# Web Appendices

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## Chapter 1 Web Appendices

### Web Appendix 1a: Personal communication from Andy Charlwood

**From:** Andy Charlwood   
**Sent:** 16 July 2009 13:02  
**To:** Baumberg,BP (pgr)  
**Subject:** RE: WERS query

Hi Ben,

I think there are a few issues here that need unpicking.

It seems to me that surveys of work attitudes are somewhat sensitive to both the wording of the question, the scale of measurement (including whether wording is attached to the scale) and the context in which a survey is completed (face-to-face, who else is present? Self-completion, phone etc.)

Consequently, I would only compare results across surveys if both methodology, wording and sample were the same or very similar. So discrepancies between WERS and other surveys like the one you identify between satisfaction ‘with sense of achievement’ and ‘satisfaction with work itself’ in BHPS could be for any number of reasons.

There are issues with WERS about the way the sample is drawn. A worker can only participate in wers if his or her workplace participates and his or her managefacilitates participation. Consequently, there is quite a lot of room for WERS to be biased, although pinning down the bias would be difficult. Weighting is supposed to correct for biases, but whether it works in practice is a moot point. Comparing to other surveys doesn’t really help if question wording and interview context is different, because there are multiple sources of bias at work (e.g. in the BHPS women answer questions differently if there partner is present when the interview takes place) and while the wers sample might give rise to bias, the self completion questionnaire might eliminate biases that arise in a survey with a more random sample, which was conducted face to face. And the questions are different, so changes in wording can also affect results.

Similarly, the BHPS may also be biased by panel attrition. Again, weighting is supposed to control for this, but whether it does or not is a moot point.The survey I would trust the most if I was looking at trends is the skills survey, because it is drawn from a stratified random sample of individuals and isn’t subject to the potential sample biases that potentially afflict WERS and the BHPS. The thing WERS is good for is exploring the relationship between workplace practices (which aren’t as well covered in other surveys because the employer isn’t interviewed) and work attitudes. I would have reservations about using it as a reliable measure of change over time (although I have done this in publications, this was before the 2006 skills survey became available).

Best wishes,

Andy

**From:** B.P.Baumberg@lse.ac.uk [mailto:B.P.Baumberg@lse.ac.uk]   
**Sent:** 16 July 2009 12:46  
**To:** ac614@york.ac.uk  
**Subject:** WERS query

Dear Andy Charlwood,

Sorry to trouble you – I have a question about the validity of some of the WERS data, and I wondered if you would be able to offer any thoughts on it?  (The WERS team at NIESR suggested that you would be an ideal person to contact about this issue)

My problem is that some of the trends in influence at work and demanding work are different in WERS compared to general population surveys (e.g. the Skills Surveys).  I want to check if the WERS employee data is reliable, given that one possible explanation for this difference is that the WERS data was collected via their manager and is therefore subject to several additional biases (obviously there are other explanations for slight differences around coverage etc) – although this may not be the case given that other explanations are also possible.

If this is true, however, then such biases should presumably show up in job satisfaction and job strain measures.   I have tried comparing BHPS and WERS – and while BHPS shows roughly similar trends in some areas, WERS shows a rise in satisfaction with ‘sense of achivement’ at work 1998-2004, while BHPS shows no change in satisfaction ‘with the work itself’ over the same period.  WERS also shows a fall in worrying about work outside of work hours 1998-2004, which is not replicated 1999-2004 in BHPS.

Do you know of any studies that have compared the levels and trends of such variables in WERS and other sources more broadly and comprehensively?  And do you have any thoughts on the existence of any biases in the WERS self-reported employee data?

