. [E-mail: Elief.Vandevenne@vub.be] <https://orcid.org/0000-0002-8700-5511>

**Table S1** Operationalization of precarious employment and intrinsic quality of work for Belgian gig workers.

|                                  | Dimension of EPRES-gw   | Content                                    | Indicators (= $\alpha$ )                                                                                                                          | Response options and coding                                                                                                                        |
|----------------------------------|-------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Precarious Employment</b>     | Temporariness           | Type of contract when working for platform | Under what type of contract do you work for the platform {name of platform}?                                                                      | 1. Employee open-ended<br>2. Temporary contract /Student<br>3. Self-employed/Peer-2-Peer/Interim/Self-employed student/Flexi job<br>4. No contract |
|                                  | Disempowerment          | No worker representation                   | Are you a member of an organization that defends your interests? (multiple responses possible)                                                    | 0. Yes (of a union/collective/cooperative/self-employment organization/other)<br>1. No                                                             |
|                                  | Lack of Rights          | No access to workplace rights              | I am entitled to paid holiday/ unemployment benefits/ fixed wage/ contribution to equipment costs/ hospitalization insurance ( $\alpha = 0.793$ ) | 0. Yes<br>1. No                                                                                                                                    |
|                                  | Low Hourly Income       | Low hourly wage from gig job               | If you had to express your wage per hour, how much would you earn on average?                                                                     | Numeric value                                                                                                                                      |
|                                  | Lack of Fringe Benefits | No access to extra benefits                | I am entitled to fringe benefits/reimbursements ( $r = 0.517$ )                                                                                   | 0. Yes<br>1. No                                                                                                                                    |
|                                  | Lack of Training        | No skill development opportunities         | Since you started gig work, have you received training paid for or provided by the platform?                                                      | 0. Yes<br>1. No                                                                                                                                    |
| <b>Intrinsic Quality of Work</b> | Low Autonomy            | Little control over how/when work is done  | Can you choose/change: task order, methods, speed? ( $\alpha = 0.585$ )                                                                           | 0. Yes<br>1. No                                                                                                                                    |
|                                  | High Work Intensity     | Fast pace or heavy workload                | My job requires me to work really fast/hard ( $r=0.523$ )                                                                                         | 1. Strongly disagree<br>2. Tend to disagree<br>3. Neutral<br>4. Tend to agree<br>5. Strongly agree                                                 |

|                       |                                             |                                                                                                                                                                   |                                                                                                                                                      |
|-----------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| High Physical Demands | Strenuous physical tasks                    | My job requires me to carry heavy loads/ use physical effort ( $r=0.694$ )                                                                                        | 1. Strongly disagree<br>2. Tend to disagree<br>3. Neutral<br>4. Tend to agree<br>5. Strongly agree                                                   |
| Low Skill discretion  | Little opportunity to use or develop skills | My tasks involve: meeting precise quality standards/ self-assessing the quality of my work/ solving unforeseen problems/ learning new things ( $\alpha = 0.562$ ) | 0. Yes<br>1. No                                                                                                                                      |
| Low Social Support    | Low support from colleagues                 | My colleagues take an interest in me/ are kind/ help me to complete my work ( $\alpha = 0.849$ )                                                                  | 1. Strongly agree<br>2. Tend to agree<br>3. Neither agree, nor disagree<br>4. I don't have colleagues<br>5. Tend to disagree<br>6. Strongly disagree |

**Table S2** Sensitivity analysis of physical demands, work intensity, well-being, and precarious employment: linear regression results.

