

Working Lives

The scale and nature of labour
market non-compliance and other
work-based harms in the UK –

Appendices

Table of Contents

Appendix A – Working Lives survey pilot results write-up	4
Sample characteristics	4
Respondent-driven sampling	8
<i>Main properties of the RDS</i>	8
<i>Multivariate analysis and simulation study</i>	10
Appendix B – Measurement in the Working Lives Survey.....	13
Financial Harms (Chapter 4)	13
Administrative Violations (Chapter 5)	16
Health and safety and mistreatment at work (Chapter 6)	18
Non-traditional work (Chapter 7)	20
Appendix C – Full Working Lives Survey – Understanding Society participants	23
SCREENERS	23
CONSENT.....	25
CURRENT SITUATION	26
INCOME	29
HOURS WORKED	33
AGENCY WORKER.....	34
APPRENTICESHIP	36
GIG ECONOMY / SELF-EMPLOYED	38
UNFAIR DEDUCTIONS.....	39
NMW VIOLATION.....	40
UNPAID WORK.....	42
TIME OFF	44
NEW JOB AND CONTRACT	44
PAYSLIPS	45
HEALTH AND SAFETY.....	47
TRADE UNIONS	49
FINAL CATCH-ALL QUESTION	51
DEMOGRAPHIC QUESTIONS	51
RDS	55
Appendix D – Multivariate analysis	60
Financial Harms	60
Administrative Violations	79
Health and Safety	86

Appendix E – Interviews: sample composition in aggregate	94
Appendix F – Interview topic guide.....	96
Appendix G – Focus groups: Pre-task questionnaire	104
Appendix H - Focus group sampling and recruitment.....	105
Appendix I – Focus groups: Sample characteristics in the aggregate	106
Appendix J – Focus groups: Individual-level overview of the participants	109
Appendix K – Focus group topic guide.....	112

Appendix A – Working Lives survey pilot results write-up

Sample characteristics

This write-up is based on the data that was collected up until the 20th of December among the members of the ‘Public Voice’ survey who were found to be eligible to take part in the survey based on a set of screener questions (and the people they invited via Respondent-Driven Sampling, RDS). During the pilot, 383 people attempted to take part in the study, but the screeners whittled this number down to 156 participants. Among them, 142 participants finished the survey (91%).

We used the following screener questions:

ASK ALL

Job_number

S1. How many jobs do you currently have? Please include any self-employed jobs when answering.

1. I have one job
2. I have two jobs
3. I have more than two jobs
4. I don't currently have a job

ASK ALL

Job_type multi choice

S2. Please tick all that apply to your [if S1=1: “current job”; if S2=2,3: “current jobs”; if S2=4: “most recent job”].

1. Self-employed
2. Paid employment/Employee
3. Maternity/Paternity leave
4. Full-time student
5. Long-time sick or disabled
6. Government training scheme
7. Apprenticeship scheme
8. Unpaid family business
9. Work through an agency
10. Gig economy/Platform economy (e.g. independent contractors, online platform workers, contract firm workers, call workers, temporary hires etc.)
11. Something else (please type in) *Fixed *Open
12. None of the above *Fixed *Exclusive

ASK if S1==1

Employees_jbsizeA single choice

S3. [If S1=1: “How many people are employed at the place where you work?”; if S1=2,3: “Please think about the smallest organisation that you currently work for. How many people are employed at that place of work?”; if S1=4: “Please think about the most recent job you had. How many people

were employed at the place where you worked?”] Think about all employees, including part-time and shift workers, but excluding volunteers. If you are not sure, please provide your best guess.

1. I [if S1=1,2,3: “work”; if S1=4: “worked” on my own
2. 2 - 50 workers
3. 50 or more workers
4. I don’t know

ASK ALL

UK_born

S4. Were you born in the UK, that is in England, Scotland, Wales or Northern Ireland?

1. Yes
2. No
3. Prefer not to say

ASK ALL

ethnic

S5. What is your ethnic group?

1. White
 - a. British/English/Scottish/Welsh/Northern Irish white
 - b. Irish white
 - c. Gypsy or Irish Traveller white
 - d. Any other white background
2. Mixed
 - a. White and Black Caribbean
 - b. White and Black African
 - c. White and Asian
 - d. Any other mixed/multiple ethnic background
3. Asian or Asian British
 - a. Indian
 - b. Pakistani
 - c. Bangladeshi
 - d. Chinese
 - e. Any other Asian background
4. Black or Black British
 - a. African
 - b. Caribbean
 - c. Any other Black/African/Caribbean background
5. Other ethnic group
 - a. Arab
 - b. Any other ethnic group
6. Prefer not to say

ASK ALL

income

S6. Considering all your income from all your jobs, are your **yearly** earnings £24,000 or more, including bonuses but before taxes and other deductions? This is equivalent to an approximate **weekly** salary of £462, including bonuses but before taxes and other deductions.

(We will ask you about your earnings in more detail later in the survey.)

1. Yes, they are £24,000 or more
2. No, they are below £24,000
3. I am currently not getting income from work
4. Prefer not to say

We used the above questions to ask about the current/latest job of the potential participants. Unfortunately, we did not put a time limit on this, which meant that, in the sample, we had 16 retired individuals who had been out of work for more than two years. We also had 5 full-time students who had not been employed for more than two years. This meant that we needed to exclude 21 participants, thus leaving us with 121 whom we kept in all subsequent analysis.

On average, it took a little over 14.2 minutes for participants to complete the survey. People, who filled out the RDS section of the survey took, on average, 16.7 minutes to finish their participation. For the rest, the average completion time was 13.6 minutes. People with a single job took on average 14 minutes while those with two or more jobs took 15.6 minutes.

Among these 121 participants, 105 of them came from the Public Voice survey and 16 from the RDS. The details of this breakdown can be found in Table A.1. Altogether, 13.2% of participants came from the RDS. Further details regarding the RDS can be found under the ‘Respondent-driven sampling’ section.

Table A.1 Participants – Public Voice and RDS

	Number of participants	% of participants
Public Voice	105	86.8%
Generation 1	9	7.4%
Generation 2	4	3.3%
Generation 3	3	2.5%

Around 60% of the sample was female with an average age of 45 years of age. In terms of the four screener questions...

- ...59.5% of the respondents were in **non-traditional work**, with 17.5% of them having more than one job. For a more detailed breakdown, please refer to Table A.2.
- ...52.9% of participants were **low-income**.
- ...42.2% of participants were from a **non-white and/or immigrant background**.
- ...90.1% of the participants worked at a **small workplace**.

Table A.2 Proportion of people in work (their current/last work)

	Proportion in the sample
Employee	57%
Self-employed/	31.4%
Apprenticeship scheme	0.8%
Unpaid family business	0.8%
Works through an agency	4.1%
Gig economy/platform work	3.3%
Something else (caring and volunteering)	2.5%

The composition of the sample was different compared to what we expected of our target population informed by the Understanding Society Survey. Table A.3 juxtaposes the weighted results from the two surveys. It shows that the pilot had fewer people who were low-income, in non-traditional work, who were White British, and more people working for a small workplace compared to the Understanding Society sample. The biggest gap emerged for low-income people who were much less likely to be recruited, but the other estimates were also far off. In short, and despite our best endeavours, the pilot survey was more different than what we expected or hoped for. In other words, although we can estimate the potential influence of this altered make-up, these calculations will not be predictions or forecasts but probabilistic calculations using the limited data collected.

Table A.3 Proportions and percentage point difference of low-income workers, non-traditional workers, UK-born White British workers, and workers working for a small firm in the Pilot and precarious workers in the Understanding Society Survey (weighted population estimates)

	Pilot	Understanding Society	Percentage point difference
Non-traditional work	64.1%	89.5%	-25.4 pp
Low-income	56.1%	95.9%	-39.8 pp
White British	60.2%	74.2%	-14 pp
Small workplace	93.3%	70.4%	22.9 pp

Finally, it is worth considering the industry make-up of the sample. As demonstrated by Table A.4, while for certain industries the pilot was accurate (such as for wholesale and retail or construction), hospitality was under-, whilst the healthcare sector was overrepresented in the sample even after weighting (see: Pósch et al. 2024 for a direct comparison). We could not make a comparison to the social care sector as that is not being listed separately by the Understanding Society Survey. These differences also indicate that the pilot results were somewhat off target.

Table A.4 Proportions and percentage point difference across the various industries in the Pilot and precarious workers in the Understanding Society Survey (unweighted sample proportions and weighted population estimates)

	Pilot sample	Pilot weighted	Understanding Society (weighted)	Percentage point difference
Hospitality	9.1%	9.4%	15.3%	-5.9pp
Wholesale and retail	15.7%	15.2%	15.4%	+0.2pp
Construction	7.4%	7.7%	7.6%	-0.1pp
Healthcare	18.2%	17.6%	5.1%	+12.5 pp
Education and childminding	7.4%	7.7%	15.3%	-7.6 pp
Social care	7.4%	8.1%	NA	NA
Other	34.7%	34.3%	41.3%	NA

Respondent-driven sampling

Main properties of the RDS

One of the main purposes of the pilot was to assess the viability of the respondent-driven sampling approach for our population of interest. Based on past studies, we expected to be able to gather 3-5 times as many respondents this way compared to the initial (seed) sample. As shown in Table A.1, it seems that the RDS approach did not fare well in this particular sample with only 0.15 person recruited for each seed participant. This section will outline why this might have been the case and runs a simulation study regarding what we could expect from the same RDS setup using the Understanding Society Survey sample.

The core assumption and key driver of respondent-driven sampling is tapping into genuine networks with strong ties. Therefore, the first question that we asked participants was the number of people they know who would qualify to be recruited and whom they had a sufficiently strong relationship with. We used the following prompt to gauge this:

[ASK ALL](#)

[RDS_network Single code](#)

RDS1. We would like to hear from other people similar to you to expand our knowledge regarding the 'Working Lives' of people living in the UK. Do you have any family, friends or trusted colleagues, who meet **at least two of the following four criteria?**

- They are in non-traditional work (e.g. they are self-employed, they have multiple jobs, they work in the gig economy, they work through an agency, they are doing an apprenticeship, etc.)
- They work at a small workplace (i.e. with fewer than 50 people)
- They were born outside the UK, immigrants, or are members of an ethnic minority

- To the best of your knowledge, their yearly income (including bonuses but before taxes and other deductions) is below £24000

A 'trusted colleague' is a person whom you can imagine having a coffee or beer with or can envision engaging with them socially in other ways (such as going to the cinema or playing sports with) regardless of whether you have actually done any of these activities with them already.

1. Yes, I know at least one person
2. No, I do not know anybody
3. Prefer not to say

Around one in four participants (26.3%) said that they knew at least one person they could potentially recruit. This number increased to two-thirds (66.7%) among those who had been recruited and were in the first wave, which implies that people who had been recruited had a higher chance of being part of a strongly tied network themselves compared to the rest of the sample.

The fact that only a quarter of participants knew someone they could potentially invite to the study would not necessarily be an issue provided that these people had large networks to tap into. Unfortunately, this did not seem to be the case either: one-third of the participants (32.3%) only knew a single person, and a quarter of participants (25.8%) only knew two people which means that only four-in-ten people knew three or more people who would be potentially eligible to participate (see Table A.5 for further details). This implies small and sparse networks, which is not ideal for an RDS approach either. For the initial seed sample, each participant knew 0.9 person on average whom they could potentially refer to the study. However, we witnessed a marked improvement among the RDS participants here as well, with the average network size increasing to 2.2 among people in the first generation, indicating that people who have been referred and decided to take part were much better connected than the sample as a whole.

Table A.5 Reported network characteristics among participants who could potentially recruit others (seed sample)

Number of people they have strong ties with	Proportion of participants with at least one person they could refer
1	32.3%
2	25.8%
3	9.7%
4	9.7%
5	3.2%
9	3.2%
10 or more	9.7%

After having asked about the number of people they knew, the participants needed to indicate whether they could think of anyone who might want to take part in the survey. Three-quarters of respondents (74.2%) opted into taking part in the RDS which is a relatively high number compared to a typical RDS study where this tends to be much lower.

We were also interested in what characterised the best recruiters in our sample. People who could refer others overwhelmingly had a single job (74.2%) with people out of work being the second most successful group (16.1%). 62.5% of people were recruited by employees followed by self-employed people (18.8%), with people in full-time study or unemployed being responsible for the rest of the recruits. Agency workers and people working in the gig economy could not refer anyone because they reported no strong ties in the survey.

We also discovered a clear industry pattern with workers in certain industries being much better connected. Whilst people working in construction (57.1%), hospitality (45.5%), wholesale and retail (44.4%), and social care (37.5%) were much more likely to know someone they could potentially refer, other industries lagged behind of these, such as education and childminding (10%), the healthcare industry (9.1%), factory and manufacturing (no referral), and agriculture (no referral). It is important to emphasise that due to the limited size of the pilot it is impossible to draw firm conclusions regarding what to expect from the main data collection. Nevertheless, it is likely that while the RDS might work for certain industries, it might not be able to penetrate others.

Generally speaking, the above results speak to the atomised nature of today's work reflecting the daily experiences of precarious workers. While this is an impediment from a sampling perspective, this is also a notable finding which is worthy of further exploration.

Multivariate analysis and simulation study

As the next step, binary logistic regression with bootstrapped standard errors was used to estimate the association between a list of covariates and whether the person knew someone they could potentially refer to us. The four screening criteria were entered into the modelling. To represent these results, we derived the fitted probabilities, where the estimates referred to the probability that the person knew someone they could have invited to the study. Crucially, the overall probability of someone knowing someone is the descriptive statistics quoted earlier: 26.3%. Thus, all of the below numbers should be juxtaposed to this overall probability. For instance, 30.3% would mean an increase of four percentage points, whilst a 22.3% would refer to a drop of four percentage points.

Table A.6 implies that, according to the model, the ethnic and immigration background of the person played the largest role as, all else being equal, your chances of knowing someone more than doubled if you were White and British. Traditional workers also had around an 8 percentage point advantage over non-traditional workers and workers in

smaller workplaces had a 6 percentage point boost compared to large workplaces but, due to the small sample size, neither of these differences should be considered statistically significant. Finally, controlling for all else, income did not seem to play a crucial role with regards to whether the participant knew someone or not.

Table A.6 Estimated probability of knowing somebody that could be referred to the survey based on the selection criteria

	Type of work		Income		Ethnicity and immigrant background		Size of workplace	
	Non-traditional	Traditional	Low-income	Not low-income	Non-white or non-British	White British	Small	Large
Know someone	17.7%	25.4%	21.4%	20.4%	15.1%	32.8%	21.7%	15.6%

We based the simulation study on the above multivariate model. The goal of this simulation study was to provide us with an estimate regarding how successful the recruitment might be based on these pilot results. As implied earlier, there are some significant differences between the two samples that needed to be adjusted for by rebalancing the sample characteristics. By way of example, we had fewer people working at a small workplace in the Understanding Society Survey, which is estimated to have a negative impact on recruitment patterns. By contrast, White British respondents were much more numerous in the Understanding Society Survey, which is likely to increase the chances of participants knowing others similar to them.

Note, that ideally, we would like to estimate *the share or number of participants who are likely to be recruited by each person* instead of *the share of participants who could potentially recruit others*, but due to the small sample size and the relatively low success rate of the RDS, those estimates would be extremely uncertain making the modelling exercise futile. Therefore, we used a two-step procedure: first, we estimated the share of Understanding Society members who are likely to know someone they could potentially invite. Then, we plugged in this estimate to calculate the influence of this change on the RDS sample. Admittedly, this is a formulaic way of providing an educated guess regarding what to expect in another sample which has a myriad of other differences other than the make-up of the sample. Nevertheless, this is the best that can be done based on what we have available.

Table A.7 summarises the results of this exercise. We used three distributions for the share of recruitable participants to ensure that the results are not dependent on particular parametric assumptions. We are presenting the range of plausible values given

the available data, then we estimate the share of people who are likely to take part, finally translating the results to the number of people recruited into the study. To model the data generating process, we rely on three distributions to model knowing/not knowing a relevant person (Bernoulli), the overall network size (Gamma), and the two jointly (Gaussian Negative Copula). These are all more pertinent than relying on the standard normal distribution.

Overall, depending on the distributional assumptions, the expected number we can recruit for each 1000 seeds is increased from 152 to 215-291. Although these numbers are well below the initially envisioned 3-5-times of the original sample, they are a 41-91% increase compared to the pilot results. In other words, provided that the pilot results are directly transferable to the Understanding Society Survey, we would expect a sizeable increase in the efficiency of the RDS.

Table A.7 Simulation study estimating the number of people who are likely to know someone, the estimated share of people who will participate in the RDS, and the potential boost to the recruitment of the individuals

	Estimated share people who know someone	Estimated share of people who participate in the RDS	Estimated sample size for 1000 seeds
Bernoulli	38.7%	25.3%	253
Gamma	35.2%	21.5%	215
Negative copula	41.8%	29.1%	291
Original estimates (pilot study)	26.3%	15.2%	152

We need to highlight an important caveat regarding the simulation study: by design, it expects a by-and-large linear increase in the expected sample. By contrast, in most network-type applications, we tend to experience exponential growth. In other words, provided that the make-up of the Understanding Society sample is indeed friendlier to the RDS approach, the above numbers could significantly underestimate the number of people we could possibly reach.

Appendix B – Measurement in the Working Lives Survey

Appendix B summarises how we measured the main outcome variables of interest in the Working Lives Survey. Each section corresponds to one of the quantitative chapters in our report (Chapter 4-Chapter 7).

Financial Harms (Chapter 4)

When measuring financial harms, we decided to focus on three main areas: (1) work-related deductions, that may or may not be legal, but are often perceived as unfair by workers; (2) NMW violations, based on respondents' reporting and post-estimation review and adjustments; and (3) unpaid extra hours of work, where workers are asked and/or expected to do additional work for free.

Starting with unfair deductions, we asked about their source(s) (such as uniform, accommodation, travel, fuel, etc.), their frequency (one-off, annual, weekly, etc.), and their monetary cost (in pounds) (Table B.1).

NMW violations were calculated using several measures. First, we considered the self-reported gross income of the individual. Then, any (regular) unfair deductions were subtracted from this gross income, and the hourly income estimate was shown to the respondent for them to gauge whether this likely represented their true income. Having checked the estimate, participants could adjust it up or down to a new and final value. The estimates post-adjustment were used to check for violations of the NMW (Table B.1).

Finally, we also asked respondents to report any unpaid extra hours of work. Instead of using a monetary estimate, here we asked participants to tell us how many hours they spent engaging in unpaid extra work-related activities (Table B.1).

Table B.1: Measuring unfair deductions, NMW violations, and unpaid extra hours of work

Construct	Measurement	Modelled variable
Unfair deductions	Thinking about your job: [ONE RANDOMLY SELECTED IF THERE ARE MORE THAN ONE]. In the past two years, have you had/did you have to pay your workplace for any of the following (directly or via salary deduction)? Do NOT include anything that could be expensed or reimbursed by your workplace.	1. Accommodation 2. Travel provided by the employer 3. Personal protective equipment (PPE) 4. Uniform 5. Fuel 6. Vehicle maintenance fees 7. Tools for your work 8. Any materials needed for your work (e.g. paper, cleaning supplies) 9. Insurance 10. Website, platform, or app fee

		11. Other (please type in) 12. None of the above
	<p>Thinking about the payments you've had to make to your workplace in your job as a(n) [JobTitleX], how much has/did each of these cost you in the past two years?</p> <p>Please give your best estimate and specify how often you would pay these costs using the drop-down menu.</p>	1. Accommodation 2. Travel provided by the employer 3. Personal protective equipment (PPE) 4. Uniform 5. Fuel 6. Vehicle maintenance fees 7. Tools for your work 8. Any materials needed for your work (e.g. paper, cleaning supplies) 9. Insurance 10. Website, platform, or app fee 11. Other costs £_____ (Pound amount) 1. One-off 2. Yearly 3. Monthly 4. Weekly 5. Daily 6. Hourly
National Minimum Wage Violations	Using all the information provided by you (income, hours worked, and costs to you) we calculated the amount you earn each hour, including bonuses but before taxes and other	1. Yes, this is about right 2. No, this is probably too low 3. No, this is probably too high 4. Don't know

Unpaid extra hours of work	<p>deductions for your job: [JobTitleX] is...</p> <p>Calculated hourly income: £[HOURLY_INCOME]</p> <p>Does this seem accurate to you?</p>	
	<p>You indicated that the calculated hourly rate for your job as a(n) [JobTitleX] is probably too low/high. Could you please provide a more precise estimate of your hourly rate?</p>	<p>Calculated hourly income: £[HOURLY_INCOME]</p> <p>Please fill in the amount (in £) in the box:</p> <p>98. Prefer not to say</p>
	<p>Still thinking about your job: [JobTitleX]. In the last two years, were you asked to do or take part in any of the following without getting paid for them?</p>	<ol style="list-style-type: none"> 1. Induction 2. Compulsory training (in person or online) 3. Queuing for security 4. Essential work-related tasks before/after work (e.g., cleaning the premises, doing inventory, setting up your workstation) 5. Work related travel 6. Covering for a colleague who was absent 7. Other (please type in) 8. None
	<p>In this job: [JobTitleX], approximately how many hours did you spend on these activities?</p> <p>Please give your responses (in hours) for each of the activities and</p>	<ol style="list-style-type: none"> 1. Induction 2. Compulsory training (in person or online) 3. Queuing for security 4. Essential work-related tasks

confirm one of the time periods that the hours apply to.	before/ after work (e.g., cleaning the premises, doing inventory, setting up your workstation) 5. Work related travel 6. Covering for a colleague who is absent 7. Another unpaid activity _____ Hours per 1. Year 2. Month 3. Week 4. Day
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Administrative Violations (Chapter 5)

Based on our consultations with the advisory groups, the academic literature and our scoping of the UK legal landscape, we identified three areas of primary interest: (1) the receipt of payslips and the details provided on them (i.e. itemisation); (2) the receipt of a contract or key information document, and its timeliness; and (3) leave-related difficulties, which can be associated with any type of leave (annual leave, sick leave, parental leave, etc.). We detail below how each of these were captured in the survey (also see in Table B.2).

The question regarding the receipt of payslips inquired about the respondent's experience over the past two years, in a job where they still worked/recently worked. In recognition that not all workers receive payslips (such as many self-employed workers), we also gave the option to choose 'not applicable' for this question. This meant that we could create two outcome variables: one estimating the proportion of workers not receiving a payslip regularly or at all in the whole workforce; and the second one estimating the proportion of workers who did not receive a payslip regularly or at all, among those who self-identified as eligible to receive one. Although we will report the headline findings for both of these variables, we will only provide in-depth analysis of the second, as we are interested in how receipt varies among those who would normally expect to receive a payslip.

The question regarding receiving a contract or KID was limited to those who started a new job in the last two years. The reason for this was twofold. First, we are interested in recent and current practices in the labour market and thus, someone having (not) received a

contract or key document several or many years ago is not of primary interest. Second, we would expect most workers would be less likely to recall whether they had received the appropriate documentation in the more distant past. This means that we could only ask this question of a subset of the full sample, nevertheless, these estimates speak to current practices in the labour market.

Finally, we asked all participants about leave-related difficulties. Unlike the questions regarding payslips and contracts, which were aimed at learning about legal violations, this question was open-ended by design. First, the participant needed to select the types of leaves they had had issues with (if any), then they were asked to elaborate on their experiences.

Table B.2: Measuring receipt of payslips, receipt of a contract or key document, and leave-related difficulties in the Working Lives Survey

Construct	Measurement	Modelled variable
Receipt of payslips	Again, thinking about this job: [ONE OF THE UP TO TWO JOBS LISTED BY THE WORKER], in the last two years, how regularly have you received a payslip from your work (either a physical piece of paper or online statement)?	Not receiving a payslip regularly or at all (every worker): <ul style="list-style-type: none"> • 1, 2, 5 = No issues with a payslip • 3, 4 = Issues with receiving a payslip
	1. After each job / assignment / commission 2. Routinely (e.g. every day / week / month) 3. I do not routinely get a pay slip 4. I have never received a pay slip 5. Not applicable 99. Don't know	Not receiving a payslip regularly or at all (to those where it is applicable): <ul style="list-style-type: none"> • 1, 2 = No issue with a payslip • 3, 4 = Issues with receiving a payslip
Receipt of a contract or key information document	Now please think about the most recent job you started in the last two years. Did you receive paperwork detailing the terms and conditions of your work, such as a 'contract' or 'key document'? 1. Yes 2. No	Not receiving a contract: <ul style="list-style-type: none"> • 1 = Received a contract or key information document • 2 = Did not receive a contract or key information document

	99. Don't know	
Leave-related difficulties	<p>Still thinking about this job: [ONE OF THE UP TO TWO JOBS LISTED BY THE WORKER]. In the last two years, have you ever had/did you ever have any difficulties taking time off work for any of the following?</p> <ol style="list-style-type: none"> 1. Annual leave 2. Sick leave 3. Maternity / paternity / adoption leave 4. Parental leave 5. Carers' leave 6. Bereavement 7. Training and education 8. Other (please type in) <p>97. None of these</p> <p>*Exclusive *Fixed</p>	<p>Leave-related difficulties:</p> <ul style="list-style-type: none"> • 97 = No leave-related difficulties • 1-8 = One or more leave related difficulties

Health and safety and mistreatment at work (Chapter 6)

Both health and safety and bullying and harassment at the workplace are broad areas and, as outlined above, not part of the remit of the then Director of Labour Market Enforcement (and now Fair Work Agency). Therefore, we needed to be selective in what we included in the survey. We decided to focus on the following three issues: (1) work-related physical injuries that occurred either to the worker or any of their co-workers; (2) work affecting the workers' mental health in a negative manner; and (3) bullying and harassment at the workplace.

In addition to these measures, which were retrospective in nature (i.e. workers reporting on their past experiences), we also asked about workers' concerns regarding their mental or physical health. Although these concern-related questions are 'softer' measures, we were interested in what workers anticipate with regards to their future mental and physical health, as these can be instructive in identifying what needs to be addressed to limit concerns and avoid escalation of harms. Below, we elaborate on how these were measured in the survey (see also Table B.3).

The questions regarding work-related physical injuries inquired about any work-related injuries affecting the participant or any of their co-workers. For negative mental health impacts, we only asked about the worker's own mental health as they cannot be

expected to make proper judgments about their co-workers' mental state. Based on the cognitive interviews carried out, we added a short qualification regarding what 'mental health' meant, as this was somewhat unclear to some participants during the question testing. To help better understand workers' experiences, we also asked a series of questions about the symptoms they experienced, which we collated based on the organisational psychology literature.

