

SUPPLEMENTARY MATERIAL

Supplementary material A. EPRES-Se

TEMPORALITET

1. Hur länge gäller ditt nuvarande kontrakt?

Om du har flera arbetsgivare anger du den arbetsgivare du arbetar för flest timmar en genomsnittlig månad.

- Tillsvidare
- 2 år eller mer
- 1 år eller mer
- 6 månader eller mer
- 3 månader eller mer
- 1 månad eller mer
- Kortare än 1 månad
- Har inget kontrakt
- Vet ej

2. Hur länge har du jobbat för samma arbetsgivare/uppdragsgivare?

Om du har flera arbetsgivare anger du den arbetsgivare du arbetar för flest timmar en genomsnittlig månad.

- Mindre än 1 månad
- 1 månad till mindre än 3 månader
- 3 månader till mindre än 6 månader
- 6 månader till mindre än 1 år
- 1 år till mindre än 2 år
- 2 år till mindre än 5 år
- 5 år eller mer

LÖN

3. Ungefär hur mycket tjänar du per månad netto (efter skatt)?

Lägg ihop summan för din vita lön efter skatt + svart lön + eventuell dricks, en genomsnittlig månad.

- 3 000 kr eller mindre
- Mellan 3 001 och 6 000 kr
- Mellan 6 001 och 9 000 kr
- Mellan 9 001 och 12 000 kr
- Mellan 12 001 och 15 000 kr
- Mellan 15 001 och 18 000 kr
- Mellan 18 001 och 21 000 kr
- Mellan 21 001 och 24 000 kr
- Mellan 24 001 och 27 000 kr
- Mellan 27 001 och 30 000 kr
- Mer än 30 000 kr
- Inget svar

Hur ofta tillåter din nuvarande lön dig att...

4. Täcka dina dagliga grundläggande behov?

5. Täcka oförutsedda utgifter av betydelse?

- Alltid
- Ofta
- Ibland
- Sällan
- Aldrig

MAKTLÖSHET

6. Hur bestämdes arbetstiderna för ditt nuvarande arbete?

Välj det alternativ som stämmer bäst in på dig. Om du har flera arbetsgivare anger du den arbetsgivare du arbetar för flest timmar en genomsnittlig månad.

- De följer lag och kollektivavtalet
- De bestämdes av arbetsgivaren
- De var en överenskommelse mellan mig och min chef
- De var en överenskommelse i mitt arbetslag
- Vet ej
- Ej relevant, arbetar uppdragsbaserat

7. Hur bestämdes lönen för ditt nuvarande arbete?

Välj det alternativ som stämmer bäst in på dig. Om du har flera arbetsgivare anger du den arbetsgivare du arbetar för flest timmar en genomsnittlig månad.

- Den följer kollektivavtalet
- Den bestämdes av arbetsgivaren
- Den var en överenskommelse mellan mig och min chef
- Den var en överenskommelse i mitt arbetslag
- Vet ej

SÅRBARHET

Ange hur ofta hos din arbetsgivare som...

Om du har flera arbetsgivare anger du den arbetsgivare du arbetar för flest timmar en genomsnittlig månad.

Var god besvara alla frågor.

8. Du är rädd för att kräva bättre arbetsvillkor

- Alltid
- Ofta
- Ibland
- Sällan
- Aldrig

9. Du är försvarslös mot orättvis behandling från överordnande

10. Du är rädd för att få sparken om du inte gör allt arbetsgivaren ber om

11. Du blir behandlad auktoritärt

12. De får dig att känna dig lätt utbytbar

RÄTTIGHETER

Har du rätt till något av följande?

Var god besvara alla frågor.

13. Föräldraledighet - Ja
- Nej
14. Ålderspension - Vet ej
15. A-kassa
16. Avgångsvederlag vid uppsägning
17. Sjukersättning/sjukpenning

UTÖVANDE AV RÄTTIGHETER

Hur ofta i den organisation där du arbetar kan du utöva följande rättigheter?