| Worker type | Outcome | Predictor             | Control variable               | Estimate    | S.E.        | P-value | Interaction                        | Implication                                                                                                             |
|-------------|---------|-----------------------|--------------------------------|-------------|-------------|---------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| Main        | PE      | High work intensity   | Age                            | 0.271       | 0.220       | 0.221   | INT × Age = -0.017, p = 0.007      | High-intensity work linked to higher PE for younger workers; effect decreases with age                                  |
| Main        | PE      | Age                   | —                              | -0.002      | 0.004       | 0.517   | —                                  |                                                                                                                         |
| Main        | PE      | High work intensity   | Education                      | -0.117      | 0.215       | 0.589   | INT × Education = - NS             | Effect of intensity on PE not significant after controlling for education                                               |
| Main        | PE      | Education             | —                              | -0.154      | 0.053       | 0.004   | —                                  |                                                                                                                         |
| Supp        | PE      | High work intensity   | Work type                      | -0.027      | 0.065       | 0.676   | INT × Work type NS                 | Negative association disappears when controlling for work type                                                          |
| Supp        | PE      | Work type             | —                              | 0.302–0.337 | 0.058–0.067 | <0.001  | —                                  |                                                                                                                         |
| Supp        | PE      | High work intensity   | Age                            | -0.128      | 0.103       | 0.216   | INT × Age NS                       | Negative association disappears when controlling for age                                                                |
| Supp        | PE      | Age                   | —                              | 0.004       | 0.002       | 0.009   | —                                  |                                                                                                                         |
| Main        | PE      | High physical demands | Age                            | 0.247       | 0.225       | 0.273   | PHYS × Age = -0.016, p = 0.007     | Physical demands increase PE for younger workers; effect decreases with age                                             |
| Main        | PE      | Age                   | —                              | -0.006      | 0.004       | 0.152   | —                                  |                                                                                                                         |
| Main        | PE      | High physical demands | Gender                         | -0.220      | 0.189       | 0.248   | PHYS × Gender = - NS               | Effect not significant after controlling for gender                                                                     |
| Main        | PE      | Gender                | —                              | -0.192      | 0.086       | 0.028   | —                                  |                                                                                                                         |
| Main        | PE      | High physical demands | Education                      | -0.370      | 0.222       | 0.098   | PHYS × Education NS                | Effect not significant after controlling for education                                                                  |
| Main        | PE      | Education             | —                              | -0.188      | 0.052       | 0.000   | —                                  |                                                                                                                         |
| Supp        | PE      | High physical demands | Gender                         | -0.100      | 0.095       | 0.296   | PHYS × Gender NS                   | Negative association disappears when controlling for gender                                                             |
| Supp        | PE      | Gender                | —                              | 0.024       | 0.052       | 0.646   | —                                  |                                                                                                                         |
| Main        | WHO     | High work intensity   | High enjoyment                 | -0.797      | 0.076       | <0.001  | INT × Enjoyment = 0.302, p = 0.026 | Intensity reduces poor well-being more strongly when enjoyment is low                                                   |
|             |         | High enjoyment        | —                              | -0.191      | 0.084       | <0.05   |                                    |                                                                                                                         |
| Main        | WHO     | High work intensity   | IQW mediators                  | -1.141      | 0.125       | <0.001  | —                                  | Robust negative association with poor mental well-being, controlling for all IQW mediators                              |
| Main        | WHO     | High work intensity   | All sociodemographic variables | -0.690      | 0.069       | <0.001  | —                                  | Robust negative association with poor mental well-being, controlling for work type, gender, education, citizenship, age |
| Main        | WHO     | High physical demands | Gender                         | -0.396      | 0.244       | 0.106   | PHYS × Gender NS                   | Effect not significant after controlling for gender                                                                     |

| Worker type | Outcome | Predictor             | Control variable | Estimate | S.E.  | P-value | Interaction         | Implication                                            |
|-------------|---------|-----------------------|------------------|----------|-------|---------|---------------------|--------------------------------------------------------|
|             |         | Gender                | —                | -0.048   | 0.111 | 0.667   | —                   |                                                        |
| Main        | WHO     | High physical demands | Education        | -0.461   | 0.285 | 0.109   | PHYS × Education NS | Effect not significant after controlling for education |
|             |         | Education             | —                | -0.133   | 0.067 | <0.05   | —                   |                                                        |

**Source:** SEAD, 2023 (own analysis).

**Table S3** Sensitivity analyses of standardized mean scores for precarious employment, poor mental well-being, and intrinsic quality of work by sociodemographic characteristics, gig-work type, and time spent in gig work among Belgian gig workers (n = 376)