We intended to capture the severity of work-related physical injuries and negative mental health impacts by asking workers whether the most serious of their (or, in the case of physical injuries, their co-workers) experiences was sufficiently serious for them to need taking time off work. While we believe that this measure is robust, in that it focuses on how injuries and mental health symptoms affected participants' work, it cannot account for certain individuals feeling forced to carry on working, when others might feel that they are not obliged to do so in the same circumstances, due to poor worker protections (e.g. lack of sick pay), career progression (e.g. managers do not tolerate people taking time off work), or for other reasons.

Bullying and harassment was measured by the number of times the participant experienced this behaviour, with a follow-up question regarding the source of the bullying and harassment. Elsewhere in the survey, we also asked about experiences of physical and verbal abuse, discrimination, and unfair treatment, which we also utilised to gain a better understanding of these questions.

Finally, we asked whether the worker was concerned about their mental or physical health (or both). This was followed up with a question about the reason(s) for their concern(s). The reasons suggested in the survey were informed by our consultations with the advisory groups, the wider literature, and the cognitive interviews carried out when designing the survey.

Table B.3: Measuring work-related physical injuries to the participant or their co-workers, the negative mental health impact of their work, bullying and harassment at their workplace, and concerns regarding mental and/or physical health

Construct	Measurement	Modelled variable
Work-related physical injury	In the past two years, have you or any of your coworkers ever been physically injured due to your work? (Select all that apply)	13. Yes 14. No 99. Don't know *Fixed 98. Prefer not to say 1. Yourself 2. Coworkers
Negative mental health impact of work	In the past two years, has your work negatively affected your mental health?	12. Yes 13. No 99. Don't know *Fixed 98. Prefer not to say

	<i>Mental health includes your emotional, psychological, and social well-being, such as stress, depression, feeling helpless, and anxiety.</i>	
Bullying and harassment at the workplace	In the past two years, how many times do you feel you have been bullied or harassed at work?	5. Never 6. One to two times 7. Three to five times 8. Six to ten times 9. More than ten times 98. Prefer not to say
Concern regarding mental or physical health at the workplace	In the past two years, have you ever been concerned about your mental or physical health due to work?	9. Yes, physical health 10. Yes, mental health 11. Yes, both physical and mental health 12. No, I have not been concerned for my physical or mental health due to work 99. Don't know 98. Prefer not to say

Non-traditional work (Chapter 7)

Non-traditional work is one of the criteria of our definition of precarious workers. We consider any worker non-traditional who has multiple jobs and/or is not an employee. In our survey, we were especially interested in workers who were self-employed or worked in the gig economy, and those who were working via an agency.

As one of our screening questions, we asked everyone to select all the type(s) of work that they are currently doing, a list which included, among others, self-employment, gig economy, and agency work. For agency work, we had a separate question which asked a second time whether someone was working via an agency – we know from the Labour Force Survey that this follow-up question can decrease the latency of agency working. Similarly, for gig economy, we used a separate question which could identify people who were engaged in platform work (i.e. their work was enabled by a website, platform, or app). In addition to these questions (Table B.4), we designed tailored questions for agency, self-employed and gig economy workers.

For agency workers, most questions focussed on: who paid them, the frequency of payments received, the number of agencies they worked for and their locations, whether

these agencies were charging any fees, and if so, for what exactly and how often (one-off vs recurring payments).

For self-employed and gig-economy workers, the questions scrutinised whether the respondents were platform workers, the type(s) of jobs that they were doing, their ability to set their own rates or fees, their motivation(s) for being self-employed / gig economy workers, and whether they would prefer to be an employee instead if they had the chance.

Table B.4: Measuring self-employment, gig economy work, and agency work

Construct	Measurement	Modelled variable
Type of work	Please tick all that apply to your current job/current jobs/most recent job.	13. Self-employed 14. Paid employment/Employee 15. Maternity/Paternity leave 16. Full-time student 17. Long-time sick or disabled 18. Government training scheme 19. Apprenticeship scheme 20. Unpaid family business 21. Work through an agency 22. Gig economy/Platform economy (e.g. independent contractors, online platform workers, contract firm workers, call workers, temporary hires etc.) 12. Pensioner 11. Something else (please type in) *Fixed *Open 97. None of the above *Fixed *Exclusive
Agency worker	Are you working as an agency worker, that is, employed through an employment agency?	1. Yes 2. No 99. Don't know *Fixed *
Platform worker	In the past two years, which, if any, of the following have you done in order to make money	1. Carried passengers in your vehicle 2. Delivered food and drink from restaurants

**using a website,
platform or app?**

and food outlets to
people

3. Provided courier services (e.g. package and postal deliveries, messenger service)
4. Performed manual tasks (e.g. cleaning, decorating, plumbing, electrical work, dog-walking, or other manual tasks)
5. Performed non-manual tasks (e.g. web and software development, writing and translation, accounting, legal and admin services, arts, media and communication services, or similar non-manual tasks)
6. Other (please type in)
*Fixed
7. I have not used a website, platform or app to make money
*Fixed*Exclusive

Appendix C – Full Working Lives Survey – Understanding Society participants

GENERAL SCRIPTING NOTE: For any point in the questionnaire where we have a ‘Don’t know’ or ‘Prefer not to say’ answer highlighted in grey, please only show them if respondent tries to skip question

SCREENERS

ASK ALL

Job_number

S1. How many jobs do you currently have? Please include any self-employed jobs when answering.

- 5. I have one job
- 6. I have two jobs
- 7. I have more than two jobs
- 8. I don’t currently have a job

ASK ALL

Job_type multi choice

S2. Please tick all that apply to your [if S1=1: “current job”; if S2=2,3: “current jobs”; if S2=4: “most recent job”].

- 1. Self-employed
- 2. Paid employment/Employee
- 3. Maternity/Paternity leave
- 4. Full-time student
- 5. Long-time sick or disabled
- 6. Government training scheme
- 7. Apprenticeship scheme
- 8. Unpaid family business
- 9. Work through an agency
- 10. Gig economy/Platform economy (e.g. independent contractors, online platform workers, contract firm workers, call workers, temporary hires etc.)
- 11. Something else (please type in) *Fixed *Open
- 12. None of the above *Fixed *Exclusive

ASK if S1==1

Employees_jbsizeA single choice

S3. [If S1=1: “How many people are employed at the place where you work?”; if S1=2,3: “Please think about the smallest organisation that you currently work for. How many people are employed at that place of work?”; if S1=4: “Please think about the most recent job you had. How many people were employed at the place where you worked?”] Think about all employees, including part-time and shift workers, but excluding volunteers. If you are not sure, please provide your best guess.

1. I [if S1=1,2,3: “work”; if S1=4: “worked” on my own
2. 2 - 50 workers
3. 50 or more workers
4. I don't know

ASK ALL

UK_born

S4. Were you born in the UK, that is in England, Scotland, Wales or Northern Ireland?

1. Yes
2. No
3. Prefer not to say

ASK ALL

ethnic

S5. What is your ethnic group?

1. White
 - a. British/English/Scottish/Welsh/Northern Irish white
 - b. Irish white
 - c. Gypsy or Irish Traveller white
 - d. Any other white background
2. Mixed
 - a. White and Black Caribbean
 - b. White and Black African
 - c. White and Asian
 - d. Any other mixed/multiple ethnic background
3. Asian or Asian British
 - a. Indian
 - b. Pakistani
 - c. Bangladeshi
 - d. Chinese
 - e. Any other Asian background
4. Black or Black British
 - a. African
 - b. Caribbean
 - c. Any other Black/African/Caribbean background
5. Other ethnic group
 - a. Arab
 - b. Any other ethnic group
6. Prefer not to say

ASK ALL

income

S6. Considering all your income from all your jobs, are your **yearly** earnings £24,000 or more, including bonuses but before taxes and other deductions? This is equivalent to an approximate **weekly** salary of £462, including bonuses but before taxes and other deductions.

(We will ask you about your earnings in more detail later in the survey.)

1. Yes, they are £24,000 or more
2. No, they are below £24,000
3. I am currently not getting income from work
4. Prefer not to say

CONSENT

CONSENT PAGE

Project Aims: This survey is part of a broader study designed to improve understanding of breaches of labour rights and other harms at work and help attempts to improve conditions at work and access to justice. The study is being led by **UCL (University College London)** and has been commissioned by the **DLME (Director of Labour Market Enforcement)**.

What do you have to do? Answer a series of survey questions about your work and personal circumstances. On average the survey takes **15 minutes** to complete.

What do you receive for taking part? To thank you for your time and expertise, you will be able to claim a **£12 e-voucher** for your participation. At the end of the survey you might also be asked to sign to invite up to three others to participate. For any other person you invite who ends up completing the survey, you will be sent a **£6 e-voucher**.

Has this survey gone through ethical review? Yes – it has been reviewed by UCL (reference UCL HAS REC 5160/004) and the survey has been given permission to proceed.

Thank you for reading this information. If you are happy to take part, please click on the Next button below.

CURRENT SITUATION

SCRIPTING NOTE: Respondents must give a job title but job description is optional and they can move to the next question even if that box is empty.

ASK IF S1=1

Job_Desc Open Text

Q1_A. In the boxes below, please provide the exact job title and describe fully the sort of work you do.

We will use the job title you type in during the survey to ask you some more questions about that job.

JobTitle:

JobDescription (optional):

ASK IF S1=2,3

Job_Desc Open Text

Q1_BC1. You said earlier that you currently have two or more jobs. Please select one of them and in the boxes below, provide the exact job title and a full description of the sort of work you do.

We will use the job title you type in during the survey to ask you some more questions about that job.

JobTitle1

JobDescription1 (optional):

Q1_BC2. Now please do the same for [if S1=2: “your other job”; if S1=3: “one of your other jobs”]. In the boxes below, provide the exact job title and a full description of the sort of work you do.

We will use the job title you type in during the survey to ask you some more questions about that job.

JobTitle2:

JobDescription2 (optional):

ASK IF S1=4

Job_Desc Open Text

Q1_D. Thinking about your most recent job, please provide the exact job title and describe fully the sort of work you do.

We will use the job title you type in during the survey to ask you some more questions about that job.

JobTitle:

JobDescription (optional):

SCRIPTING NOTE: For some questions we will only ask about one of their jobs. Please create a variable called JobTitleX as follows:

If S1 = 1: JobTitleX = Q1_A_JobTitle

If S1 = 2,3: JobTitleX = Q1_BC1_JobTitle1 OR Q1_BC2_JobTitle2 RANDOM SELECTION

If S1 = 4: JobTitleX = Q1_D_JobTitle

ASK IF S1=2,3 AND S2 <> 12
Current_situation Grid

SCRIPTING NOTE: Show as grid with answer list down side and jobs from Q1 across top. Only show answers selected at S2.

Q2 You have told us that the list below apply to your current jobs. Please tell us which one of these best applies to each of your jobs.

- a. Q1_BC1_JobTitle1
 - b. Q1_BC2_JobTitle2
-
- 1. Self-employed
 - 2. Paid employment/Employee
 - 3. Maternity/Paternity leave
 - 4. Full-time student
 - 5. Long-time sick or disabled
 - 6. Government training scheme
 - 7. Apprenticeship scheme
 - 8. Unpaid family business
 - 9. Work through an agency
 - 10. Gig economy/Platform economy (e.g. independent contractors, online platform workers, contract firm workers, call workers, temporary hires etc.)
 - 11. [If S2=11: Text from S2 code 11]
 - 12. Don't know

Ask only if S2=2
Current_jobs Single coded

Q2A. Leaving aside your own personal intentions and circumstances, is your job a permanent job, or is there some way that it is not permanent?

- 1. Permanent
- 2. There is some way it is not permanent
- 3. Don't know * Fixed *

Ask only if Q2A =2
Non_perm_reasons Single coded

Q2B. In what way is the job not permanent?

- 1. Seasonal work
- 2. Done under contract for a fixed period or a fixed task
- 3. Agency temping
- 4. Casual type of work
- 5. Some other way it is not permanent (please type in) * Fixed * Open
- 6. Don't know * Fixed *

SCRIPTING NOTE: Q3 is a copy of questions in USOC: [INSERT HERE]. Please can we have the same set-up where respondent chooses one of these codes or if they choose 'Other' are taken to another question with auto-fill options when they start typing.

ASK ALL

Industry Single coded

Q3_A. What industry do you currently work in?

Q3_BC1. What industry do you work in for your job as a(n) [Q1_BC1_JobTitle1]?

Q3_BC2. What industry do you work in for your job as a(n) [Q1_BC2_JobTitle2]?

Q3_D. What industry did you work in for in your job as a(n) [Q1_D_JobTitle]?

1. Wholesale and retail
2. Healthcare industry
3. Construction
4. Hospitality (hotels, restaurants, etc.)
5. Transport and delivery
6. Factory and manufacturing (including food processing)
7. Agriculture
8. Admin and support services
9. Social care
10. Education or childminding
11. Other (please type in) * Fixed * Open

Q4 IS DELETED QUESTION

ASK ALL

Job_location Single coded

SCRIPTING NOTE: Please show as hovers text in square brackets after each answer. E.g. answer code reads "North East" and when respondent hovers over, box says "Includes: Northumberland...".

Q5_A. In which of the following regions is your current job located: [Q1_A_JobTitle]?

Q5_BC1. In which of the following regions is your current job located: [Q1_BC1_JobTitle1]?

Q5_BC2. In which of the following regions is your current job located: [Q1_BC2_JobTitle2]?

Q5_D. In which of the following regions was your job located: [Q1_D_JobTitle]?

1. North East ["Includes: Northumberland, County Durham, Tyne and Wear and Cleveland"]
2. North West ["Includes: Cumbria, Lancashire, Greater Manchester, Merseyside and Cheshire"]
3. Yorkshire/Humberside ["Includes: North Yorkshire, West Yorkshire, South Yorkshire and Humberside"]
4. East Midlands ["Includes: Derbyshire, Nottinghamshire, Lincolnshire, Leicestershire, Northamptonshire"]
5. West Midlands ["Includes: Shropshire, Staffordshire, West Midlands, Herefordshire, Worcestershire and Warwickshire"]

6. East of England ["Includes: Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk"]
7. Greater London ["Includes: All areas within M25"]
8. South East ["Includes: Oxfordshire, Buckinghamshire, Kent, East Sussex, West Sussex, Surrey, Hampshire and Berkshire"]
9. South West ["Includes: Gloucestershire, Avon, Wiltshire, Somerset, Dorset, Devon and Cornwall"]
10. Wales
11. Northern Ireland
12. Scotland
13. Ireland
14. Other (please type in) *Fixed * Open
15. Prefer not to say *Fixed *Exclusive

INCOME

ASK ALL

INTRO

The next questions are about income you personally receive from your job as a(n) [JobTitleX] only.

It is important for us to ask these questions to help us understand how income affects people's experiences. All the information collected in this survey is **completely confidential** and will be used for research purposes only. We will not identify your individual information.

ASK ALL

Income_paidwork_period

Q6. Over what time period would you find it easiest to give your personal income for paid work, including bonuses but before taxes and other deductions?

It can be a rough estimate if you are unsure.

1. Yearly
2. Monthly or every four weeks
3. Weekly
4. Daily
5. Hourly

SCRIPTING NOTE: Wording for Subsequent questions (Q6_Response):

1. Yearly = "year"
2. Monthly or every four weeks = "month"
3. Weekly = "week"
4. Daily = "day"
5. Hourly = "hour"

ASK IF Q6 = 1

Income_paidwork_drilldown by period

Q7_Year. Still thinking about [JobTitleX]. Before tax and any other deductions, how much [If S1=1,2,3: "do"; if S1=4: "did"] you usually earn per **year** from this job?

1. Less than £6,500
2. £6,500 less than £10,500
3. £10,500 less than £13,000
4. £13,000 less than £15,000
5. £15,000 less than £17,000
6. £17,000 less than £19,000
7. £19,000 less than £21,000
8. £21,000 less than £23,000
9. £23,000 less than £25,500
10. £25,500 less than £27,500
11. £27,500 less than £30,000
12. £30,000 less than £32,500
13. £32,500 less than £35,000
14. £35,000 less than £38,000
15. £38,000 less than £41,500
16. £41,500 less than £46,000
17. £46,000 less than £51,500
18. £51,500 less than £59,500
19. £59,500 less than £75,000
20. £75,000 or more
21. Don't know
22. Prefer not to say

ASK IF Q6 = 2

Income_paidwork_drilldown by period

Q7_Month. Still thinking about [JobTitleX]. Before tax and any other deductions, how much [If S1=1,2,3: "do"; if S1=4: "did"] you usually earn per **month** from this job?

1. Less than £550
2. £550 less than £870
3. £870 less than £1,100
4. £1,100 less than £1,270
5. £1,270 less than £1,430
6. £1,430 less than £1,600
7. £1,600 less than £1,760
8. £1,760 less than £1,930
9. £1,930 less than £2,100
10. £2,100 less than £2,290
11. £2,290 less than £2,500
12. £2,500 less than £2,700
13. £2,700 less than £2,930
14. £2,930 less than £3,170
15. £3,170 less than £3,460

16. £3,460 less than £3,810
17. £3,8810 less than £4,270
18. £4,270 less than £4,940
19. £4,940 less than £6,270
20. £6,270 or more
21. Don't know
22. Prefer not to say

ASK IF Q6 = 3

[Income_paidwork_drilldown by period](#)

Q7_Week. Still thinking about [JobTitleX]. Before tax and any other deductions, how much [If S1=1,2,3: "do"; if S1=4: "did"] you usually earn per **week** from this job?

1. Less than £120
2. £120 less than £200
3. £200 less than £250
4. £250 less than £300
5. £300 less than £330
6. £330 less than £370
7. £370 less than £410
8. £410 less than £450
9. £450 less than £490
10. £490 less than £530
11. £530 less than £580
12. £580 less than £630
13. £630 less than £680
14. £680 less than £730
15. £730 less than £800
16. £800 or more
17. Don't know
18. Prefer not to say

ASK IF Q6 = 4

[Income_paidwork_drilldown by period](#)

Q7_Day. Still thinking about [JobTitleX]. Before tax and any other deductions, how much [If S1=1,2,3: "do"; if S1=4: "did"] you usually earn per **day** from this job?

1. Less than £20
2. £20 less than £40
3. £40 less than £60
4. £60 less than £80
5. £80 less than £100
6. £100 less than £120
7. £120 less than £140
8. £140 less than £180
9. £180 less than £200
10. More than £200
11. Don't know

12. Prefer not to say

ASK IF Q6 = 5

Income_paidwork_drilldown by period

Q7_Hour. Still thinking about [JobTitleX]. Before tax and any other deductions, how much [If S1=1,2,3: "do"; if S1=4: "did"] you usually earn per **hour** from this job?

1. Less than £5
2. £5 less than £10
3. £10 less than £15
4. £15 less than £20
5. £20 less than £25
6. £25 less than £30
7. £30 less than £35
8. £35 less than £40
9. More than £40
10. Don't know
11. Prefer not to say

ASK IF Q7_Year <> 21,22 AND Q7_Month <> 21,22 AND Q7_Week <> 17,18 AND Q7_Day <> 11,12 AND Q7_Hour <> 10,11

DRILL DOWN FOLLOW UP

Q7A. Still thinking about [JobTitleX]. You have said that you [If S1=1,2,3: "earn:"; If S1=4: "earned:"] "[*SCRIPTER: pipe in answer band from Q7_Year/Month/Week/Day/Hour*]" per [Q6_Response]. How much exactly do you earn per [Q6_Response]? Please give your closest estimate.

Type in: OPEN TEXT LIMITED NUMERIC ONLY

Don't know

Prefer not to say

ASK ALL

Income_source Multi coded

Q8. Can you please tell us which of these, if any, you receive as sources of income? Please select all that apply.

1. Tax Credits
2. Job seeker's allowance
3. Universal Credit
4. Disability Living Allowance (including Personal Independence Payment)
5. Carer's Allowance
6. Income support
7. Other, please specify **Open*Fixed*
8. None of the above
9. Don't know
10. Prefer not to say

HOURS WORKED

ASK IF S1=1

Hours per week_one job Single coded

Q10_A. How many hours do you usually work per week in your job as a(n) [Q1_A_JobTitle] excluding meal breaks or overtime? If your hours vary from week to week, please type average weekly hours.

Type in hours only: LIMITED NUMERICS ONLY

Prefer not to say

ASK IF S1=2,3

Hours per week_first job Single coded

Q10_BC1. How many hours do you usually work per week in your job as a(n) [Q1_BC1_JobTitle1] excluding meal breaks or overtime? If your hours vary from week to week, please type average weekly hours.

Type in hours only: LIMITED NUMERICS ONLY

Prefer not to say

ASK IF S1=2,3

Hours per week_second job Single coded

Q10_BC2. How many hours do you usually work per week in your job as a(n) [Q1_BC2_JobTitle2] excluding meal breaks or overtime? If your hours vary from week to week, please type average weekly hours.

Type in hours only: LIMITED NUMERICS ONLY

Prefer not to say

ASK IF S1=4

Hours per week_old job Single coded

Q10_D. How many hours did you usually work per week in your job as a(n) [Q1_D_JobTitle] excluding meal breaks or overtime? If your hours varied from week to week, please type average weekly hours.

Type in hours only: LIMITED NUMERICS ONLY

Prefer not to say

ASK if Q10_A > 48 OR Q10_BC1 > 48 OR Q10_BC2 > 48 OR Q10_D > 48

Overtime_reasons Multi coded

Q10a. You have said that in [If S1=1: "your job, you work more than"; if S1=2,3: "one of your jobs, you work more than"; if S1=4: "your former job, you worked more than"] 48 hours. Could you please let us know why you [If S1=1,2,3: "are"; if S1=4: "were"] working more than 48 hours a week in one job? Please select all that apply.

1. It was the only way to get the work

2. [If S1=1,2,3: "I need the money that comes"; if S1=4: "I needed the money that came"] with the hours
3. [If S1=1,2,3: "I like working this much so I can earn more"; if S1=4: "I liked working that much so I could earn more"]
4. [If S1=1,2,3: "I need to work this much to get everything done"; if S1=4: "I needed to work that much to get everything done"]
5. Other, please specify *Fixed *Exclusive
6. Don't know

AGENCY WORKER

SCRIPTING NOTE: Q11 SHOULD ONLY BE SHOWN TO THOSE NOT SAYING AGENCY AT S2 (S2<>9) FOR ANYONE S2=9, PLEASE AUTO-FILL Q11=1 AND DON'T SHOW THEM QUESTION

ASK IF S2<>9

Employment_agency Single coded

Q11. Are you working as an agency worker, that is, employed through an employment agency?

1. Yes
2. No
3. Don't know * Fixed *

ASK if Q11==1 (INCLUDING THOSE AUTO-FILLED)

Employment_paid Single coded

Q11A. You have said that you [If S1=1,2,3: "are working"; if S1=4: "have recently worked"] as an agency worker. May we check, how [If S1=1,2,3: "are"; if S1=4: "were"] you paid for that work?

1. By the organisation or company you actually [If S1=1,2,3: "do"; if S1=4: "did"] the work for
2. By the employment agency
3. By a third organisation
4. Other (please type in) *Fixed * Open
5. Don't know * Fixed *

ASK if Q11==1 (INCLUDING THOSE AUTO-FILLED)

Are_you_paid Single coded

Q11B. [If S1=1,2,3: "Are"; if S1=4: "Were"] you paid...

1. On a continuous basis (by your agency) including between jobs
2. On a job-by-job basis (only when working)

ASK if Q11==1 (INCLUDING THOSE AUTO-FILLED)

Work_received Single coded

Q11C. In the last two years, how many agencies have you received work from?

1. One
2. Two
3. Three
4. Four
5. Five
6. More than five

ASK if Q11==1 (INCLUDING THOSE AUTO-FILLED)

Agencies_location Single coded

Q11D. Were these agencies based in the UK or abroad?

1. In the UK
2. Abroad
3. Both
4. Don't know *Fixed *Exclusive

ASK if Q11==1 (INCLUDING THOSE AUTO-FILLED)

Charged_agency Multichoice

Q11E. In the last two years, has any agency you've worked through charged you for any of the following?

1. Work finding fee
2. Visa
3. Right to or permit to work
4. Training
5. Equipment
6. Uniform
7. Ongoing fees for employment
8. Interest or other fees
9. Accommodation
10. Travel
11. I was charged, but not sure for what
12. Other, please specify *Fixed
13. None of the above *Fixed *Exclusive

ASK IF Q11D = 3 AND Q11E<>13

Charged_location Multi-Grid

Q11F. For each of the items that you have been charged for, please tell us if the agency that charged you was in the UK or abroad. You can tick both if this applies.

SCRIPTING NOTE: Rows of grid only show if selected at Q11E. Please show code 11 here if 11 or 12 selected at Q11E.

1. Work finding fee

2. Visa
3. Right to or permit to work
4. Training
5. Equipment
6. Uniform
7. Ongoing fees for employment
8. Interest or other fees
9. Accommodation
10. Travel
11. Other charge(s)

1. In the UK
2. Abroad
3. Don't know *Exclusive

SCRIPTING NOTE: For each item (show one at a time) selected at Q11E (one at a time), please show the following two questions on screen. Use the same principle as Q11F for showing 'Other charge(s)'

Ask if Q11E <>13

Charge_amount Open numeric box

Q11G. How much money did the agency charge you (directly or by taking out of your pay) for each?

Please give your best estimate and specify how often you would pay these costs using the drop-down menu.

£ _____

Ask if Q11E <>13

Charge_Frequency Dropdown

Q11H.

1. One-off
2. Yearly
3. Monthly
4. Weekly
5. Daily
6. Hourly

APPRENTICESHIP

ASK if S2=7

On_apprenticeship Single coded

Q12A. Are you currently on an apprenticeship through a formal apprenticeship scheme? This might be an apprenticeship scheme directly with Government e.g. the Civil Service, or a Government-approved scheme with a private sector employer.

1. Yes

2. No
3. Don't know * *Fixed* *

ASK if Q12A=1

Apprenticeship_hours Single coded

Q12B. How long is your apprenticeship for this role?

1. Less than 1 year
2. 1-2 years
3. 3-5 years
4. More than 5 years

ASK if Q12A=1

On_apprenticeship_time Single coded

Q12C. How long have you been working on this apprenticeship?

1. Less than a year
2. One year or more

ASK if Q12A=1

On_apprenticeship_level Single coded

Q12D. What level apprenticeship have you achieved or are you doing?

1. Apprenticeship (Level 2) or Intermediate apprenticeship
2. Advanced apprenticeship (Level 3)
3. Higher apprenticeship (Level 4 to 5)
4. Degree apprenticeship (Level 6 or 7)
5. Don't know **Fixed*

ASK if Q12A=1

Working_hours Single coded

Q12E. Are you working the agreed number of hours set out in your apprenticeship contract or learning agreement?