Om du har flera arbetsgivare anger du den arbetsgivare du arbetar för flest timmar en genomsnittlig månad.

Var god besvara alla frågor.

18. Ta helg/veckovila utan problem - Alltid
- Ofta
19. Ta semesterdagar utan problem - Ibland
- Sällan
- Aldrig
20. Ta en ledig dag av familjeskäl utan problem (vård av sjukt barn, vård av sjuk anhörig etc.)
21. Ta en ledig dag av personliga skäl utan problem
22. Sjukskriva dig utan problem
23. Gå till läkare när du behöver

Supplementary material B. English translation of EPRES-Se with coding

TEMPORARINESS		Coding
1. How long is your current employment contract valid?	- Indefinitely	0
	- 2 years or more	1
If you have more than one employer, please indicate the employer you work the most hours for during an average month.	- 1 year or more	1
	- 6 months or more	2
	- 3 months or more	3
	- 1 month or more	3
	- Less than 1 month	3
	- Do not have a contract	4
	- Do not know	4
2. How long have you been working for the same employer?	- Less than 1 month	4
	- 1 month to less than 3 months	3
If you have more than one employer, please indicate the employer you work the most hours for during an average month.	- 3 months to less than 6 months	3
	- 6 months to less than 1 year	2
	- 1 year to less than 2 years	2
	- 2 years to less than 5 years	1
	- 5 years or more	0
WAGES		
3. Approximately how much do you earn per month after taxes?	- 3000 SEK or less	4
	- Between 3001 and 6000 SEK	4
Add the amount for your salary after tax deductions + salary for illicit work + any tips, during an average month.	- Between 6001 and 9000 SEK	3
	- Between 9001 and 12 000 SEK	3
	- Between 12 001 and 15 000 SEK	2
	- Between 15 001 and 18 000 SEK	2
	- Between 18 001 and 21 000 SEK	1
	- Between 21 001 and 24 000 SEK	1
	- Between 24 001 and 27 000 SEK	0
	- Between 27 001 and 30 000 SEK	0
	- More than 30 000 SEK	0
	- No answer	-
How often does your current salary allow you to...	- Always	0
	- Often	1
4. Cover you daily basic needs?	- Sometimes	2
5. Cover unforeseen expenses of significance?	- Rarely	3
	- Never	4

DISEMPOWERMENT

6. How were your working hours settled for your current job?		
Indicate the alternative that fits you best. If you have more than one employer, please indicate the employer you work the most hours for during an average month.		
	- My working hours are in accordance with Swedish law and the collective agreement	0
	- My employer decided my working hours	3
	- My working hours are the result of an agreement between me and my manager	2
	- My working hours are the result of an agreement within my work team	1
	- Do not know	4
	- Not applicable. I work project-based	2

7. How was the salary settled for your current job?		
Indicate the alternative that fits you best. If you have more than one employer, please indicate the employer you work the most hours for during an average month.		
	- My salary is accordance with the collective agreement	0
	- My salary was set by my employer	3
	- My salary is the result of an agreement between me and my manager	2
	- My salary is the result of an agreement in my work team	1
	- Do not know	4

VULNERABILITY**Indicate how often, at your employer...**

If you have more than one employer, please indicate the employer you work the most hours for during an average month.

Please indicate an answer to all of the questions.

8. You feel afraid to demand better working conditions	- Always	4
	- Often	3
	- Sometimes	2
9. You are defenceless towards unfair treatment by your superiors	- Rarely	1
	- Never	0

10. You feel afraid of being fired if you do not comply with everything your employer asks of you

11. You are treated in an authoritarian manner

12. You are made to feel easily replaceable**RIGHTS****Do you have the right to any of the following?**

Please indicate an answer to all of the questions.

13. Parental leave	- Yes	0
	- No	1
14. Retirement due to old age	- Do not know	2
15. Unemployment insurance fund (A-kassa)		
16. Severance pay in the event of termination		
17. Sickness benefit		

EXERCISE OF RIGHTS**How often, in the organisation where you work, are you able to exercise the following rights?**

If you have more than one employer, please indicate the employer you work the most hours for during an average month.