Thanks in advance for your help with this,

b/w, Ben

## Chapter 2 Web Appendices

### Web Appendix 2a: Studies from the data review included in the pooled data file

| Survey name | UK DA study no. | Survey population | Sample frame | Resp. rate | Weights | n 1 |
| --- | --- | --- | --- | --- | --- | --- |
| Skills Survey 2006 (SS06) | 6004 | Aged 20-65 in paid work (>1hr/week) in the past 7 days in UK | PAF2 | 56% | Design wt + non-response wt (adjusted for age/sex) | 7758 |
| Skills Survey 2001 (SS01) | 4972 | Aged 20-60 in paid work (>1hr/week) in the past 7 days in GB | PAF2 | 65% | Design wt + non-response wt (adjusted for sex) | 4470 |
| Skills Survey 1997 (SS97) | 3993 | Aged 20-60 in paid work (>1hr/week) in the past 7 days in GB | PAF2 | 63% | Design wt + non-response wt (adjusted for sex) | 2467 |
| Working in Britain (WiB) 2000-2001 | 4641 | Aged 20-60 in paid work in GB3 | PAF2 | 65% | Design wt + non-response wt (adjusted for sex, age, SEG and full-time vs. part-time). Additional non-response wt created by BB (adjusted for sex).3b | 2466 |
| Employment in Britain (EiB) 1992 | 5368 | Aged 20-60 in paid work in GB3 | PAF2 | 4 | Design wt + two non-response wts5 (one adjusted just for sex, the other adjusted for sex, age, SEG and full-time vs. part-time) | 3855 |
| Social Change and Economic Life (SCELI) 1986 | 2798 | Aged 20-60 in paid work in six labour markets (Aberdeen, Coventry, Kirkcaldy, Northampton, Rochdale and Swindon) | ER2 | 75%+ | Design wt only6 | 4022 |
| Social Class in Modern Britain 1984 (SCMB) | 2718 | Aged 16-60 (women) / 16-64 (men) not in full-time education in GB3 | ER2 | 64% | None available7 | 1214 |
| Health Survey for England (HSE) 1993 | 3316 | Aged 16+ in paid work in the past week in England | PAF2 | n/a | None available (design weight not necessary) | 8828 |
| Health Survey for England (HSE) 1994 | 3640 | Aged 16+ in paid work in the past week in England | PAF2 | n/a | None available (design weight not necessary) | 8342 |
| Workplace Employment Relations Survey (WERS) 1998 | 3955 | Employees of workplaces with 10+ employees in SIC major groups D-O in GB | Via work-place8 | 43%8 | Non-response wts only (adjusted for workplace characteristics + sex, occupation, full-time vs. part-time) | 28240 |
| Workplace Employment Relations Survey (WERS) 2004 | 5294 | Employees of workplaces with 5+ employees in SIC industry major groups D-O in GB | Via work-place8 | 33%8 | Non-response wts only (adjusted for workplace characteristics + sex) | 21655 |
| OPCS Omnibus Survey April 1996 | 3904 | Aged 16+ in paid work in the past week in GB | PAF2 | n/a | Design wt only | 996 |
| OPCS Omnibus Survey May 1996 | 3905 | “” | PAF2 | n/a | Design wt only | 944 |
| OPCS Omnibus Survey July 1996 | 3907 | “” | PAF2 | n/a | Design wt only | 934 |
| Psychosocial Working Conditions Survey March 2004 (ONS Omnibus) | 5284 | Employees aged 16+ in paid work in the past week in GB | PAF2 | 63% | Design wt only | 916 |
| Psychosocial Working Conditions Survey April 2004 (ONS Omnibus) | 5285 | “” | “” | 61% | Design wt only | 872 |
| Psychosocial Working Conditions Survey March 2005 (ONS Omnibus) | 5577 | “” | “” | 62% | Design wt only | 913 |
| Psychosocial Working Conditions Survey April 2005 (ONS Omnibus) | 5704 | “” | “” | 69% | Design wt and non-response wt (adjusted for age+sex within region) | 668 |
| Psychosocial Working Conditions Survey April 2006 (ONS Omnibus) | 5817 | “” | “” | 66% | Design wt only | 647 |
| Psychosocial Working Conditions Survey April 2006 (ONS Omnibus) | 5997 | “” | “” | 71% | Design wt and non-response wt (adjusted for age+sex within region) | 663 |
| Psychosocial Working Conditions Survey March 2007 (ONS Omnibus) | 6148 | “” | “” | 65% | Design wt and non-response wt (adjusted for age+sex within region) | 589 |
| Psychosocial Working Conditions Survey April 2007 (ONS Omnibus) | 6149 | “” | “” | 65% | Design wt and non-response wt (adjusted for age+sex within region) | 538 |
| Psychosocial Working Conditions Survey April 2008 (ONS Omnibus) | 9 | “” | “” | n/a | Design wt only | 547 |
| Fair Treatment at Work Survey 2008 | 6382 | People who have worked as an employee in the past two years in GB | PAF2 | 30%  10 | Non-response wt only (adjusted for age+sex within region) | 3509 |
| Psychiatric Morbidity Survey 2006-7 | 6379 | Aged 16+ in paid work in the past 7 days in England | PAF2 | 57% | Non-response wt only (adjusted for age+sex within region, physical barriers to enter property, and owner-occupancy in area) | 3569 |
| European Working Conditions Survey (EWCS) 2005 | 5639 | Aged 15+ in paid work (>1hr/week) in the past week in UK | Random walk | 34% | Design wt and non-response wt (adjusted for age, sex, region, occupation, industry) | 1009 |
| European Working Conditions Survey (EWCS) 2000 | 5286 | Aged 15+ in paid work in GB | Random walk | 11 | Design wt and non-response wt (adjusted for age, sex, region, occupation, industry) | 1479 |
| European Working Conditions Survey (EWCS) 1995 | 5604 | Aged 15+ in paid work in GB | Random walk | 11 | Non-response wt only (adjusted for age, sex, region, occupation, industry) | 1015 |
| European Working Conditions Survey (EWCS) 1991 | 5603 | Aged 15+ British nationals in paid work in GB | ER2 | n/a | Non-response wt only (adjusted for age, sex, region, industry) | 1056 |
| European Social Survey (ESS) 2002 | 4732 | Aged 15+ in paid work (>1hr/week) in the past week in UK | PAF2 | 56% | Design wt only | 1082 |
| European Social Survey (ESS) 2004 | 4732 | Aged 15+ in paid work (>1hr/week) in the past week in UK | PAF2 | 51% | Design wt only | 932 |
| European Social Survey (ESS) 2006 | 4732 | Aged 15+ in paid work (>1hr/week) in the past week in UK | PAF2 | 55% | Design wt only | 1241 |
| European Social Survey (ESS) 2008 | 4732 | Aged 15+ in paid work (>1hr/week) in the past week in UK | PAF2 | 56% | Design wt only | 1225 |
| British Social Attitudes (BSA) 1985 | 2096 | Aged 18+ in paid work (>10hrs/week) in GB | ER2 | 74% | Design wt only | 957 |
| British Social Attitudes (BSA) 1987 | 2567 | Aged 18+ in paid work (>10hrs/week) in GB | ER2 | 67% | Design wt only | 1557 |
| British Social Attitudes (BSA) 1989 | 2723 | Aged 18+ in paid work (>10hrs/week) in GB | ER2 | 69% | Design wt only | 1673 |
| British Social Attitudes (BSA) 1991 | 2952 | Aged 18+ in paid work in GB | ER / PAF2 | 67% | Design wt only | 1444 |
| British Social Attitudes (BSA) 1993 | 3439 | Aged 18+ in paid work in GB | PAF2 | 68% | Design wt only | 1355 |
| British Social Attitudes (BSA) 1995 | 3764 | Aged 18+ in paid work in GB | PAF2 | 69% | Design wt only | 1702 |
| British Social Attitudes (BSA) 1996 | 3921 | Aged 17+ in paid work in GB | PAF2 | 68% | Design wt only | 1793 |
| British Social Attitudes (BSA) 1997 | 4072 | Aged 18+ in paid work in GB | PAF2 | 62% | Design wt only | 644 |
| British Social Attitudes (BSA) 2005 | 5618 | Aged 18+ in paid work in GB | PAF2 | 55% | Design wt and non-response wt (adjusted for age+sex within region, +area and address characteristics) | 2211 |
| World Values Survey (WCS) 1981 | 5488 | Aged 25-64 in paid work in UK | ER2 | n/a | Non-response weight only (adjusted for age) | 832 |
| World Values Survey (WCS) 1990 | 5488 | Aged 25-64 in paid work in UK | ER2 | n/a | Non-response weight only (adjusted for age and sex) | 1201 |

**Notes**

1 n is for the number of workers in the pooled data file.

2 Unless otherwise specified, ‘PAF’ refers to ‘single or multi-stage stratified random sample from the Postal Address File (PAF)’, while ‘ER’ refers to ‘single or multi-stage stratified random sample from the Electoral Register (ER)’. BSA 1991 was half-drawn from PAF and half-drawn from ER.

3 The exact sample selection questions are not supplied, so this information is obtained from other documentation in the Data Archive deposit.

3b To create the sex-adjusted weights in WiB, I used the weighted SS01 sex distribution (which had been set to population totals for 2001).

4 EiB documentation only supplies the ‘gross response rate’ (ignoring non-contacts), which was 72%. For comparison, the gross response rate for WiB was also 72%.

5 These weights are not available in the Data Archive, but were kindly supplied by Dr Patrick McGovern.

6 These weights had to be derived myself from information supplied in the dataset.

7 Design weights could not be derived as the number of electors at each address is not supplied (and is also not available from the original data depositer). However, the survey documentation reports that the weights tended to be very close to one (as the number of electors in a house tended to match the numbers on the electoral register).

8 An extended discussion of sampling and representativeness in WERS is found in Appendix A

9 Dataset not yet available in the Data Archive, but kindly supplied by the Health and Safety Executive.

10 This is the response rate for the self-completion part of the interview, which is where the work module was located.

11 Only the ‘cooperation rate’ is supplied (i.e. response rate among those contacted and established to be eligible), and this is higher than the actual response rate (48% vs. 34% in 2005). The cooperation rate was 56% in 1995, 58% in 2000, and 48% in 2005.

12 ELSA is a cohort study that was initially sampled from people consenting to follow-up in the Health Survey for England.

## Chapter 3 Web Appendices

### Web Appendix 3a: Descriptive statistics for control variables

The following descriptive statistics were calculated on the main sample, i.e. the 8,140 person-wave observations with no missing data on any of the following variables. Variable derivation is described in Appendix 3B.

Table 1: Descriptive statistics for categorical control variables

|  |  |  |  |
| --- | --- | --- | --- |
|  | Proportion |  | Proportion |
| Age:39-45 | 15.8 | LSI Heart (minor) | 4.8 |
| Age:45-50 | 37.6 | LSI Heart (maj+angina) | 4.8 |
| Age:50-55 | 32.3 | LSI Resp (all) | 5.7 |
| Age:55-60 | 14.3 | LSI Musculo | 11.1 |
| Male | 73.1 | LSI Ear | 1.4 |
| Married | 77.6 | LSI Eye | 1.2 |
| Wave 3 | 68.1 | LSI Other+Blood Disorders | 3.0 |
| Wave 5 | 31.9 | Diabetes | 1.0 |
| Last grade: Administrative | 42.6 | Resp illness | 6.4 |
| Last grade: Prof/Exec | 46.2 | Pain: None | 41.4 |
| Last grade: Clerical/Support | 11.3 | Pain: Very mild | 28.4 |
| Non-CS job: CS job as ref cat | 89.9 | Pain: Mild | 16.5 |
| Non-CS job: RG1/2 | 7.9 | Pain: Moderate to severe | 13.7 |
| Non-CS job: RG3/6 | 2.2 | LSI Depression | 1.3 |
| Housing problems(B) | 16.5 | LSI MH (oth+addiction) | 1.0 |
| Finance problems: none | 54.2 | GHQ Caseness | 23.9 |
| Finance problems: slight | 27.2 | JobSat: Dissat | 19.6 |
| Finance problems: moderate/high | 18.6 | JobSat: Satisfied | 62.7 |
| LSI Gastro | 5.5 | JobSat: V satisfied | 17.8 |
| LSI Genitourinary | 1.1 | Support: Low | 36.3 |
| LSI Infect disease | 0.4 | Support: Moderate | 32.9 |
| LSI Skin/allergy | 2.1 | Support: High | 30.7 |
| LSI Cancer | 0.5 | Variety: Low | 28.5 |
| LSI Migraines | 1.6 | Variety: Moderate | 35.9 |
| LSI Brain (oth+stroke) | 1.4 | Variety: High | 35.7 |