1. Yes
2. No, I am working more hours
3. No, I am working fewer hours
4. Don't know **Fixed*

Ask if Q12E==2

More_hours Single coded

Q12F. You indicated that you are working more hours than was agreed at the start of the apprenticeship. Are you getting paid for these additional hours?

1. Yes, I am getting the same amount per hour for the additional hours as for my regular pay
2. Yes, I am getting higher pay per hour for these hours
3. No, these hours are unpaid
4. Don't know *Fixed

ASK if S2=7

Apprenticeship_reasons Multi coded

Q12G. What are the reasons you do this apprenticeship scheme? Please select all that apply.

1. Because I love this job
2. I wanted to learn a trade or profession
3. There weren't any better jobs where I live
4. It could lead to a full-time position
5. My work has been shifted by my employer
6. I wanted to leave school
7. Fits with caring responsibilities
8. Other, please specify *Fixed

GIG ECONOMY / SELF-EMPLOYED

ASK if S2=1,10

Selfemployed_types Multi-coded

Q13A. In the past two years, which, if any, of the following have you done in order to make money **using a website, platform or app?**

1. Carried passengers in your vehicle
2. Delivered food and drink from restaurants and food outlets to people
3. Provided courier services (e.g. package and postal deliveries, messenger service)
4. Performed manual tasks (e.g. cleaning, decorating, plumbing, electrical work, dog-walking or other manual tasks)
5. Performed non-manual tasks (e.g. web and software development, writing and translation, accounting, legal and admin services, arts, media and communication services, or similar non-manual tasks)
6. Other, please specify *Fixed
7. I have not used a website, platform or app to make money *Fixed*Exclusive

ASK if S2=1,10

Rates Multi coded

Q13B. For the work that you currently do, can you set your own rates, or is your payment determined by the **website, platform, app, or customer?** Please select all that apply.

1. I set my own rates/prices

2. My pay is determined by a platform, website, or app
3. My pay is negotiated with the customer
4. Other, please specify *Fixed *Exclusive

ASK if S2=1,10

Selfemployed_reasons Multi coded

Q13C. What are the reasons you do this type of work? Please select all that apply.

1. Because I love this job
2. There were no better jobs available where I live
3. This work could lead to a full-time position
4. My work has been shifted by my employer
5. My work includes training
6. It fits with my caring responsibilities
7. It supplements the income I receive from other employment
8. I want to build my own business
9. Other, please specify *Fixed

UNFAIR DEDUCTIONS

ASK ALL

Workplace_pay Multi coded

Q14. Thinking about [JobTitleX]. In the past two years, [If S1=1,2,3: "have you had"; if S1=4: "did you have"] to pay your workplace for any of the following (directly or via salary deduction)?

Do NOT include anything that could be expensed or reimbursed by your workplace. Please select all that apply.

1. Accommodation
2. Travel provided by the employer
3. Personal protective equipment (PPE)
4. Uniform
5. Fuel
6. Vehicle maintenance fees
7. Tools for your work
8. Any materials needed for your work (e.g. paper, cleaning supplies)
9. Insurance
10. Website, platform, or app fee
11. Other, please specify *Fixed
12. None of the above *Fixed *Exclusive

ASK if Q14==1,2,3,4,5,6,7,8,9,10,11

Unfair_cost, show as table and provide drop down menu

Q15a. Thinking about the costs associated with your work as a(n) [JobTitleX], how much [If S1=1,2,3: “has”; if S1=4: “did”] each of these cost you in the past two years?

Please give your best estimate and specify how often you would pay these costs using the drop-down menu.

SCRIPTING NOTE: Use same design as Q11G-H. Only show rows selected at Q14.

1. Accommodation
2. Travel provided by the employer
3. Personal protective equipment (PPE)
4. Uniform
5. Fuel
6. Vehicle maintenance fees
7. Tools for your work
8. Any materials needed for your work (e.g. paper, cleaning supplies)
9. Insurance
10. Website, platform, or app fee
11. Other costs

OPEN NUMERIC

£_____

DROPDOWN

Q15b.

1. One-off
2. Yearly
3. Monthly
4. Weekly
5. Daily
6. Hourly

NMW VIOLATION

SCRIPTING NOTE: We need to calculate an hourly rate for JobTitleX using the following formulae, depending on how the respondent gave their income earlier:

> HOURS_WORKED:

If S1=1: [Q10_A]

If S1=2,3: USE [Q10_BC1] OR [Q10_BC2] – WHICHEVER CORRESPONDS TO JobTitleX

If S1=4: [Q10_D]

> HOURLY_DEDUCTIONS

IF ANY Q15a_1 TO Q15a_11: SUM [Q15a_1 TO Q15a_11]

(For any values):

If yearly divide 52 and then by HOURS_WORKED,

if monthly multiply by 12, divide by 52 and then divide by HOURS_WORKED,

if weekly divide by HOURS_WORKED
If daily multiply by 5 then divide by HOURS_WORKED
If hourly, use value as it is
IF Q14 = 12: 0

> HOURLY_INCOME:

If Q6 = 5: [Q7a] minus HOURLY_DEDUCTIONS
*If Q6 = 4: ((([Q7a] * 5) / HOURS_WORKED minus HOURLY_DEDUCTIONS)*
If Q6 = 3: ([Q7a] / HOURS_WORKED minus HOURLY_DEDUCTIONS)
*If Q6 = 2: ((([Q7a] * 12) / 52) / HOURS_WORKED minus HOURLY_DEDUCTIONS)*
If Q6 = 1: ([Q7a] / 52) / HOURS_WORKED minus HOURLY_DEDUCTIONS)

THIS MAY END UP AS A MINUS NUMBER. IT SHOULD STILL BE SHOWN AT Q16

ASK IF HOURLY_INCOME <> N/A
Hourly_rate

Q16. Using all the information provided by you (income, hours worked, and costs to you) we calculated the amount you earn each hour, including bonuses but before taxes and other deductions for [JobTitleX] is...

Calculated hourly income: [HOURLY_INCOME]

Does this seem accurate to you?

1. Yes, this is about right
2. No, this is probably too low
3. No, this is probably too high
4. Don't know

ASK if Q16==2
Hourly_rate_adj

Q16A. You indicated that the calculated hourly rate for your job as a(n) [JobTitleX] is probably too **low**. Could you please provide a more precise estimate of your hourly rate?

Calculated hourly income: [HOURLY_INCOME]

Please fill in the amount (in £) in the box: (NUMERICS ONLY)

Prefer not to say

ASK if Q16==3
Hourly_rate_adj

Q16B. You indicated that the calculated hourly rate for your job as a(n) [JobTitleX] is probably too **high**. Could you please provide a more precise estimate of your hourly rate?

Calculated hourly income: [HOURLY_INCOME]

Please fill in the amount (in £) in the box:

Prefer not to say

UNPAID WORK

ASK ALL

Work_without_pay Multi coded

Q17. Still thinking about your job: [JobTitleX]. In the last two years, were you asked to do or take part in any of the following without getting paid for them? Please select all that apply.

1. Induction
2. Compulsory training (in person or online)
3. Queuing for security
4. Essential work-related tasks before/after work (e.g., cleaning the premises, doing inventory, setting up your workstation)
5. Work related travel
6. Covering for a colleague who was absent
7. Other, please specify *Fixed
8. None *Fixed*Exclusive

ASK if Q17=1,2,3,4,5,6,7

Losing_pay Open text

Q17A. In this job: [JobTitleX], approximately how many hours did you spend on these activities?

Please fill in your responses (in hours) for each of the activities and select one of the time periods that the hours apply to.

SCRIPTING NOTE: Use same design as Q11G-H. Only show rows selected at Q17.

1. Induction
2. Compulsory training (in person or online)
3. Queuing for security
4. Essential work-related tasks before/ after work (e.g., cleaning the premises, doing inventory, setting up your workstation)
5. Work related travel
6. Covering for a colleague who is absent
7. Another unpaid activity

OPEN NUMERIC

____ Hours per

Q17b.

1. Year
2. Month
3. Week
4. Day

ASK ALL

Pay_to_employers Multi coded

Q18. In the last two years, while working in the job: [JobTitleX], were you asked by your employer, manager, or supervisor to pay them for any of the following? Please select all that apply.

1. Switching jobs
2. Changing assignments
3. Leaving the job altogether
4. Quitting a work-based training programme
5. Paying back money they loaned to you
6. Securing shifts or overtime
7. Other, please specify *Fixed
8. None of the above *Fixed *Exclusive

Ask if Q18==5

Loan_payment Multi coded

Q18A. You indicated that you were asked to pay back money that your employer, manager, or supervisor loaned you. What type of loan was this? Please select all that apply.

1. Loan to purchase a vehicle (e.g. bike, car)
2. Loan to pay for essential equipment
3. Loan that you needed to repay for getting this job
4. Loan to secure right to work status or visa
5. Personal loan
6. Other, please specify
7. Prefer not to say

Ask if Q18 ==5

Stay_in_current_job Single coded

Q18B. Did the fact that you had this loan (or loans) mean that you had no choice but to stay in your current job?

1. No not at all
2. Yes definitely
3. Don't know

TIME OFF

[ASK ALL](#)

[Taking_timeoff](#) Multi coded

Q19. Still thinking about this job: [JobTitleX]. In the last two years, [If S1=1,2,3: “have you ever had”; if S1=4: “did you ever have”] any difficulties taking time off work for any of the following? Please select all that apply.

1. Annual leave
2. Sick leave
3. Maternity / paternity / adoption leave
4. Parental leave
5. Carers' leave
6. Bereavement
7. Training and education
8. Other, please specify
9. None of these **Exclusive *Fixed*

[Ask if Q19<>9](#)

[Difficulties_details](#) Open text

Q20. You said that you have previously had difficulties taking time off work for:

SCRIPTING NOTE: INSERT LIST OF THOSE SELECTED AT Q19

In your own words, could you please summarise the difficulties you encountered in the box below?

OPEN BOX

NEW JOB AND CONTRACT

[ASK ALL](#)

[Newjob](#) Single coded

Q21. Have you started a new job in the last two years?

1. Yes
2. No

[ASK IF Q21==1](#)

[Newjob_details](#) Single coded

Q22. Now please think about the most recent job you started in the last two years. Did you receive paperwork detailing the terms and conditions of your work, such as a 'contract' or 'key document'?

1. Yes
2. No
3. Don't know
4. Not applicable, I did not start any new job in the last two years **Fixed*

ASK if Q22==1

Easy_or_difficult Single coded

Q23. How easy or difficult was it to get the paperwork detailing the terms and conditions of your work? Again, please think about the most recent job you started.

1. Very easy
2. Easy
3. Neither easy nor difficult
4. Difficult
5. Very difficult

ASK if Q22==1

When_receive_paperwork Single coded

Q24. Can you remember when you received paperwork detailing the terms and conditions of your work? Again, please think about the most recent job you started.

1. Ahead of starting the job
2. In the first two months of the job
3. More than two months after starting the job
4. Don't know/Can't remember

PAYSLIPS

ASK ALL

Payslip Single coded

Q25. Again, thinking about this job: [JobTitleX]. In the last two years, how regularly have you received a pay slip from your work (either a physical piece of paper or online statement)?

1. After each job / assignment / commission
2. Routinely (e.g. every day / week / month)
3. I do not routinely get a pay slip
4. I have never received a pay slip
5. Not applicable
6. Don't know

ASK if Q25=1,2,3

Payslip_methods Multi coded

Q26. And still thinking about this job: [JobTitleX], how does your workplace give you your pay slip?
Please select all that apply.

1. Physical copy
2. Email – to your personal email address
3. Email – to your company email address
4. Online – on the company's website
5. Online - on a third party's website
6. Phone – as a text or using an app
7. It varies
8. Other (please specify)
9. Don't know *Exclusive

ASK if Q25=1,2,3

Ease_of_payslip Single coded

Q27. How easy or difficult do you find it to access your pay slip for this job: [JobTitleX]?

1. Very easy
2. Easy
3. Neither easy nor difficult
4. Difficult
5. Very difficult

ASK if Q25=1,2,3

Ease_of_understanding_payslip Single coded

Q28. When it comes to this job: [JobTitleX], how easy or difficult do you find it to understand your pay slip?

1. Very easy
2. Easy
3. Neither easy nor difficult
4. Difficult
5. Very difficult

ASK if Q25=1,2,3

Payslip_accuracy Single coded

Q29. Still thinking about the payslips from this job: [JobTitleX]. Are all your pay and deductions accurately itemised on your pay slip?

1. All the time
2. Most of the time
3. Sometimes
4. Not often
5. Never
6. Don't know

HEALTH AND SAFETY

ASK ALL

Physical_injury Grid

Q30. In the past two years, have you or any of your coworkers ever been physically injured due to your work?

1. Yes
2. No
3. Don't know **Fixed*
4. Prefer not to say

3. Yourself
4. Coworkers

Ask if Q30_1==1

Severe_injury Single coded

Q31. You said that you were physically injured in the past two years due to work. How long did you need to be off work?

If you've been injured more than once in the past two years at work, please think about the most severe injury you experienced.

1. I could carry on working
2. I had to go home but could go to work the next day
3. I needed to take a couple days off
4. I was off work for more than a week
5. I could not resume work in the same way or at all
6. Other, please specify **Fixed* **Exclusive*
7. Don't know

Ask if Q30_2 ==1

Coworker_severe_injury Single coded

Q32. Thinking of your coworker's most severe injury, how serious was it and how long did they need to be off work?

1. They could carry on working
2. They had to go home but could go to work the next day
3. They needed to take a couple days off
4. They were off work for more than a week
5. They could not resume work in the same way or at all
6. Other, please specify *Fixed *Exclusive
7. Don't know

ASK ALL

Mental_health Single coded

Q33. In the past two years, has your work negatively affected your mental health?

Mental health includes your emotional, psychological, and social well-being, such as stress, depression, feeling helpless, and anxiety.

1. Yes
2. No
3. Don't know *Fixed
4. Prefer not to say

ASK if Q33=1

Mental_health_details Multi coded

Q34. Thinking of your mental health, which of the following symptoms, if any, did you experience due to your work? Please select all that apply.

1. Feeling sad or down
2. Struggling to sleep through the night
3. Struggling to get up in the morning
4. Sudden mood changes
5. Unmanageable level of stress
6. Strong anxiety or worry
7. Other, please specify *Fixed
8. None of the above *Fixed *Exclusive
9. Prefer not say *Fixed *Exclusive

ASK ALL

Healthconcern Single coded

Q35. In the past two years, have you ever been concerned about your mental or physical health due to work?

1. Yes, physical health
2. Yes, mental health
3. Yes, both physical and mental health
4. No, I have not been concerned for my physical or mental health due to work
5. Don't know
6. Prefer not say

Ask if Q35 = 1,2,3

Concern_reasons Multi coded

Q36. What would you say were the reasons for your concern about your physical and/or mental health? Please select all that apply.

1. Being asked to do dangerous jobs or tasks
2. Unsafe working environment
3. Inadequate health and safety training
4. Insufficient rest breaks
5. High-intensity work
6. Inadequate work-life balance
7. Unmanageable workload
8. Toxic organisational culture
9. Job insecurity
10. Fire hazard
11. Inadequate PPE (personal protective equipment)
12. Other, please specify *Fixed
13. Don't know *Fixed *Exclusive

Ask ALL

Harass_bully Single coded

Q37. In the past two years, how many times do you feel you have been bullied or harassed at work...

1. Never
2. One to two times
3. Three to five times
4. Six to ten times
5. More than ten times
6. Prefer not to say

Ask if Q37==2,3,4,5

Harass_bully_by Multi coded

Q37A. Who was the person(s) that bullied or harassed you? Please select all that apply.

1. Manager(s) or supervisor(s)
2. Co-worker(s)
3. Customer(s)
4. Other, please specify
5. Prefer not to say

TRADE UNIONS

Ask ALL

TU_member Single coded

Q38. Are you a member of a trade union or staff association?

1. Yes
2. No
3. Don't know
4. Prefer not to say

Ask ALL

TU_coworker Single coded

Q39. Are any of the people at your place of work members of a trade union or staff association?

1. Yes
2. No
3. Don't know
4. Prefer not to say

Ask ALL

TU_emp_attitude Single coded

Q40. How would you describe the general attitude of your employer, manager, or supervisor towards trade union membership among workers here? They are...

1. In favour of trade union membership
2. Not in favour of trade union membership
3. Neutral about it
4. Don't know

Ask ALL

TU_workunion_attitude In Dynamic grid

Q41. Do you agree or disagree with the following statements about unions or staff association in general?

Unions/staff associations...

1. ...take notice of members' problems and complaints
2. ...are taken seriously by management
3. ...make a difference to what it is like to work at your workplace

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

FINAL CATCH-ALL QUESTION

ASK ALL

Violation_details Multi choice

Q42. Have you experienced any of the following in any of your work in the past two years? Please select all that apply.

1. Physical abuse
2. Verbal abuse
3. Discrimination
4. Unfair treatment
5. Wrong pay
6. Contract breach
7. Not provided with the right equipment (uniform, tools)
8. Other problematic or illegal behaviour not mentioned above (please specify)
9. Don't know
10. Prefer not to say
11. None of these

ASK ALL

Anything_else Open

Q43. As a final question regarding your work, is there anything that this survey touched upon, and you want to tell us more about? Or is there something regarding your work that we have not asked about, but you think we should know? We appreciate you sharing more details about your 'working life'.

OPEN TEXT

DEMOGRAPHIC QUESTIONS

Ask ALL

sex Single code

D1. What is your sex?

A question about gender identity will follow this question.

1. Male
2. Female
3. Prefer not to say

Ask ALL

gender Single code

D2. What is your gender?

1. Male
2. Female
3. Non-binary or gender-fluid
4. I prefer to self-identify *Type in
5. Prefer not to say *Fixed

Ask ALL
age Type in

D3. How old are you?

OPEN NUMERIC 16-99

Prefer not to say

Ask ALL
education Single code

D4. Can you tell me the highest educational or school qualification you have obtained?

SCRIPTING NOTE: Please show as hovers text in square brackets after each answer.

1. Degree or equivalent, and above: [University/CNNA first degree BA, BSC or foundation Degree, Postgraduate degree: MA, MSc, MPhil, DPhil, PhD]
2. Other Higher Education, including Diplomas in higher education[HNC and teaching qualifications for schools or further education, nursing or other medical qualifications, City & Guilds level 4]
3. A-levels/SCE Highers including vocational level 3 or equivalent [S-level, AS level, A2-Level Scottish higher, NVQ or SVQ level 3, International baccalaureate, Scottish Baccalaureate, Scottish SCE/SLC/SUPE at higher grade, Vocational A-level (AVCE), School Certificate or Matriculation, GNVQ Advanced or GSVQ level 3, City & Guilds Level 3]
4. Qualifications below A-levels [GCSE/O Level/Standard Grade, vocational level 2 or equivalent, GCE, GSE, CSE level 1, SQA National 1-3, SQA, National 4, SQA National 5, SQA intermediate level 1-2, Scottish Standard or, Ordinary, Scottish Access 1-3, Scottish Higher Leaving Certificate, SUPE, ordinary, BTEC, SCOTVEC first, City & Guilds levels 1 or 2]
5. Other qualification *Type in
6. No qualification
7. Prefer not to say

Ask ALL
dependants Single code

D5. How many dependants do you have?

A person is your dependant if they require your day-to-day support.

1. None

2. 1
3. 2
4. 3
5. 4
6. More than 4
7. Prefer not to say

Ask if D5==2, 3, 4, 5, 6

dependants_children Type in

D5A. Of these dependants, how many of them are below 18?

OPEN NUMBER 0-20

SCRIPTING NOTE: Sense check that number is lower or equal to D5 answer

Ask ALL

mstatus Single code

D6. What is your current legal marital status?

1. Single, never married or civil partnered
2. Married, including separated
3. Civil partnered, including separated
4. Divorced, including legally dissolved civil partners
5. Widowed, including surviving civil partners
6. Prefer not to say

Ask ALL

rentown Single code

D7. Does your household own this accommodation outright, is it being bought with a mortgage, is it rented or does it come rent-free?

1. Owned outright
2. Owned/being bought on a mortgage
3. Shared ownership (part-owned part-rented)
4. Rented
5. Rent free
6. Other *Type in
7. Prefer not to say

Ask if S4==2

came_to_uk Dropdown

D9. In what year did you first come to the United Kingdom to live, even if you have spent time abroad since?

DROPDOWN 1925-2024

Ask if S4==2

work_right Single code

D10. Which of the following gives you the 'right to work' in the UK?

1. Citizenship (UK or Irish)
2. Pre-settled status
3. Settled status
4. Long-term work visas
5. Short term work visas
6. Investor, business development and talent visas
7. Other *Type in
8. Prefer not to say

Ask ALL

health Single code

D11. Do you have any long-standing physical or mental impairment, illness or disability?

By long-standing we mean anything that has troubled you over a period of at least 12 months or that is likely to trouble you over a period of at least 12 months.

1. Yes
2. No
3. Prefer not to say

Ask if D11==1

health_det Multi code

D11A. Do you have any health problems or disabilities that mean you have substantial difficulties with any of the following areas of your life? Please select all that apply.

1. Mobility (moving around at home and walking)
2. Lifting, carrying or moving objects
3. Manual dexterity (using your hands to carry out everyday tasks)
4. Continence (bladder and bowel control)
5. Hearing (apart from using a standard hearing aid)
6. Sight (apart from wearing standard glasses)
7. Communication or speech problems
8. Memory or ability to concentrate, learn or understand
9. Recognising when you are in physical danger
10. Your physical co-ordination (e.g. balance)
11. Difficulties with own personal care (e.g. getting dressed, taking a bath or shower)
12. Other health problem or disability *Type in
13. Prefer not to say *Fixed
14. None of these *Fixed

RDS

ASK ALL

RDS_network Single code

RDS1. We would like to hear from other people similar to you to expand our knowledge regarding the 'Working Lives' of people living in the UK. Do you have any family, friends or trusted colleagues, who meet **at least two of the following four criteria**?

- They are in non-traditional work (e.g. they are self-employed, they have multiple jobs, they work in the gig economy, they work through an agency, they are doing an apprenticeship, etc.)
- They work at a small workplace (i.e. with fewer than 50 people)
- They were born outside the UK, immigrants, or are members of an ethnic minority
- To the best of your knowledge, their yearly income (including bonuses but before taxes and other deductions) is below £24000

A 'trusted colleague' is a person whom you can imagine having a coffee or beer with or can envision engaging with them socially in other ways (such as going to the cinema or playing sports with) regardless of whether you have actually done any of these activities with them already.

1. Yes, I know at least one person
2. No, I do not know anybody
3. Prefer not to say

ASK if RDS1==1

RDS_network_size Type in

RDS1A. Could you please give us your best estimate of how many people you know who would fit at least two of the four criteria from above?

Type in: Numerics only

SCRIPTING NOTE: If RDS1=2,3 SKIP TO MERIT

ASK if RDS1==1

RDS_participate Single code

RDS2. You indicated that you know approximately [RDS1A] number of people who fit our criteria. Do you think that any of them might be interested in taking part in a similar online survey, and for whom you have contact details?

For each person you invite (up to three people), you will be asked to share their first name, nickname, or pseudonym. In addition, you will be asked to share an invitation with them as a text message and/or an email. For their participation, they will receive a £12 voucher and for each person of your three invited who successfully finishes the survey, you will get £6.

1. Yes, I know a person/people who might want to participate
2. No, I do not know anyone who would want to participate

ASK if RDS2==1

RDS_recruit Single coded

RDS3. Thank you for considering inviting people to take part in the study. You can invite up to three friends, family members, or trusted colleagues, of yours. As a reminder, they must meet **at least two of the following four criteria**:

- They are in non-traditional work (e.g. they are self-employed, they have multiple jobs, they work in the gig economy, they work through an agency, they are doing an apprenticeship, etc.)
- They work at a small workplace (i.e. with fewer than 50 people)
- They were born outside the UK, immigrants, or are members of an ethnic minority
- To the best of your knowledge, their yearly income (including bonuses but before taxes and other deductions) is below £24000

You can only include **up to ONE person who lives in the same household** as you do.

How many people would you like to invite?

1. 3
2. 2
3. 1
4. None

ASK if RDS3==1, 2, 3

RDS_details Multi coded

RDS4. We will need to send you a message to share with each person you plan to recruit. Could you please give us your email address, mobile number, or both? We will keep your information confidential.

SCRIPTING NOTE: When respondent tries to click through, please run standard validity checks on email and phone number. If they are pass checks, please display following message "Please double check the details you have provided before clicking Next."

1. Email address *Type in
2. Mobile number *Type in
3. I changed my mind, I do not want to participate

ASK if RDS4==1, 2

RDS_message Type in

RDS5. Please write a short message to each person you plan to invite to take part in the survey. This message can be the same for all three people, or can be tailored to each individual. Once you have done this, you will receive individual messages for each person you have invited to pass on to them.

1. I want to send the same message to everyone
2. I want to send a tailored message to each individual

[The number of these depends on [RDS3], grey text could appear such as 'Dear John']

Greeting:

Name:

Message:

Signature:

SCRIPTING NOTE: For the remaining questions, please display as grid showing the names of up to three people respondent is inviting to the survey (from RDS5). Please leave the sentence below on screen for each question.

We just have a few more questions about the [IF RDS3 = 3: 'person'; IF RDS3 = 1,2: 'people'] you are inviting to take part in this survey.

Example:

Question text?

	Name1	Name2	Name3
Answer 1			
Answer 2			
Answer 3			
Answer 4			

ASK if RDS4==1, 2

RDS_person_details1 Multi code

RDS6a. Can you tell us if they are...? (Please select all that apply)

1. ...related to you
2. ...a close friend of yours
3. ...live in the same neighbourhood as you do
4. ...work at the same workplace as you do
5. ...have had contact with you in the past week (online or in person)
6. None of the above

ASK if RDS4==1, 2

RDS_person_ties1 Single code

RDS6b.

How close do you feel to them?

1. Not close at all
2. Not very close
3. Somewhat close
4. Very close
5. Extremely close

ASK if RDS4==1, 2

RDS_person_ties1 Single code

RDS6c. How likely is it that they would have invited you to take part in the survey had they been asked to?

1. Very unlikely
2. Unlikely
3. Neutral
4. Likely
5. Very likely

ASK if RDS4==1, 2 AND if this is NOT the first generation

RDS_person_knows1 Single code

RDS6d. You were invited to this survey by: [name of referrer]. Does [name of referrer] know the [IF RDS3 = 3: "person you are inviting?"; IF RDS3 = 1,2: "people you are inviting? Remember to answer for each one individually."]

1. Yes, they are related to each other
2. Yes, they are close friends
3. Yes, they live in the same neighbourhood
4. Yes, they work at the same workplace
5. Yes, they've had contact with each other in the past week (online or in person)
6. Yes, they know each other but are not close
7. No, they do not know each other
8. Don't know
9. Prefer not to say

ASK ALL

MERIT. Thanks you for completing the survey. Please click Next to submit your responses and claim your voucher.