|                                          | Precarious Employment |                   | Poor well-being   |                  | Low autonomy      |                  | High work intensity |                  | High physical demands |                  | Low skill discretion |                  | Low social support |                  |
|------------------------------------------|-----------------------|-------------------|-------------------|------------------|-------------------|------------------|---------------------|------------------|-----------------------|------------------|----------------------|------------------|--------------------|------------------|
|                                          | Mean (S.D.)           |                   | Mean (S.D.)       |                  | Mean (S.D.)       |                  | Mean (S.D.)         |                  | Mean (S.D.)           |                  | Mean (S.D.)          |                  | Mean (S.D.)        |                  |
|                                          | Supp                  | Main              | Supp              | Main             | Supp              | Main             | Supp                | Main             | Supp                  | Main             | Supp                 | Main             | Supp               | Main             |
| <b>Gender (♂) (Sig.)</b>                 | p=0.075               | p=0.113           | p=0.356           | p=0.668          | p=0.091           | p=0.119          | <b>p=0.009</b>      | p=0.241          | <b>p=0.034</b>        | p=0.210          | p=0.294              | p=0.108          | p=0.136            | p=0.761          |
| Male                                     | 0.585<br>(0.209)      | 0.544<br>(0.255)  | 0.478<br>(0.202)  | 0.484<br>(0.178) | 0.432<br>(0.214)  | 0.424<br>(0.218) | 0.557<br>(0.198)    | 0.550<br>(0.195) | 0.481<br>(0.218)      | 0.479<br>(0.173) | 0.413<br>(0.243)     | 0.415<br>(0.216) | 0.467<br>(0.193)   | 0.474<br>(0.196) |
| Female                                   | 0.638<br>(0.226)      | 0.424<br>(0.218)  | 0.504<br>(0.217)  | 0.498<br>(0.165) | 0.391<br>(0.163)  | 0.368<br>(0.167) | 0.486<br>(0.206)    | 0.503<br>(0.201) | 0.419<br>(0.218)      | 0.434<br>(0.188) | 0.444<br>(0.214)     | 0.356<br>(0.167) | 0.505<br>(0.188)   | 0.485<br>(0.192) |
| <b>Age (###) (Sig.)</b>                  | <b>p=0.014</b>        | <b>p&lt;0.001</b> | <b>p&lt;0.001</b> | p=0.180          | <b>p&lt;0.001</b> | p=0.229          | <b>p=0.005</b>      | p=0.054          | p=0.120               | <b>p=0.003</b>   | <b>p&lt;0.001</b>    | <b>p=0.028</b>   | <b>p=0.002</b>     | <b>p=0.016</b>   |
| Younger than 35                          | 0.561<br>(0.224)      | 0.541<br>(0.253)  | 0.531<br>(0.195)  | 0.510<br>(0.180) | 0.489<br>(0.196)  | 0.434<br>(0.201) | 0.577<br>(0.209)    | 0.517<br>(0.193) | 0.486<br>(0.240)      | 0.456<br>(0.166) | 0.468<br>(0.239)     | 0.428<br>(0.207) | 0.436<br>(0.210)   | 0.477<br>(0.174) |
| 35–49                                    | 0.633<br>(0.207)      | 0.413<br>(0.216)  | 0.515<br>(0.202)  | 0.448<br>(0.174) | 0.425<br>(0.187)  | 0.388<br>(0.207) | 0.503<br>(0.175)    | 0.589<br>(0.205) | 0.416<br>(0.207)      | 0.521<br>(0.182) | 0.444<br>(0.228)     | 0.391<br>(0.197) | 0.503<br>(0.155)   | 0.434<br>(0.210) |