Table 2: Descriptive statistics for continuous control variables

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Mean | Std. Dev. | Min | Max |
| Phys functioning (scale SF36) | 91.2 | 12.8 | 0 | 100 |
| MH (scale SF36) | 75 | 15.3 | 4 | 100 |
| Vitality (scale SF36) | 61 | 18.6 | 0 | 100 |
| Lag to next wave | 2.3 | 0.6 | 0.8 | 4.3 |

#### Descriptive statistics for variables used in sensitivity analyses

The descriptive statistics for vitality are in Table 2; the other variables in the sensitivity analyses are below. Variable derivation is described in Appendix 3B.

Table 3: Descriptive statistics for control variables in sensitivity analyses (all waves)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Proportion |  | Proportion |
| Negative affect: Low(0-1) | 32.7 | Num children: 0 | 33.3 |
| Negative affect: Mod(2-3) | 33.6 | Num children: 1-2 | 48.8 |
| Negative affect: High(4-15) | 33.8 | Num children: 3+ | 18.0 |
| Education: NoQual/O-lev | 32.1 | Health: Excellent | 12.5 |
| Education: Alev/HND | 29.1 | Health: V Good | 38.0 |
| Education: BA+ | 38.9 | Health: Good | 39.3 |
| Council house | 2.5 | Health: Fair/Poor | 10.2 |
| Car available | 87.6 |  |  |

Table 4: Descriptive statistics for control variables in sensitivity analyses (wave 3)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Proportion |  | Proportion |
| Osteoporosis | 0.4 | Osteo-arthritis | 4.8 |
| Cancer | 1.4 | Rheumatoid arthritis | 1.0 |
| Stroke/TIA | 0.1 | Epilepsy | 0.8 |
| Angina | 4.0 | LSI Brain (other) | 0.7 |
| High blood pressure | 11.5 | LSI Heart (major) | 0.8 |
| Asthma | 6.0 | LSI Blood | 0.2 |
| Back-ache | 26.6 | LSI Other | 2.4 |

Table 5: Descriptive statistics for control variables in sensitivity analyses (wave 5)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Proportion |  | Proportion |
| Osteoporosis | 1.0 | Assets: <£40k | 12.5 |
| Cancer | 3.0 | Assets: 40-100k | 21.7 |
| Stroke/TIA | 0.5 | Assets: £100k+ | 65.8 |
| Angina | 4.1 | LSI Brain (other) | 0.9 |
| High blood pressure | 21.9 | LSI Heart (major) | 1.7 |
| Hearing problems (B) | 18.3 | LSI Blood | 0.2 |
| Vision problems | 3.1 | LSI Epilepsy | 0.5 |
| Low income | 7.6 | LSI Other | 3.8 |