ASK ALL

MERITCLAIM. As a thank you for completing the survey we would like to give you a £12 e- voucher. To receive your voucher please enter your email address below and we will send you an email, within 48 hours, containing your unique voucher code and instructions for redeeming it. Your email address will be kept confidential and will not be used for any marketing purposes.

Enter email address

I do not wish to claim an e-voucher

I do not wish to provide my email address

ASK IF MERITCLAIM = Email address OR I do not wish to provide my email address

MERITCLAIM3. E-vouchers will be provided by Merit Incentives on our behalf. Your unique voucher code is: [MeritCodes].

[IF MERITCLAIM= I do not wish to provide my email address: "To redeem your £12 gift voucher, please make a note of your voucher code and follow the instructions below:"]

[IF MERITCLAIM= EMAIL ADDRESS PROVIDED: "We will send an email confirming your voucher code, and instructions for redeeming it, within 48 hours. However, you are still able to redeem your e-voucher immediately by following the instructions below:"]

1. Click on the link below to go to the Merit Incentive website.
2. Your e-voucher code will appear on screen (if for any reason it is not there, please copy it from above and paste in).
3. Click 'Yes' to proceed and select a voucher from the options available in the catalogue.
4. Enter your email to receive it digitally, and click on 'Redeem now'.
5. The e-voucher will be available in the 'My wallet' section and will be sent to you by email (if you chose to receive it that way).

To claim your £12 gift voucher, please click the unique link below and follow the instructions provided:

[Voucherlinks]

[ASK ALL](#)

CLOSING SCREEN. Thank you for participating in this survey. You can now close this window.

Appendix D – Multivariate analysis

Financial Harms

Binary logistic regression models:

Table D.1: Unfair Deductions (Binary Logistic)

Variable	Full - Baseline	Full – Deluxe	Prec - Baseline	Prec - Deluxe
(Intercept)	-1.1997* (0.5831)	-1.8555** (0.6116)	-4.1199*** (0.9585)	-5.5242*** (1.0807)
Female	-0.1679 (0.1030)	-0.1342 (0.1071)	0.0669 (0.1779)	0.0789 (0.1884)
Age	0.0176 (0.0245)	0.0171 (0.0253)	0.0255 (0.0303)	0.0386 (0.0330)
Age_Squared	-0.0005† (0.0003)	-0.0005 (0.0003)	-0.0003 (0.0003)	-0.0004 (0.0004)
Mixed	-1.1913* (0.4723)	-1.2466** (0.4801)	-0.1666 (0.3440)	-0.3720 (0.3671)
Asian	-0.1210 (0.1633)	-0.1780 (0.1722)	-0.3163 (0.2620)	-0.2477 (0.2862)
Black	-1.0812*** (0.2904)	-1.2670*** (0.3044)	-0.4665 (0.3961)	-0.5685 (0.4175)
Other	0.5708† (0.3350)	0.4658 (0.3611)	0.2124 (0.5072)	-0.1642 (0.5242)
Other higher education	0.1484 (0.1484)	0.0599 (0.1585)	0.7874** (0.2484)	0.7586** (0.2646)
A-levels	0.0414 (0.1432)	0.0832 (0.1482)	0.5473* (0.2251)	0.4911* (0.2453)
Qualification s below A- levels	0.0024 (0.1704)	0.0365 (0.1761)	0.5087† (0.2618)	0.6320* (0.2833)
No qualification	0.4429† (0.2403)	0.4172† (0.2517)	0.7533* (0.3554)	0.8071* (0.3934)
Citizen	0.3691* (0.1518)	0.3263* (0.1609)	0.1693 (0.2793)	0.0305 (0.2993)
Pre or fully settled	-0.0202 (0.1413)	0.1086 (0.1465)	-0.0123 (0.2693)	-0.0410 (0.2915)
Other visa	0.4704* (0.2319)	0.6655** (0.2391)	0.1952 (0.3983)	0.1596 (0.4097)
No disability	-0.3422** (0.1187)	-0.3817** (0.1232)	-0.2520 (0.2037)	-0.2014 (0.2169)
1 dependant	0.3232* (0.1265)	0.2878* (0.1325)	0.6285** (0.2270)	0.5414* (0.2443)
2 dependants	-0.0875 (0.1522)	-0.0429 (0.1576)	0.3980† (0.2410)	0.1949 (0.2639)
3+ dependants	0.6215** (0.1894)	0.7631*** (0.1983)	0.6874* (0.3257)	0.6205† (0.3526)
Suburbs	0.1784 (0.1526)	0.2164 (0.1593)	0.0153 (0.2470)	0.0054 (0.2705)

Variable	Full - Baseline	Full – Deluxe	Prec - Baseline	Prec - Deluxe
Town	-0.0373 (0.1260)	-0.0060 (0.1322)	-0.2464 (0.2074)	-0.2304 (0.2208)
Village, farm, & countryside	0.5337** (0.2032)	0.6382** (0.2082)	-0.7390* (0.3059)	-0.5894† (0.3312)
Other	-0.1763 (0.2964)	0.0672 (0.3065)	-0.1407 (0.4080)	0.1082 (0.4330)
North West	-0.3714 (0.2596)	-0.3659 (0.2701)	-1.0799* (0.4707)	-1.1052* (0.5129)
Yorkshire+Hu- mber	-0.6711* (0.2897)	-0.6925* (0.3007)	-1.0879* (0.4644)	-1.2378* (0.5125)
East	-0.1638 (0.2751)	-0.2140 (0.2883)	-0.6919 (0.4920)	-0.6275 (0.5520)
Midlands	-0.5710* (0.2881)	-0.5729† (0.3000)	-1.0281* (0.4607)	-0.7903 (0.5029)
West	-0.1204 (0.2779)	-0.2625 (0.2939)	-1.1572* (0.5044)	-1.1225* (0.5575)
England	-0.2306 (0.2463)	-0.2188 (0.2589)	-0.6218 (0.4434)	-0.5122 (0.4904)
Greater	-0.2690 (0.2469)	-0.2722 (0.2586)	-0.7533† (0.4421)	-0.8131† (0.4938)
London	-0.2899 (0.2698)	-0.2756 (0.2807)	-0.1712 (0.4876)	0.1055 (0.5372)
South East	-0.2293 (0.3254)	-0.3982 (0.3475)	-0.3608 (0.5538)	-0.2255 (0.5891)
Wales	0.5097 (0.3311)	0.5274 (0.3425)	0.1889 (0.5683)	0.1500 (0.6095)
Northern	0.2743 (0.2565)	0.2898 (0.2683)	-0.0386 (0.4825)	-0.0687 (0.5361)
Ireland	-0.1392 (0.3624)	-0.6744 (0.4173)	0.4926 (0.5745)	0.0970 (0.6497)
Scotland	-0.3419** (0.1312)	-0.3550** (0.1360)	0.1565 (0.2852)	0.2612 (0.3070)
Other	0.0626 (0.1685)	-0.0749 (0.1742)	0.2652 (0.2145)	0.2143 (0.2296)
Low income	0.4831* (0.1993)	0.7374*** (0.2137)	0.3936 (0.3863)	0.3583 (0.4266)
Benefits	0.1362 (0.2615)	0.2496 (0.2770)	0.8592* (0.3792)	1.0078* (0.4101)
Healthcare	-0.0647 (0.2478)	-0.0452 (0.2656)	0.7850* (0.3522)	0.8260* (0.3808)
Construction	-0.2249 (0.2409)	0.0676 (0.2522)	0.9088* (0.4032)	1.2340** (0.4330)
Hospitality	-0.3693 (0.2690)	-0.1899 (0.2895)	0.8953 (0.5480)	1.1856* (0.5664)
Manufacturin- g	-0.0019 (0.4459)	0.0867 (0.4613)	-0.6388 (0.6765)	-0.4382 (0.7656)
Agriculture	-0.6480* (0.2830)	-0.4386 (0.2953)	-0.2934 (0.4914)	-0.0121 (0.5192)
Admin and support				

Variable	Full - Baseline	Full – Deluxe	Prec - Baseline	Prec - Deluxe
Social care	-0.1840 (0.3134)	-0.0567 (0.3256)	0.2355 (0.5222)	0.4633 (0.5780)
Education	-0.2011 (0.2218)	-0.1458 (0.2372)	-0.4313 (0.3614)	-0.2239 (0.3945)
Info and Comms	-1.9477** (0.6840)	-1.6194* (0.6923)	-0.2296 (0.6371)	0.2681 (0.6632)
Financials	-1.1059** (0.3371)	-0.7708* (0.3489)	-2.8287 (1.9179)	-2.7305 (1.9776)
Professional and scientific	-0.7715** (0.2593)	-0.6782* (0.2767)	0.4596 (0.4576)	-0.0514 (0.5352)
Public Admin & Defence	-0.1916 (0.2607)	-0.0315 (0.2738)	0.7530 (0.6135)	0.7867 (0.6618)
Arts	-0.2113 (0.3346)	-0.0275 (0.3497)	0.5776 (0.4008)	0.4861 (0.4360)
Other	0.0692 (0.2333)	0.3292 (0.2457)	0.3057 (0.3543)	0.4140 (0.3854)
Working class	-0.0101 (0.2142)	-0.0162 (0.2231)	0.8714** (0.3328)	0.6456† (0.3555)
Middle class	-0.1211 (0.1972)	-0.1611 (0.2042)	0.7416** (0.2719)	0.5609† (0.2865)
Upper middle-class	0.1006 (0.2040)	0.0897 (0.2126)	0.9998** (0.3172)	0.8046* (0.3356)
Elite/upper class	-0.1554 (0.2485)	-0.0730 (0.2583)	0.8934* (0.4221)	0.3865 (0.4798)
Small workplace	0.3221** (0.1136)	0.3505** (0.1193)	0.5856* (0.2520)	0.5398* (0.2678)
Nontradition al work	0.8062*** (0.2095)	1.0743*** (0.2193)	1.5880*** (0.3997)	2.4165*** (0.4672)
Two jobs	-0.5655* (0.2661)	-0.8334** (0.2812)	-0.6062* (0.2627)	-1.1579*** (0.2965)
More than two jobs	-0.3915 (0.4571)	-0.5999 (0.4713)	-0.7714* (0.3489)	-1.1688** (0.3862)
No current job	-0.9689*** (0.2522)	-1.0332*** (0.2591)	-0.1759 (0.2987)	0.0697 (0.3132)
Permanent	-0.2502 (0.1650)	-0.1022 (0.1700)	-0.0065 (0.2696)	0.1898 (0.3013)
New job (last 2 years)	-0.0117 (0.1129)	-0.0190 (0.1175)	-0.2978 (0.1962)	-0.2331 (0.2093)
Union or SA	0.1215 (0.1153)	0.0764 (0.1212)	0.3632† (0.2079)	0.2919 (0.2218)
Unpaid extra hours		0.8460*** (0.1021)		1.0566*** (0.1867)
NMW violation		0.6870*** (0.1781)		1.4642*** (0.3331)
N	3929	3758	1304	1233

Table D.2: Unpaid Work - Trimmed (Binary Logistic)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
(Intercept)	0.0563 (0.4275)	-0.0952 (0.4424)	2.9501*** (0.8512)	3.5623*** (0.9415)
Female	0.0817 (0.0737)	0.0534 (0.0762)	0.1462 (0.1636)	0.1165 (0.1729)
Age	-0.0211 (0.0173)	-0.0319† (0.0177)	-0.1136*** (0.0286)	-0.1554*** (0.0310)
Age_Squared	0.0001 (0.0002)	0.0003 (0.0002)	0.0013*** (0.0003)	0.0017*** (0.0003)
Mixed	0.0911 (0.2354)	0.2408 (0.2406)	0.3758 (0.3060)	0.4589 (0.3222)
Asian	0.1156 (0.1216)	0.1709 (0.1266)	-0.4336† (0.2374)	-0.0580 (0.2500)
Black	0.2353 (0.1563)	0.2824† (0.1625)	0.1568 (0.3011)	0.3003 (0.3230)
Other	0.3391 (0.2911)	0.2066 (0.3122)	1.1827* (0.4768)	1.5191** (0.4925)
Other higher education	-0.0020 (0.1105)	-0.0295 (0.1146)	-0.0864 (0.2282)	-0.3520 (0.2405)
A-levels	-0.1400 (0.1025)	-0.1618 (0.1056)	-0.0966 (0.2028)	-0.6333** (0.2266)
Qualification s below A- levels	-0.1541 (0.1220)	-0.2153† (0.1262)	-0.5932* (0.2535)	-0.9380*** (0.2774)
No qualification	-0.0600 (0.2039)	-0.0787 (0.2094)	-1.3250** (0.4423)	-1.5296*** (0.4646)
Citizen	-0.1513 (0.1131)	-0.2021† (0.1185)	0.4134† (0.2456)	0.4670† (0.2571)
Pre or fully settled	-0.3744*** (0.1035)	-0.3966*** (0.1078)	-0.4091 (0.2600)	-0.6298* (0.2849)
Other visa	-0.4746* (0.1848)	-0.5498** (0.1895)	-0.3662 (0.3398)	-0.8162* (0.3576)
Disability	-0.2561** (0.0883)	-0.2407** (0.0919)	-0.6830*** (0.1911)	-0.4317* (0.2137)
1 dependant	0.1045 (0.0966)	0.0647 (0.1003)	0.0503 (0.2308)	-0.1959 (0.2464)
2 dependants	0.0416 (0.1052)	0.0598 (0.1090)	0.4836* (0.2295)	0.1288 (0.2530)
3+ dependants	0.1013 (0.1548)	0.1434 (0.1624)	0.4951 (0.3345)	0.3138 (0.3612)
Suburbs	0.0140 (0.1121)	0.0170 (0.1159)	-0.7396** (0.2395)	-0.6356* (0.2571)
Town	-0.1453 (0.0916)	-0.1177 (0.0947)	-0.4845* (0.1890)	-0.4786* (0.2018)
Village, farm, & countryside	-0.1668 (0.1690)	-0.2366 (0.1738)	-1.1034*** (0.2939)	-1.5080*** (0.3407)
Other	-0.9536*** (0.2419)	-0.8827*** (0.2469)	-0.9604* (0.4050)	-1.0522* (0.4428)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
North West	0.4426* (0.2099)	0.5867** (0.2182)	0.0876 (0.4444)	0.5001 (0.5068)
Yorkshire+Humber	0.1837 (0.2248)	0.3054 (0.2326)	0.2467 (0.4568)	0.5945 (0.5219)
East Midlands	0.3789† (0.2262)	0.4741* (0.2351)	-0.0244 (0.4776)	0.0138 (0.5626)
West Midlands	0.4507* (0.2215)	0.6004** (0.2303)	-0.7545† (0.4583)	-0.3789 (0.5195)
East of England	0.3235 (0.2292)	0.4121† (0.2380)	-0.5842 (0.4891)	-0.2923 (0.5587)
Greater London	0.4489* (0.2033)	0.5797** (0.2122)	-0.8793* (0.4417)	-0.6451 (0.5020)
South East	0.2598 (0.2058)	0.3879† (0.2142)	-0.9203* (0.4516)	-0.7923 (0.5179)
South West	0.1808 (0.2212)	0.3058 (0.2301)	-1.0008† (0.5157)	-0.0513 (0.5692)
Wales	0.2516 (0.2605)	0.3689 (0.2694)	-0.7997 (0.6029)	-0.4195 (0.6583)
Northern Ireland	0.2116 (0.2983)	0.2174 (0.3070)	-1.0922† (0.6215)	-0.9722 (0.6921)
Scotland	0.6066** (0.2192)	0.6329** (0.2280)	0.2849 (0.4784)	0.5250 (0.5473)
Other	0.5876* (0.2839)	0.5614† (0.3032)	0.1321 (0.5598)	0.3229 (0.6462)
Low income	-0.1826† (0.0960)	-0.1752† (0.0991)	-0.6892** (0.2542)	-0.7431** (0.2753)
Benefits	0.3426** (0.1265)	0.3586** (0.1309)	-0.0749 (0.2175)	0.0049 (0.2375)
Healthcare	-0.3198* (0.1567)	-0.3420* (0.1645)	0.7170* (0.3492)	0.0914 (0.3905)
Construction	0.0075 (0.2077)	-0.0115 (0.2151)	0.0683 (0.3892)	-0.5207 (0.4212)
Hospitality	0.1943 (0.1815)	0.2134 (0.1892)	0.5308 (0.3236)	0.1063 (0.3546)
Transport	-0.3572† (0.1833)	-0.2764 (0.1904)	-0.5709 (0.4526)	-0.9561* (0.4766)
Manufacturing	-0.6910** (0.2110)	-0.5317* (0.2171)	-1.4048† (0.7312)	-1.9425* (0.7628)
Agriculture	0.5107 (0.3493)	0.6352† (0.3591)	-0.6022 (0.6472)	-0.3164 (0.7031)
Admin and support	-0.3423† (0.1869)	-0.2912 (0.1947)	-0.2667 (0.4559)	-0.6315 (0.4778)
Social care	0.1165 (0.2155)	0.1604 (0.2229)	0.4513 (0.4678)	0.4958 (0.5309)
Education	0.0146 (0.1600)	0.0598 (0.1674)	0.0996 (0.3146)	-0.1822 (0.3442)
Info and Comms	-0.6567* (0.3026)	-0.4224 (0.3092)	-0.0436 (0.6102)	-0.2470 (0.6420)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
Financials	-0.0766 (0.1922)	0.1756 (0.2049)	1.4939* (0.6086)	0.9435 (0.7056)
Professional and scientific	-0.2221 (0.1747)	-0.1435 (0.1823)	0.9076* (0.4201)	-0.0106 (0.4682)
Public Admin & Defence	-0.3657† (0.1898)	-0.2765 (0.1949)	0.6224 (0.5486)	-0.0823 (0.6131)
Arts	-0.6745* (0.2669)	-0.6001* (0.2726)	0.9890** (0.3836)	0.5768 (0.4091)
Other	-0.3407† (0.1883)	-0.3935* (0.1983)	0.3873 (0.3296)	-0.1717 (0.3642)
Working class	0.1761 (0.1649)	0.2020 (0.1693)	0.9428** (0.3026)	0.8556* (0.3339)
Middle class	0.2440 (0.1506)	0.2644† (0.1543)	0.9951*** (0.2586)	1.1310*** (0.2833)
Upper middle-class	0.2274 (0.1553)	0.2298 (0.1599)	0.4945† (0.2938)	0.5621† (0.3223)
Elite/upper class	0.1242 (0.1859)	0.1868 (0.1919)	0.5650 (0.4326)	0.7472 (0.4664)
Small workplace	0.1240 (0.0833)	0.1046 (0.0871)	-0.2079 (0.2047)	-0.3221 (0.2185)
Nontradition al work	-0.3275* (0.1668)	-0.3748* (0.1743)	-0.3708 (0.2800)	-0.1333 (0.3155)
Two jobs	0.2629 (0.2119)	0.2778 (0.2195)	0.2698 (0.2326)	0.1664 (0.2509)
More than two jobs	0.0182 (0.3874)	-0.0294 (0.4021)	0.0540 (0.3085)	0.0469 (0.3293)
No current job	0.1306 (0.1910)	0.2363 (0.1966)	-0.2591 (0.2854)	0.1844 (0.3063)
Permanent	-0.4119*** (0.1166)	-0.3631** (0.1195)	-0.5583* (0.2204)	-0.4865* (0.2410)
New job (last 2 years)	-0.0896 (0.0831)	-0.0833 (0.0859)	-0.2290 (0.1751)	-0.2112 (0.1905)
Union or SA	0.4681*** (0.0837)	0.4669*** (0.0867)	0.4279* (0.1895)	0.2600 (0.2073)
Unfair deductions		0.8419*** (0.1008)		0.9972*** (0.1839)
NMW violationtrim		0.5271*** (0.1577)		0.9351** (0.3308)
N	3929	3758	1304	1233

Table D.3: NMW Violation - Trimmed (Binary Logistic)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
(Intercept)	-4.5567*** (0.9678)	-4.9350*** (0.9805)	-2.9833 (2.6816)	-3.3951 (2.7285)
Female	0.3609* (0.1776)	0.3711* (0.1784)	-0.2718 (0.4504)	-0.4764 (0.4738)
Age	0.0455 (0.0420)	0.0463 (0.0420)	-0.1487 (0.1026)	-0.1464 (0.1042)
Age_Squared	-0.0006 (0.0005)	-0.0005 (0.0005)	0.0019 (0.0012)	0.0019 (0.0012)
Mixed	0.4221 (0.5742)	0.5256 (0.5723)	1.7958* (0.7966)	1.9571* (0.8118)
Asian	0.2292 (0.2824)	0.2383 (0.2824)	-0.7212 (0.6239)	-0.6307 (0.6297)
Black	1.2771*** (0.2823)	1.2797*** (0.2871)	1.3000† (0.7700)	1.3326† (0.7719)
Other	0.4638 (0.6606)	0.5461 (0.6485)	-0.1680 (1.2667)	-0.0602 (1.2455)
Other higher education	0.2027 (0.2755)	0.1740 (0.2811)	-0.0342 (0.5540)	0.0961 (0.5768)
A-levels	0.7844*** (0.2326)	0.8039*** (0.2343)	0.1718 (0.5641)	0.1278 (0.5790)
Qualification s below A- levels	1.1096*** (0.2516)	1.1120*** (0.2525)	-0.0686 (0.6446)	0.0453 (0.6612)
No qualification	1.2520** (0.3851)	1.1700** (0.3879)	0.1637 (1.0528)	0.3776 (1.0806)
Citizen	0.2229 (0.2760)	0.2247 (0.2764)	0.4968 (0.6031)	0.1141 (0.6259)
Pre or fully settled	0.4578* (0.2232)	0.4285† (0.2258)	0.1293 (0.5406)	0.0742 (0.5506)
Other visa	0.0953 (0.4020)	0.0948 (0.4033)	0.8900 (0.7792)	1.1096 (0.7967)
Disability	-0.0299 (0.2108)	0.0436 (0.2128)	-0.3709 (0.7053)	-0.1864 (0.7307)
1 dependant	0.1449 (0.2250)	0.1081 (0.2269)	2.1863*** (0.5942)	2.3736*** (0.6194)
2 dependants	0.1208 (0.2308)	0.1362 (0.2316)	2.3661*** (0.5725)	2.4476*** (0.5978)
3+ dependants	-0.4993 (0.4032)	-0.5256 (0.4029)	2.6286** (0.8352)	2.7081** (0.8711)
Suburbs	-0.3367 (0.2926)	-0.3192 (0.2933)	0.7664 (0.7282)	0.7729 (0.7580)
Town	-0.0036 (0.2064)	0.0462 (0.2086)	0.4412 (0.5382)	0.6293 (0.5711)
Village, farm, & countryside	0.3571 (0.3399)	0.3488 (0.3415)	1.5940* (0.8032)	1.6906* (0.8117)
Other	-0.6764 (0.5823)	-0.5014 (0.5812)	-4.8220* (2.1946)	-4.3446* (2.1895)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
North West	-0.2350 (0.3805)	-0.2925 (0.3838)	-0.3216 (1.0717)	-0.4127 (1.1021)
Yorkshire+Humber	-0.2961 (0.4091)	-0.2616 (0.4124)	0.9273 (1.1527)	1.0332 (1.1893)
East Midlands	-0.9324* (0.4654)	-0.9592* (0.4666)	-1.0898 (1.2844)	-1.1349 (1.2938)
West Midlands	-0.3723 (0.4122)	-0.3722 (0.4137)	-0.4650 (1.0886)	-0.1234 (1.1165)
East of England	-0.5822 (0.4344)	-0.6345 (0.4361)	-1.4491 (1.2311)	-1.6643 (1.2871)
Greater London	-0.8038† (0.4169)	-0.8832* (0.4202)	-0.6830 (1.1679)	-0.8039 (1.2090)
South East	-0.6397 (0.3942)	-0.6906† (0.3968)	-1.1582 (1.0695)	-0.9943 (1.0833)
South West	-0.8031† (0.4520)	-0.8345† (0.4536)	-0.1414 (1.1799)	-0.4236 (1.2597)
Wales	0.0395 (0.4684)	-0.0282 (0.4725)	-0.0223 (1.3683)	-0.0924 (1.4784)
Northern Ireland	-0.9981 (0.7310)	-1.0219 (0.7308)	-3.1762 (2.9401)	-3.1083 (2.9566)
Scotland	-0.4352 (0.4487)	-0.5381 (0.4505)	-1.4171 (1.4339)	-1.5735 (1.4692)
Other	1.1897* (0.5114)	1.0802* (0.5220)	2.3069 (1.6169)	1.2454 (1.6875)
Low income	0.7208*** (0.1865)	0.7550*** (0.1869)	2.4327* (1.1618)	2.4009* (1.1795)
Benefits	-0.1207 (0.2717)	-0.1087 (0.2706)	-1.4515* (0.6566)	-1.3910* (0.6626)
Healthcare	1.0645** (0.3405)	1.0513** (0.3462)	1.5527 (0.9815)	1.3300 (0.9971)
Construction	0.8452 (0.5173)	0.8620† (0.5227)	-1.2366 (1.6023)	-1.0948 (1.6153)
Hospitality	0.6839† (0.3869)	0.6755† (0.3897)	1.0441 (0.9845)	0.9794 (0.9897)
Transport	0.2539 (0.4081)	0.3083 (0.4102)	-1.7352 (2.4346)	-1.6269 (2.4585)
Manufacturing	-0.2838 (0.5044)	-0.2128 (0.5056)	-0.0079 (1.1997)	0.1535 (1.2461)
Agriculture	-0.6708 (1.6849)	-0.6434 (1.6869)	-1.2231 (3.2602)	-1.0258 (3.5708)
Admin and support	-0.0211 (0.4631)	0.0845 (0.4654)	-1.7465 (1.7124)	-1.7508 (1.8099)
Social care	0.9777* (0.4578)	0.9318* (0.4629)	-1.0769 (1.3683)	-1.0288 (1.4152)
Education	1.5948*** (0.3429)	1.5787*** (0.3478)	0.2984 (1.0012)	0.4215 (1.0069)
Info and Comms	0.4773 (0.9886)	0.5623 (0.9997)	-4.7233 (2.9828)	-5.3518† (3.0609)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
Financials	-0.1801 (0.7263)	-0.0741 (0.7262)	1.1742 (1.5961)	1.1152 (1.6488)
Professional and scientific	0.4740 (0.5096)	0.5407 (0.5136)	0.0032 (1.3937)	0.0186 (1.4212)
Public Admin & Defence	0.0786 (0.5699)	0.1512 (0.5706)	2.8393* (1.2356)	2.4062† (1.2773)
Arts	0.0794 (0.7716)	0.2210 (0.7732)	-2.2838 (1.4100)	-2.1168 (1.4497)
Other	0.4341 (0.4432)	0.4457 (0.4500)	0.2710 (1.0395)	0.3829 (1.0556)
Working class	0.3847 (0.2937)	0.3538 (0.2950)	-0.8326 (0.8454)	-1.0956 (0.8581)
Middle class	0.0115 (0.2625)	-0.0412 (0.2640)	0.1580 (0.6094)	-0.0497 (0.6114)
Upper middle-class	-1.0175** (0.3138)	-1.0765*** (0.3162)	1.4197* (0.6867)	1.1087 (0.7022)
Elite/upper class	-1.0697* (0.5253)	-1.1411* (0.5317)	-0.9664 (1.6220)	-1.2183 (1.6961)
Small workplace	0.3068† (0.1795)	0.2780 (0.1804)	-0.1471 (0.4724)	-0.0579 (0.4923)
Nontradition al work	-15.9805 (477.9412)	-15.9655 (479.6304)	-17.0038 (995.7035)	-17.9914 (923.8058)
Two jobs	15.8503 (477.9413)	15.8488 (479.6305)	16.0860 (995.7036)	16.9179 (923.8058)
More than two jobs	15.7570 (477.9417)	15.7320 (479.6309)	16.8674 (995.7037)	17.5681 (923.8058)
Permanent	-0.3686 (0.2266)	-0.3101 (0.2286)	0.3603 (0.4578)	0.3263 (0.4604)
New job (last 2 years)	0.1355 (0.1948)	0.1389 (0.1957)	0.4078 (0.4435)	0.3419 (0.4489)
Union or SA	0.1013 (0.1886)	0.0529 (0.1905)	-0.0010 (0.4866)	-0.1323 (0.5065)
Unfair deductions		0.4732* (0.2215)		0.9890† (0.5653)
Unpaid extra hours		0.4527** (0.1663)		0.7956† (0.4478)
N	2863	2863	624	624