| 50 and older                             | 0.646<br>(0.200)      | 0.725<br>(0.223)  | 0.393<br>(0.203)  | 0.507<br>(0.123) | 0.301<br>(0.155)  | 0.342<br>(0.200) | 0.488<br>(0.205)    | 0.460<br>(0.165) | 0.454<br>(0.189)      | 0.346<br>(0.164) | 0.335<br>(0.206)     | 0.274<br>(0.160) | 0.530<br>(0.174)   | 0.600<br>(0.187) |
| <b>Level of education (###) (Sig.)</b>   | p=0.944               | <b>p=0.002</b>    | p=0.557           | p=0.154          | <b>p&lt;0.001</b> | p=0.766          | p=0.763             | p=0.954          | <b>p=0.030</b>        | p=0.340          | p=0.651              | p=0.960          | p=0.237            | p=0.464          |
| Primary                                  | 0.603<br>(0.255)      | 0.572<br>(0.282)  | 0.502<br>(0.236)  | 0.490<br>(0.177) | 0.431<br>(0.218)  | 0.392<br>(0.195) | 0.554<br>(0.226)    | 0.587<br>(0.179) | 0.497<br>(0.255)      | 0.524<br>(0.167) | 0.422<br>(0.238)     | 0.380<br>(0.194) | 0.517<br>(0.161)   | 0.483<br>(0.216) |
| Secondary                                | 0.601<br>(0.219)      | 0.688<br>(0.209)  | 0.492<br>(0.219)  | 0.563<br>(0.201) | 0.414<br>(0.189)  | 0.407<br>(0.246) | 0.527<br>(0.182)    | 0.471<br>(0.212) | 0.497<br>(0.202)      | 0.440<br>(0.164) | 0.438<br>(0.230)     | 0.414<br>(0.231) | 0.484<br>(0.191)   | 0.514<br>(0.222) |
| Tertiary                                 | 0.604<br>(0.207)      | 0.452<br>(0.236)  | 0.480<br>(0.195)  | 0.463<br>(0.157) | 0.419<br>(0.202)  | 0.410<br>(0.193) | 0.533<br>(0.212)    | 0.545<br>(0.194) | 0.431<br>(0.219)      | 0.460<br>(0.184) | 0.415<br>(0.236)     | 0.394<br>(0.197) | 0.470<br>(0.198)   | 0.464<br>(0.179) |
| <b>Migration background (###) (Sig.)</b> | p=0.133               | <b>p=0.018</b>    | <b>p=0.033</b>    | <b>p=0.015</b>   | <b>p&lt;0.001</b> | <b>p=0.030</b>   | <b>p&lt;0.001</b>   | p=0.071          | <b>p=0.008</b>        | p=0.120          | p=0.792              | p=0.101          | <b>p=0.019</b>     | p=0.140          |
| Native                                   | 0.616<br>(0.215)      | 0.476<br>(0.252)  | 0.468<br>(0.200)  | 0.457<br>(0.168) | 0.392<br>(0.190)  | 0.376<br>(0.183) | 0.508<br>(0.195)    | 0.561<br>(0.203) | 0.436<br>(0.200)      | 0.486<br>(0.192) | 0.426<br>(0.237)     | 0.373<br>(0.183) | 0.496<br>(0.183)   | 0.453<br>(0.200) |
| Second-generation migrant                | 0.586<br>(0.223)      | 0.621<br>(0.316)  | 0.530<br>(0.237)  | 0.581<br>(0.155) | 0.444<br>(0.206)  | 0.444<br>(0.262) | 0.559<br>(0.211)    | 0.471<br>(0.135) | 0.521<br>(0.267)      | 0.404<br>(0.100) | 0.411<br>(0.240)     | 0.427<br>(0.287) | 0.474<br>(0.183)   | 0.589<br>(0.117) |
| First-generation migrant                 | 0.565<br>(0.215)      | 0.591<br>(0.228)  | 0.532<br>(0.213)  | 0.536<br>(0.175) | 0.503<br>(0.205)  | 0.463<br>(0.224) | 0.614<br>(0.211)    | 0.493<br>(0.192) | 0.519<br>(0.247)      | 0.433<br>(0.156) | 0.418<br>(0.222)     | 0.439<br>(0.220) | 0.422<br>(0.220)   | 0.505<br>(0.186) |