## Chapter 5 Web Appendices

### Web Appendix 5a: Bespoke occupational classification based on SOC 2000

|  |  |  |
| --- | --- | --- |
| **New code** | **Label** | **SOC2000 codes** |
| 102 | prod works & maintenance managers | [1121|1123] |
| 103 | managers in construction | [1122] |
| 104 | financial managers & chartered secs (plus purchasing managers) | [1131|1133] |
| 105 | marketing and sales managers (+ad/PR managers) | [1132|1134] |
| 106 | pers training, ind rel and R&D mngers | [1135|1137] |
| 107 | info & communication technol mngers | [1136] |
| 108 | customer care and QA managers | [1141|1142] |
| 109 | financial institution managers | [1151] |
| 110 | office managers | [1152] |
| 111 | storage, warehouse and transport/distn managers | [1161|1162] |
| 112 | retail and wholesale managers | [1163] |
| 113 | managers nec (inc health/social care and police/security) | [1171|1172|1173|1174|1181|1182|1183|1184|1185] |
| 114 | restaurant and catering managers | [1223] |
| 116 | leisure sector managers (inc leisure/sports,hotel,pub,travel agency) | [1221|1222|1224|1225|1226] |
| 117 | property, housing and land managers | [1231] |
| 118 | mngers and prop in other srvcs nec (inc hairdrs,garages,farms, natural environ) | [1211|1212|1219|1232|1233|1235|1239] |
| 119 | shopkprs, wholesale & retail dealrs | [1234] |
| 199 | senior officials in local/nat gov, spec interest orgs or major orgs(CEOs/directors) | [1111|1112|1113|1114] |
| 201 | natural scientists (chemists, physicists, metereologists) | [2111|2112|2113] |
| 203 | engineers | [2121-2129] |
| 204 | it strategy and planning prfsnals | [2131] |
| 205 | software professionals | [2132] |
| 206 | senior health professions + vets | [2211-2216] |
| 207 | higher educ teaching prfsnals | [2311] |
| 208 | further educ teaching prfsnals | [2312] |
| 209 | teaching professionals nec (inc senior admins) | [2313|2317|2319] |
| 210 | secondary eductn + SEN teaching prfsnals | [2314|2316] |
| 211 | prim & nurs eductn teaching profs | [2315] |
| 212 | researchers | [2321|2322|2329] |
| 213 | legal professionals (inc lawyers, judges & coroners) | [2411|2419] |
| 214 | chartered, certified & management accountants | [2421|2422] |
| 215 | mngmnt cons, actuar, econs & statn | [2423] |
| 216 | surveyors and architects (+town planners) | [2431-2434] |
| 217 | social workers (+probation officers & public admin profs) | [2441-2443] |
| 299 | other public profs (librarians/archivists,clergy) | [2444|2451|2452] |
| 300 | technicians | [3111-3119] |
| 301 | draughtspersons (+town plan technics) | [3121-3123] |
| 302 | it operations technicians | [3131] |
| 303 | it user support technicians | [3132] |
| 304 | nurses | [3211] |
| 305 | allied health professionals (midwives,pharma dispensers,med/dent technicians) | [3212-3218] |
| 306 | therapists (inc OTs, physios) | [3221-3229] |
| 307 | youth and community workers | [3231] |
| 308 | housing and welfare officers | [3232] |
| 309 | security officers (inc. police (sergeant&below), NCOs) | [3311-3314|3319] |
| 310 | creative workers (inc. authors, artists) | [3411-3416] |
| 311 | graphic and product designers | [3421|3422] |
| 312 | media & PR assoc profs (inc. journalists, photo equip operats) | [3431-3434] |
| 313 | sports & fitness occs (inc players, coaches, and fitness instructors) | [3441-3443|3449] |
| 314 | business, legal and related assoc profs (financial invest analysts & advisers, estimators, legal associates) | [3520|3529|3531-3537| |
| 315 | buyers and purchasing officers, estate agents, auctioneers | [3541|3544] |
| 316 | sales representatives | [3542] |
| 317 | marketing associate professionals | [3543] |
| 319 | assoc profs nec (inc occupl hygnists & health sfty offs, career advice) | [3551-3552|3561-3568] |
| 320 | personnel & ind relations offs | [3562] |
| 321 | vocatn & indust trainrs & instrctrs | [3563] |
| 401 | civil serv (EOs to admin assists) | [4111|4112] |
| 402 | local gov & NGO officers & assists | [4113|4114] |
| 403 | bookkeepers (+credit controllers) | [4121|4122] |
| 404 | counter clerks | [4123] |
| 405 | filng & othr recrds assists & clrks | [4131] |
| 406 | pensions and insurance clrks | [4132] |
| 407 | stock control clerks | [4133] |
| 408 | telephonists, comms operators and market res interviewers | [4137|4141|4142] |
| 409 | receptionists (+typists) | [4216|4217] |
| 410 | general office assistants or clerks | [4150] |
| 411 | medical,legal and school secretaries | [4211|4212|4213] |
| 412 | secretaries nec (PAs,company secs) | [4214|4215] |
| 413 | library and database assistants & clerks | [4135|4136] |
| 500 | agricult and fishing trades (inc farmers, gardeners) | [5111-5113|5119] |
| 501 | pipe, metal and welding trades | [5211-5216] |
| 502 | mtl working prod & maintnce fitter (+tool mkrs & setter-operators) | [5221-5224] |
| 503 | motor and vehicle workers (mechanics, electricians, spray painters) | [5231-5234] |
| 504 | electricians, electrical fitters | [5241] |
| 505 | elec & electronic engineer nec | [5242-5245|5249] |
| 506 | construction trades nec | [5311|5312|5313|5316|5319] |
| 507 | plumb, hea & ventilating engineers | [5314] |
| 508 | carpenters and joiners | [5315] |
| 509 | painters, decorators, plasterers and floorers | [5321-5323] |
| 510 | printers and bookbinders | [5421-5424]] |
| 511 | butchers, fishmongers, bakers | [5431-5433] |
| 512 | chefs, cooks | [5434] |
| 513 | hand craft occs nec | [5411-5414|5419|5491-5496|5499] |
| 600 | nursing auxiliaries and assistants (+ dental/animal care occs) | [6111|6112|6113|6131|6139] |
| 601 | care assistants and home carers | [6114|6115] |
| 602 | nursery nurses | [6121] |
| 603 | childminders, playgroup workers and rel occupations | [6122|6123] |
| 604 | educal assistants | [6124] |
| 605 | leisure & travel serv occs nec (inc travel agents, tour guides) | [6211-6215|6219] |
| 606 | hairdressers, beauticians and related occs | [6221-6222] |
| 607 | caretakers, housekprs and related occs | [6231-6232] |
| 708 | sales and retail assistants | [7111] |
| 709 | retail cashiers/check-out operators | [7112] |
| 710 | telephone salespersons | [7113] |
| 711 | customer care occupations (inc call centre agents) | [7211-7212] |
| 799 | sales related occupations nec (inc debt collectors, salespersons) | [7121-7125|7129] |
| 800 | food, drink & tobac process operat | [8111] |
| 801 | process operatives nec | [8112-8119] |
| 802 | metal working machine operatives | [8215] |
| 803 | operatives nec | [8121-8214|8216|8120] |
| 804 | assemblers (electrical/vehicle/met products) | [8131|8132] |
| 805 | assemblers & routine pertves nec (inc routine inspectors/testers, sewing machinists) | [8133-8139] |
| 806 | construction operatives | [8141-8143|8149] |
| 807 | transport operatives nec (inc HGV drivers) | [8211|8215-8219] |
| 808 | van drivers | [8212] |
| 809 | bus and coach drivers | [8213] |
| 810 | taxi, cab drivers and chauffeurs | [8214] |
| 812 | mobile machinery drivers & opertves (inc fork-lift trucks) | [8221-8223|8229] |
| 900 | fishng & agric reltd occupatns (inc farm workers) | [9111-9112|9119] |
| 901 | labourers in construction trades | [9121|9129] |
| 902 | labourers within process and plant operations (inc packers) | [9131-9134|9139] |
| 903 | good hndlng & storage occs | [9141|9149] |
| 904 | post workers and couriers (+ oth elementary office occs) | [9211|9219] |
| 905 | bar staff (+other elmntry personal servcs occs nec) | [9221|9222|9225|9226|9229] |
| 906 | kitchen/catering assistants and waiters | [9223|9224] |
| 907 | cleaners (inc domestics) | [9231-9235|9239] |
| 908 | security guards and rel occupations | [9241] |
| 910 | elementary security occ nec (inc school mid-day assistants) | [9242-9245|9249] |

*Note that ‘nec’ stands for ‘not elsewhere classified’*

*Labels in brackets after a ‘+’ sign refer to rare occupations within the combined category*

