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Version: Supplemental Material

Social Quality and Work: What Impact Does Low Pay Have on Social Quality?

Tables

Table 1 Variables used to identify social quality

Domain 1: Socio-economic security	
Latent Subdomain:	Measurement Variables:
Economic security	Finances good
	Finances improving
	Can save
Housing/environment	Satisfied with housing
	Satisfied with space
	Satisfied with heating
	No damp
	Good environment
	No crime
Health	Health status
	No health limitations
Work	Satisfied with job security
	Job satisfaction
Education/human capital	High education
	Recent courses/training
	Job opportunities
	Promotion prospects

Domain 2: Social cohesion	
Latent Subdomain:	Measurement Variables:
Trust	Trust others
	Trust strangers
	Close to a political party
Altruism	Attend groups/voluntary orgs
	Volunteer (unpaid)
	Willingness to improve neighbourhood
Social networks	Local friends mean a lot
	Get advice from neighbours
	Talk to neighbours
	Borrow from neighbours
Identity	Similar to neighbours
	Like to stay in neighbourhood
	Important to be British

Domain 3: Social inclusion

Latent Subdomain:	Measurement Variables:
Citizenship	Voted
	Interest in politics
	Has a political party
Labour security	Permanent job
	Satisfied with security
	Job opportunities
Services	Access to medical services
	Access to transport
	Access to shopping
	Access to leisure facilities
Social networks	Frequency of talking to neighbours
	Frequency of meeting people
	Satisfaction with social life
	Resources to entertain visitors

Domain 4: Social empowerment

Latent Subdomain:	Measurement Variables:
Knowledge	High education
	Internet at home
Time	Satisfaction with leisure time
	Satisfaction with use of leisure time
Labour control	Expect better job with employer
	Expect training from employer
	Job opportunities
	Flexitime
	Unionised workplace
Culture/participation	Play sports
	Watch sports live
	Go to cinema
	Go to theatre
	Dine out
	Go to pubs/clubs

Table 2 Fit statistics for the 1st order CFA models

Model	CFI	TLI	RMSEA	N
Socio-economic security	0.92	0.90	0.028	7175
Social cohesion	0.97	0.96	0.042	7079
Social inclusion	0.95	0.94	0.033	7175
Social empowerment	0.95	0.94	0.037	7175

Table 3 The highest educational status of various occupational groups 1991 and 2011 (%)

Percentage with various qualifications by Standard Occupational Classification – all employees (%)

Standard Occupational Classification	UKHLS 2011				BHPS 1991						
	Degree	Other degree	A level	Total	High degree	1st degree	Teach qual	Other high	Nursing	A level	Total
1: Managers and senior officials	39	16	20	**75**	2	11	2	28	0	16	**58**
2: Professionals	77	11	7	**95**	10	42	13	21	0	6	**92**
3: Associate professional and technical	43	22	20	**85**	4	17	3	25	17	13	**79**
4: Administrative and secretarial	21	13	28	**62**	1	3	1	10	1	14	**30**
5: Skilled trades	8	11	33	**52**	0	1	0	15	0	16	**32**
6: Personal service	14	18	28	**60**	0	2	1	17	1	14	**35**
7: Sales and customer service	13	9	30	**52**	0	4	1	11	0	12	**28**
8: Process, plant, machine operators	7	7	20	**34**	0	1	1	8	0	7	**17**
9: Elementary	7	6	24	**37**	0	1	0	4	0	8	**13**

Source: BHPS, 1991 and UKHLS, 2011 Authors' analysis

Table 4 Proportions of employees by education (2011)

Standard Occupational Classification	% of workforce 2011
1–3, 5 with low education	11.5
1–3, 5 with high education	41.6
4, 6–9 with low education	23.2
4, 6–9 with high education	23.7
	100.0 (N=21881)

Source: UKHLS 2011 data, Authors' analysis

Table 5 Average hourly wage rates (in £) by Standard Occupational Classification and education qualifications (2011)

Standard Occupational Classification	Low education	High education
1: Managers and senior officials	8.15	11.83
2: Professionals	11.01	20.15
3: Associate professional and technical	9.71	12.78
4: Administrative and secretarial	7.99	7.88
5: Skilled trades	9.05	9.62
6: Personal service	7.07	8.40
7: Sales and customer service	6.29	6.75
8: Process, plant, machine operators	9.20	8.52
9: Elementary	6.79	6.64
Sample average	8.21	
National minimum wage (age 21+)	6.08	
Living wage (outside London)	7.20	
N	5643	

Source: UKHLS 2011 data, Authors' analysis

Table 6 Models of SQ Domain 1 (Socio-economic security).