Poisson models:

Table D.4: Hourly Deductions - Adjusted (Poisson)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
(Intercept)	-2.7670*** (0.4165)	-4.5767*** (0.4474)	-0.0004 (0.5515)	-1.6224* (0.6332)
Female	-0.1495† (0.0771)	-0.2318** (0.0804)	-0.2645* (0.1058)	-0.4390*** (0.1144)
Age	0.0694*** (0.0174)	0.1172*** (0.0180)	-0.0371† (0.0196)	-0.0266 (0.0212)
Age_Squared	-0.0011*** (0.0002)	-0.0017*** (0.0002)	0.0004* (0.0002)	0.0002 (0.0002)
Mixed	-2.5460** (0.8054)	-2.7048*** (0.8093)	-1.3799*** (0.3232)	-1.4884*** (0.3254)
Asian	0.8668*** (0.0965)	0.7993*** (0.1007)	1.3276*** (0.1372)	1.3411*** (0.1407)
Black	0.4800** (0.1609)	0.1364 (0.1769)	-0.9370* (0.3865)	-1.3119** (0.4305)
Other	1.8153*** (0.1640)	1.4942*** (0.1732)	0.8811* (0.4008)	0.6155 (0.3944)
Other higher education	0.1475 (0.0971)	0.0646 (0.1055)	-0.1230 (0.1493)	0.2891† (0.1575)
A-levels	-0.7730*** (0.1206)	-0.7851*** (0.1234)	-0.9943*** (0.1427)	-0.6587*** (0.1521)
Qualification s below A- levels	-0.5002*** (0.1447)	-0.5568*** (0.1465)	-0.5433*** (0.1628)	-0.1016 (0.1813)
No qualification	1.1528*** (0.1134)	1.1633*** (0.1188)	0.3497* (0.1728)	1.0354*** (0.1936)
Citizen	0.0184 (0.1108)	-0.0706 (0.1170)	0.0126 (0.1671)	0.1083 (0.1689)
Pre or fully settled	0.4510*** (0.0928)	0.5109*** (0.0999)	-0.0888 (0.1743)	0.3483† (0.1913)
Other visa	-0.2255 (0.1456)	0.0679 (0.1492)	-0.2124 (0.2176)	0.2717 (0.2150)
Disability	0.4015*** (0.1083)	0.2917** (0.1099)	0.9211*** (0.1717)	0.7730*** (0.1798)
1 dependant	0.4692*** (0.0860)	0.4498*** (0.0891)	0.7417*** (0.1148)	0.5405*** (0.1223)
2 dependants	-0.3445** (0.1186)	-0.3547** (0.1219)	0.8329*** (0.1346)	0.8073*** (0.1480)
3+ dependants	0.4751*** (0.1267)	0.5507*** (0.1266)	0.3210† (0.1822)	0.0137 (0.1854)
Suburbs	-0.0445 (0.1146)	-0.0849 (0.1192)	-1.2732*** (0.2028)	-1.0144*** (0.2110)
Town	-0.0062 (0.0879)	0.1019 (0.0943)	0.9050*** (0.1158)	1.0433*** (0.1276)
Village, farm, & countryside	-0.5413** (0.1872)	-0.4830* (0.1888)	0.1160 (0.1886)	0.4733* (0.2012)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
Other	0.2241 (0.1776)	0.1528 (0.1894)	1.3699*** (0.2051)	1.3159*** (0.2233)
North West	-0.2729 (0.1678)	-0.4851** (0.1684)	-2.4620*** (0.1901)	-2.7711*** (0.2107)
Yorkshire+Hum- ber	-0.3981* (0.1837)	-0.6339*** (0.1853)	-3.4155*** (0.2054)	-3.6815*** (0.2248)
East Midlands	-0.8351*** (0.2175)	-1.3222*** (0.2228)	-4.4226*** (0.3005)	-4.6590*** (0.3114)
West Midlands	-0.3274† (0.1790)	-0.7030*** (0.1788)	-3.1954*** (0.1977)	-3.2498*** (0.2092)
East of England	-0.1849 (0.1914)	-0.2550 (0.1888)	-3.8460*** (0.3184)	-3.7497*** (0.3298)
Greater London	-0.6627*** (0.1617)	-1.0741*** (0.1647)	-3.1238*** (0.2097)	-3.1874*** (0.2263)
South East	-0.5582*** (0.1661)	-0.9196*** (0.1669)	-3.9051*** (0.2359)	-4.2387*** (0.2524)
South West	-1.1590*** (0.2293)	-1.8623*** (0.2462)	-3.1903*** (0.2740)	-3.4693*** (0.2910)
Wales	1.3062*** (0.1684)	1.2442*** (0.1663)	0.1093 (0.1713)	0.1239 (0.1923)
Northern Ireland	0.0899 (0.2462)	-0.4189† (0.2489)	-3.9484*** (0.5983)	-3.9974*** (0.6059)
Scotland	-0.1400 (0.1922)	-0.5575** (0.1922)	-1.6355*** (0.1995)	-1.8035*** (0.2131)
Other	0.5336** (0.1894)	-0.1290 (0.2002)	-1.6002*** (0.2570)	-1.5053*** (0.2753)
Low income	0.0784 (0.0800)	0.0770 (0.0822)	-0.2519† (0.1394)	-0.4050** (0.1421)
Benefits	-0.9345*** (0.1351)	-1.0066*** (0.1324)	-0.1025 (0.1444)	-0.1597 (0.1508)
Healthcare	0.0280 (0.1818)	-0.2823 (0.1853)	0.5079* (0.2570)	0.6453* (0.2720)
Construction	1.0582*** (0.1738)	1.0791*** (0.1749)	2.0454*** (0.2143)	1.9351*** (0.2220)
Hospitality	0.3287† (0.1848)	0.3429† (0.1848)	0.4194† (0.2469)	0.1624 (0.2526)
Transport	1.0085*** (0.1744)	1.1143*** (0.1799)	0.7020** (0.2479)	0.8373*** (0.2506)
Manufacturin- g	0.4654* (0.2027)	0.3946† (0.2118)	2.3448*** (0.2490)	2.4619*** (0.2486)
Agriculture	0.8298* (0.3603)	1.1470** (0.3539)	-0.7493 (0.8112)	-0.2924 (0.8155)
Admin and support	0.6960*** (0.1971)	0.5584** (0.2008)	3.3305*** (0.2207)	3.5810*** (0.2266)
Social care	-0.3997 (0.2903)	-0.7811** (0.2911)	-1.9942*** (0.5257)	-2.1847*** (0.5506)
Education	0.1218 (0.1759)	-0.2245 (0.1819)	0.2556 (0.2578)	-0.0209 (0.2722)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
Info and Comms	-0.7730† (0.4012)	-0.8927* (0.4050)	-1.1257† (0.6778)	-0.8166 (0.6726)
Financials	-0.4359 (0.2702)	-0.4804† (0.2736)	-14.9093 (293.1028)	-15.9015 (287.7878)
Professional and scientific	-1.1344*** (0.2901)	-1.1758*** (0.2904)	0.2298 (0.4030)	0.3803 (0.4087)
Public Admin & Defence	0.1551 (0.2595)	0.1033 (0.2599)	0.9062* (0.3600)	-0.4362 (0.4566)
Arts	-0.5761† (0.3052)	-0.8765** (0.3047)	0.0196 (0.2919)	0.1925 (0.2965)
Other	1.5275*** (0.1579)	1.5733*** (0.1594)	1.3894*** (0.2131)	1.4559*** (0.2124)
Working class	0.0858 (0.1302)	0.2004 (0.1349)	0.0559 (0.1578)	-0.0554 (0.1725)
Middle class	0.0005 (0.1162)	0.0497 (0.1205)	-0.2120 (0.1430)	-0.3442* (0.1493)
Upper middle-class	0.2855* (0.1283)	0.6229*** (0.1356)	-0.1614 (0.1585)	-0.1386 (0.1676)
Elite/upper class	-0.0700 (0.1575)	0.2912† (0.1634)	-2.1617*** (0.2269)	-1.8606*** (0.2402)
Small workplace	0.7941*** (0.0843)	0.7074*** (0.0885)	0.4224* (0.1912)	0.7626*** (0.2151)
Nontraditional work	0.0769 (0.1146)	0.8154*** (0.1238)	-0.0064 (0.2082)	0.7830** (0.2634)
Two jobs	1.1197*** (0.1288)	0.8368*** (0.1344)	-0.0788 (0.1663)	-0.0379 (0.1697)
More than two jobs	-0.1495 (0.2590)	-0.0970 (0.2578)	0.8232*** (0.1822)	0.9785*** (0.1959)
No current job	-0.7622*** (0.1897)	-0.8412*** (0.1930)	-0.5348* (0.2129)	-0.3655† (0.2131)
Permanent	-1.4356*** (0.1026)	-1.2119*** (0.1039)	-3.2459*** (0.2494)	-3.6767*** (0.2658)
New job (last 2 years)	0.3213*** (0.0863)	0.4910*** (0.0910)	0.7480*** (0.1482)	0.8784*** (0.1520)
Union or SA	-0.4963*** (0.0947)	-0.6211*** (0.0972)	0.2383† (0.1234)	0.2570† (0.1333)
Unpaid extra hours		1.3357*** (0.0753)		1.1236*** (0.1023)
NMW violation		1.3665*** (0.1044)		2.3205*** (0.2368)
N	3929	3758	1304	1233

Table D.5: Unpaid Hours Ratio - Trimmed (Poisson)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
(Intercept)	-19.6866 (4297.1017)	-19.9364 (4323.3461)	-19.1543 (7666.4295)	-19.8385 (12577.6526)
Female	1.1480* (0.5448)	1.1458* (0.5448)	1.7155† (1.0214)	1.6960 (1.0479)
Age	-0.1823* (0.0805)	-0.1764* (0.0811)	-0.1023 (0.1480)	-0.0684 (0.1720)
Age_Squared	0.0017† (0.0009)	0.0016† (0.0009)	0.0012 (0.0016)	0.0009 (0.0019)
Mixed	-18.6281 (5826.3772)	-18.6321 (5950.6880)	-18.7374 (6209.0756)	-18.5526 (9855.2944)
Asian	0.2841 (0.7163)	0.4755 (0.7444)	0.2100 (0.9714)	0.3691 (1.0089)
Black	0.1131 (0.9521)	0.0608 (0.9570)	-0.3809 (1.3509)	-0.8964 (1.5770)
Other	-18.2240 (7549.7030)	-18.2766 (7698.9635)	-19.7318 (9960.8250)	-20.8766 (15988.4321)
Other higher education	0.4558 (0.6236)	0.6040 (0.6377)	0.6073 (0.9483)	0.6548 (1.0234)
A-levels	-1.5868† (0.8327)	-1.6899* (0.8564)	-1.3979 (1.3701)	-1.5913 (1.5827)
Qualification s below A- levels	-0.5053 (0.7082)	-0.4904 (0.7309)	-1.7063 (1.7826)	-1.6525 (1.7662)
No qualification	0.8539 (0.9278)	0.9026 (0.9491)	-16.9890 (5643.4826)	-17.8227 (9335.1489)
Citizen	0.1972 (0.6453)	0.1800 (0.6539)	2.1235† (1.1382)	2.0831† (1.1332)
Pre or fully settled	-0.0095 (0.6654)	-0.0341 (0.6797)	1.7344 (1.1396)	1.5613 (1.1796)
Other visa	-17.6163 (4185.5727)	-17.8163 (4218.9307)	-18.8105 (5457.1691)	-20.5517 (8671.1839)
Disability	0.1454 (0.5590)	0.1571 (0.5690)	-0.3112 (1.0175)	-0.1664 (1.0802)
1 dependant	0.1520 (0.5709)	0.1846 (0.5732)	-0.3343 (1.2279)	-0.7379 (1.3554)
2 dependants	-1.5239 (1.2059)	-1.3976 (1.2040)	0.3969 (1.3730)	0.2777 (1.4163)
3+ dependants	0.0421 (1.0610)	0.0441 (1.0710)	0.3324 (1.6668)	0.2757 (1.6731)
Suburbs	0.6997 (0.6441)	0.7495 (0.6447)	-2.8912 (1.8105)	-2.3360 (1.7529)
Town	-0.0875 (0.6196)	-0.0810 (0.6341)	-1.0716 (0.9913)	-0.9843 (1.0077)
Village, farm, & countryside	0.4104 (0.9082)	0.5236 (0.9226)	-18.9337 (4203.3969)	-20.0558 (7128.6977)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
Other	0.7917 (1.7372)	0.7664 (1.7581)	-18.6889 (6596.3668)	-19.7186 (11797.3828)
North West	18.3631 (4297.1012)	18.3653 (4323.3456)	17.9070 (7666.4284)	18.5327 (12577.6519)
Yorkshire+Humber	0.4663 (5382.9305)	0.4807 (5416.0232)	-1.8277 (8727.1900)	-2.4186 (14369.3709)
East Midlands	18.7700 (4297.1012)	18.8598 (4323.3456)	16.9386 (7666.4286)	17.5758 (12577.6520)
West Midlands	17.7986 (4297.1013)	17.8382 (4323.3457)	15.1758 (7666.4286)	15.7013 (12577.6520)
East of England	16.2446 (4297.1017)	16.3362 (4323.3460)	15.3884 (7666.4286)	16.0279 (12577.6520)
Greater London	18.5230 (4297.1012)	18.6315 (4323.3456)	16.0214 (7666.4284)	16.9875 (12577.6519)
South East	18.5410 (4297.1013)	18.5633 (4323.3456)	16.2808 (7666.4285)	16.8140 (12577.6519)
South West	18.0963 (4297.1013)	18.1511 (4323.3457)	15.2607 (7666.4288)	16.1283 (12577.6521)
Wales	19.1196 (4297.1013)	19.1170 (4323.3456)	15.5963 (7666.4288)	16.4345 (12577.6521)
Northern Ireland	18.8697 (4297.1013)	18.9733 (4323.3457)	-4.5123 (12494.8215)	-1.8873 (20845.6119)
Scotland	18.7919 (4297.1012)	19.0300 (4323.3456)	17.0121 (7666.4285)	17.4294 (12577.6519)
Other	16.4107 (4297.1022)	16.5718 (4323.3466)	13.5617 (7666.4290)	15.7756 (12577.6522)
Low income	0.8896† (0.5231)	0.9354† (0.5379)	-1.3253 (1.1577)	-1.4212 (1.1976)
Benefits	1.9680*** (0.5276)	1.9559*** (0.5349)	-0.2531 (1.0822)	0.2106 (1.2023)
Healthcare	-0.2768 (0.9199)	-0.2438 (0.9231)	-0.4895 (1.5522)	-0.6920 (1.6304)
Construction	-0.9728 (1.6125)	-0.8459 (1.6214)	-1.8918 (2.5687)	-2.2859 (2.7146)
Hospitality	-0.7518 (0.9859)	-0.6361 (0.9903)	-1.2779 (1.8723)	-1.3648 (2.0484)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
Transport	-0.3010 (1.1366)	-0.2939 (1.1494)	-3.3024 (2.9555)	-3.2990 (2.9726)
Manufacturing	-17.6298 (3900.2777)	-17.7169 (4026.0659)	-18.3438 (6565.8699)	-19.7131 (10346.2256)
Agriculture	-18.7249 (9649.1382)	-18.5736 (9884.5465)	-16.8954 (8682.6731)	-18.0011 (16512.0370)
Admin and support	-1.4773 (1.7153)	-1.5606 (1.7160)	-0.2667 (1.6817)	-0.5707 (1.7263)
Social care	-1.8795 (2.0911)	-1.8476 (2.0960)	-19.7678 (8827.3722)	-19.2525 (13813.0449)
Education	-0.7225 (0.9168)	-0.7588 (0.9163)	-1.1527 (1.5456)	-1.5561 (1.6022)
Info and Comms	-19.3327 (5786.5089)	-19.6462 (5843.6292)	-22.4956 (10503.5199)	-24.3681 (18605.4277)
Financials	0.2655 (1.2443)	0.3217 (1.2727)	-0.5986 (2.2467)	-0.8812 (2.4858)
Professional and scientific	-17.6939 (3186.2652)	-17.7141 (3273.6457)	-19.3225 (7395.1415)	-20.7532 (12533.0896)
Public Admin & Defence	0.7323 (1.0275)	0.6752 (1.0317)	-1.3533 (2.0911)	-0.8215 (2.1813)
Arts	-0.0336 (1.1246)	-0.0724 (1.1313)	-20.2541 (5986.2298)	-21.5675 (9977.0326)
Other	-2.2227 (1.7803)	-2.2145 (1.7893)	-18.9737 (4465.0859)	-20.4218 (7268.7090)
Working class	-0.2069 (0.8803)	-0.1494 (0.8857)	1.1452 (2.0082)	1.6040 (2.1449)
Middle class	-0.6051 (0.8568)	-0.4917 (0.8592)	0.5276 (1.7324)	0.9571 (1.8396)
Upper middle-class	-0.1428 (0.8717)	0.0193 (0.8870)	1.1639 (1.8592)	1.7427 (1.9884)
Elite/upper class	-0.9208 (1.5758)	-0.8237 (1.5736)	-1.1108 (2.9324)	-0.9874 (2.9323)
Small workplace	-0.5470 (0.5189)	-0.5527 (0.5235)	1.9452 (1.4100)	1.4393 (1.5748)
Nontraditional work	0.4739 (0.7515)	0.6066 (0.7694)	-0.2049 (1.2603)	-0.2201 (1.3586)
Two jobs	0.6823 (0.9113)	0.6328 (0.9205)	0.8518 (1.2180)	0.7701 (1.2868)
More than two jobs	1.1966 (1.1965)	1.1603 (1.1985)	0.5191 (1.4773)	0.4416 (1.5365)
No current job	-0.1041 (0.7733)	-0.2118 (0.7783)	-0.3656 (1.5727)	-0.8340 (1.7116)
Permanent	-1.3298* (0.6023)	-1.3121* (0.6053)	-1.6583 (1.2817)	-1.6350 (1.3222)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
New job (last 2 years)	0.4944 (0.5654)	0.4363 (0.5683)	-0.3886 (0.9696)	-0.6471 (1.0397)
Union or SA	-0.0533 (0.5528)	-0.0265 (0.5609)	0.1856 (1.0427)	0.0159 (1.1028)
Unfair deductions		-0.7713 (0.7113)		-0.6989 (1.0203)
NMW violation		-0.0947 (0.9689)		-19.7997 (8040.5488)
N	3929	3758	1304	1233

Table D.6: Income Under NMW - Trimmed (Poisson)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
(Intercept)	-4.3545*** (0.7534)	-4.6629*** (0.7609)	-5.7109*** (1.5537)	-6.1612*** (1.5640)
Female	0.4783*** (0.1427)	0.4832*** (0.1432)	0.3190 (0.2625)	0.1563 (0.2715)
Age	0.0324 (0.0300)	0.0289 (0.0299)	-0.0546 (0.0564)	-0.0305 (0.0560)
Age_Squared	-0.0003 (0.0003)	-0.0002 (0.0003)	0.0008 (0.0007)	0.0006 (0.0007)
Mixed	-0.2068 (0.5322)	-0.0710 (0.5327)	0.7568 (0.4685)	0.8502† (0.4598)
Asian	-0.1244 (0.2172)	-0.0958 (0.2163)	-0.5819† (0.3456)	-0.5074 (0.3488)
Black	0.3828 (0.2351)	0.4640* (0.2346)	0.1858 (0.4351)	0.3696 (0.4379)
Other	0.4571 (0.3971)	0.4957 (0.3974)	-0.1169 (0.6849)	-0.4809 (0.7293)
Other higher education	0.3982* (0.1957)	0.3021 (0.2014)	0.4430 (0.3056)	0.4985 (0.3196)
A-levels	0.7553*** (0.1788)	0.7644*** (0.1795)	0.1594 (0.2938)	0.1486 (0.2949)
Qualification s below A- levels	0.6031** (0.1996)	0.5915** (0.2000)	-0.5000 (0.4324)	-0.4733 (0.4455)
No qualification	0.8182** (0.3020)	0.7041* (0.3030)	-0.6878 (0.8217)	-0.6614 (0.8295)
Citizen	0.5197* (0.2021)	0.4865* (0.2013)	0.3556 (0.3535)	0.3664 (0.3582)
Pre or fully settled	0.5544** (0.1702)	0.5185** (0.1735)	0.3385 (0.3345)	0.3404 (0.3284)
Other visa	0.0578 (0.3427)	0.0333 (0.3433)	0.3233 (0.4574)	0.3793 (0.4610)
Disability	-0.2127 (0.1527)	-0.1431 (0.1539)	-0.2418 (0.3186)	-0.1301 (0.3358)
1 dependant	-0.1659 (0.1859)	-0.2008 (0.1871)	0.9002** (0.3448)	0.8926* (0.3532)
2 dependants	0.0755 (0.1814)	0.0897 (0.1819)	0.9981** (0.3280)	0.9393** (0.3421)
3+ dependants	0.0752 (0.2845)	0.0461 (0.2840)	2.0041*** (0.4617)	1.7293*** (0.4767)
Suburbs	-0.7766** (0.2385)	-0.7259** (0.2392)	0.7614* (0.3850)	0.8686* (0.3971)
Town	-0.3737* (0.1530)	-0.3188* (0.1550)	0.3972 (0.3247)	0.5961† (0.3420)
Village, farm, & countryside	-0.2821 (0.2662)	-0.3105 (0.2656)	1.9038*** (0.4023)	1.9991*** (0.4158)
Other	-1.0194* (0.4730)	-0.8726† (0.4731)	-6.0856 (7.8861)	-5.7775 (7.8870)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
North West	0.5397 (0.3615)	0.5985† (0.3621)	0.8158 (0.8946)	0.6138 (0.8933)
Yorkshire+Humber	0.6078 (0.3746)	0.7087† (0.3756)	0.7944 (0.9311)	0.6656 (0.9337)
East Midlands	0.0355 (0.4153)	0.0631 (0.4159)	-0.8143 (1.0172)	-1.0319 (1.0350)
West Midlands	0.4369 (0.3783)	0.4971 (0.3787)	-0.1821 (0.9274)	-0.0195 (0.9288)
East of England	0.4010 (0.3945)	0.3759 (0.3954)	-0.5964 (0.9791)	-0.6905 (0.9822)
Greater London	0.1051 (0.3700)	0.0983 (0.3693)	-0.4006 (0.9634)	-0.4000 (0.9575)
South East	0.0619 (0.3727)	0.0891 (0.3724)	-0.4176 (0.9285)	-0.4548 (0.9201)
South West	-0.9920† (0.5208)	-0.9817† (0.5218)	0.1254 (0.9595)	-0.0142 (0.9504)
Wales	0.2919 (0.4439)	0.3358 (0.4431)	-1.1980 (1.4899)	-1.3123 (1.4955)
Northern Ireland	0.2723 (0.5371)	0.2533 (0.5391)	-2.4579 (2.8083)	-2.6753 (2.8123)
Scotland	0.3328 (0.4034)	0.3113 (0.4023)	-0.2810 (0.9895)	-0.3019 (0.9967)
Other	1.5356*** (0.4194)	1.4000** (0.4281)	1.4961 (1.0488)	0.9556 (1.0749)
Low income	0.5172*** (0.1429)	0.5454*** (0.1424)	1.2727* (0.5176)	1.2033* (0.5223)
Benefits	-0.2671 (0.2032)	-0.1895 (0.2024)	-0.5379 (0.3595)	-0.5203 (0.3654)
Healthcare	0.9279*** (0.2794)	0.8269** (0.2821)	1.0385† (0.5920)	0.5336 (0.6150)
Construction	0.8447* (0.4198)	0.8333* (0.4213)	-0.4637 (1.0458)	-0.6351 (1.0460)
Hospitality	0.4082 (0.3203)	0.4440 (0.3200)	1.8193** (0.5853)	1.5419** (0.5744)
Transport	0.2456 (0.3331)	0.3089 (0.3334)	0.0199 (1.0426)	-0.1376 (1.0310)
Manufacturing	-0.6611 (0.5446)	-0.5983 (0.5444)	0.4306 (0.7452)	0.1133 (0.7460)
Agriculture	-13.3050 (428.2787)	-13.3957 (358.1462)	-13.8489 (660.5656)	-13.8328 (635.9423)
Admin and support	0.1101 (0.3817)	0.2083 (0.3831)	0.1376 (0.7743)	0.0352 (0.7820)
Social care	1.2547*** (0.3338)	1.2054*** (0.3363)	-0.4029 (0.9054)	-0.5453 (0.8962)
Education	1.1352*** (0.2768)	1.1131*** (0.2783)	0.4226 (0.6027)	0.2342 (0.5987)
Info and Comms	1.1065* (0.5386)	1.1698* (0.5419)	-1.8185 (1.6064)	-2.5215 (1.6516)