| Type of PW (🚚) (Sig.)                   | p<0.001 | p=0.947 | p=0.245 | p=0.026    | p<0.001 | p=0.059 | p=0.003 | p=0.010 | p<0.001 | p=0.088 | p=0.002 | p=0.055 | p<0.001 | p=0.010 |
|-----------------------------------------|---------|---------|---------|------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                         | 0.483   | 0.508   | 0.509   | 0.470      | 0.563   | 0.444   | 0.620   | 0.572   | 0.567   | 0.490   | 0.490   | 0.437   | 0.378   | 0.441   |
| Food delivery couriers and ride-hailers | (0.206) | (0.244) | (0.198) | (0.175)    | (0.191) | (0.212) | (0.187) | (0.186) | (0.222) | (0.175) | (0.234) | (0.205) | (0.203) | (0.186) |
|                                         | 0.672   | 0.592   | 0.438   | 0.476      | 0.334   | 0.312   | 0.476   | 0.485   | 0.441   | 0.412   | 0.385   | 0.286   | 0.526   | 0.534   |
| Other on-location tasks                 | (0.190) | (0.274) | (0.205) | (0.169)    | (0.158) | (0.184) | (0.192) | (0.180) | (0.185) | (0.167) | (0.224) | (0.196) | (0.175) | (0.224) |
|                                         | 0.774   | 0.170   | 0.513   | 0.418 (NA) | 0.432   | 0.395   | 0.425   | 0.599   | 0.231   | 0.570   | 0.546   | 0.452   | 0.621   | 0.382   |
| Micro tasks                             | (0.147) | (NA)    | (0.230) |            | (0.165) | (NA)    | (0.165) | (NA)    | (0.107) | (NA)    | (0.213) | (NA)    | (0.057) | (NA)    |
|                                         | 0.623   | 0.512   | 0.555   | 0.565      | 0.314   | 0.363   | 0.532   | 0.454   | 0.364   | 0.421   | 0.327   | 0.355   | 0.528   | 0.555   |
| Online professional services            | (0.195) | (0.268) | (0.205) | (0.163)    | (0.121) | (0.165) | (0.215) | (0.227) | (0.207) | (0.189) | (0.210) | (0.167) | (0.137) | (0.167) |