Please indicate an answer to all of the questions.

18. Take the weekend off/ weekly rest without problem	- Always	0
	- Often	1
19. Take vacation days without problem	- Sometimes	2
	- Rarely	3
20. Take a day off for family reasons without problem (care of a sick child, care of a sick relative etc.)	- Never	4
21. Take a day off for personal reasons without problem		
22. Go on sick leave without problem		
23. Go to the doctor when needed		

Supplementary material C. Comparison of subscale means for recoding of participants with an indefinite contract and on demand/by the hour employment

Crosstabulation of type of employment and contractual length

Table showing crosstabulation of type of employment and contractual length (EPRES-Se item 1)

Contractual length	Type of employment			Total
	Temporary employment	Employed on demand/by the hour	Self-employed (involuntary), intern, part-time	
Indefinitely	16 ^a	139 ^b	20 ^a	175
2 years or more	3	3	1	7
1 year or more	9	7	1	17
6 months or more	34	32	9	75
3 months or more	24	19	6	49
1 month or more	16	6	2	24
Less than 1 month	11	5	0	16
I do not have a contract	2	21	12	35
Do not know	6	11	0	17
Total	121	243	51	415

^a Used in comparison 2

^b Used in comparison 1

1. Comparison of subscale means for employees with an indefinite contractual length and on demand/by the hour employment

Table showing subscale averages for employees with an indefinite contractual length and an on demand/by the hour employment

Subscale	N	Minimum	Maximum	Mean	Std. Deviation
Wages	135	0.00	3.67	1.76	0.72
Disempowerment	139	0.00	4.00	2.21	0.97
Vulnerability	137	0.00	4.00	1.35	0.94
Rights	136	0.00	4.00	2.35	1.06
Exercise of rights	136	0.00	3.50	1.74	0.71
Valid N	134				

Table showing least sum of squares-differences between subscale averages for employees with an on demand/by the hour employment, comparing employees with an indefinite contractual length vs. employees with any other contractual length

EPRES-Se item 1. How long is your current employment valid?								
Subscale	2 y	1y	6m	3m	1m	<1m	No contract	I don't know
Wages	0.014	0.652	0.320	0,100	0.348	0.096	0.142	0.025
Disempowerment	0.379	0.284	0.072	0.367	0.295	0.212	0.165	0.151
Vulnerability	1.216	0.092	0.320	0,004	0.518	0.251	0.461	0.658
Rights	2.086	0.467	0.053	0,659	0.180	0.113	0.123	0.338
Exercise of rights	0.185	0.764	0.135	0,191	0.315	0.040	0.046	0.558
Sum	3.880	2.258	0.899	1.320	1.657	0.713	0.936	1.731

2. Comparison of subscale means for employees with an indefinite contractual length and any other type of employment (excluding on demand/by the hour)

Table showing subscale averages for employees with an indefinite contract length and any other type of employment

Subscale	N	Minimum	Maximum	Mean	Std. Deviation
Wages	35	0.33	4.00	1.819	0.919
Disempowerment	36	0.00	4.00	2.167	1.095
Vulnerability	36	0.00	4.00	1.167	0.966
Rights	36	0.00	4.00	2.356	1.182
Exercise of rights	36	0.00	4.00	1.690	0.876
Valid N	35				

Table showing least sum of squares-differences between subscale averages for employees with any other employment (excluding on demand/by the hour employees), comparing employees with an indefinite contractual length vs. employees with any other contractual length

EPRES-Se item 1. How long is your current employment valid?								
Subscale	2 y	1y	6m	3m	1m	<1m	No contract	I don't know
Wages	1.402	0.486	0.510	0.624	0.504	0.819	0.264	0.459
Disempowerment	0.541	0.216	0.190	0.083	0.083	0.121	0.190	0.000
Vulnerability	0.533	0.233	0.517	0.667	0.500	0.258	0.276	0.633
Rights	1.456	0.836	0.132	0.276	0.378	0.792	0.298	0.422
Exercise of rights	0.357	0.957	0.252	0.179	0.227	0.311	0.404	0.032
Sum	4.289	2.727	1.601	1.828	1.692	2.301	1.433	1.547

