

**Table S1.** Distribution of HITs, average pay, and gender pay gaps by hour of day.

|                 | Analytic Sample |         | Total HITs |         | Mean No. of HITs |        | Mean Hourly Pay               |                                | Mean Gender Pay Gap             |
|-----------------|-----------------|---------|------------|---------|------------------|--------|-------------------------------|--------------------------------|---------------------------------|
| Hour of the day | Males           | Females | Male       | Female  | Male             | Female | Male                          | Female                         |                                 |
| 0:00            | 4%              | 4%      | 97,018     | 109,199 | 753.38           | 601.07 | \$4.66<br>CI: \$4.64 - \$4.68 | \$4.36<br>CI: \$4.34 - \$4.38  | -\$0.30<br>CI: -\$0.35, -\$0.26 |
| 1:00            | 4%              | 4%      | 85,993     | 101,498 | 717.74           | 577.58 | \$4.60<br>CI: \$4.57 - \$4.62 | \$4.27<br>CI: \$4.25 - \$4.30  | -\$0.32<br>CI: -\$0.37, -\$0.27 |
| 2:00            | 3%              | 4%      | 75,178     | 90,618  | 703.70           | 558.97 | \$4.58<br>CI: \$4.55 - \$4.61 | \$4.23<br>CI: \$4.20 - \$4.25  | -\$0.35<br>CI: -\$0.41, -\$0.29 |
| 3:00            | 3%              | 3%      | 65,334     | 75,461  | 710.19           | 545.92 | \$4.46<br>CI: \$4.43 - \$4.48 | \$4.13<br>CI: \$4.11 - \$4.16  | -\$0.32<br>CI: -\$0.37, -\$0.27 |
| 4:00            | 2%              | 2%      | 54,644     | 59,849  | 694.36           | 531.20 | \$4.44<br>CI: \$4.42 - \$4.47 | \$4.15<br>CI: \$4.13 - \$4.18  | -\$0.29<br>CI: -\$0.35, -\$0.24 |
| 5:00            | 2%              | 2%      | 43,909     | 45,032  | 669.55           | 522.68 | \$4.54<br>CI: \$4.40 - \$4.57 | \$4.19<br>CI: \$4.16 - \$4.22  | -\$0.34<br>CI: -\$0.41, -\$0.27 |
| 6:00            | 2%              | 1%      | 36,822     | 35,600  | 660.90           | 520.90 | \$4.49<br>CI: \$4.46 - \$4.53 | \$4.27<br>CI: \$ 4.23 - \$4.31 | -\$0.22<br>CI: -\$0.29, -\$0.15 |
| 7:00            | 1%              | 1%      | 31,849     | 27,459  | 704.17           | 558.65 | \$4.64<br>CI: \$4.59 - \$4.68 | \$4.41<br>CI: \$4.36 - \$4.45  | -\$0.23<br>CI: -\$0.31, -\$0.14 |
| 8:00            | 1%              | 0.97%   | 27,883     | 24,567  | 748.82           | 651.91 | \$4.60<br>CI: \$4.56 - \$4.65 | \$4.36<br>CI: \$4.31 - \$4.41  | -\$0.24<br>CI: -\$0.33, -\$0.15 |
| 9:00            | 1%              | 1%      | 27,446     | 26,355  | 789.01           | 661.90 | \$4.65<br>CI: \$4.61 - \$4.69 | \$4.41<br>CI: \$4.37 - \$4.45  | -\$0.24<br>CI: -\$0.32, -\$0.15 |
| 10:00           | 1%              | 1%      | 33,889     | 34,847  | 796.84           | 656.17 | \$4.59<br>CI: \$4.55 - \$4.64 | \$4.40<br>CI: \$4.36 - \$4.43  | -\$0.20<br>CI: -\$0.28, -\$0.11 |
| 11:00           | 2%              | 2%      | 47,231     | 50,267  | 829.85           | 637.07 | \$4.58<br>CI: \$4.55 - \$4.61 | \$4.36<br>CI: \$4.34 - \$4.39  | -\$0.21<br>CI: -\$0.29, -\$0.14 |
| 12:00           | 3%              | 3%      | 68,838     | 77,195  | 830.54           | 657.16 | \$4.70<br>CI: \$4.67 - \$4.73 | \$4.47<br>CI: \$4.44 - \$4.50  | -\$0.23<br>CI: -\$0.30, -\$0.16 |
| 13:00           | 5%              | 5%      | 109,803    | 123,465 | 812.08           | 670.11 | \$4.89<br>CI: \$4.86 - \$4.91 | \$4.63<br>CI: \$4.61 - \$4.65  | -\$0.25<br>CI: -\$0.30, -\$0.20 |
| 14:00           | 6%              | 7%      | 153,030    | 166,355 | 809.34           | 685.85 | \$5.06<br>CI: \$5.04 - \$5.09 | \$4.78<br>CI: \$4.76 - \$4.80  | -\$0.28<br>CI: -\$0.33, -\$0.23 |
| 15:00           | 8%              | 8%      | 181,213    | 194,303 | 810.51           | 686.82 | \$5.04<br>CI: \$5.02 - \$5.06 | \$4.80<br>CI: \$4.78 - \$4.82  | -\$0.24<br>CI: -\$0.28, -\$0.19 |
| 16:00           | 8%              | 7%      | 181,807    | 188,872 | 818.89           | 679.28 | \$4.98<br>CI: \$4.96 - \$4.99 | \$4.74<br>CI: \$4.72 - \$4.75  | -\$0.24<br>CI: -\$0.28, -\$0.20 |
| 17:00           | 8%              | 7%      | 183,528    | 188,933 | 820.53           | 666.76 | \$5.06<br>CI: \$5.04 - \$5.08 | \$4.77<br>CI: \$4.75 - \$4.79  | -\$0.29<br>CI: -\$0.33, -\$0.24 |
| 18:00           | 7%              | 7%      | 179,404    | 185,721 | 813.21           | 653.50 | \$5.04<br>CI: \$5.02 - \$5.06 | \$4.76<br>CI: \$4.74 - \$4.77  | -\$0.28<br>CI: -\$0.32, -\$0.24 |
| 19:00           | 7%              | 7%      | 171,712    | 175,840 | 810.18           | 656.62 | \$4.97<br>CI: \$4.96 - \$4.99 | \$4.72<br>CI: \$4.71 - \$4.74  | -\$0.25<br>CI: -\$0.29, -\$0.21 |
| 20:00           | 7%              | 6%      | 161,169    | 163,246 | 811.01           | 648.72 | \$4.94<br>CI: \$4.92 - \$4.96 | \$4.68<br>CI: \$4.66 - \$4.70  | -\$0.26<br>CI: -\$0.30, -\$0.22 |
| 21:00           | 6%              | 6%      | 144,797    | 146,183 | 800.87           | 644.71 | \$5.05<br>CI: \$5.03 - \$5.07 | \$4.76<br>CI: \$4.74 - \$4.78  | -\$0.30<br>CI: -\$0.34, -\$0.25 |
| 22:00           | 5%              | 5%      | 124,614    | 129,238 | 789.67           | 639.86 | \$4.97<br>CI: \$4.94 - \$4.99 | \$4.67<br>CI: \$4.64 - \$4.69  | -\$0.30<br>CI: -\$0.35, -\$0.25 |
| 23:00           | 5%              | 5%      | 109,867    | 119,126 | 777.50           | 625.67 | \$4.80<br>CI: \$4.78 - \$4.82 | \$4.49<br>CI: \$4.47 - \$4.51  | -\$0.31<br>CI: -\$0.35, -\$0.26 |