Subdimension: Economic security Occupation/poverty interaction	Coefficient	Lower 95% confidence interval	Upper 95% confidence interval	Standardised coefficient
Poor tier 1	-0.525	-0.739	-0.311	−0.548***
Poor tier 2	-0.694	-0.887	-0.501	−0.725***
Poor tier 3	-0.793	-0.903	-0.682	−0.827***
Non-poor tier 2	-0.143	-0.242	-0.043	−0.149**
Non-poor tier 3	-0.342	-0.427	-0.257	−0.357***
Ref: non-poor tier 1				
Subdimension: Housing Occupation/poverty interaction				
Poor tier 1	-0.366	-0.526	-0.206	−0.596***
Poor tier 2	-0.322	-0.462	-0.181	−0.524***
Poor tier 3	-0.359	-0.444	-0.274	−0.585***
Non-poor tier 2	-0.081	-0.158	-0.004	−0.132*
Non-poor tier 3	-0.147	-0.215	-0.079	−0.239***
Ref: non-poor tier 1				
Subdimension: Health Occupation/poverty interaction				
Poor tier 1	NS	NS	NS	NS
Poor tier 2	-0.366	-0.573	-0.160	−0.386***
Poor tier 3	-0.348	-0.469	-0.226	−0.366***
Non-poor tier 2	NS	NS	NS	NS
Non-poor tier 3	-0.165	-0.261	-0.069	−0.174***
Ref: non-poor tier 1				
Subdimension: Human capital Occupation/poverty interaction				
Poor tier 1	-0.569	-0.778	-0.359	−0.724***
Poor tier 2	-0.782	-0.960	-0.604	−0.996***
Poor tier 3	-1.278	-1.403	-1.154	−1.628***
Non-poor tier 2	-0.271	-0.362	-0.179	−0.345***
Non-poor tier 3	-1.033	-1.123	-0.943	−1.316***
Ref: non-poor tier 1				
Subdimension: Work security Occupation/poverty interaction				
Poor tier 1	NS	NS	NS	NS
Poor tier 2	NS	NS	NS	NS
Poor tier 3	-0.093	-0.185	-0.001	-0.146*
Non-poor tier 2	NS	NS	NS	NS
Non-poor tier 3	NS	NS	NS	NS
Ref: non-poor tier 1				

FIT STATISTICS N=5439
Chi-square 8735.97***
CFI 0.906
TLI 0.877
RMSEA 0.029

Table 7 Models of SQ Domain 2 (Social cohesion). Standardised coefficients

Subdimension: Trust Occupation/poverty interaction	Coefficient	Lower 95% confidence interval	Upper 95% confidence interval	Standardised coefficient
Poor tier 1	-0.492	-0.738	-0.246	-0.543***
Poor tier 2	-0.569	-0.762	-0.375	-0.628***
Poor tier 3	-0.732	-0.852	-0.613	-0.809***
Non-poor tier 2	-0.213	-0.309	-0.116	-0.235***
Non-poor tier 3	-0.480	-0.566	-0.394	-0.531***
Ref: non-poor tier 1				
Subdimension: Voluntary Occupation/poverty interaction				
Poor tier 1	-0.054	-0.097	-0.012	-0.436*
Poor tier 2	-0.053	-0.090	-0.016	-0.423**
Poor tier 3	-0.075	-0.111	-0.040	-0.605***
Non-poor tier 2	-0.038	-0.060	-0.016	-0.306***
Non-poor tier 3	-0.060	-0.088	-0.032	-0.480***
Ref: non-poor tier 1				
Subdimension: Social networks Occupation/poverty interaction				
Poor tier 1	NS	NS	NS	NS
Poor tier 2	+0.170	+0.034	+ 0.307	+0.230**
Poor tier 3	+0.136	+ 0.052	+0.220	+0.143**
Non-poor tier 2	+0.071	-0.004	+0.146	+0.091*
Non-poor tier 3	+0.125	+0.059	+0.190	+0.161***
Ref: non-poor tier 1				
Subdimension: Identity Occupation/poverty interaction				
Poor tier 1	NS	NS	NS	NS
Poor tier 2	NS	NS	NS	NS
Poor tier 3	NS	NS	NS	NS
Non-poor tier 2	NS	NS	NS	NS
Non-poor tier 3	+0.147	0.073	0.221	+0.182***
Ref: non-poor tier 1				
FIT STATISTICS N=5499				
Chi-square 26445.64***				
CFI 0.973				
TLI 0.962				
RMSEA 0.036				