### Web Appendix 5b: Bespoke occupational classification based on SOC90

|  |  |  |
| --- | --- | --- |
| **New code** | **Label** | **SOC2000 codes** |
| 101 | General managers in large organisations, senior administrators in national govt | [100|101] |
| 102 | Production, works and maintenance managers | [110] |
| 103 | Managers in building contracting (+mining/energy & clerks of works) | [111-113] |
| 104 | Treasurers and company financial managers (+company secreatries) | [120|127] |
| 105 | Marketing and sales managers | [121] |
| 106 | Computer systems and data processing managers (+purchasing/methods managers) | [122|125|126] |
| 107 | Personnel, training and industrial relations managers | [124] |
| 108 | Bank, Building Society and Post Office managers (except self-employed) | [131] |
| 109 | Other financial institutions and office managers nec (inc. credit controllers and civil service EOs) | [130|132|139] |
| 110 | Managers in transport and storing | [140-142] |
| 111 | Protective service officers (police, armed forces, immigration) | [150-155] |
| 112 | Managers in farming, horticulture, forestry and fishing | [160|169] |
| 113 | Managers and proprietors in service industries nec | [170|171|176-179] |
| 115 | Restaurant and catering managers | [174] |
| 116 | Hotel/accommodation/pub/inn managers and club stewards | [173|175] |
| 117 | Other managers and administrators nec | [190|191|199] |
| 118 | Local government officers (administrative and executive functions) and general adminsitrators in national govt | [102|103] |
| 119 | Advertising and public relations managers | [123] |
| 120 | Hairdressers' and barbers' managers and proprietors | [172] |
| 201 | Natural scientists (+social scientists) | [200-202|209|291] |
| 203 | Software engineers professional | [214] |
| 204 | Mechanical/civil/structural/municipal/mining/quarrying engineers | [210|211] |
| 205 | Other engineers and technologists nec | [212|213|215|217-219] |
| 206 | Medical practitioners | [220] |
| 207 | Pharmacists and dentists (+opticians, vets, psychologists) | [221-224|290] |
| 208 | University and polytechnic teaching professionals | [230] |
| 209 | Higher and Further education teaching professionals | [231] |
| 210 | Secondary (and middle school deemed secondary) education teaching professionals (+inspectors) | [232|233] |
| 211 | Primary (and middle school deemed primary) and nursery education teaching professionals | [234] |
| 212 | Other teaching professionals nec | [235|239] |
| 213 | Legal professionals (e.g. solicitors) | [240-243] |
| 214 | Chartered and certified accountants | [250] |
| 215 | Architects, town planners and surveyors | [260-262] |
| 216 | Social workers, probation officers | [293] |
| 217 | Design and development engineers | [216] |
| 218 | Management consultants, business analysts, actuaries, economists | [251-253] |
| 301 | Laboratory/engineering/electrical technicians | [300-302] |
| 302 | Other scientific technicians nec | [303|304|309] |
| 303 | Draughtspersons, quantity/other surveyors | [310-313] |
| 304 | Computer analyst/programmers | [320] |
| 305 | Ship and aircraft officers, air taffic planners and controllers | [330-332] |
| 306 | Nurses & midwives | [340|341] |
| 307 | Other health professionals (e.g. radiographers, medical technicians, dental auxiliaries) | [342|344-346|348|349] |
| 308 | Therapists (physios, OTs, psychotherapists etc) | [343|347] |
| 309 | Legal service and related occupations | [350] |
| 310 | Welfare, community and youth workers | [371] |
| 311 | Authors, writers, journalists | [380] |
| 312 | Artists, commercial artists, designers | [381-383] |
| 313 | Vocational and industrial trainers, careers advisers | [391|392] |
| 314 | Other associate professional and technical occupations nec | [390|393|399] |
| 318 | Underwriters, claims assessors, brokers, investment analysts, taxation experts, valuers | [360-362] |
| 319 | Personnel / industrial relations / organisation and methods officers | [363|364] |
| 320 | Matrons, houseparents | [370] |
| 321 | Actors, producers, musicians, sound/video operators | [384-386] |
| 322 | Health and safety officers, statutory inspectors | [394-396] |
| 401 | Civil administrative officers and assistants | [400] |
| 402 | Local government clerical officers and assistants | [401] |
| 403 | Book-keepers, other financial clerks, and cash collectors | [410|412] |
| 404 | Counter clerks and cashiers | [411] |
| 405 | Filing, computer and other records clerks (inc. legal conveyancing) | [420] |
| 406 | Clerks (nes) | [421|430] |
| 407 | Stores and despatch clerks, storekeepers | [440|441] |
| 408 | Medical & legal secretaries | [450|451] |
| 409 | Typists and word processor operators | [452] |
| 410 | Other secretaries, personal assistants, typists, & word processor operators | [459] |
| 411 | Receptionists/telephonists | [460|461] |
| 412 | Telephone/radio/telegraph operators | [462/463] |
| 413 | Computer operators, data processing operators, other office machine operators | [490] |
| 501 | Bricklayers, roofers, pasterers, glaziers, scaffolders, floorers | [500-503|505|506] |
| 502 | Builders, building contractors | [504] |
| 503 | Painters and decorators | [507] |
| 504 | Other construction trades nec | [509] |
| 505 | Metal working production and maintenance fitters | [516] |
| 506 | Other machine tool setters & setter-operators | [510-515|517-519] |
| 507 | Electricians and other electrical/electronic trades nec | [521|522|524|529] |
| 508 | Computer/radio/TV/video engineers and maintenance | [525|526] |
| 509 | Plumbers, heating and ventilating engineers and related trades | [532] |
| 510 | Welding trades (+sheet metal workers and riveters) | [530|531|533-537] |
| 511 | Vehicle trades (e.g. motor mechanics) | [540-544] |
| 512 | Other textiles, garments and related trades nec | [550-552|554-557|559] |
| 513 | Sewing machinists, menders, darners and embroiderers | [553] |
| 514 | Printing and related trades | [560-569] |
| 515 | Woodworking trades | [570-573|579] |
| 516 | Food preparation trades (bakers, butchers, fishmongers) | [580-582] |
| 517 | Gardeners, groundsmen/women | [594] |
| 518 | Other craft and related occupations nec | [590-592|595-599] |
| 519 | Telephone & production (electrical/electronic) fitters | [520|523] |
| 601 | NCOs and other ranks, armed forces | [600|601] |
| 602 | Public service security officers, non-managers (police, armed forces, immigration) | [610-614] |
| 603 | Non-public service protective service occupations (e.g. security guards) | [615|619] |
| 604 | Chefs, cooks hotel supervisor | [620] |
| 605 | Waiters, waitresses | [621] |
| 606 | Bar staff | [622] |
| 607 | Assistant nurses, nursing auxiliaries | [640] |
| 608 | Dental nurses, hospital ward assistants, ambulance staff | [641-643] |
| 609 | Care assistants and attendants | [644] |
| 610 | Nursery nurses and playgroup leaders | [650|651] |
| 611 | Educational assistants | [652] |
| 613 | Other childcare and related occupations nec | [659] |
| 614 | Hairdressers, beauticians and related occupations | [660|661] |
| 615 | Caretakers and housekeepers | [670-672] |
| 699 | Other personal and protective service occupations nec | [630|631|673|690|691|699] |
| 701 | Buyers, brokers and related agents | [700-703] |
| 702 | Technical and wholesale sales representatives | [710] |
| 703 | Other sales representatives nec | [719] |
| 704 | Sales assistants | [720] |
| 705 | Retail cash desk and check-out operators | [721|722] |
| 706 | Telephone salespersons | [792] |
| 707 | Sales occupations nec (inc mobile salespersons and merchaniders) | [730-733|790|791] |
| 801 | Food, drink, tobacco, textiles & tannery process operatives | [800-802|809|810-814] |
| 802 | Chemical, gas and petroleum process plant operatives | [820] |
| 803 | Paper, plastics and related process operatives | [821-826|829] |
| 804 | Metal making and treating process operatives | [830-834|839|840-844] |
| 805 | Assemblers/lineworkers (electrical/electronic goods) | [850] |
| 806 | Other assemblers/lineworkers nes | [851|859] |
| 807 | Inspectors, viewers, testers, sorters | [860|861|863|864] |
| 808 | Packers, bottlers, canners, fillers & other routine process operatives | [862|869] |
| 809 | Drivers of road goods vehicles | [872] |
| 810 | Bus and coach drivers | [873] |
| 811 | Taxi, cab drivers and chauffeurs | [874] |
| 812 | Other transport & machinery operatives nes | [870|871|875|880-884|889] |
| 813 | Crane and mechanical plant drivers | [885|886] |
| 814 | Fork lift and mechanical truck drivers | [887] |
| 815 | Construction and related operatives | [896] |
| 816 | Plant and machine operatives nec | [890-894|896-899] |
| 901 | Farm workers | [900] |
| 902 | Other occupations in mining and manufacturing | [910-913|919] |
| 903 | Other occupations in construction | [920-924|929] |
| 904 | Other occupations in transport (inc. goods porters) | [930-934] |
| 905 | Other occupations in communications (inc. postal workers) | [940|941] |
| 906 | Kitchen/hotel/hospital porters | [950-952] |
| 907 | Counterhands, catering assistants | [953] |
| 908 | Shelf fillers | [954] |
| 909 | Cleaners, domestics, and other occupations in sales and services | [955-959] |
| 910 | All other labourers and related workers | [910] |
| 911 | All other occupations in farming, fishing, and forestry | [901-904] |

### ­Web Appendix 5c: Bespoke occupational-industry cross-classification

The list below includes all the *new* occupational-industry cross-classified groups; the remaining industries within each occupation are grouped together into a single code. So for example, in the first row, people in occupation code #102 (production, works and maintenance managers) were reclassified into new group #121 if they were in industry 4. Production, works and maintenance managers in other industries remained in group #102.