**Source:** SEAD, 2023 (own analysis). Sig. = significance level; Main = main gig workers (N=255); Supp = supplementary gig workers (N=121); 🚚 = t-test; 🚚🚚 = ANOVA.

**Table S4** Sensitivity analyses using stepwise linear regression models of precarious employment predicting mental well-being with dimensions of intrinsic quality of work (low autonomy, high work intensity, low skill discretion, low social support, and high physical demands) and sociodemographic among **main gig workers** (n = 121)

|                                             | Model 1: Low autonomy              |                                     |                                     | Model 2: High work intensity       |                                     |                                     | Model 3: High physical demands     |                                     |                                     | Model 4: Low Skill discretion      |                                    |                                    | Model 5: Low social support        |                                    |                                     |
|---------------------------------------------|------------------------------------|-------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|-------------------------------------|
|                                             | (1)                                | (2)                                 | (3)                                 | (1)                                | (2)                                 | (3)                                 | (1)                                | (2)                                 | (3)                                 | (1)                                | (2)                                | (3)                                | (1)                                | (2)                                | (3)                                 |
|                                             | <i>B (SD)</i>                      | <i>B (SD)</i>                       | <i>B (SD)</i>                       | <i>B (SD)</i>                      | <i>B (SD)</i>                       | <i>B (SD)</i>                       | <i>B (SD)</i>                      | <i>B (SD)</i>                       | <i>B (SD)</i>                       | <i>B (SD)</i>                      | <i>B (SD)</i>                      | <i>B (SD)</i>                      | <i>B (SD)</i>                      | <i>B (SD)</i>                      | <i>B (SD)</i>                       |
|                                             | <i>p-value</i>                     | <i>p-value</i>                      | <i>p-value</i>                      | <i>p-value</i>                     | <i>p-value</i>                      | <i>p-value</i>                      | <i>p-value</i>                     | <i>p-value</i>                      | <i>p-value</i>                      | <i>p-value</i>                     | <i>p-value</i>                     | <i>p-value</i>                     | <i>p-value</i>                     | <i>p-value</i>                     | <i>p-value</i>                      |
| <b>Intercept</b>                            | -0.025<br>(0.054)<br>p=0.653       | -0.030<br>(0.053)<br>p= 0.570       | -0.050<br>(0.091)                   | -0.025<br>(0.054)<br>p=0.653       | -0.014<br>(0.041)<br>p=0.741        | -0.027<br>(0.071)<br>p=0.708        | -0.025<br>(0.054)<br>p=0.653       | -0.023<br>(0.050)<br>p=0.648        | -0.026<br>(0.085)<br>p=0.760        | -0.025<br>(0.054)<br>p=0.653       | -0.029<br>(0.053)<br>p=0.583       | -0.061<br>(0.091)<br>p=0.503       | -0.025<br>(0.054)<br>p=0.653       | -0.007<br>(0.036)<br>p=0.843       | 0.036<br>(0.060)<br>p=0.554         |
| <b>PE</b>                                   | <b>0.516</b><br>(0.109)<br>p<0.001 | <b>0.499</b><br>(0.106)<br>p< 0.001 | <b>0.464</b><br>(0.120)<br>p< 0.001 | <b>0.516</b><br>(0.109)<br>p<0.001 | 0.156<br>(0.091)<br>p=0.090         | 0.162<br>(0.099)<br>p=0.106         | <b>0.516</b><br>(0.109)<br>p<0.001 | <b>0.274</b><br>(0.110)<br>p=0.015  | <b>0.280</b><br>(0.118)<br>p=0.020  | <b>0.516</b><br>(0.109)<br>p<0.001 | <b>0.531</b><br>(0.106)<br>p<0.001 | <b>0.480</b><br>(0.120)<br>p<0.001 | <b>0.516</b><br>(0.109)<br>p<0.001 | 0.010<br>(0.083)<br>p=0.905        | 0.019<br>(0.087)<br>p=0.824         |
| <b>Low autonomy</b>                         |                                    | <b>0.267</b><br>(0.087)<br>p= 0.003 | <b>0.241</b><br>(0.089)<br>p=0.008  |                                    |                                     |                                     |                                    |                                     |                                     |                                    |                                    |                                    |                                    |                                    |                                     |
| <b>High work intensity</b>                  |                                    |                                     |                                     |                                    | <b>-0.667</b><br>(0.071)<br>p<0.001 | <b>-0.659</b><br>(0.071)<br>p<0.001 |                                    |                                     |                                     |                                    |                                    |                                    |                                    |                                    |                                     |
| <b>High physical demands</b>                |                                    |                                     |                                     |                                    |                                     |                                     |                                    | <b>-0.440</b><br>(0.087)<br>p<0.001 | <b>-0.448</b><br>(0.088)<br>p<0.001 |                                    |                                    |                                    |                                    |                                    |                                     |