Table 8 Models of SQ Domain 3 (Social inclusion). Standardised coefficients

Subdimension: Citizenship Occupation/poverty interaction	Coefficient	Lower 95% confidence interval	Upper 95% confidence interval	Standardised coefficient
Poor tier 1	-0.368	-0.551	-0.184	-0.480***
Poor tier 2	-0.626	-0.781	-0.470	-0.817***
Poor tier 3	-0.790	-0.889	-0.691	-1.032***
Non-poor tier 2	-0.237	-0.316	-0.158	-0.310***
Non-poor tier 3	-0.449	-0.523	-0.375	-0.587***
Ref: non-poor tier 1				
Subdimension: Labour security Occupation/poverty interaction				
Poor tier 1	-0.394	-0.658	-0.129	-0.540**
Poor tier 2	NS	NS	NS	NS
Poor tier 3	-0.286	-0.424	-0.148	-0.392***
Non-poor tier 2	NS	NS	NS	NS
Non-poor tier 3	-0.182	-0.289	-0.076	-0.250**
Ref: non-poor tier 1				
Subdimension: Services Occupation/poverty interaction				
Poor tier 1	NS	NS	NS	NS
Poor tier 2	NS	NS	NS	NS
Poor tier 3	NS	NS	NS	NS
Non-poor tier 2	0.047	0.006	0.088	+0.116*
Non-poor tier 3	NS	NS	NS	NS
Ref: non-poor tier 1				
Subdimension: Social networks Occupation/poverty interaction				
Poor tier 1	NS	NS	NS	NS
Poor tier 2	NS	NS	NS	NS
Poor tier 3	-0.049	-0.098	0.000	-0.178*
Non-poor tier 2	+0.044	0.002	0.087	+0.161*
Non-poor tier 3	NS	NS	NS	NS
Ref: non-poor tier 1				
FIT STATISTICS N=4636				
Chi-square 10589.10***				
CFI 0.943				
TLI 0.924				
RMSEA 0.033				

Table 9 Models of SQ Domain 4 (Social empowerment). Standardised coefficients

Subdimension: Knowledge Occupation/poverty interaction	Coefficient	Lower 95% confidence interval	Upper 95% confidence interval	Standardised coefficient
Poor tier 1	-0.525	-0.752	-0.297	−0.719***
Poor tier 2	-0.829	-1.017	-0.642	−1.137***
Poor tier 3	-1.374	-1.503	-1.246	−1.884***
Non-poor tier 2	-0.401	-0.496	-0.307	−0.550***
Non-poor tier 3	-1.065	-1.155	-0.975	−1.460***
Ref: non-poor tier 1				
Subdimension: Time Occupation/poverty interaction				
Poor tier 1	NS	NS	NS	NS
Poor tier 2	NS	NS	NS	NS
Poor tier 3	NS	NS	NS	NS
Non-poor tier 2	0.112	0.027	0.198	+0.127**
Non-poor tier 3	0.111	0.035	0.186	+0.125**
Ref: non-poor tier 1				
Subdimension: Labour Control Occupation/poverty interaction				
Poor tier 1	NS	NS	NS	NS
Poor tier 2	-0.179	-0.341	-0.017	−0.230*
Poor tier 3	-0.281	-0.378	-0.184	−0.362***
Non-poor tier 2	NS	NS	NS	NS
Non-poor tier 3	-0.261	-0.334	-0.189	−0.336***
Ref: non-poor tier 1				
Subdimension: Culture Occupation/poverty interaction				
Poor tier 1	-0.134	-0.212	-0.056	−0.482***
Poor tier 2	-0.211	-0.286	-0.136	−0.758***
Poor tier 3	-0.250	-0.313	-0.187	−0.898***
Non-poor tier 2	-0.088	-0.123	-0.053	−0.316***
Non-poor tier 3	-0.158	-0.200	-0.116	−0.568***
Ref: non-poor tier 1				
FIT STATISTICS N=5117				
Chi-square 16277.47***				
CFI 0.954				
TLI 0.941				
RMSEA 0.032				