[The industries are: #1+#2 fishing, agriculture, hunting and forestry; #3 mining and quarrying; #4 manufacturing; #5 electricity, gas and water supply; #6 construction; #7 wholesale and trade retailer; #8 hotels and restaurants; #9 transport, storage and communication; #10 financial intermediation; #11 real estate, renting and business activities; 12 public admin and defence; #13 education; #14 health and social work; #15 other services].

|  |  |  |
| --- | --- | --- |
| ***Bespoke occupational code [SOC90 codes]*** | ***Industry [SIC92]*** | ***New occ-ind code*** |
| 102\_Production, works and maintenance managers [110] | 4 | 121 |
| 105\_Marketing and sales managers [121] | 7 | 122 |
| 105\_Marketing and sales managers [121] | 11 | 123 |
| 105\_Marketing and sales managers [121] | 4 | 124 |
| 109\_Other financial institutions and office managers nec (inc. credit controllers and civil service EOs) [130|132|139] | 14 | 125 |
| 109\_Other financial institutions and office managers nec (inc. credit controllers and civil service EOs) [130|132|139] | 11 | 126 |
| 113\_Managers and proprietors in service industries nec [170|171|176-179] | 11 | 127 |
| 113\_Managers and proprietors in service industries nec [170|171|176-179] | 7 | 128 |
| 203\_Software engineers professional [214] | 11 | 219 |
| 304\_Computer analyst/programmers [320] | 11 | 323 |
| 310\_Welfare, community and youth workers [371] | 14 | 324 |
| 318\_Underwriters, claims assessors, brokers, investment analysts, taxation experts, valuers [360-362] | 10 | 325 |
| 403\_Book-keepers, other financial clerks, and cash collectors [410|412] | 7 | 414 |
| 403\_Book-keepers, other financial clerks, and cash collectors [410|412] | 12 | 415 |
| 403\_Book-keepers, other financial clerks, and cash collectors [410|412] | 4 | 416 |
| 403\_Book-keepers, other financial clerks, and cash collectors [410|412] | 10 | 417 |
| 403\_Book-keepers, other financial clerks, and cash collectors [410|412] | 11 | 418 |
| 404\_Counter clerks and cashiers [411] | 10 | 419 |
| 406\_Clerks (nes) [421|430] | 4 | 420 |
| 406\_Clerks (nes) [421|430] | 10 | 421 |
| 406\_Clerks (nes) [421|430] | 14 | 422 |
| 406\_Clerks (nes) [421|430] | 11 | 423 |
| 406\_Clerks (nes) [421|430] | 7 | 424 |
| 406\_Clerks (nes) [421|430] | 12 | 425 |
| 407\_Stores and despatch clerks, storekeepers [440|441] | 9 | 426 |
| 407\_Stores and despatch clerks, storekeepers [440|441] | 4 | 427 |
| 407\_Stores and despatch clerks, storekeepers [440|441] | 7 | 428 |
| 410\_Other secretaries, personal assistants, typists, & word processor operators [459] | 11 | 429 |
| 411\_Receptionists/telephonists [460|461] | 14 | 430 |
| 505\_Metal working production and maintenance fitters [516] | 4 | 520 |
| 507\_Electricians and other electrical/electronic trades nec [521|522|524|529] | 4 | 521 |
| 507\_Electricians and other electrical/electronic trades nec [521|522|524|529] | 6 | 522 |
| 511\_Vehicle trades (e.g. motor mechanics) [540-544] | 7 | 523 |
| 515\_Woodworking trades [570-573|579] | 4 | 524 |
| 603\_Non-public service protective service occupations (e.g. security guards) [615|619] | 11 | 700 |
| 604\_Chefs, cooks hotel supervisor [620] | 8 | 701 |
| 610\_Nursery nurses and playgroup leaders [650|651] | 13 | 702 |
| 702\_Technical and wholesale sales representatives [710] | 4 | 708 |
| 704\_Sales assistants [720] | 7 | 709 |
| 808\_Packers, bottlers, canners, fillers & other routine process operatives [862|869] | 4 | 817 |
| 809\_Drivers of road goods vehicles [872] | 11 | 818 |
| 809\_Drivers of road goods vehicles [872] | 7 | 819 |
| 809\_Drivers of road goods vehicles [872] | 9 | 820 |
| 907\_Counterhands, catering assistants [953] | 8 | 912 |
| 909\_Cleaners, domestics, and other occupations in sales and services [955-959] | 14 | 913 |
| 909\_Cleaners, domestics, and other occupations in sales and services [955-959] | 11 | 914 |

#### 

### Web Appendix 5d: Bespoke occupational classification for recoding

The general procedure for recoding SOC 2000 to SOC 90 is described in section **Error! Reference source not found.**. Using the supplied LFS data, data were first cleaned so that the weight for each person summed to one (and obvious errors removed).

For SOC 2000 occupations that in the dual-coded data had less than 30 observations, the SOC90 codes of men and women were pooled; otherwise data were mapped separately for men and women. For SOC 2000 occupations where the combined number of men and women in the 2000 LFS was <30, occupations were pooled with similar occupations in similar fashion to section **Error! Reference source not found.**.

This table lists the occupations that were grouped together in the dual-coded data to ensure that each cell had a sample size above 30.

|  |  |  |
| --- | --- | --- |
| Grouped occ | SOC 2000 code | Label |
| 1 | 1111 | Senior officials in national government |
| 1 | 1113 | Senior officials in local government |
| 2 | 1122 | Managers in construction |
| 2 | 1123 | Managers in mining and energy |
| 3 | 1182 | Pharmacy managers |
| 3 | 1183 | Healthcare practice managers |
| 4 | 1212 | Natural environment and conservation managers |
| 4 | 1219 | Managers in animal husbandry, forestry and fishing n.e.c. |
| 5 | 1221 | Hotel and accommodation managers |
| 5 | 1222 | Conference and exhibition managers |
| 6 | 1235 | Recycling and refuse disposal managers |
| 6 | 1239 | Managers and proprietors in other services n.e.c. |
| 7 | 2125 | Chemical engineers |
| 7 | 2129 | Engineering professionals n.e.c. |
| 8 | 2322 | Social science researchers |
| 8 | 2329 | Researchers n.e.c. |
| 9 | 2411 | Solicitors and lawyers, judges and coroners |
| 9 | 2419 | Legal professionals n.e.c. |
| 10 | 2451 | Librarians |
| 10 | 2452 | Archivists and curators |
| 11 | 3121 | Architectural technologists and town planning technicians |
| 11 | 3123 | Building inspectors |
| 12 | 3216 | Dispensing opticians |
| 12 | 3217 | Pharmaceutical dispensers |
| 13 | 3222 | Occupational therapists |
| 13 | 3223 | Speech and language therapists |
| 14 | 3413 | Actors, entertainers |
| 14 | 3414 | Dancers and choreographers |
| 15 | 3442 | Sports coaches, instructors and officials |
| 15 | 3449 | Sports and fitness occupations n.e.c. |
| 16 | 3511 | Air traffic controllers |
| 16 | 3512 | Aircraft pilots and flight engineers |
| 17 | 3536 | Importers, exporters |
| 17 | 3539 | Business and related associate professionals n.e.c. |
| 18 | 3551 | Conservation and environmental protection officers |
| 18 | 3552 | Countryside and park rangers |
| 19 | 3565 | Inspectors of factories, utilities and trading standards |
| 19 | 3568 | Environmental health officers |
| 20 | 5211 | Smiths and forge workers |
| 20 | 5212 | Moulders, core makers, die casters |
| 21 | 5231 | Motor mechanics, auto engineers |
| 21 | 5233 | Auto electricians |
| 22 | 5242 | Telecommunications engineers |
| 22 | 5243 | Lines repairers and cable jointers |
| 23 | 5311 | Steel erectors |
| 23 | 5319 | Construction trades n.e.c. |
| 24 | 5411 | Weavers and knitters |
| 24 | 5413 | Leather and related trades |
| 24 | 5414 | Tailors and dressmakers |
| 24 | 5419 | Textiles, garments and related trades n.e.c. |
| 25 | 5422 | Printers |
| 25 | 5424 | Screen printers |
| 26 | 5431 | Butchers, meat cutters |
| 26 | 5433 | Fishmongers, poultry dressers |
| 27 | 5493 | Pattern makers (moulds) |
| 27 | 5494 | Musical instrument makers and tuners |
| 27 | 5495 | Goldsmiths, silversmiths, precious stone workers |
| 27 | 5499 | Hand craft occupations n.e.c. |
| 28 | 6211 | Sports and leisure assistants |
| 28 | 6219 | Leisure and travel service occupations n.e.c. |
| 29 | 6291 | Undertakers and mortuary assistants |
| 29 | 6292 | Pest control officers |
| 30 | 8118 | Electroplaters |
| 30 | 8119 | Process operatives n.e.c. |
| 31 | 8122 | Coal mine operatives |
| 31 | 8123 | Quarry workers and related operatives |
| 32 | 8124 | Energy plant operatives |
| 32 | 8126 | Water and sewerage plant operatives |
| 32 | 8129 | Plant and machine operatives n.e.c. |
| 33 | 8136 | Clothing cutters |
| 33 | 8137 | Sewing machinists |
| 34 | 8143 | Rail construction and maintenance operatives |
| 34 | 8149 | Construction operatives n.e.c. |
| 35 | 8223 | Agricultural machinery drivers |
| 35 | 8229 | Mobile machine drivers and operatives n.e.c. |
| 36 | 9131 | Labourers in foundries |
| 36 | 9139 | Labourers in process and plant operations n.e.c. |
| 37 | 9222 | Hotel porters |
| 37 | 9229 | Elementary personal services occupations n.e.c. |
| 38 | 9232 | Road sweepers |
| 38 | 9239 | Elementary cleaning occupations n.e.c. |
| 39 | 9242 | Traffic wardens |
| 39 | 9245 | Car park attendants |