Supplementary material D. Weighted results, table 1-4**Table 1. Weighted demographic characteristics of the study population (percentages), N=415**

		%
Age	18-24	34%
	25-29	43%
	30-64	23%
Sex	Male	50%
	Female	50%
Employment	Temporary employment	21%
	Employed on demand/by the hour	64%
	Self-employed (involuntary)	3%
	Intern	1%
	Part-time employed (involuntary)	10%

Table 2. Weighted item descriptive statistics and Pearson item-subscale correlations of EPRES-Se

Item	Missing % ¹	Mean	SD ²	Response frequency ³					Pearson item subscale correlations ⁴					
				0	1	2	3	4	T	W	D	V	R	ER
Temporariness														
Length of contract ⁵	0.0	2.5	1.1	9.5	5.8	17.9	56.0	10.9	-0.05	0.02	-0.03	0.06	0.06	0.05
Time working empl. ⁵	0.0	2.1	0.9	2.8	22.1	43.8	27.8	3.5	-0.05	0.15	0.17	0.05	0.36	0.21
Wages														
Income monthly	3.5	2.6	1.0	6.9	6.6	23.3	47.0	16.1	0.13	0.40	0.04	0.01	0.27	0.23
Cover basic need	1.2	0.8	0.9	40.2	44.2	11.4	2.5	1.7	0.01	0.61	0.03	0.27	0.13	0.28
Cover unforeseen expen.	1.2	1.8	1.1	13.3	28.7	34.3	15.6	8.1	0.13	0.57	0.08	0.42	0.17	0.22
Disempowerment														
Working hour settled ⁵	0.0	2.2	1.2	18.7	0.7	31.3	42.7	6.5	0.06	0.13	0.33	0.08	0.20	0.16
Salary settled ⁵	0.0	2.2	1.2	19.3	2.1	19.3	54.1	5.2	0.07	-0.03	0.33	0.00	0.10	0.11
Vulnerability														
Demand work cond.	1.2	1.4	1.1	21.8	33.0	28.4	11.4	5.4	0.04	0.20	0.09	0.76	0.09	0.25
Unfair treatment	1.2	1.2	1.1	28.5	39.2	18.4	9.9	4.0	0.04	0.20	0.08	0.80	0.10	0.26
Afraid fired	1.2	1.4	1.2	28.4	30.9	21.4	13.3	6.0	0.09	0.31	0.10	0.79	0.17	0.38
Treated authoritarian	1.2	1.2	1.1	28.4	38.1	19.1	9.9	4.5	0.03	0.21	-0.04	0.64	0.12	0.23
Easily replaced	1.2	1.6	1.2	21.6	33.2	22.7	11.5	11.1	0.13	0.30	-0.02	0.74	0.15	0.24
Rights														
Right parental leave	1.2	1.2	0.8	23.0	33.7	43.3			0.19	0.20	0.22	0.12	0.59	0.22
Right retirement	1.2	1.2	0.8	24.4	29.8	45.8			0.29	0.20	0.23	0.17	0.59	0.28
Right unemployment	1.2	1.0	0.9	36.7	24.7	38.6			0.13	0.17	0.05	0.07	0.60	0.12
Right severance pay	1.2	1.3	0.6	6.0	53.2	40.8			0.14	0.11	0.04	0.05	0.50	0.05
Right sickness benefits	1.2	1.0	0.9	38.7	26.8	34.5			0.28	0.15	0.10	0.13	0.53	0.15
Exercise of rights														
Take weekend off	1.2	1.7	1.1	19.9	17.4	44.6	11.5	6.5	0.07	0.23	0.14	0.21	0.13	0.67
Take vacation	1.2	1.9	1.0	12.3	20.1	43.4	18.3	6.0	0.15	0.25	0.18	0.27	0.19	0.71
Take day off	1.2	1.7	1.1	21.4	17.8	41.4	13.6	5.8	0.18	0.22	0.19	0.25	0.20	0.77
Take day off, pers.	1.2	1.9	1.1	13.7	19.1	41.8	16.4	9.0	0.12	0.23	0.05	0.37	0.19	0.71
Sick leave	1.2	1.6	1.1	21.7	19.1	42.9	12.1	4.1	0.11	0.22	0.15	0.23	0.19	0.70
Go to doctor	1.2	1.2	1.1	34.3	27.1	28.2	7.2	3.2	0.19	0.28	0.07	0.24	0.19	0.67