| <b>Low skill discretion</b>                 |                                    |                                     |                                     |                                    |                                     |                                     |                                    |                                     |                                     |                                    | <b>1.613</b><br>(0.522)<br>p=0.003 | <b>1.474</b><br>(0.543)<br>p=0.008 |                                    |                                    |                                     |
| <b>Low social support</b>                   |                                    |                                     |                                     |                                    |                                     |                                     |                                    |                                     |                                     |                                    |                                    |                                    |                                    | <b>0.707</b><br>(0.057)<br>p<0.001 | <b>0.720</b><br>(0.056)<br>p<0.001  |
| <b>Age</b> (ref. = <35)                     |                                    |                                     |                                     |                                    |                                     |                                     |                                    |                                     |                                     |                                    |                                    |                                    |                                    |                                    |                                     |
| 35-49                                       |                                    |                                     | -0.056<br>(0.119)<br>p=0.640        |                                    |                                     | -0.017<br>(0.093)<br>p=0.854        |                                    |                                     | -0.035<br>(0.111)<br>p=0.755        |                                    |                                    | -0.054<br>(0.119)<br>p=0.652       |                                    |                                    | -0.096<br>(0.078)<br>p=0.224        |
| >=50                                        |                                    |                                     | -0.067<br>(0.183)<br>p=0.715        |                                    |                                     | -0.157<br>(0.142)<br>p=0.270        |                                    |                                     | -0.245<br>(0.172)<br>p=0.157        |                                    |                                    | -0.018<br>(0.186)<br>p=0.925       |                                    |                                    | <b>-0.318</b><br>(0.121)<br>p=0.010 |
| <b>Migration background</b> (ref. = native) |                                    |                                     |                                     |                                    |                                     |                                     |                                    |                                     |                                     |                                    |                                    |                                    |                                    |                                    |                                     |
| Second-generation migrant                   |                                    |                                     | 0.270<br>(0.219)<br>p=0.218         |                                    |                                     | 0.211<br>(0.170)<br>p=0.217         |                                    |                                     | 0.234<br>(0.204)<br>p=0.254         |                                    |                                    | 0.278<br>(0.218)<br>p=0.205        |                                    |                                    | 0.059<br>(0.145)<br>p=0.683         |
| First-generation migrant                    |                                    |                                     | 0.109<br>(0.129)<br>p=0.398         |                                    |                                     | 0.081<br>(0.099)<br>p=0.416         |                                    |                                     | 0.100<br>(0.119)<br>p=0.404         |                                    |                                    | 0.129<br>(0.128)<br>p=0.314        |                                    |                                    | 0.083<br>(0.084)<br>p=0.323         |
| <b>R<sup>2</sup></b>                        | 0.158                              | 0.221                               | 0.238                               | 0.158                              | 0.521                               | 0.538                               | 0.158                              | 0.308                               | 0.338                               | 0.158                              | 0.221                              | 0.238                              | 0.158                              | 0.635                              | 0.669                               |
| <b>Adj. R<sup>2</sup></b>                   | 0.151                              | 0.207                               | 0.198                               | 0.151                              | 0.512                               | 0.513                               | 0.151                              | 0.296                               | 0.303                               | 0.151                              | 0.207                              | 0.198                              | 0.151                              | 0.629                              | 0.652                               |