## Chapter 6 Web Appendices

### Web Appendix 6a: Descriptive statistics for control variables

The following descriptive statistics were calculated on the main sample, i.e. the 44,717 person-waves with no missing data on the variables in the main models. (Certain variables used in the sensitivity analyses have smaller sample sizes, as shown).

Table 6: Descriptive statistics for categorical control variables (demographics)

|  |  |  |  |
| --- | --- | --- | --- |
|  | % |  | % |
| Age group |  | Region |  |
| >20-24 | 10.5% | >North-East | 4.1% |
| >25-29 | 14.3% | >North-West | 10.7% |
| >30-34 | 15.8% | >Yorkshire&Humber | 8.2% |
| >35-39 | 15.7% | >East Midlands | 7.6% |
| >40-44 | 14.0% | >West Midlands | 7.6% |
| >45-49 | 12.5% | >East of England | 7.8% |
| >50-54 | 9.7% | >London | 7.7% |
| >55-59 | 6.2% | >South-East | 12.3% |
| >60-64 | 1.5% | >South-West | 7.6% |
| Male | 49.5% | >Wales | 11.0% |
| Marital status |  | >Scotland | 15.3% |
| >Married | 61.3% | Maximum qualifications |  |
| >Separated/divorced/widowed | 11.8% | >No qualifications | 11.3% |
| >Never married | 26.9% | >Level 1 | 4.3% |
| Number of children |  | >Level 2 | 22.6% |
| >0 | 58.8% | >Level 3 | 14.4% |
| >1 | 17.9% | >Level 4 - other | 30.6% |
| >2 | 17.8% | >Level 4 - degree | 16.7% |
| >3+ | 5.5% | Money problems |  |
| Tenure |  | >Comfortable/OK | 70.0% |
| >Owns home | 81.3% | >Just about getting by | 23.8% |
| >Social housing | 10.8% | >Difficult | 6.2% |
| >Other rented | 7.9% | Black / ethnic minority | 2.6% |
| Partner in household | 75.5% | Partner's IB receipt | 2.5% |
| Partner's WLD | 8.3% | Partner is employed | 64.0% |

Table 7: Descriptive statistics for categorical control variables (health)

|  |  |  |  |
| --- | --- | --- | --- |
|  | % |  | % |
| Musculoskeletal problem | 17.1% | Limitations for housework | 1.3% |
| Vision problem | 2.2% | Limitations climbing stairs | 1.1% |
| Hearing problem | 4.1% | Limitations getting dressed | 0.3% |
| Allergy problem | 12.5% | Limitations walking >10mins | 1.2% |
| Breathing problem | 9.5% | Visits to GP in past year |  |
| Heart problem | 6.5% | >0 | 58.8% |
| Digestive problems | 5.0% | >1-2 | 40.9% |
| Diabetes | 1.5% | >3-5 | 18.9% |
| Epilepsy | 0.6% | >6-10 | 7.0% |
| Migraine | 8.8% | >10+ | 4.5% |
| Other health problem | 3.6% | Hospitalised in past year | 5.8% |
| GHQ Caseness | 23.4% | Self-reported general health |  |
| Anxiety/depression | 4.8% | >Excellent | 28.8% |
| Addiction problems | 0.2% | >Good | 50.5% |
| Limiting longstanding illness | 6.2% | >Fair | 16.4% |
|  |  | >Poor/v poor | 4.3% |

Table 8: Descriptive statistics for categorical control variables (SES/work)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | % |  | % | n |
| Job satisfaction |  | Hours of work |  |  |
| *>Dissatisfied* | 13.4% | *> Less than 16 hrs* | 57.1% |  |
| *>Neither sat nor dissat* | 11.3% | *>16-29 hrs* | 5.8% |  |
| *>Satisfied* | 30.4% | *>30-45 hrs* | 12.9% |  |
| *>Completely satisfied* | 44.8% | *> 45+ hrs* | 24.2% |  |
| Opportunities for promotion | 48.6% | Temporary job | 4.8% |  |
| Managerial duties |  | Size of workplace |  |  |
| *>Manager* | 22.0% | *>Small* | 31.2% |  |
| *>Foreman/supervisor* | 16.7% | *>Medium* | 46.1% |  |
| *>Not mngr/foreman* | 61.2% | *>Large* | 22.7% |  |
| Occupational pension | 54.8% | Satisfaction with boss |  | 21,780 |
| Sector |  | *>Dissatisfied* | 13.4% |  |
| *>Private* | 67.3% | *>Neither sat nor dissat* | 11.3% |  |
| *>Public* | 29.0% | *>Satisfied* | 30.4% |  |
| *>Nonprofit/other* | 3.6% | *>Completely satisfied* | 44.8% |  |
| Satisfaction with security |  | Satisfaction with initiative |  | 22,009 |
| *>Dissatisfied* | 13.4% | *>Dissatisfied* | 13.4% |  |
| *>Neither sat nor dissat* | 11.3% | *>Neither sat nor dissat* | 11.3% |  |
| *>Satisfied* | 30.4% | *>Satisfied* | 30.4% |  |
| *>Completely satisfied* | 44.8% | *>Completely satisfied* | 44.8% |  |
| Industry |  | Satisfaction with pay |  | 44,350 |
| *>Agric., Hunting and Forestry* | 0.9% | *>Dissatisfied* | 13.4% |  |
| *>Mining and Quarrying* | 0.5% | *>Neither sat nor dissat* | 11.3% |  |
| *>Manufacturing* | 20.7% | *>Satisfied/completely sat* | 42.0% |  |
| *>Electricity/Gas/Water* | 1.1% | Value of work |  | 16,713 |
| *>Construction* | 3.9% | *>Not important* | 2.0% |  |
| *>Wholesale and Retail Trade* | 13.6% | *>Quite unimportant* | 13.2% |  |
| *>Hotels and Restaurants* | 3.5% | *>Quite important* | 44.5% |  |
| *>Transport & Storage* | 6.0% | *>Very important* | 40.2% |  |
| *>Financial Intermediation* | 5.9% | Self-reported class |  | 15,313 |
| *>Real Estate* | 9.3% | *>Working-class* | 48.3% |  |
| *>Public Administration* | 8.7% | *>Middle-class* | 39.4% |  |
| *>Education* | 9.6% | *>Other* | 12.3% |  |
| *>Health and Social Work* | 12.5% | Occupation (1-digit) |  |  |
| *>Other Comm./Social/Pers.* | 3.6% | *>Managers & Administrators* | 15.1% |  |
| Social class (NS-SEC) |  | *>Professional* | 10.9% |  |
| *>Higher managers & prof* | 4.4% | *>Associate prof and technical* | 12.4% |  |
| *>Lower managers & prof* | 36.9% | *>Clerical and secretarial* | 19.0% |  |
| *>Intermediate employees* | 18.0% | *>Craft and related* | 10.1% |  |
| *>Small employers / own acc.* | 0.0% | *>Personal/protective services* | 10.5% |  |
| *>Lower supervisors & tech.* | 12.2% | *>Sales* | 6.9% |  |
| *>Semi-routine workers* | 16.1% | *>Plant & machine operatives* | 9.0% |  |
| *>Routine workers* | 12.5% | *>Other occupations* | 6.1% |  |

