

**SUPPLEMENT MATERIAL Table 1: Variables included in the hierarchical cluster analysis and their values for each position (before standardisation via z-scores)**

	Position	INCOME	TIME		SECURITY			ORGANISATIONAL CITIZENSHIP			N	Valid %	
		Average income category <sup>1</sup> (1 = lowest, 9 = highest)	% of part-timers <sup>2</sup>	Average no. of hours people worked weekly in their main academic job during academic year (irrespective of contractual hours) <sup>3</sup>	Average score, feelings of mental or physical exhaustion over the past 4 weeks <sup>4</sup> (1 = all the time, 5 = not at all)	% of contract research staff	% of individuals worried or very worried about losing their jobs <sup>5</sup>	% of contracts that are for 3 years or longer out of all contracts in the given position	Average score: How often do you get help and support from your colleagues? (1 = all the time, 5 = never)	Average score: Are you able to substantially influence different aspects of your work (e.g., with whom to work, what to work on etc.)? (1 = all the time, 5 = never)			Average score: How satisfied are you with the way your skills are being put to use? (1 = highly dissatisfied, 4 = highly satisfied)
Core	CAS_SSH_1	6.43	10.2	44.79	2.83	12.9	16.3	74.3	2.13	2.06	2.98	85	5.0
	CAS_NTS_1	7.15	18.8	46.18	3.01	40.8	15.0	68.7	2.19	1.94	2.85	316	18.5
	HEI_SSH_1	7.17	10.0	47.01	2.90	2.7	6.6	85.9	2.47	2.18	2.92	124	7.3
	HEI_NTS_1	7.52	20.5	46.14	2.99	11.9	3.5	78.7	2.27	2.05	2.92	123	7.2
Semi-periphery	CAS_SSH_2	5.53	10.0	43.11	2.92	30.7	22.2	28.0	2.12	2.23	2.86	18	1.1
	HEI_SSH_2	5.04	22.1	42.41	2.66	8.9	19.2	42.8	2.64	2.62	2.68	271	15.8
	HEI_NTS_2	5.83	25.3	43.12	2.76	16.6	27.8	42.5	2.56	2.67	2.71	182	10.6
	HEI_SSH_4	4.47	40.8	37.16	2.89	5.9	32.4	30.4	2.30	2.58	2.73	51	3.0
	HEI_NTS_4	3.97	21.4	35.45	3.09	9.5	31.0	29.0	2.30	2.83	2.65	29	1.7
Periphery	CAS_NTS_2	5.65	19.7	43.07	2.99	55.2	16.9	28.4	2.22	2.64	2.74	146	8.5

<sup>1</sup> Question: *What is your average gross monthly income (including remuneration or scholarships) in your main academic position? If you work at multiple public academic or research institutions, please report only on your main academic employment.*

<sup>2</sup> I.e., people with a working contract for fewer than 40 hours per week.

<sup>3</sup> Question: *Please estimate on average how many hours you usually spend per week (including weekends) working at your main academic job during academic year?*

<sup>4</sup> Question: *How often have you felt mentally or physically exhausted during the past 4 weeks?* Answers: *Always, Most of the time, Part of the time, A small part of this time, Not at all.*

<sup>5</sup> Question: *Are you worried about losing your job?* Answers: *very worried, worried, somewhat worried, not very worried, not worried at all.*

	CAS_SSH_3	4.55	50.0	36.13	3.13	37.0	33.3	17.5	2.15	2.93	2.77	22	1.3	
	CAS_CAS_3	4.49	55.4	42.92	2.74	60.1	16.9	14.7	2.07	2.98	2.74	128	7.5	
	HEI_SSH_3	4.76	45.9	35.57	2.79	54.7	12.7	20.5	2.57	2.48	2.71	26	1.5	
	HEI_STEM_3	5.38	41.2	43.49	2.60	54.2	11.6	37.8	2.43	2.47	2.56	58	3.4	
Ph.D. Students (HEIs)	HEI_SSH_5	2.66	69.2	28.91	2.88	25.0	27.8	8.2	2.48	3.04	2.69	39	2.2	
	HEI_STEM_5	3.01	73.7	31.99	2.54	44.9	27.2	8.3	2.41	2.89	2.52	92	5.4	
												total	1710	100.0