Variable	Full - Baseline	Full - Deluxe	Prec - Baseline	Prec - Deluxe
Financials	-0.4090 (0.5386)	-0.1929 (0.5382)	1.7874* (0.7628)	1.4827† (0.7701)
Professional and scientific	0.7165† (0.3682)	0.7799* (0.3690)	0.7751 (0.7933)	0.6083 (0.7949)
Public Admin & Defence	-0.0929 (0.4816)	-0.0619 (0.4815)	1.9260** (0.7121)	1.2660† (0.7527)
Arts	-0.1751 (0.6140)	-0.0957 (0.6152)	-0.2382 (0.7670)	-0.5823 (0.7812)
Other	0.9194** (0.3148)	0.9367** (0.3172)	0.7306 (0.6101)	0.5373 (0.6025)
Working class	0.1968 (0.2334)	0.1608 (0.2330)	0.8993† (0.5114)	0.8236 (0.5255)
Middle class	-0.1961 (0.2055)	-0.2308 (0.2051)	0.7099† (0.4082)	0.6860† (0.4149)
Upper middle-class	-0.7055** (0.2353)	-0.7686** (0.2364)	2.2764*** (0.4723)	2.0869*** (0.4942)
Elite/upper class	-1.4970** (0.4820)	-1.5137** (0.4814)	-0.8848 (1.0633)	-0.9955 (1.0794)
Small workplace	0.3936** (0.1378)	0.3218* (0.1386)	0.4728† (0.2853)	0.4913† (0.2906)
Nontradition al work	1.1744*** (0.2000)	1.1770*** (0.1995)	1.1338** (0.3790)	1.0412** (0.3977)
Two jobs	-0.8679** (0.2951)	-0.8674** (0.2965)	-1.6392*** (0.4186)	-1.5596*** (0.4268)
More than two jobs	-1.0622† (0.5843)	-1.0745† (0.5826)	-1.4110** (0.5167)	-1.4621** (0.5214)
Permanent	-0.4410** (0.1598)	-0.3939* (0.1620)	0.3449 (0.2552)	0.3239 (0.2624)
New job (last 2 years)	0.2092 (0.1534)	0.2367 (0.1561)	0.6749* (0.2753)	0.6977* (0.2777)
Union or SA	-0.0918 (0.1453)	-0.1088 (0.1476)	-0.0722 (0.2543)	-0.0615 (0.2663)
Unfair deductions		0.7399*** (0.1541)		0.7945** (0.2631)
Unpaid extra hours		0.1904 (0.1293)		0.4081† (0.2258)
N	2980	2980	650	650

Administrative Violations

Binary logistic regression models:

Table D.7: Payslipnom and Leave

Variable	Payslipnom Baseline Full	Payslipnom Deluxe Full	Leave Baseline Full	Leave Deluxe Full	Payslipnom Baseline Prec	Payslipnom Deluxe Prec	Leave Baseline Prec	Leave Deluxe Prec
(Intercept)	-2.006* (0.998)	-2.388* (1.019)	-1.356† (0.818)	-1.449† (0.818)	-1.703 (1.919)	-1.775 (1.924)	-1.556 (1.511)	-1.561 (1.510)
Female	-0.358† (0.191)	-0.364† (0.192)	0.064 (0.127)	0.072 (0.127)	-0.065 (0.369)	-0.074 (0.372)	0.208 (0.268)	0.208 (0.268)
Age	-0.029 (0.035)	-0.030 (0.036)	0.089** (0.032)	0.090** (0.032)	-0.032 (0.054)	-0.032 (0.054)	0.024 (0.049)	0.024 (0.049)
Age_Squared	0.001 (0.000)	0.001 (0.000)	-0.001*** (0.000)	-0.001*** (0.000)	0.001 (0.001)	0.001 (0.001)	-0.000 (0.001)	-0.000 (0.001)
Mixed	0.098 (0.564)	0.087 (0.565)	0.287 (0.358)	0.288 (0.360)	-0.386 (0.898)	-0.371 (0.898)	-1.087* (0.549)	-1.087* (0.550)
Asian	0.686* (0.294)	0.672* (0.298)	-0.141 (0.248)	-0.156 (0.249)	0.379 (0.473)	0.380 (0.469)	-0.717† (0.426)	-0.718† (0.424)
Black	-0.067 (0.607)	-0.077 (0.612)	-0.234 (0.308)	-0.233 (0.307)	-1.135 (0.730)	-1.165 (0.739)	-0.479 (0.598)	-0.482 (0.602)
Other	0.421 (0.676)	0.385 (0.670)	-0.041 (0.462)	-0.072 (0.454)	2.098* (0.927)	2.058* (0.902)	0.563 (1.020)	0.559 (1.000)

Variable	Payslipnom Baseline Full	Payslipnom Deluxe Full	Leave Baseline Full	Leave Deluxe Full	Payslipnom Baseline Prec	Payslipnom Deluxe Prec	Leave Baseline Prec	Leave Deluxe Prec
Other higher education	0.142 (0.297)	0.083 (0.291)	0.323† (0.195)	0.319 (0.195)	-0.969† (0.515)	-0.959† (0.514)	0.150 (0.386)	0.152 (0.385)
A-levels	0.204 (0.263)	0.179 (0.260)	0.408* (0.168)	0.398* (0.167)	-0.063 (0.453)	-0.063 (0.453)	0.654† (0.354)	0.652† (0.359)
Qualifications below A-levels	0.123 (0.309)	0.125 (0.305)	0.447* (0.191)	0.439* (0.193)	-0.231 (0.447)	-0.227 (0.449)	0.185 (0.384)	0.183 (0.383)
No qualification	-0.021 (0.506)	-0.002 (0.508)	-0.717* (0.315)	-0.725* (0.318)	-0.555 (0.748)	-0.525 (0.744)	-1.390* (0.605)	-1.388* (0.603)
Citizen	-0.519 (0.355)	-0.534 (0.357)	-0.159 (0.217)	-0.157 (0.217)	0.082 (0.598)	0.078 (0.603)	0.910* (0.425)	0.910* (0.424)
Pre or fully settled	-0.285 (0.340)	-0.297 (0.347)	-0.177 (0.214)	-0.169 (0.215)	0.598 (0.510)	0.613 (0.510)	0.586 (0.413)	0.583 (0.413)
Other visa	-0.397 (0.567)	-0.366 (0.537)	0.157 (0.371)	0.157 (0.372)	0.109 (0.776)	0.143 (0.772)	-0.680 (0.874)	-0.679 (0.873)
Disability	-0.456* (0.229)	-0.396† (0.231)	-0.629*** (0.141)	-0.618*** (0.142)	-0.223 (0.508)	-0.241 (0.507)	-0.806** (0.299)	-0.805** (0.298)
1 dependant	-0.023 (0.243)	0.007 (0.241)	-0.276† (0.166)	-0.280† (0.166)	0.219 (0.434)	0.197 (0.426)	0.590 (0.403)	0.591 (0.403)
2 dependants	-0.341 (0.319)	-0.288 (0.316)	-0.269 (0.175)	-0.262 (0.175)	0.106 (0.529)	0.111 (0.520)	-0.153 (0.388)	-0.149 (0.399)
3+ dependants	0.720 (0.451)	0.718 (0.451)	0.091 (0.234)	0.063 (0.241)	-1.247 (0.824)	-1.326 (0.837)	1.266** (0.453)	1.269** (0.458)

Variable	Payslipnom Baseline Full	Payslipnom Deluxe Full	Leave Baseline Full	Leave Deluxe Full	Payslipnom Baseline Prec	Payslipnom Deluxe Prec	Leave Baseline Prec	Leave Deluxe Prec
Suburbs	-0.344 (0.302)	-0.286 (0.302)	-0.115 (0.178)	-0.102 (0.178)	0.481 (0.541)	0.484 (0.542)	-0.929 (0.595)	-0.933 (0.603)
Town	-0.513* (0.259)	-0.484† (0.260)	-0.222 (0.161)	-0.209 (0.161)	0.045 (0.451)	0.053 (0.454)	-0.508 (0.322)	-0.509 (0.320)
Village, farm, & countryside	0.170 (0.410)	0.206 (0.409)	-0.394 (0.261)	-0.390 (0.259)	0.190 (0.584)	0.214 (0.589)	-0.366 (0.404)	-0.366 (0.404)
Other	-0.781 (0.518)	-0.702 (0.501)	-0.794* (0.393)	-0.775* (0.392)	-0.514 (0.850)	-0.566 (0.865)	-0.414 (0.701)	-0.412 (0.700)
North West	-0.223 (0.495)	-0.173 (0.498)	-0.199 (0.366)	-0.196 (0.366)	-1.012 (0.859)	-0.967 (0.867)	-0.341 (0.613)	-0.337 (0.610)
Yorkshire+Hum ber	-0.424 (0.548)	-0.330 (0.558)	-0.685† (0.388)	-0.680† (0.388)	-3.046** (0.995)	-3.011** (1.006)	-1.283 (0.854)	-1.275 (0.852)
East Midlands	0.131 (0.549)	0.218 (0.560)	-0.495 (0.392)	-0.511 (0.392)	-3.104** (1.017)	-3.074** (1.020)	-0.768 (0.679)	-0.760 (0.680)
West Midlands	0.345 (0.496)	0.392 (0.505)	-0.006 (0.363)	-0.023 (0.363)	-1.879* (0.920)	-1.822† (0.935)	-0.261 (0.616)	-0.253 (0.612)
East of England	-0.690 (0.633)	-0.686 (0.644)	-0.455 (0.387)	-0.446 (0.387)	-1.419 (0.951)	-1.427 (0.952)	-0.456 (0.671)	-0.448 (0.676)
Greater London	-0.580 (0.483)	-0.517 (0.487)	-0.315 (0.358)	-0.306 (0.359)	-2.497** (0.874)	-2.447** (0.886)	-0.780 (0.631)	-0.771 (0.624)
South East	-0.197 (0.478)	-0.115 (0.482)	-0.212 (0.356)	-0.212 (0.357)	-2.758** (0.918)	-2.727** (0.930)	-1.173† (0.661)	-1.165† (0.675)

Variable	Payslipnom Baseline Full	Payslipnom Deluxe Full	Leave Baseline Full	Leave Deluxe Full	Payslipnom Baseline Prec	Payslipnom Deluxe Prec	Leave Baseline Prec	Leave Deluxe Prec
South West	-0.931† (0.552)	-0.889 (0.562)	-0.544 (0.381)	-0.536 (0.381)	-1.220 (0.960)	-1.193 (0.967)	-0.313 (0.644)	-0.309 (0.640)
Wales	-0.508 (0.691)	-0.397 (0.689)	-0.678 (0.416)	-0.670 (0.417)	-1.665 (1.029)	-1.603 (1.038)	-1.142 (0.829)	-1.136 (0.821)
Northern Ireland	-0.375 (0.677)	-0.310 (0.695)	-0.405 (0.467)	-0.412 (0.471)	-0.849 (1.756)	-0.824 (1.762)	-1.340 (0.998)	-1.339 (0.998)
Scotland	0.255 (0.501)	0.381 (0.503)	-0.497 (0.392)	-0.505 (0.392)	-2.091* (0.983)	-2.038* (0.987)	-0.800 (0.726)	-0.793 (0.721)
Other	0.249 (0.657)	0.232 (0.639)	-0.081 (0.582)	-0.104 (0.586)	-1.694 (1.044)	-1.635 (1.055)	-0.921 (1.054)	-0.912 (1.048)
Low income	0.472* (0.216)	0.531* (0.217)	-0.164 (0.153)	-0.172 (0.154)	0.694† (0.415)	0.709† (0.416)	-0.113 (0.348)	-0.114 (0.345)
Benefits	0.533† (0.279)	0.495† (0.280)	0.188 (0.178)	0.172 (0.178)	-0.311 (0.453)	-0.324 (0.452)	-0.234 (0.357)	-0.235 (0.360)
Healthcare	-0.775† (0.449)	-0.769† (0.450)	-0.097 (0.228)	-0.083 (0.228)	-0.816 (0.790)	-0.812 (0.785)	1.239* (0.552)	1.239* (0.551)
Construction	-0.713 (0.484)	-0.639 (0.481)	-0.613† (0.334)	-0.600† (0.334)	-0.557 (0.741)	-0.581 (0.748)	1.378* (0.654)	1.378* (0.655)
Hospitality	0.414 (0.405)	0.476 (0.405)	-0.431 (0.290)	-0.481† (0.292)	-0.547 (0.665)	-0.548 (0.664)	0.699 (0.603)	0.696 (0.598)
Transport	-0.723 (0.506)	-0.671 (0.510)	-0.104 (0.306)	-0.090 (0.306)	-1.098 (1.239)	-1.086 (1.243)	-0.504 (0.858)	-0.504 (0.858)

Variable	Payslipnom Baseline Full	Payslipnom Deluxe Full	Leave Baseline Full	Leave Deluxe Full	Payslipnom Baseline Prec	Payslipnom Deluxe Prec	Leave Baseline Prec	Leave Deluxe Prec
Manufacturing	-0.941 (0.692)	-0.876 (0.694)	-0.201 (0.330)	-0.188 (0.329)	-1.865 (1.281)	-1.825 (1.269)	-0.138 (1.206)	-0.137 (1.206)
Agriculture	-0.331 (0.714)	-0.256 (0.725)	0.133 (0.560)	0.156 (0.557)	0.175 (1.064)	0.141 (1.080)	1.541* (0.723)	1.543* (0.722)
Admin and support	-0.251 (0.462)	-0.236 (0.460)	-0.361 (0.312)	-0.357 (0.311)	-1.812† (0.936)	-1.801† (0.928)	0.516 (0.614)	0.518 (0.614)
Social care	-0.948* (0.455)	-0.927* (0.448)	0.033 (0.321)	0.051 (0.321)	-0.366 (0.917)	-0.352 (0.919)	-0.312 (0.757)	-0.311 (0.755)
Education	-0.672† (0.381)	-0.606 (0.384)	-0.624* (0.258)	-0.610* (0.258)	-2.011** (0.706)	-2.002** (0.708)	-0.268 (0.610)	-0.267 (0.609)
Info and Comms	-0.997 (0.690)	-0.965 (0.700)	-0.057 (0.449)	-0.030 (0.448)	-0.851 (1.150)	-0.921 (1.090)	1.617 (1.049)	1.620 (1.060)
Financials	-1.444* (0.638)	-1.412* (0.656)	-0.480 (0.359)	-0.454 (0.359)	-1.111 (0.986)	-1.111 (0.983)	0.797 (1.063)	0.798 (1.063)
Professional and scientific	-0.692 (0.478)	-0.704 (0.480)	-0.062 (0.296)	-0.043 (0.296)	-2.055* (1.001)	-2.084* (1.013)	1.429* (0.613)	1.431* (0.610)
Public Admin & Defence	-0.585 (0.494)	-0.591 (0.499)	-0.247 (0.312)	-0.235 (0.312)	-0.244 (1.089)	-0.252 (1.088)	0.533 (1.053)	0.531 (1.054)
Arts	-0.304 (0.502)	-0.199 (0.503)	-0.675 (0.531)	-0.673 (0.533)	0.771 (0.811)	0.770 (0.809)	0.506 (0.722)	0.497 (0.729)
Other	-0.907* (0.403)	-0.884* (0.403)	-0.490 (0.310)	-0.466 (0.310)	-0.159 (0.690)	-0.143 (0.688)	1.136* (0.558)	1.135* (0.558)

Variable	Payslipnom Baseline Full	Payslipnom Deluxe Full	Leave Baseline Full	Leave Deluxe Full	Payslipnom Baseline Prec	Payslipnom Deluxe Prec	Leave Baseline Prec	Leave Deluxe Prec
Working class	-0.273 (0.396)	-0.245 (0.394)	-0.116 (0.277)	-0.102 (0.278)	-1.706** (0.606)	-1.722** (0.606)	0.549 (0.501)	0.550 (0.498)
Middle class	0.018 (0.314)	0.037 (0.313)	-0.313 (0.259)	-0.306 (0.260)	-0.769† (0.438)	-0.793† (0.444)	0.393 (0.396)	0.394 (0.392)
Upper middle- class	0.140 (0.338)	0.179 (0.337)	-0.544* (0.267)	-0.543* (0.268)	0.098 (0.487)	0.095 (0.487)	0.127 (0.444)	0.124 (0.452)
Elite/upper class	-0.465 (0.447)	-0.399 (0.443)	-0.560† (0.323)	-0.547† (0.325)	-0.855 (1.066)	-0.869 (1.063)	-0.182 (0.726)	-0.182 (0.724)
Small workplace	0.684** (0.248)	0.642** (0.249)	0.157 (0.145)	0.139 (0.146)	0.800 (0.532)	0.790 (0.529)	0.112 (0.359)	0.112 (0.359)
Nontraditional work	1.373*** (0.306)	1.343*** (0.309)	0.251 (0.266)	0.221 (0.268)	1.117* (0.528)	1.115* (0.526)	-0.162 (0.441)	-0.164 (0.440)
Two jobs	-0.103 (0.379)	-0.097 (0.375)	0.055 (0.304)	0.074 (0.304)	-0.436 (0.477)	-0.447 (0.481)	0.439 (0.395)	0.440 (0.394)
More than two jobs	0.888 (0.541)	0.966† (0.549)	-0.382 (0.466)	-0.451 (0.487)	0.708 (0.794)	0.727 (0.784)	0.019 (0.548)	0.020 (0.547)
No current job	-0.602* (0.303)	-0.571† (0.306)	0.126 (0.259)	0.133 (0.260)	-0.646 (0.483)	-0.651 (0.486)	-0.411 (0.682)	-0.410 (0.686)
Permanent	-0.909*** (0.267)	-0.943*** (0.266)	0.177 (0.214)	0.211 (0.219)	-1.668** (0.507)	-1.685*** (0.509)	0.194 (0.370)	0.197 (0.369)
New job (last 2 years)	0.273 (0.252)	0.300 (0.257)	-0.309* (0.140)	-0.312* (0.141)	1.395*** (0.409)	1.414*** (0.407)	-0.210 (0.348)	-0.214 (0.350)

Variable	Payslipnom Baseline Full	Payslipnom Deluxe Full	Leave Baseline Full	Leave Deluxe Full	Payslipnom Baseline Prec	Payslipnom Deluxe Prec	Leave Baseline Prec	Leave Deluxe Prec
Union or SA	-0.712** (0.262)	-0.794** (0.257)	0.399** (0.140)	0.407** (0.139)	-1.637*** (0.457)	-1.636*** (0.454)	0.292 (0.305)	0.293 (0.305)
Leave-related issues		0.696** (0.235)				0.198 (0.454)		
Payslip				0.607** (0.236)				0.040 (0.453)
N	3335	3335	3929	3929	869	869	1304	1304

Health and Safety

Binary logistic regression models:

Table D.8: Mental Health, Physical Health, and Harassment

	PH Base - Full	PH Deluxe - Full	PH Base - Prec	PH Deluxe - Prec	MH Base - Full	MH Deluxe - Full	MH Base - Prec	MH Deluxe - Prec	Harass Base - Full	Harass Deluxe - Full	Harass Base - Prec	Harass Deluxe - Prec
(Intercept)	0.438 (0.729)	0.338 (0.737)	0.115 (1.725)	0.065 (1.766)	0.076*** (0.698)	0.026*** (0.828)	0.021** (1.417)	0.005*** (1.616)	0.315† (0.701)	0.190* (0.796)	0.395 (1.257)	0.257 (1.515)
Female	0.810 (0.143)	0.724* (0.146)	1.266 (0.298)	1.401 (0.312)	1.454*** (0.109)	1.442** (0.113)	0.849 (0.273)	0.740 (0.294)	1.331* (0.128)	1.205 (0.133)	0.995 (0.287)	0.951 (0.323)
Age	1.009 (0.029)	0.989 (0.030)	0.952 (0.063)	0.930 (0.062)	1.185*** (0.027)	1.201*** (0.029)	1.180** (0.054)	1.240*** (0.064)	1.031 (0.027)	0.975 (0.029)	0.989 (0.045)	0.971 (0.049)
Age_Square d	1.000 (0.000)	1.000 (0.000)	1.000 (0.001)	1.000 (0.001)	0.998*** (0.000)	0.998*** (0.000)	0.998*** (0.001)	0.997*** (0.001)	1.000 (0.000)	1.000 (0.000)	1.000 (0.001)	1.000 (0.001)
Mixed	2.094† (0.406)	2.147† (0.424)	1.685 (0.534)	1.822 (0.521)	1.182 (0.329)	1.099 (0.324)	1.581 (0.449)	1.453 (0.444)	1.129 (0.342)	0.932 (0.356)	1.143 (0.507)	0.800 (0.603)
Asian	0.867 (0.261)	0.881 (0.271)	0.859 (0.440)	0.724 (0.447)	0.578** (0.195)	0.474** (0.227)	0.869 (0.375)	0.749 (0.421)	1.328 (0.209)	1.695* (0.230)	1.582 (0.397)	1.797 (0.460)
Black	0.825 (0.404)	0.874 (0.436)	0.695 (0.561)	0.677 (0.654)	0.717 (0.285)	0.750 (0.333)	0.590 (0.558)	0.425 (0.640)	0.814 (0.303)	0.931 (0.341)	1.604 (0.519)	1.851 (0.612)
Other	1.884 (0.526)	2.075 (0.556)	2.235 (1.139)	2.602 (0.971)	0.743 (0.403)	0.735 (0.425)	1.016 (0.548)	1.027 (0.543)	0.764 (0.441)	0.674 (0.472)	1.072 (0.876)	0.760 (0.773)
Other higher education	1.500* (0.186)	1.465* (0.192)	0.930 (0.392)	0.850 (0.406)	0.815 (0.160)	0.669* (0.168)	0.906 (0.327)	0.866 (0.318)	1.420* (0.170)	1.551* (0.190)	1.317 (0.323)	1.377 (0.326)

	PH Base - Full	PH Deluxe - Full	PH Base - Prec	PH Deluxe - Prec	MH Base - Full	MH Deluxe - Full	MH Base - Prec	MH Deluxe - Prec	Harass Base - Full	Harass Deluxe - Full	Harass Base - Prec	Harass Deluxe - Prec
A-levels	1.417† (0.188)	1.407† (0.194)	0.598 (0.397)	0.591 (0.424)	0.803 (0.145)	0.756† (0.153)	0.684 (0.328)	0.698 (0.353)	1.021 (0.170)	1.082 (0.175)	1.251 (0.339)	1.540 (0.387)
Qualificatio ns below A- levels	1.349 (0.194)	1.335 (0.197)	0.664 (0.448)	0.689 (0.426)	0.962 (0.155)	0.916 (0.163)	0.597 (0.352)	0.598 (0.385)	1.094 (0.182)	1.057 (0.193)	1.911 (0.400)	2.305† (0.435)
No qualificatio n	0.584 (0.341)	0.672 (0.337)	0.203† (0.934)	0.183† (0.908)	0.498* (0.279)	0.534* (0.305)	0.519 (0.573)	0.580 (0.570)	0.628 (0.307)	0.783 (0.325)	0.598 (0.650)	0.804 (0.617)
Citizen	0.918 (0.251)	0.840 (0.269)	0.750 (0.519)	0.418† (0.505)	0.970 (0.181)	0.850 (0.201)	1.475 (0.366)	1.310 (0.369)	1.523* (0.198)	1.702* (0.221)	2.132* (0.342)	2.095* (0.340)
Pre or fully settled	0.846 (0.214)	0.699† (0.215)	0.870 (0.468)	0.752 (0.488)	1.157 (0.176)	0.914 (0.195)	1.024 (0.378)	0.845 (0.450)	2.019*** (0.183)	2.139*** (0.198)	1.979* (0.330)	2.245* (0.370)
Other visa	0.959 (0.419)	0.863 (0.467)	2.557† (0.565)	3.042† (0.629)	0.697 (0.330)	0.513* (0.304)	0.897 (0.597)	0.695 (0.644)	1.835† (0.351)	2.423* (0.346)	0.647 (0.588)	0.490 (0.698)
Disability	0.525*** (0.139)	0.680** (0.145)	0.838 (0.387)	1.725 (0.434)	0.303*** (0.122)	0.351*** (0.130)	0.255*** (0.303)	0.289*** (0.299)	0.459*** (0.128)	0.719* (0.142)	0.310*** (0.302)	0.421** (0.297)
1 dependant	1.098 (0.171)	1.131 (0.176)	1.252 (0.505)	1.138 (0.474)	0.892 (0.146)	0.884 (0.149)	1.246 (0.312)	1.131 (0.332)	0.979 (0.161)	1.008 (0.165)	1.715† (0.306)	1.763† (0.305)
2 dependants	1.221 (0.195)	1.271 (0.204)	1.619 (0.413)	1.302 (0.443)	0.667** (0.152)	0.609** (0.175)	1.996* (0.345)	1.929† (0.367)	1.053 (0.177)	1.222 (0.194)	1.550 (0.353)	1.361 (0.361)
3+ dependants	1.319 (0.239)	1.361 (0.242)	1.034 (0.721)	0.902 (0.680)	0.717 (0.212)	0.645† (0.228)	1.107 (0.449)	1.157 (0.490)	1.117 (0.214)	1.288 (0.228)	1.863 (0.468)	1.961 (0.478)
Suburbs	1.816** (0.193)	1.736** (0.200)	2.101† (0.451)	1.844 (0.430)	1.073 (0.157)	0.990 (0.159)	1.976 (0.429)	1.541 (0.490)	1.188 (0.178)	1.108 (0.181)	1.476 (0.360)	1.125 (0.423)
Town	1.620** (0.169)	1.612** (0.175)	1.883† (0.383)	1.672 (0.368)	0.967 (0.139)	0.914 (0.153)	1.646 (0.317)	1.409 (0.325)	1.006 (0.151)	0.944 (0.167)	1.203 (0.299)	0.922 (0.320)