¹ Proportion of participants with any missing item; ² SD=Standard Deviation; ³ Frequency (%) of participants indicating the specific response. 0 indicates the lowest precariousness score, 4 indicating the highest precariousness score. ⁴ Corrected for overlap, i.e., item is removed from the corresponding subscale. T=Temporariness; W=Wages; D=Disempowerment; V=Vulnerability; R=Rights; ER=Exercise rights. ⁵ Inter-item correlations

Table 3. Weighted scale descriptive statistics: range, mean, standard deviation (SD), floor and ceiling effects and Cronbach's alpha coefficient

Subscale	Items	Mean	SD	Missing (%) ¹	Obs. range	Floor % ²	Ceiling % ²	Cronbach's alpha
Temporariness	2	2.3	0.7	0.0	0-4	0.3	1.3	-0.10
Wages	3	1.7	0.8	4.7	0-4	3.0	1.0	0.70
Disempowerment	2	2.2	1.0	0.0	0-4	8.7	2.4	0.50
Vulnerability	5	1.4	1.0	1.2	0-4	14.3	2.0	0.90
Rights	5	2.3	1.1	1.3	0-4	3.8	17.9	0.78
Exercise of rights	6	1.6	0.9	1.3	0-4	7.3	1.0	0.89
EPRES-se	23	1.9	0.5	4.8	0.09-3.07	0.2	0.7	0.84

¹ Proportion of participants with any missing item

² Proportion of participants with lowest (floor) and highest (ceiling) EPRES-Se scores

Table 4. Weighted factor loadings from exploratory factor analysis of the EPRES-Se

	Factor					
	Exercise rights	Vulnerability	Rights	Wages	Disempowerment	Temporariness
Temporariness						
Length of contract						-0.21
Time working empl.	0.17		0.37		0.14	-0.36
Wages						
Income monthly	0.20	-0.11	0.24	0.49		-0.25
Cover basic need	0.20	0.19		0.66		
Cover unforeseen expen.		0.35		0.84		0.19
Disempowerment						
Working hour settled			0.14		0.43	
Salary settled					0.69	0.15
Vulnerability						
Demand work cond.	0.11	0.81				
Unfair treatment		0.86				
Afraid fired	0.24	0.80		0.12	0.13	-0.12
Treated authoritarian	0.11	0.67			-0.14	
Easily replaced		0.76		0.17		
Rights						
Right parental leave	0.15		0.69		0.19	
Right retirement	0.17		0.68		0.24	-0.13
Right unemployment			0.70			-0.17
Right severance pay			0.56			
Right sickness benefits			0.60			0.14
Exercise rights						
Take weekend off	0.69			0.11		-0.11
Take vacation	0.74	0.12			0.10	
Take day off	0.82	0.10				0.14
Take day off, pers.	0.73	0.25			-0.10	0.10
Sick leave	0.74				0.15	-0.16
Go to doctor	0.69		0.11	0.15		

Table showing factor loadings >0.1

The weighted exploratory factor analysis extracted six factor with eigenvalues >1 (eigenvalues: 5.6; 3.0; 2.5; 1.5; 1.4; 1.1). These factors were the same as in EPRES-2010, thereby confirming the EPRES-2010 scale structure. Together, the six factor explained 65.4% of the variance.