**Source:** SEAD, 2023 (own analysis). PE= precarious employment.

**Table S5** Sensitivity analyses using stepwise linear regression models of precarious employment predicting mental well-being with dimensions of intrinsic quality of work (low autonomy, high work intensity, low skill discretion, low social support, and high physical demands) and sociodemographic among **supplementary gig workers** (n=255).

|                                            | Model 1: Low autonomy        |                                    |                                     | Model 2: High work intensity |                              |                                     | Model 3: High physical demands |                              |                                     | Model 4: Low Skill discretion |                                    |                                     | Model 5: Low social support  |                              |                                     |
|--------------------------------------------|------------------------------|------------------------------------|-------------------------------------|------------------------------|------------------------------|-------------------------------------|--------------------------------|------------------------------|-------------------------------------|-------------------------------|------------------------------------|-------------------------------------|------------------------------|------------------------------|-------------------------------------|
|                                            | (1)                          | (2)                                | (3)                                 | (1)                          | (2)                          | (3)                                 | (1)                            | (2)                          | (3)                                 | (1)                           | (2)                                | (3)                                 | (1)                          | (2)                          | (3)                                 |
|                                            | <i>B (SD)</i>                | <i>B (SD)</i>                      | <i>B (SD)</i>                       | <i>B (SD)</i>                | <i>B (SD)</i>                | <i>B (SD)</i>                       | <i>B (SD)</i>                  | <i>B (SD)</i>                | <i>B (SD)</i>                       | <i>B (SD)</i>                 | <i>B (SD)</i>                      | <i>B (SD)</i>                       | <i>B (SD)</i>                | <i>B (SD)</i>                | <i>B (SD)</i>                       |
|                                            | <i>p-value</i>               | <i>p-value</i>                     | <i>p-value</i>                      | <i>p-value</i>               | <i>p-value</i>               | <i>p-value</i>                      | <i>p-value</i>                 | <i>p-value</i>               | <i>p-value</i>                      | <i>p-value</i>                | <i>p-value</i>                     | <i>p-value</i>                      | <i>p-value</i>               | <i>p-value</i>               | <i>p-value</i>                      |
| <b>Intercept</b>                           | -0.019<br>(0.055)<br>p=0.724 | -0.079<br>(0.054)<br>p=0.143       | 0.001<br>(0.081)<br>p=0.987         | -0.019<br>(0.055)<br>p=0.724 | -0.026<br>(0.055)<br>p=0.639 | 0.070<br>(0.080)<br>p=0.385         | -0.019<br>(0.055)<br>p=0.724   | -0.013<br>(0.056)<br>p=0.816 | 0.076<br>(0.080)<br>p=0.344         | -0.019<br>(0.055)<br>p=0.724  | -0.040<br>(0.053)<br>p=0.456       | 0.020<br>(0.080)<br>p=0.804         | -0.019<br>(0.055)<br>p=0.724 | -0.028<br>(0.056)<br>p=0.612 | 0.071<br>(0.081)<br>p=0.381         |
| <b>PE</b>                                  | 0.095<br>(0.115)<br>p=0.409  | <b>0.244</b><br>(0.113)<br>p=0.032 | <b>0.265</b><br>(0.112)<br>p=0.019  | 0.095<br>(0.115)<br>p=0.409  | 0.134<br>(0.120)<br>p=0.265  | 0.198<br>(0.115)<br>p=0.088         | 0.095<br>(0.115)<br>p=0.409    | 0.055<br>(0.125)<br>p=0.661  | 0.143<br>(0.121)<br>p=0.239         | 0.095<br>(0.115)<br>p=0.409   | 0.068<br>(0.112)<br>p=0.544        | 0.155<br>(0.110)<br>p=0.162         | 0.095<br>(0.115)<br>p=0.409  | 0.143<br>(0.128)<br>p=0.265  | 0.192<br>(0.123)<br>p=0.121         |
| <b>Low autonomy</b>                        |                              | <b>0.420</b><br>(0.081)<br>p<0.001 | <b>0.295</b><br>(0.087)<br>p=0.001  |                              |                              |                                     |                                |                              |                                     |                               |                                    |                                     |                              |                              |                                     |
| <b>High work intensity</b>                 |                              |                                    |                                     |                              | 0.090<br>(0.076)<br>p=0.240  | 0.024<br>(0.075)<br>p=0.753         |                                |                              |                                     |                               |                                    |                                     |                              |                              |                                     |
| <b>High physical demands</b>               |                              |                                    |                                     |                              |                              |                                     |                                | -0.055<br>(0.068)<br>p=0.416 | -0.067<br>(0.066)<br>p=0.310        |                               |                                    |                                     |                              |                              |                                     |
| <b>Low skill discretion</b>                |                              |                                    |                                     |                              |                              |                                     |                                |                              |                                     |                               | <b>1.740</b><br>(0.406)<br>p<0.001 | <b>1.346</b><br>(0.407)<br>p=0.001  |                              |                              |                                     |
| <b>Low social support</b>                  |                              |                                    |                                     |                              |                              |                                     |                                |                              |                                     |                               |                                    |                                     |                              | -0.064<br>(0.075)<br>p=0.393 | -0.003<br>(0.073)<br>p=0.963        |
| <b>Age</b> (ref.= <35)                     |                              |                                    |                                     |                              |                              |                                     |                                |                              |                                     |                               |                                    |                                     |                              |                              |                                     |
| 35-49                                      |                              |                                    | -0.027<br>(0.116)<br>p=0.818        |                              |                              | -0.060<br>(0.119)<br>p=0.613        |                                |                              | -0.072<br>(0.119)<br>p=0.542        |                               |                                    | -0.041<br>(0.116)<br>p=0.724        |                              |                              | -0.063<br>(0.119)<br>p=0.594        |
| >=50                                       |                              |                                    | <b>-0.372</b><br>(0.117)<br>p=0.002 |                              |                              | <b>-0.509</b><br>(0.112)<br>p<0.001 |                                |                              | <b>-0.511</b><br>(0.111)<br>p<0.001 |                               |                                    | <b>-0.417</b><br>(0.113)<br>p<0.001 |                              |                              | <b>-0.513</b><br>(0.113)<br>p<0.001 |
| <b>Migration background</b> (ref.= native) |                              |                                    |                                     |                              |                              |                                     |                                |                              |                                     |                               |                                    |                                     |                              |                              |                                     |
| Second-generation migrant                  |                              |                                    | 0.161<br>(0.149)<br>p=0.282         |                              |                              | 0.184<br>(0.153)<br>p=0.230         |                                |                              | 0.205<br>(0.153)<br>p=0.183         |                               |                                    | 0.206<br>(0.150)<br>p=0.170         |                              |                              | 0.187<br>(0.153)<br>p=0.222         |
| First-generation migrant                   |                              |                                    | 0.113<br>(0.121)<br>p=0.350         |                              |                              | 0.173<br>(0.124)<br>p=0.164         |                                |                              | 0.194<br>(0.123)<br>p=0.115         |                               |                                    | 0.197<br>(0.119)<br>p=0.101         |                              |                              | 0.178<br>(0.123)<br>p=0.147         |
| <b>R<sup>2</sup></b>                       | 0.003                        | 0.099                              | 0.147                               | 0.003                        | 0.008                        | 0.107                               | 0.003                          | 0.005                        | 0.111                               | 0.003                         | 0.071                              | 0.145                               | 0.003                        | 0.006                        | 0.107                               |
| <b>Adj. R<sup>2</sup></b>                  | -0.001                       | 0.092                              | 0.126                               | -0.001                       | 0.000                        | 0.086                               | -0.001                         | -0.003                       | 0.089                               | -0.001                        | 0.063                              | 0.124                               | -0.001                       | -0.002                       | 0.085                               |

**Source:** SEAD, 2023 (own analysis). PE= precarious employment.