	PH Base - Full	PH Deluxe - Full	PH Base - Prec	PH Deluxe - Prec	MH Base - Full	MH Deluxe - Full	MH Base - Prec	MH Deluxe - Prec	Harass Base - Full	Harass Deluxe - Full	Harass Base - Prec	Harass Deluxe - Prec
Village, farm, & countryside	1.372 (0.277)	1.328 (0.289)	2.503† (0.532)	3.698* (0.555)	1.067 (0.225)	0.988 (0.228)	0.975 (0.399)	0.906 (0.403)	1.192 (0.287)	1.183 (0.286)	0.301* (0.482)	0.248** (0.480)
Other	1.876† (0.369)	2.065* (0.362)	0.000*** (0.708)	0.000*** (0.592)	0.709 (0.311)	0.658 (0.310)	1.001 (0.759)	1.142 (0.705)	0.851 (0.416)	0.902 (0.390)	0.520 (0.782)	0.601 (0.780)
North West	0.924 (0.334)	0.848 (0.337)	3.215 (1.028)	3.281 (1.024)	1.046 (0.326)	0.951 (0.405)	0.704 (0.770)	0.753 (0.864)	1.337 (0.342)	1.424 (0.411)	0.920 (0.710)	0.834 (0.948)
Yorkshire+ Humber	0.885 (0.337)	0.809 (0.349)	1.935 (1.096)	1.516 (1.118)	1.130 (0.315)	1.027 (0.378)	0.724 (0.789)	0.698 (0.869)	1.382 (0.337)	1.426 (0.403)	0.839 (0.729)	0.804 (0.968)
East Midlands	0.657 (0.328)	0.685 (0.321)	3.228 (1.070)	4.297 (1.085)	0.956 (0.330)	1.015 (0.380)	0.397 (0.798)	0.431 (0.922)	0.757 (0.353)	0.848 (0.395)	0.401 (0.800)	0.374 (1.000)
West Midlands	0.615 (0.333)	0.566† (0.331)	3.345 (1.020)	2.799 (1.012)	1.339 (0.316)	1.392 (0.377)	1.204 (0.745)	1.354 (0.819)	1.194 (0.332)	1.178 (0.390)	0.780 (0.729)	0.563 (0.947)
East of England	0.673 (0.348)	0.605 (0.345)	1.135 (1.132)	0.833 (1.134)	1.136 (0.339)	1.028 (0.397)	0.585 (0.794)	0.486 (0.886)	1.621 (0.338)	1.774 (0.398)	2.525 (0.715)	2.942 (0.920)
Greater London	1.247 (0.327)	1.150 (0.331)	6.539† (1.044)	7.192† (1.022)	1.009 (0.304)	0.896 (0.360)	1.118 (0.762)	1.088 (0.872)	1.410 (0.313)	1.461 (0.370)	0.740 (0.725)	0.519 (0.948)
South East	0.717 (0.308)	0.656 (0.310)	1.615 (1.060)	1.276 (1.031)	1.134 (0.306)	1.076 (0.368)	0.424 (0.739)	0.434 (0.820)	1.362 (0.310)	1.475 (0.370)	1.073 (0.721)	1.165 (0.943)
South West	0.466* (0.340)	0.436* (0.342)	0.663 (1.261)	0.400 (1.239)	1.134 (0.326)	1.156 (0.388)	0.962 (0.783)	0.988 (0.867)	1.142 (0.337)	1.254 (0.400)	1.486 (0.783)	1.519 (1.031)
Wales	0.989 (0.386)	0.944 (0.398)	2.003 (1.224)	1.307 (1.342)	0.851 (0.369)	0.794 (0.419)	1.742 (0.895)	1.993 (0.964)	1.155 (0.383)	1.258 (0.451)	0.722 (0.872)	0.615 (1.038)
Northern Ireland	0.525 (0.455)	0.451 (0.509)	0.214 (1.538)	0.224 (1.606)	1.374 (0.403)	1.371 (0.467)	0.922 (0.946)	1.610 (1.081)	1.290 (0.507)	1.252 (0.587)	0.166 (1.275)	0.168 (1.640)

	PH Base - Full	PH Deluxe - Full	PH Base - Prec	PH Deluxe - Prec	MH Base - Full	MH Deluxe - Full	MH Base - Prec	MH Deluxe - Prec	Harass Base - Full	Harass Deluxe - Full	Harass Base - Prec	Harass Deluxe - Prec
Scotland	0.889 (0.334)	0.771 (0.334)	3.535 (1.092)	2.300 (1.079)	1.418 (0.340)	1.194 (0.382)	0.912 (0.886)	0.688 (0.938)	1.738 (0.361)	1.644 (0.407)	2.229 (0.794)	1.738 (0.975)
Other	0.234* (0.609)	0.232* (0.609)	3.570 (1.373)	2.088 (1.562)	0.907 (0.450)	0.909 (0.472)	0.596 (1.138)	0.507 (1.123)	1.166 (0.520)	1.391 (0.523)	1.788 (1.037)	1.762 (1.289)
Low income	1.029 (0.153)	1.114 (0.158)	1.293 (0.490)	1.641 (0.583)	0.664** (0.127)	0.652** (0.137)	0.965 (0.366)	0.995 (0.407)	0.858 (0.142)	1.016 (0.152)	0.831 (0.331)	0.840 (0.340)
Benefits	0.987 (0.189)	1.014 (0.198)	0.834 (0.449)	0.867 (0.445)	0.850 (0.165)	0.863 (0.176)	0.812 (0.276)	0.790 (0.298)	0.860 (0.168)	0.902 (0.178)	0.710 (0.300)	0.717 (0.292)
Healthcare	1.187 (0.243)	1.279 (0.247)	1.134 (0.638)	0.634 (0.744)	0.830 (0.217)	0.801 (0.233)	1.438 (0.540)	1.046 (0.665)	0.977 (0.230)	1.035 (0.253)	3.206* (0.475)	3.273* (0.511)
Constructio n	1.157 (0.331)	1.257 (0.341)	2.856 (0.644)	2.684 (0.656)	0.891 (0.282)	0.873 (0.292)	1.680 (0.587)	1.592 (0.598)	0.943 (0.311)	0.960 (0.304)	1.407 (0.643)	1.026 (0.835)
Hospitality	0.791 (0.344)	0.860 (0.340)	0.177* (0.730)	0.144** (0.713)	0.689 (0.279)	0.655 (0.295)	0.589 (0.562)	0.675 (0.563)	1.181 (0.272)	1.476 (0.297)	1.470 (0.492)	2.214 (0.539)
Transport	2.379** (0.271)	2.752*** (0.275)	6.688** (0.680)	9.761*** (0.689)	0.625† (0.282)	0.535† (0.334)	0.255 (0.911)	0.114* (0.850)	0.868 (0.275)	0.884 (0.327)	1.881 (0.603)	1.837 (0.560)
Manufacturi ng	0.957 (0.317)	1.084 (0.324)	0.516 (1.113)	0.962 (1.124)	0.516* (0.297)	0.500* (0.305)	0.068*** (0.747)	0.085*** (0.746)	0.735 (0.310)	0.958 (0.324)	0.128* (0.854)	0.204† (0.859)
Agriculture	5.035*** (0.454)	6.428*** (0.443)	2.306 (0.865)	1.437 (0.784)	0.619 (0.667)	0.669 (0.717)	5.975** (0.670)	5.854** (0.665)	0.324 (0.735)	0.321 (0.709)	1.134 (1.136)	0.652 (1.012)
Admin and support	0.207*** (0.407)	0.220*** (0.416)	0.383 (0.854)	0.342 (0.831)	0.681 (0.267)	0.727 (0.266)	0.681 (0.607)	0.653 (0.688)	0.854 (0.289)	1.156 (0.293)	1.419 (0.575)	1.813 (0.639)
Social care	1.249 (0.335)	1.387 (0.336)	1.627 (0.813)	1.296 (0.894)	0.837 (0.297)	0.879 (0.318)	0.988 (0.709)	0.697 (0.813)	0.705 (0.319)	0.662 (0.356)	1.269 (0.642)	1.290 (0.722)
Education	0.712 (0.263)	0.799 (0.273)	0.898 (0.557)	0.753 (0.585)	0.813 (0.228)	0.925 (0.241)	1.763 (0.602)	2.019 (0.705)	0.664† (0.243)	0.703 (0.262)	1.058 (0.492)	0.895 (0.575)

	PH Base - Full	PH Deluxe - Full	PH Base - Prec	PH Deluxe - Prec	MH Base - Full	MH Deluxe - Full	MH Base - Prec	MH Deluxe - Prec	Harass Base - Full	Harass Deluxe - Full	Harass Base - Prec	Harass Deluxe - Prec
Info and Comms	0.223* (0.670)	0.293† (0.687)	0.000*** (0.727)	0.000*** (0.789)	0.404* (0.420)	0.570 (0.460)	0.000*** (0.920)	0.000*** (0.831)	0.219** (0.510)	0.286* (0.604)	0.048** (1.102)	0.117* (1.082)
Financials	0.349† (0.637)	0.397 (0.666)	0.000*** (1.007)	0.000*** (1.269)	0.917 (0.278)	1.221 (0.303)	0.796 (0.856)	1.307 (0.741)	0.389* (0.378)	0.399* (0.407)	0.323 (1.303)	0.549 (1.279)
Professional and scientific	0.384* (0.388)	0.427* (0.388)	1.747 (0.749)	1.473 (0.742)	0.881 (0.254)	1.144 (0.257)	3.197* (0.569)	3.315* (0.607)	0.423* (0.338)	0.451* (0.333)	0.832 (0.617)	0.514 (0.759)
Public Admin & Defence	0.805 (0.308)	0.925 (0.316)	0.111† (1.249)	0.103† (1.289)	0.653 (0.277)	0.789 (0.275)	1.165 (0.932)	1.695 (0.996)	0.477* (0.310)	0.523* (0.319)	0.455 (0.881)	0.499 (1.024)
Arts	0.434† (0.461)	0.442 (0.566)	3.061 (0.689)	3.040 (0.798)	0.858 (0.477)	0.860 (0.428)	1.202 (0.665)	1.257 (0.703)	1.017 (0.585)	1.106 (0.573)	0.749 (0.668)	0.585 (0.753)
Other	0.805 (0.301)	0.986 (0.314)	1.231 (0.551)	0.956 (0.594)	0.463** (0.270)	0.552* (0.292)	2.208† (0.446)	2.628* (0.457)	0.438** (0.315)	0.564 (0.356)	0.594 (0.536)	0.493 (0.598)
Working class	0.842 (0.262)	0.775 (0.264)	1.075 (0.548)	0.523 (0.544)	1.613† (0.251)	1.698† (0.298)	4.672** (0.475)	4.653** (0.526)	1.275 (0.234)	1.139 (0.260)	1.783 (0.461)	1.318 (0.521)
Middle class	0.743 (0.235)	0.744 (0.239)	1.363 (0.462)	0.835 (0.430)	1.327 (0.232)	1.741* (0.264)	4.040*** (0.364)	3.826*** (0.364)	0.738 (0.216)	0.665† (0.230)	1.792 (0.392)	1.356 (0.442)
Upper middle-class	0.554* (0.252)	0.539* (0.259)	0.433 (0.529)	0.296* (0.501)	1.701* (0.237)	2.394** (0.270)	2.243† (0.429)	2.456* (0.451)	0.683† (0.228)	0.559* (0.242)	1.354 (0.449)	1.244 (0.497)
Elite/upper class	0.260** (0.420)	0.258** (0.413)	0.361 (0.909)	0.188† (0.950)	1.465 (0.279)	1.996* (0.303)	3.997* (0.628)	5.027* (0.643)	0.811 (0.274)	0.776 (0.281)	1.369 (0.716)	1.377 (0.724)
Small workplace	0.930 (0.162)	0.970 (0.167)	1.063 (0.390)	0.847 (0.399)	0.854 (0.121)	0.948 (0.128)	1.377 (0.356)	1.365 (0.397)	0.731* (0.139)	0.748* (0.145)	1.532 (0.384)	1.451 (0.424)

	PH Base - Full	PH Deluxe - Full	PH Base - Prec	PH Deluxe - Prec	MH Base - Full	MH Deluxe - Full	MH Base - Prec	MH Deluxe - Prec	Harass Base - Full	Harass Deluxe - Full	Harass Base - Prec	Harass Deluxe - Prec
Nontraditional work	0.840 (0.284)	0.795 (0.282)	1.610 (0.491)	2.260 (0.539)	0.770 (0.247)	0.718 (0.265)	0.935 (0.444)	1.116 (0.446)	1.142 (0.260)	1.327 (0.260)	0.405* (0.366)	0.318** (0.392)
Two jobs	1.092 (0.326)	1.183 (0.321)	1.387 (0.462)	0.921 (0.497)	1.003 (0.286)	0.994 (0.313)	1.414 (0.426)	1.122 (0.482)	0.943 (0.316)	0.926 (0.337)	2.752** (0.382)	2.825* (0.420)
More than two jobs	0.775 (0.515)	0.719 (0.535)	1.069 (0.651)	0.521 (0.677)	1.345 (0.371)	1.135 (0.395)	2.929* (0.492)	2.205 (0.538)	1.741 (0.408)	1.646 (0.463)	2.673† (0.507)	2.545† (0.518)
No current job	1.233 (0.288)	1.191 (0.291)	0.688 (0.786)	0.668 (0.730)	1.807* (0.230)	1.869* (0.247)	0.870 (0.472)	1.016 (0.465)	1.097 (0.254)	0.868 (0.262)	1.281 (0.508)	1.626 (0.486)
Permanent	1.100 (0.221)	1.026 (0.224)	2.477* (0.416)	3.319** (0.453)	1.201 (0.202)	1.168 (0.236)	1.272 (0.336)	1.279 (0.367)	1.221 (0.198)	1.179 (0.215)	0.580 (0.332)	0.408* (0.360)
New job (last 2 years)	0.846 (0.146)	0.906 (0.150)	0.574† (0.307)	0.773 (0.329)	0.740* (0.122)	0.830 (0.130)	0.468* (0.328)	0.528† (0.387)	0.638*** (0.131)	0.683** (0.142)	0.550* (0.259)	0.711 (0.296)
Union or SA	2.084*** (0.143)	1.860*** (0.145)	1.341 (0.340)	1.043 (0.409)	1.526*** (0.120)	1.263† (0.129)	1.434 (0.286)	1.261 (0.326)	1.750*** (0.137)	1.485** (0.142)	2.226** (0.269)	2.233** (0.297)
Negative mental health due to work		1.860*** (0.152)		2.985** (0.359)						5.990*** (0.136)		5.081*** (0.289)
Harassment or bullying		2.154*** (0.153)		4.969*** (0.381)		5.960*** (0.135)		5.387*** (0.292)				
Physical injury at the workplace						1.918*** (0.152)		3.016** (0.338)		2.194*** (0.154)		4.097*** (0.363)
N	3928	3927	1304	1304	3927	3927	1304	1304	3928	3927	1304	1304

Ordinal regression models:

Table D.9: Mental Health and Physical Injury Severity

	MH - Full	MH - Prec	PH High - Full	PH High - Prec
Female	1.560** * (0.067)	1.159 (0.159)	0.753** (0.091)	1.186 (0.185)
Age	0.986** * (0.003)	0.980*** (0.005)	0.984*** (0.003)	0.973*** (0.007)
Mixed	1.276 (0.217)	1.788* (0.281)	1.788* (0.262)	2.390** (0.315)
Asian	0.680** (0.122)	0.964 (0.220)	1.023 (0.159)	0.919 (0.263)
Black	0.703* (0.155)	0.563† (0.333)	0.937 (0.203)	0.993 (0.342)
Other	0.723 (0.309)	1.080 (0.435)	1.995* (0.346)	2.478* (0.460)
Other higher education	0.826† (0.105)	0.666† (0.226)	1.629*** (0.132)	1.395 (0.259)
A-levels	0.785* (0.096)	0.571** (0.199)	1.423** (0.124)	0.783 (0.241)
Qualificatio ns below A- levels	0.986 (0.113)	0.534* (0.254)	1.520** (0.145)	0.937 (0.276)
No qualification	0.452** * (0.229)	0.481† (0.437)	0.730 (0.278)	0.203* (0.761)
Citizen	1.090 (0.105)	1.179 (0.238)	1.005 (0.150)	1.007 (0.309)
Pre or fully settled	1.390** * (0.089)	1.134 (0.232)	0.952 (0.126)	0.708 (0.278)
Other visa	0.806 (0.185)	1.580 (0.294)	1.204 (0.232)	2.253** (0.303)
Disability	0.295** * (0.081)	0.347*** (0.178)	0.543*** (0.104)	0.700 (0.229)
Low income	0.594** * (0.093)	0.850 (0.258)	0.966 (0.112)	1.175 (0.342)
Benefits	1.112 (0.124)	1.122 (0.193)	1.118 (0.147)	1.133 (0.234)

	MH - Full	MH - Prec	PH High - Full	PH High - Prec
Working class	1.667** (0.164)	2.715** (0.311)	0.875 (0.166)	1.709† (0.306)
Middle class	1.540** (0.155)	3.804*** (0.281)	0.641** (0.157)	1.650† (0.277)
Upper middle-class	1.791** * (0.155)	2.509** (0.293)	0.398*** (0.166)	0.697 (0.309)
Elite/upper class	1.512* (0.184)	3.788** (0.412)	0.221*** (0.260)	0.500 (0.620)
Small workplace	0.822* (0.079)	1.179 (0.196)	1.024 (0.104)	0.781 (0.222)
Nontraditional work	0.757 (0.180)	1.459 (0.286)	1.041 (0.230)	2.224* (0.330)
Two jobs	1.127 (0.223)	1.410 (0.228)	0.775 (0.295)	0.876 (0.273)
More than two jobs	1.161 (0.387)	1.409 (0.283)	0.503 (0.602)	0.759 (0.368)
No current job	1.363 (0.197)	0.412** (0.323)	0.809 (0.258)	0.257*** (0.394)
Permanent	1.262* (0.118)	1.461† (0.205)	1.377* (0.155)	2.638*** (0.247)
New job (last 2 years)	0.819* (0.078)	0.620** (0.164)	0.951 (0.104)	0.771 (0.190)
Union or SA	1.583** * (0.071)	1.563* (0.177)	2.539*** (0.097)	1.146 (0.217)
N	3948	1318	3948	1318

Appendix E – Interviews: sample composition in aggregate

The table below provides an overview of the final sample on various demographic, socio-economic, and work-related characteristics. Beyond the fact that the majority of participants were in low-income work, the final sample showed considerable diversity on various demographic, socio-economic and work-related characteristics. One notable exception was immigration status: most were British or Irish citizens, a category which includes naturalised citizens.

Table E.1: Sample characteristics in the aggregate for the in-depth interviews

Gender ^a	Female	14
	Male	10
Age ^b	Median	37 years
	Range	19-68 years
Place of birth	UK	19
	Outside the UK	5
‘Right to work’ status	British or Irish citizenship (incl. naturalised citizens)	22
	Settled status	1
	Pre-settled status	1
Ethnicity	White	14
	Asian	7
	Mixed/multiple ethnic background	2
	Black	1
Educational level	No qualification	4
	Below A-Level/SCE highs or equivalent	4
	A-Level/SCE highs or equivalent	6
	Degree and equivalent, or above	10
Annual income from work ^c	Below £24,000	20
	Above £24,000	4
In receipt of relevant state benefits ^d	Yes	2
	No	22
Location of current job	South East	6
	South West	6
	Yorkshire/Humberside	5
	Greater London	3
	North West	2
	East Midlands	1
	West Yorkshire	1
Nature of work ^e	Employee	19
	Self-employed	6
	Agency worker	2

	Working alongside full-time studies	2
	Gig/platform economy	2
Member of trade union and/or staff association	Yes	6
	No	18
Current dependants ^f	Yes	10
	No	14
Longstanding physical or mental impairment, illness or disability (one or more)	Yes	5
	No	18
	Preferred not to say	1
Housing circumstances ^g	Rented accommodation	6
	Property being bought on a mortgage	11
	Property owned outright	7

^a All participants were cis-gender, meaning their gender identities aligned with sex assigned at birth.

^b Measured as age at the time of the survey. There were occasional mismatches between survey answers and what participants told us in the interview. Whenever that happened (eg once for age, once for income, once for disability), we use the information from the interview preferentially for this table as we can have higher confidence in its accuracy.

^c Personal yearly earnings from all jobs, including bonuses but before tax and other deductions.

^d In both cases, the relevant benefit was Universal Credit. The full list about which we asked was: Carer's Allowance, Disability Living Allowance (including Personal Independence Payment), Income Support, Job Seeker's Allowance, Tax Credits, Universal Credit and an option for 'Other'. Please note we did not ask about child tax credits or pensions.

^e N.b. does not sum to 24 as people could have multiple statuses at once (eg one job as employee, another as self-employed). The categories also need to be treated cautiously since employment status is complex (eg someone identifying as employee or self-employed may actually be a limb b worker in law). Based largely on self-report within the survey but amended if there was relevant information at interview to give a fuller picture (e.g., two people told us at interview about doing agency work but neither had selected that in the survey, and one was a private hire driver via a major platform but did not select gig economy in the survey, despite this being a classic example thereof). Others might be seen as working in gig economy but as the boundaries were less obvious here and they also did not self-identify as such we do not record them as this here.

^f Most of their current dependants were under 18. More generally, a majority of the participants (17/24) told us they had children.

^g Measured as housing as reported at time of survey – in one case that had since changed but we leave it as the survey self-report as that was more relevant to the work being discussed. N.b. some of those who reported living in properties owned outright were younger people living in their parents' homes.

Appendix F – Interview topic guide

Working Lives Survey: draft follow-up interview guide

Nb: Roughly 90 minutes (can run longer though if participant happy with that), online or face to face.

Introduction

- Introductions, explain we'll cover a range of areas relating to your experiences at work and how that fits with your life more broadly – you're welcome to go back as far as you'd like, doesn't need to just be last 2 years like the survey.
- Emphasise there are no right or wrong answers, just want to hear about your experiences and views – if you don't know answer to any question please just say so.
- Can stop or pause interview or recording at any point.
- Emphasise anonymity and confidentiality – nobody should be able to identify you but if you're concerned about anything you've said let us know and we can redact further.
- Opt out re transcript if not covered
- Emphasise exceptional circumstances around duty of care:
 - There is a very small set of circumstances where if you report direct, immediate and serious dangers to yourself or others then we might need to act out of a duty of care. As examples, if you told us about you or someone else at work dealing drugs, or stealing, or working without the right to work, that would not be something we'd consider as meeting this threshold, whereas something like extreme violence or abuse would be. Lower threshold if it concerns children or adults without full capacity.
 - In the event you did tell us something that made us concerned about possible duty of care, we would discuss your preferences with you, review the circumstances within our team on a case-by-case basis and do our best to work out a sensible plan with you that does not put you or others at any further risk.
 - We'll also provide some resources at end in case you might want/need further support.
- We won't be asking directly about immigration status but anything you do decide to tell us would be handled carefully - under no circumstances would we report to immigration authorities, even if asked to do so by them (which is hugely unlikely).
- Any questions? Confirm consent
- **RECORD X 2**
- Choosing pseudonym (nickname) – or option we can choose it for you if you'd rather not

Context

- Can you tell me a bit about your work?
- [If currently working] - what does a typical working day look like for you? (Nb: do for current role unless very new in it in which case do for last role)
 - **What's your commute/journey to work like?**
 - **When do you normally start/finish? Does it vary? (Advance notice if so?)**
 - **What kinds of breaks do you get through the day? (e.g. meal breaks?)**
- [If multiple jobs] - how do your various jobs fit around one another?

- **Can you tell me a bit more about how and why you came to work multiple jobs?**
 - How do you feel about having multiple jobs?
- [If not currently working] – at the time of the survey, you mentioned that you weren't in work, can you tell me a bit more about that?
 - How long have you not been working for?
 - What are your plans – if any – for looking for a new job?
- Thinking about your main job (current or most recent), roughly how long have you been working there (or for self if self-employed, or agency if agency worker)
- Can you tell us a little bit about working conditions in your current job/s?
 - **How does it/they compare to other jobs you've had in the same industry?**
- What's your relationship like with your managers and colleagues? (and clients if applicable – eg certain jobs or self employed)
 - How friendly and supportive are they?
 - How much of a chance do you get to know them at or around work?
- What do you like most about your current job?
 - [Do same for any additional jobs]
- And what do you like least about your current job?
 - [Do same for any additional jobs]
- Can you tell me a bit about how your job fits with life outside of work and any other responsibilities you have, like family responsibilities?
 - **Who do you live with? Can you tell us a bit more about your household?**

Trajectory

- [If born outside UK, and not already mentioned this] - can you tell me a bit about how you ended up coming to the UK and how your working life has changed since?
 - **What did you do for work before you came to the UK?**
 - How does that compare to what you do now?
- Can you tell me about how you ended up working as a [insert job description they do/did most recently]?
 - If have second or more jobs also ask about that
 - Probe if needed re agency/gig work/seasonal work/temping/casual/ self-employment etc (based on responses so far)
 - **Time frame current job and industry**
 - **(If changed jobs recently) What made you decide to leave your previous job?**
- How have your working life and experiences of work changed over the years?
 - And how does that relate to other changes in your life more generally?
 - How has the amount of control you feel you have over your working life and working conditions changed over the years?

Financial harms

We're now going to focus on some financial issues related to work, building on what you've already told us in the survey.

- Broadly speaking, how satisfied are you with your pay overall?
 - **How well can you get by on that?**
 - **Do you need to support anyone else financially on that?**

- **Do you have any financial support from others (e.g. other incomes in household)?**
- **Roughly how much of your salary goes on housing costs (rent/mortgage)?**
- Based on your survey answers, we calculated that your average hourly income came to about [XXX – use final figure, following adjustments if relevant]. Do you think that's a fair rate for the work you do?
- (If potential NMW violation only) Based on the information you provided in our survey, it looks like you could be earning under the National Minimum Wage.
 - **How do you feel about that?**
 - **(if relevant) Have you felt able to do anything about it?**
 - **if yes – can you talk me through that – including anything that made it easier or harder to try and address, any issues you encountered?**
 - **if no – why do you think that is?**
- In the survey, you said in an average week, you tend to do about [X] hours excluding meal breaks and overtime in your job as [X]. Are you happy with your hours?
 - **If yes, why's that?**
 - **If no, what would you like to change? (tap into eg regular vs erratic hours, knowing shifts in advance if variable, wanting more/less hours?)**
- [Unpaid labour – if reported]. On top of these [X] hours you said you also need to do additional unpaid hours sometimes – so you mentioned [insert details from survey – eg one off a couple of hours for training, regular 2 hours weekly for essential tasks before and after work]. Could you tell me a bit more about this, with reference to a specific time it happened?
 - **How did it come about?**
 - **How do you feel about that?**
 - **(if relevant) Have you felt able to do anything about it?**
 - **if yes – can you talk me through that – including any help you got from anywhere, or anything that made it easier or harder to try and address, any issues you encountered?**
 - **if no – why do you think that is?**
- [Deductions – if reported] In the survey, we asked about various things people had to pay their workplace for – either directly or via salary deductions. You mentioned [XXXXXX, eg for PPE/uniform] – can you tell me a bit more about this? Perhaps with a specific example?
 - **How did it come about?**
 - **How do you feel about that?**
 - **(if relevant) Have you felt able to do anything about it?**
 - **if yes – can you talk me through that – including any help you got from anywhere, or anything that made it easier or harder to try and address, any issues you encountered?**
 - **if no – why do you think that is?**
- [Additional charges – if reported] You mentioned being asked to pay others (eg your employer, manager or supervisor) for [add specifics from survey – eg switching jobs, securing shifts or overtime) – can you tell me a bit more about what happened there?
 - **How did it come about?**
 - **How do you feel about that?**
 - **(if relevant) Have you felt able to do anything about it?**
 - **if yes – can you talk me through that – including any help you got from anywhere, or anything that made it easier or harder to try and address, any issues you encountered?**
 - **if no – why do you think that is?**

- [Agency workers only and only if applicable] You also mentioned being charged by an agency for a work finding fee/permit to work, can you tell me a bit more about that?
 - **How did it come about?**
 - **How do you feel about that?**
 - **(if relevant) Have you felt able to do anything about it?**
 - **if yes – can you talk me through that – including any help you got from anywhere, or anything that made it easier or harder to try and address, any issues you encountered?**
 - **if no – why do you think that is?**
- [If none of the above financial harms reported] Thinking more broadly now, there are some issues other people told us about in the survey related to needing to do additional unpaid work, being asked to pay their workplace for job-related costs (e.g. fuel, tools) or being paid less than the National Minimum Wage. These weren't things you said in the survey that you'd experienced in the last two years –have you come across or been concerned about any of them at a workplace in the past? (could be same or different workplace).
 - **If yes, can you tell me more about that.**
 - **How did it come about?**
 - **How did you feel about that?**
 - **(if relevant) Did you feel able to do anything about it?**
- Is there anything else you think is particularly relevant/important for us to know about your work in terms of hours and pay?