**Notes:** HEI = public university/college, CAS = Czech Academy of Sciences (public research institute); SSH = social sciences and humanities, NTS = natural and technical sciences; job positions – HEIs: 1 = full/associate professors, 2 = assistant professors, 3 = postdocs and researchers, 4 = lecturers/instructors, 5 = Ph.D. candidates; CAS: 1 = senior researchers, 2 = postdocs and research associates, 3 = Ph.D. candidates. N = 1710; Source: Academics 2017

**SUPPLEMENT MATERIAL Table 2: Overview of the regression models testing the effect of gender, field, and institution on various work-quality indicators (in columns) within individual ALM segments**

		<b>INCOME</b>	<b>TIME</b>		<b>SECURITY</b>			<b>ORGANISATIONAL CITIZENSHIP</b>			
		Average income category (1 = lowest, 11 = highest) (B)	No. of hours worked weekly according to work contract (B)	Average hours worked weekly in reality (B)	Feelings of mental or physical exhaustion over the past 14 days (1 = all the time, almost all the time) exp(B)	Working as contract research staff (1= yes); exp(B)	Very worried or about losing their jobs (1= yes), exp(B)	Contracts for 3 years or longer (1= yes), exp(B)	Get help and support from colleagues (1= all the time), almost all the time), exp(B)	Ability to substantially influence different aspects of your work (e.g., with whom to work, what to work on etc.)? (1 = all the time, almost all the time) , exp(B)	Satisfaction with the way your skills are being put to use (1 = highly/ satisfied), exp(B)
<b>CORE</b>	Constant	6,889***	38,861***	45,857***	0,569**	0,125***	0,21***	3,332***	2,023***	3,836***	3,973***
	Gender (1= women, 0= men)	-0,824***	-1,781**	-1,353	1,222	1,018	1,432	0,741	0,932	0,754	1,139
	Institution (1=UNI, 0=AS)	0,5**	-0,237	1,382	0,853	0,183***	0,263***	2,031**	0,65**	0,845	0,65
	Field (STEM = 1, SSH=0)	0,454***	-2,213***	0,049	0,607**	5,419***	0,753	0,653	1,362	0,946	0,661
	Model fit: adjusted R2/Cox&Snell R, sign. Of the model (ANOVA)	0,054***	0,158***	0,004	0,013*	0,158***	0,074**	0,036***	0,019**	0,004	0,006
<b>SEMI-PERIPHERY</b>	Constant	4,353***	33,902***	38,134***	0,25	0,185**	0,245***	0,28***	2,232	1,036	1,568
	Gender (1= women, 0= men)	-0,398**	-1,136	0,25	1,924***	0,999	1,554***	0,853	0,835	0,605***	0,969
	Institution (1=UNI, 0=AS)	-0,322	-2,15	-1,956	1,729	0,299	1,467	1,804	0,626	0,8	1,205
	Field (STEM = 1, SSH=0)	0,57***	-0,362	0,431	0,693**	2,111**	0,744	1,132	1,056	0,921	1,278
	Ph.D. (1= yes, 0= no)	1,493***	4,786***	6,811***	1,245	1,714	0,928***	1,508*	0,722	1,951***	1,014
Model fit: adjusted R2/Cox&Snell R, sign. Of the model (ANOVA)	0,044***	0,04***	0,024**	0,048***	0,041***	0,029***	0,016	0,01	0,049**	0,005	
<b>PERIPHERY</b>	Constant	4,507***	32,516***	2,317***	0,75	0,503*	1,912***	0,205***	2,533***	0,466**	3,501***
	Gender (1= women, 0= men)	-0,261*	0,498	1,389	1,233	1,391	0,708*	0,876	1,108	0,98	0,848

Institution (1=UNI, 0=AS)	-1,599***	-9,079***	1,689***	1,238	0,568**	1,318	0,691	0,534***	1,665**	0,521**
Field (STEM = 1, SSH=0)	0,177	-0,655	2,088***	0,936	2,354**	1,378	0,976	1,047	1,183	0,733
Ph.D. (1= yes, 0= no)	1,179***	4,104***	1,632	0,458***	0,922	0,17	2,049**	0,702	1,773**	1,23
Model fit: adjusted R2/Cox&Snell R, sign. Of the model (ANOVA)	0,282***	0,187***	0,117***	0,058***	0,056***	0,028	0,048**	0,022	0,023**	0,036**

Source: Academics 2017; Statistically significant differences at  $\alpha =$  \* 5 %, \*\* 1%, \*\*\* 0.1%.