Table 9: Descriptive statistics for continuous control variables

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Mean | SD | Min | Max |
| Log income | 5.8 | 0.4 | 3.8 | 8.6 |
| GHQ (scale) | 10.8 | 5.0 | 0.0 | 36.0 |
| Occupational status | 37.3 | 18.6 | 0.6 | 97.5 |
| Occupational status (male) | 17.6 | 22.1 | 0.0 | 90.3 |
| Occupational status (female) | 19.7 | 23.4 | 0.0 | 97.5 |
| Occupational status (CAMSIS) | 52.6 | 14.4 | 13.1 | 95.4 |
| Occupational status (Chan/Goldthorpe) | 0.0 | 0.4 | -0.6 | 0.6 |

## Chapter 8 Web Appendices

### Web Appendix 8a: Topic Guide

**Intro (2-3 mins)**

*Just to start off on a couple of quick background questions.*

* **Family** (to start off): Who live with, Any family in the country [where etc]
* **Education**: showcard
* **IF NOT SCREENED: age**

**HEALTH (5-10 mins)**

*Before asking about work, I’d like to ask you about your health.*

* List of health conditions on showcard. Then for **EACH**, ask detail
  + **Cause** (**family** / accident etc. IF JOB-RELATED, come back to this)
  + Medical treatment
  + Good day / bad day
  + Any change in past five years

**NATURE OF KEY JOB (10-15 mins)**

*- Focus on* ***one job***

*-* ***Move quickly*** *between questions*

* **Current situation**
  + CHECK SCREEN THEN CONFIRM: Paid work / Self-employment
  + CLARIFY: Study / Voluntary work / Caring / Looked after home or family
* **The job** (employer, job title, key tasks)
* **\* Nature of work**
  + Dealing with people / **Emotional demands** – public
  + Social support at work – colleagues AND management
  + Level of autonomy in job [choice over what do / how do / work speed / time]
* **Efforts and rewards**
  + Physical demands [physically exhausted / getting exercise vs. static]
  + Hours worked
  + Heavy workload [work very fast/intensively / enough time / overwhelmed]
  + Effort / strain (**think before/after work / can forget about it at home / sacrifice life for work)**
  + Rewards: **esteem (respect/fairness) / salary/promotion (given effort/achievements) / security** – PROBE best bit
  + How rate overall job satisfaction

**SICK LEAVE 10-15 mins**

***Page for people who left work (sickness absence or ended job)***

*I’d like to ask you about the time you (were on sickness absence / left work)*

* **Dynamics [chronology]**
  + When *health problem* started/deteriorated
  + What happened so ended up leaving work [Probe on roles of health and **GP**]
* **\* How did they think their health affected their fitness-for-work?**

*For each, probe role of others on this only: GP, doctors, family, friends*

* + Working would harm health [Probe effect of work]
  + Not able to do the work [Hardest/easiest parts of job when feeling unwell]
  + Uncomfortable/painful to work
  + *[PROBE confident/uncertain of this]*
* **Employer/colleagues** 
  + Employer views
    - Performance
    - Effect of work on health
  + Support of others at the time
    - Employer: efforts to keep you?
    - OH
    - Colleagues, Family/friends
  + Adaptations: any requested, any given

**Return to work 5-10 mins**

***DO NOT PROBE AROUND CURRENT SITUATION – just period after leaving work***

* **Response** 
  + Recovery expectations at time
  + Health change just after this
  + Support of others at the time [colleagues, family/friends]
* **RTW achieved?**
  + Wanted to work at time [probe around incentives]
  + Looked for work after this [where: close by, whole town/city, moving]
  + Worked since then – same job/new job

**IF YES:**

* + What enabled them to RTW
    - Health change
    - Work change: work different? Did this help?
    - Other change (e.g. attitudes, pressure, time)
  + How easy to RTW
  + Ever felt close to leaving new job

**Working w­­ith health problems 10-15 mins**

***Page for people who worked continuously***

*I’d like to ask you about working with your health problem.*

* **Dynamics [chronology]**
  + When *health problem* started/deteriorated
* **\* Did they ever think their health affected their fitness-for-work?**

*For each, probe role of others: GP, doctors, family, friends*

* + Working would harm health
    - **Probe** effect of work on health – both this health issue and others
  + Not able to do the work
    - Hardest/easiest parts of job when feeling unwell
  + Uncomfortable/painful to work
  + *[PROBE confident/uncertain of this]*
* **\* Staying at work (employer/colleagues)**
  + Ever consider leaving work
    - IF NO: How easy to continue working? Why not consider leaving?
    - IF YES: why continued [finances/insecurity/workload/other]
  + Employer views
    - Performance
    - Effect of work on health
  + Support of others
    - Employer: efforts to keep you?
    - OH
    - Colleagues
    - Family/friends
  + Adaptations: any requested, any given
* **Future course**
  + Performance affected since
  + Sick days taken as a result
  + Health changed due to work
  + Health in future – better/worse?
  + Retirement intentions

**General questions 5-10 mins**

*Focusing now more generally rather than on that specific job.*

* **\* Fitness-for-work and specific jobs** 
  + Jobs that would be difficult (PROBE diff to old job)
    - Physical demands / Travel
    - Dealing with people / Social support at work
    - Hours worked / Heavy workload / psychological demands
    - Level of autonomy
  + Ideal job for health
  + Confidence about what work could do (PROBE uncertainty)
* **Employability** (wording depends on if currently working)
  + Ease of getting (another) good job
  + Ease of getting any (other) job
  + Major problems in getting jobs (age/gender/children/region)
  + Disability a problem in getting jobs
  + **Would prefer to work at the moment [probe around incentives]**

**BENEFITS 5 mins**

*Finally for this section, a few questions about financial situation*

* **Finances and benefits**
  + Sick pay [had / would have received if absent]
  + Ever claimed ESA(/IB)
  + <<IF YES>>
    - How knew to claim? Application process
    - **Support** (JC+ adviser | **Pathways provider** | CMP) – impact of this support on employment and on lives generally
    - **Medical tests** : (PROBE: agree with test | advisers’ view)
    - Others’ knew (IF YES: views of family/friends)
  + <<IF NO>>
    - Believed eligible
    - Thought about claiming if eligible (Why not claimed?)
    - Would ever claim if health/finances got worse (Probe)
* ***Know others who claim [skip if short on time]***
  + *Their situation (reason for claiming, old job, jobs they could do)*
  + *Comparison to own situation*

**Cognitive interviewing – separate questionnaire 10 mins**

*Poss suggest tea/short break – check energy levels.*

[See other sheet]

**Ending 5mins**

* **Message to policymakers – inc. what would have helped YOU personally**
* **Thanks and VOUCHER**
* **FUTURE WORK** – ask if OK to contact them in future**.**
* **Will send plain English summary – ask for email address**
* **\*\* SNOWBALLING \*\***
  + **Others with health problem/disability**
  + **Anyone claiming IB**
* **DEBRIEFING** – ask for opinions on the interview process**.**