Other non-compliance and related issues

Moving on now, we're going to have a look in more detail about other areas of your working conditions and how you're treated at work, again building on your survey responses.

Leave:

- How easily are you able to take time off if you're sick?
- What about holiday – how easily are you able to take annual leave?
- OR... (if applicable) You mentioned that you had difficulty taking time off for annual leave and/or sick leave – can you tell me a bit more about that? (ask for example of specific time)
 - **How did it come about?**
 - **How do you feel about that?**
 - **(if relevant) Have you felt able to do anything about it?**
 - **if yes – can you talk me through that – including any help you got from anywhere, or anything that made it easier or harder to try and address, any issues you encountered?**
 - **if no – why do you think that is?**

Payslips and contracts

- Can you tell me a bit more about your experiences with payslips?
 - Who do you get them from? (your company/another – cf umbrella companies)
 - Do you tend to go through them in detail?

- OR In the survey you told us [e.g. you have never received a payslip, or you routinely get one but they are difficult to access and understand). Can you tell me a bit more about that?
 - **How do you feel about the issues with payslips?**
 - **Have you felt able to do anything about it? (if yes – can you talk me through it, if no – why do you think that is?)**
- [Only where applicable] You mentioned starting a new job in the last two years. Can you tell me a bit more about your experience of getting a new contract or key information document for that?
- OR You said (e.g. you didn't receive a contract/key information document or received it but not until over two months after starting) - can you tell me a bit more about that?
 - **How did you feel about that?**
 - **Was there anything you felt you could do about it? (if yes – can you talk me through it, if no – why do you think that is?)**

**** SHORT BREAK (e.g. five mins) ****

Discrimination

- Do you think any of your personal characteristics have affected how you've been treated at work? By that we mean parts of your identity, like your gender, age, ethnicity or nationality.
 - **If you feel comfortable, would you like to talk about what that was like for you?**
- What about others at your workplace - have you seen or heard about them being treated differently because of their personal characteristics?
 - **Would you be able to share an example?**
- [And if applicable] You mentioned in the survey experiencing discrimination at work, if you're comfortable doing so, could you tell me a bit more about that, perhaps with reference to a specific time it happened?
 - **If you feel comfortable, would you like to talk about what that was like for you?**
 - **Gentle prompts if they seem happy talking about it:**
 - **Would you like to share whether. you felt able to do anything about it?**
 - (If applicable) How did your workplace react?
 - Has anything changed as a result?
 - Were you happy with how your workplace handled it?

Bullying/harassment/abuse

Nb- this may overlap with discrimination in which case pick up on bits that haven't overlapped)

- We're also interested in understanding more about experiences of bullying, harassment or verbal and physical abuse at work. Would you like to share anything with us about these sorts of issues and any concerns you have about them at work, either in relation to yourself or colleagues?
 - **If you feel comfortable, would you like to tell us a bit more about that, perhaps with some examples?**
 - **Would you like to share how that affected you/them?**
- You mentioned being [select as applicable] harassed/bullied and or verbally/physically abused at work. If you are comfortable doing so, could you tell me a bit more about a time that happened?
 - **If you feel comfortable, would you like to talk about what that was like for you?**
 - **Gentle prompts if they seem happy talking about it:**
 - **Would you like to share a bit more about whether you felt able to do anything to challenge that?**
 - (If applicable) How did your workplace react?
 - Has anything changed as a result?
 - Were you happy with how your workplace handled it?

Workplace health:

- When you think about your physical health at work, are there any particular concerns you have that you'd like to share?
 - **If you're comfortable doing so, would you like to tell me a bit more about that, perhaps with examples?**
- [If applicable] You mentioned in the survey being physically injured at work and/or a colleague being injured, If you're comfortable doing so, could you tell me a bit more about a time that happened?
 - **Would you like to share how that experience affected you/them?**
 - **(if applicable) How did your workplace react?**
 - **Has anything changed as a result?**
 - **Were you happy with how your workplace handled it?**
- What about your mental wellbeing at work, are there any concerns there that you'd like to share?
 - **If you're comfortable doing so, would you like to tell me a bit more about that, perhaps with examples?**
- [if applicable] You mentioned in the survey experiencing mental health issues related to your work. If you feel comfortable, would you like to tell me a bit more about that?
 - **Would you like to share how that experience/s have affected you?**
 - **Gentle prompts - If you feel comfortable, would you like to talk about whether you felt able to do anything about that?**
 - **if yes – can you talk me through that – including any help you got from anywhere, or anything that made it easier or harder to try and address, any issues you encountered?**
 - **if no – why do you think that is?**
- [if applicable] You mentioned having concerns for your health at work because of [eg unmanageable workload, job insecurity, insufficient rest breaks). **If you feel comfortable, would you like to tell me a bit more about your concerns and how that's affected you?**
 - **Gentle prompts - If you feel comfortable, would you like to talk about whether you felt able to do anything about that?**

- **if yes – can you talk me through that – including any help you got from anywhere, or anything that made it easier or harder to try and address, any issues you encountered?**
- **if no – why do you think that is?**

Addressing issues – general (mostly standardised, except union related Qs]

We've now discussed various specific things you'd brought up in the survey, but thinking more generally now I'd like to talk to you about what good work and addressing issues means to you.

- If you think about good working conditions, what does that mean to you?
- Do you feel adequately informed about your legal rights as a worker?
 - **Where have you got your information from?**
 - **[Migrant workers only] - Did the information come in a format and language you could understand easily?**
 - **If you had problems with your working conditions, do you think you would know where you could seek help and what you might do?**
 - If yes, can you tell me a bit more about that.
- [Only if not addressed] Have you or your colleagues ever tried to address bad or unfair practices in the workplace?
 - **Can you tell me a bit more about that, including any help you sought?**
 - **How happy were you with the process?**
 - **And the outcome?**
- How much contact have you had with trade unions and staff associations in your current or previous workplaces?
 - **If none – is this something you think could be helpful? Why/not?**
 - **If some - can you tell me a bit more about your experiences with them?**

Future

- Looking to the future now, how do you see your working life over the next few years?
- So this project is partly funded by the Government. Thinking about the world of work in the UK, are there any particular suggestions you'd want to give them or things you'd want us to emphasise to them in terms of areas for change?

Closing

- Is there anything you want to add or anything I should have asked but didn't?
- Would you feel comfortable sharing why you wanted to take part in this interview?
- Thank you and next steps (including re payment and transcripts)

Alternative phrasings for common follow ups on more sensitive topics:

How do you feel about that?

- Would you like to share how that experience has affected you?
- If you feel comfortable, would you like to talk about what that was like for you?
- Would you like to talk about how that impacted you?
- Can you tell me a bit more about how that's affected you?

Have you felt able to do anything about it?

- When this happened, did you feel there was anything you could do?
- Was that something you felt able to challenge?
- Was there any way you could try and address that?

Appendix G – Focus groups: Pre-task questionnaire

Intro/landing page

Acumen, an independent social and market research agency, is assisting UCL (University College London) on the Working Lives project. As part of this project, you've been invited to be in a research focus group about people's views and perspectives in relation to trade unions, staff associations and worker organising. You do not have to have experience of these issues to be eligible to take part. Before the focus group, we'd need you to complete this short survey. Your answers will be shared with the research team at UCL and the University of Gloucestershire.

You are entitled to £62 as a thank you payment for the focus group and short survey combined. The survey should take around 5 minutes to complete.

Taking part in the research is entirely voluntary. If you want to do the focus group, you need to complete the survey first. However, you can choose not to answer particular questions should you not want to. The information you provide will be used only for research purposes and will not be used to identify you in any outputs. For more information, please see the project information sheet you should already have been provided.

Please click the NEXT button to start the survey.

CONSENT PAGE

Project Aims: This survey is part of a broader study designed to improve understanding of breaches of labour rights and other harms at work and help attempts to improve conditions at work and access to justice. The study is being led by **UCL (University College London)** and has been commissioned by the **DLME (Director of Labour Market Enforcement)**.

What do you have to do? Answer a series of survey questions about your work and personal circumstances. If you are self-employed, it's possible some questions may not seem relevant to your working situation. Please answer these questions as accurately as possible and continue with the survey.

What do you receive for taking part? To thank you for your time and expertise, you will be paid a combined thank you payment of £62 for the short survey and 2 hour focus group.

Has this survey gone through ethical review? Yes – it has been reviewed by UCL (reference UCL HAS REC 5160/004) and the survey has been given permission to proceed.

Do you want to know more about this study? Please see project information sheet provided, ask Acumen, or contact e.cockbain@ucl.ac.uk if you have any further questions.

QConsent. Please can you confirm that, having read the information above, you are happy to take part in the survey:

1. Yes, I consent to taking part in the survey
2. No, I don't want to take part in the survey

Appendix H - Focus group sampling and recruitment

Recruitment for the groups was conducted by Acumen Fieldwork. We had initially planned to recruit for the groups through the RDS sample of the Working Lives Survey (i.e. as a nested sample here too). However, recruitment for the interviews had largely exhausted the potential sample, so it was necessary to go externally to recruit for the focus groups. Although primarily a market research company, Acumen was recommended highly to us for relevant experience recruiting for research into labour market-related issues and for providing a high-quality and good value service.

We provided a detailed brief on our sampling criteria and needs, which Acumen used to target invitations to members of their in-house database. That database comprises over 250,000 people who have signed up and opted in to receive invitations to different projects on which they work¹. Using the screener created for the project, Acumen sent out invitations with an initial pre-screening survey to around 15,000 people aged 18-65 years. They received a total of 525 responses to the pre-screening survey² (i.e. an initial response rate of around 3.5%).

Our aim was to have 8-10 participants per group, so Acumen advised recruiting 10 people per group to allow for attrition³. After the initial pre-screening survey, Acumen then re-screened around 115 potential candidates via recruitment calls with some of those who fit the relevant criteria. During these calls, their recruiters ran through all questions in the screener again, also sense checking on communication and fit for the project. There was a high participation rate (roughly 52%) among those re-screened, with 60 signing up to take part. The others contacted for re-screening largely either did not answer or get back to Acumen or were unavailable for the relevant focus group time slot. Only one person opted out during the re-screening, and another eight were screened out at this stage⁴. Later in the process, a total of four people who had agreed to take part were no-shows on the day and six needed to drop out last minute (some of whom were replaced with alternative participants).

¹ Source –personal communications from our project manager at Acumen Fieldwork, December 2025.

² The following number of respondents to the initial screener fit the inclusion criteria for each group: Group 1 – 99 people; Group 2- 49 people; Group 3 – 36 people; Group 4 – 33 people; Group 5- 67 people; Group 6 – 102 people. Please note that although this sums to 386 not everyone in this total is a unique individual as some people fit the criteria for multiple groups.

³ Attrition is often more of a challenge on the day in focus groups than interviews, as the timing of interviews can be rearranged to accommodate requests from participants (eg due to emergencies or changes in schedule). In contrast, it can be very difficult if not impossible to rearrange a whole group in this way (doing so would also inconvenience others who had scheduled for it) and more participants means more potential last-minute changes in circumstances.

⁴ For four of them it was because it became clear the call that they did not actually have a staff association at their workplace (again highlighting confusion around this concept – see Chapter 11), three had recently taken part in research (Acumen recommends not recruiting people who have taken part in academic or market research in the past six months) and one gave different answers on the call to in the pre-screening survey

Appendix I – Focus groups: Sample characteristics in the aggregate

The table below provides an overview of participants' demographic and work-related characteristics across the focus group sample as a whole⁵.

As shown below, there was considerable diversity across different demographic, socio-economic and work-related characteristics. One notable exception was that the vast majority (96%) were British or Irish citizens (including naturalised citizens originally from abroad).

Table I.1: Sample characteristics in the aggregate for the focus groups

Gender ^a	Female	30
	Male	20
Age	Median	38
	Range	18-67 years
Place of birth	UK	45
	Outside the UK	5
'Right to work' status	British or Irish citizenship (including naturalised citizens)	48
	Settled status	1
	Family visa	1
Ethnicity	White	35
	Asian	7
	Black	5
	Mixed/multiple ethnic background	3
Educational level	Below A-Level/SCE highers or equivalent	3
	A-Level/SCE highers or equivalent	13
	Other higher education, including diplomas	8
	Degree and equivalent, or above	24
	Other	2
Annual income from work	£16,000 or less	9
	£16,001-£26,000	16

⁵ Acumen provided participant profiles to us ahead of the groups (e.g. age, gender, ethnicity, job title) and also circulated a very brief pre-group survey to be completed by participants before the groups (a selection of demographic and work-related questions taken from the Working Lives Survey. These documents allowed us to build up a picture of participants characteristics. Sometimes supplemented by additional information shared on the day, although the bulk of information in Table J.1 is based on the written profiles and pre-group survey only. There were occasional inconsistencies between or within documents, that we resolved based on the best available knowledge (also using information participants shared in the focus groups themselves).

	£26,001-£36,000	25
In receipt of relevant state benefits ^b	Yes	7
	No	43
Location of current job ^c	North West	9
	Greater London	7
	South West	7
	Yorkshire/Humberside	5
	Scotland	4
	North East	4
	South East	4
	East of England	3
	West Midlands	3
	East Midlands	2
	Wales	1
	Not stated	1
Indicative nature of work ^d	Employee	31
	Gig/platform economy	8
	Self-employed	21
	Agency worker	5
	Apprenticeship	1
	Working alongside full-time studies	1
	Maternity leave	1
	Long-term sickness/disability leave	1
Current industry ^e	Arts, entertainment and recreation	9
	Administration and support	8
	Social care	8
	Wholesale and retail	7
	Healthcare	5
	Education or childminding	5
	Public administration and defence	4
	Transport and delivery	3
	Construction	3
	Hospitality	2
	Financial and insurance activities	2
	Domestic	1
	Information and communication	1
	Professional and scientific	1
	Other	6
Member of trade union	Yes	Approx. 16 current members ^f
	No	Approx. 34

Member of staff association	Yes	9 to 14 ^g
	No	Between 36 and 49
Current dependants ^h	Yes	17
	No	33
Longstanding physical or mental impairment, illness or disability (one or more)	Yes	12
	No	38

^a All participants were cis-gender, meaning their gender identities aligned with sex assigned at birth.

^b Those that applied were Universal Credit (n=5), Disability Living Allowance (n=4) and/or Job Seekers Allowance (n=1) (does not sum to 7 as people could be in receipt of multiple benefits). Notably, all bar one of these participants were in non-traditional work.

^c The person who did not state region of work reported living in the North East.

^d Does not sum to 50 because people could indicate multiple categories (due to multiple jobs or multiple applying to a single job). Everyone was currently employed or otherwise in work at the time of the focus groups.

^e Does not sum to 50 people because some worked multiple jobs, generally in different industries. People self-reported industry and specific job. Generally, the industry reported tracked with official classifications but where it did not we made some amendments based on the full information provided (e.g., recoding a cleaner in a factory as 'domestic' not 'manufacturing', a cook in a school as 'hospitality' not education, and some inconsistencies between healthcare and social care).

^f We say 'around 16' because 18 participants said during the screening and/or pre-survey (mostly commonly in both, although for five the information conflicted) that they were members of trade unions. For two that turned out not to be the case based on what they then said in the actual focus group. Of the other three with conflicting information, two made very that they were members during the groups and one emphasised that he had been a member for years but it was unclear if he still was. Numerous others spontaneously raised in the groups that they had been members of a trade union(s) in the past (same or different role, industry etc). We do not try to quantify this though as it wasn't something we asked as standard.

^g Ahead of the groups, nine consistently reported being members of staff associations and five gave conflicting information on this point. It was less easy to get a clear indication of actual membership levels from discussions on the day, in large part because participants themselves often seemed unclear or confused by what constitutes a staff association and the term was interpreted in very different ways (see also Chapter 11).

^h Dependants were almost exclusively under 18 (26 of the 27 reported in total) and everyone reporting having dependants had at least one under 18.

Appendix J – Focus groups: Individual-level overview of the participants

Table J.1: Brief individual-level overview of focus group participants' demographic and work-related characteristics

Pseudonym	Gender	Age group	Ethnicity	UK born	Current job(s)	Current membership of trade union (TU) and/or staff association (SA)
Group 1: Trade union members						
Alysia	Female	35-39	Mixed/multiple	Yes	Musician, and sports instructor	TU only
Calvin	Male	55-59	Black	Yes	Team leader and director (social care)	TU, conflicting info re SA
Amina	Female	40-44	Asian	No	Teaching assistant	Neither ^a
Sarah	Female	50-54	White	Yes	Locations manager (arts and entertainment), and executive assistant	TU only
Fiona	Female	35-39	White	Yes	Imaging assistant (healthcare)	TU only
Katie	Female	30-34	White	Yes	Probation officer	TU only
Zainab	Female	40-44	Asian	Yes	Salon owner	TU only
Nirav	Male	50-54	Asian	Yes	Administrator	TU only
John	Male	50-54	White	Yes	IT specialist in a university, and food delivery driver	TU only
Group 2: Staff association members with staff association in main or only job						
Amy	Female	50-54	White	Yes	Customer assistant in shop	TU, conflicting info re SA
Rachel	Female	35-39	White	Yes	School counsellor, and freelancer in arts and entertainment	SA only
Jordan	Male	25-29	Black	Yes	Sales executive in shop	SA, conflicting info re TU but doesn't appear to be member.
Emily	Female	60-64	White	Yes	Personal care assistant (social care)	SA only
Chiara	Female	35-39	White	No	Nurse, and nanny	Both
Laura	Female	18-24	White	Yes	Nurse	Both
Sophie	Female	30-34	White	Yes	Counsellor in social care	Both
Group 3: Non-members of trade unions, with unionised workplace in main or only job						

Steve	Male	60-64	White	Yes	Photographer	Neither
Nicole	Female	25-29	White	Yes	Assistant speech and language therapist	Neither
Rehana	Female	35-39	Asian	Yes	Social worker	Neither
Peter	Male	45-49	White	Yes	Scriptwriter, and film producer	Neither
Oliver	Male	55-59	White	Yes	IT technician in public sector	Neither
Lauren	Female	30-34	White	Yes	Civil service quality assurance	Neither
Rose	Female	50-54	White	Yes	School kitchen manager	Neither
Anna	Female	40-44	Mixed/multiple	No	Mortgage expert, and other	Neither
Group 4: Non-members of staff association, with staff association in main or only job						
Graham	Male	65+	White	Yes	Delivery driver for online retailer	Neither
Kiril	Male	40-44	White	No	Maintenance technician and electrician	Not SA, conflicting info re TU
Joanne	Female	30-34	White	Yes	Labourer (construction)	Not TU, conflicting info re SA
Richard	Male	55-59	White	Yes	Van distribution loader	TU, conflicting info re SA
Patricia	Female	25-29	Black	Yes	Administration manager	TU only
Maryam	Female	40-44	Asian	Yes	Support/finance officer in court system, and charity officer	TU only
Khadija	Female	18-24	Black	Yes	Sales associate in shop	Neither
Noah	Male	18-24	White	Yes	Events waiter	Neither
Tom	Male	25-29	White	Yes	Freelance journalist, and another job in arts and entertainment	Neither
Group 5: Non-members of trade union, with no union in workplace in main or only job						
Yasmin	Female	25-29	Mixed/multiple	Yes	Customer service manager in shop	Neither
Charlie	Male	45-49	White	Yes	Interviewer, and call centre worker.	Neither
Joseph	Male	50-54	White	Yes	Finance manager	SA only
Matt	Male	30-34	White	Yes	Manager of home care company, and security operative	Neither
Zahra	Female	40-44	Asian	Yes	Resolution generalist in wholesale and retail	Neither
Lara	Female	18-24	White	Yes	Customer service advisor	Neither
Helen	Female	35-39	White	Yes	Recruitment consultant	Neither
Natalie	Female	40-44	White	Yes	Counsellor in social care, and sports coach	Neither ^b
Group 6: Non-members of trade union, all non-traditional workers						
Ben	Male	25-29	White	Yes	Business owner (e-commerce and web design)	Neither
James	Male	35-39	White	Yes	Trader	Neither
Daniel	Male	30-34	White	Yes	AI trainer	Neither
Jessica	Female	30-34	White	No	Freelance editor, proofreader, and contract academic researcher	Neither

Paul	Male	50-54	White	Yes	Carpenter	Neither
Michelle	Female	50-54	Black	Yes	CEO, and committee member	Neither
Leah	Female	18-24	White	Yes	Medical call handler, and supply teacher/teaching assistant	Neither
Amira	Female	35-39	Asian	Yes	Yoga teacher, and cleaner	Neither
Jack	Male	45-49	White	Yes	Professional games master	Neither

^a Amina was included in Group 1 because she had told the recruitment company she was a union member. In the group, it transpired that she was not, but was considering joining. It was then too late to reassign her to a different group and we did not want to make her or others uncomfortable, so opted to continue with the group as it was.

^b In the group, however, Natalie discussed having colleagues who were union members, which again emphasises the distinction between having co-workers who are in a union(s) versus seeing actual workplace as being unionised/having a recognised trade union (our focus in sampling)

Appendix K – Focus group topic guide

Topic guide for focus groups on the DLME project

Draft agenda

- **Opening parts (full room) (20 mins total):**
 - Welcome and very brief round of introductions (10 mins)
 - Introduction to the research, agenda for today and introduce the specific focus group (e.g. you're all union members in this group), ground rules and any questions before we start (10 mins).
 - For ground rules - To include explaining that ideally this works in a really interactive way, as a discussion rather than us asking questions and people answering in turn. Please do feel free to respond directly to points each other make, while being respectful of differences in views/experiences etc. Explain it's not a test and we're not trying to catch you out – just interested in your views and experiences. If you don't know the answer to something please just say so and if anything is unclear we're happy to explain further.
- **Part 1: General context/experiences (breakout rooms) (45 mins)**
 - When you think about trade unions, what do they mean to you? (in general or for your workplace specifically)
 - **Prompt: Why do you think people might choose to join or not join a union?**
 - **Prompt: if there is a union at your workplace and you're comfortable discussing this in a group setting, would you like to share a little about why you decided to join/not join?**
 - (if not covered in responses above) Prompt: What do you see as the main benefits of being a member of a trade union?
 - (if not covered) Prompt: How has having the union affected your working conditions?
 - (if not covered in responses above) Prompt: What do you see as the main challenges of being a member? *(nb want to get beyond financial on this if we can – so probe further if needed)*
 - (if time allows) Prompt: have your attitudes towards unions changed over time, and if so how?
 - When you think about staff associations, what do they mean to you?
 - *Only continue with prompts if applicable (eg staff association focused groups, or if other groups also familiar with staff associations. If not move on at this point)*
 - **Prompt: If you have a staff association at your workplace, would you prefer it was a trade union instead? Why/why not?**
 - **Prompt: Why do you think people might choose to join or not join a staff association?**

- **Prompt: if there is a staff association at your workplace and you're comfortable discussing this in a group setting, would you like to share a little about why you decided to join/not join?**
- (if not already covered in responses above) Prompt: What do you see as the main benefits of being a member of a staff association?
- (if not covered) Prompt: How has having the staff association affected your working conditions?
- (if not already covered in responses above) Prompt: What do you see as the main challenges of being a member?
- (if time allows) Prompt: have your attitudes towards staff associations changed over time, and how?
- **Are there any other groups or networks you can draw on in dealing with problems or challenges at work? (might be online or offline, with colleagues or broader communities – nb be clear not in sense of socialising, more about addressing issues)**
- *(only for groups/breakout rooms where participants in non-unionised workplace)*
So, some/all of you work somewhere where there isn't a union present. We'd like to talk a bit more now about what that means for you.
 - **Prompt: Have there been attempts to get union recognition in workplace? How did that go?**
 - **Would you want to join if one was set up? Why/not?**
 - **Prompt: What differences do you think it would or could make to your working lives and conditions?**
 - **Prompt: How do you think others in the workplace (eg managers, colleagues) might react to attempts to unionise?**

*****Break (5 mins)*****

- **Part 2: Reactions to particularly striking survey findings re unions and staff associations (breakout rooms) (40 mins)**
 - Explain that our data indicate that around **4 in 10 UK workers work somewhere where there is a union or staff association and around 1 in 5 are members of one themselves**. We'll focus here on individual membership.
 - Explain that want to talk through some of the key findings from the survey data and hear their thoughts and interpretations. Use following slide to talk through results and spark discussions and then prompt as needed.

What does the survey data show about individual membership of trade unions/staff associations?

- **Opportunity is key** – is there one at work to join in the first place?
- That aside, membership is associated with the following factors in particular

Consideration	Nature of effect
Industry	People are most likely to be members if in healthcare or education. Least likely if in hospitality, wholesale and retail, or administration and support.
Size of workplace	Less likely if working in a small workplace
Permanence of job	More likely if job is permanent
Citizenship/migration	More likely if born in the UK
Age	More likely if older
Low income	Less likely if have low income



- **Prompt: Talk through the five areas in turn, asking about reactions to the finding for each, what they think might explain it, how it tracks with their own experiences etc.**
 - E.g. Focusing on permanence/temporariness now, how do you think being part time, temporary or working through an agency (for example) might be important in decisions to join or stay in a union/staff association. What kind of factors might be important here?
 - E.g., Why do you think older people are more likely to be members?
- Prompt: Is there anything that you would have expected to see but didn't? Why's that?
- **Prompt: Do you have any ideas for things that might help encourage people who are less likely to be members to consider joining/staying?**
- **Closing parts (full room) (10 mins total)**
 - Wrap up and thank you (10 mins)