

Online Appendix

Table 1 below reports the number of individual observations for each wave for the combined BHPS and UKHLS sample, showing the number of Original Sample Members (OSMs), Permanent Sample Members (PSMs) and Temporary Sample Members (TSMs) from wave 1 to 18 (years 1991 till 2008) using the BHPS, and wave 20 to 24 (years 2010 till 2014) using the UKHLS, with missing data for wave 19 (year 2009). As shown in the table, the number of OSMs who we follow over the years (23 waves) decreases in the UKHLS sample, from 10,264 respondents in year 1991 to 7,650 in 2014. This is due to many dropping out of the survey and not wanting to continue in the UKHLS.

Table 1: Number of Individual Observation in each wave of the BHPS & UKHLS

BHPS	Year	OSMs	PSMs	TSMs	Total
wave 1	1991	10,264	0	0	10,264
wave 2	1992	8,734	10	443	9,187
wave 3	1993	8,318	28	596	8,942
wave 4	1994	8,033	76	739	8,848
wave 5	1995	7,714	116	767	8,597
wave 6	1996	7,711	170	886	8,767
wave 7	1997	9,054	229	998	10,281

wave 8	1998	8,767	279	964	10,010
wave 9	1999	13,215	346	964	14,525
wave 10	2000	12,915	342	964	14,221
wave 11	2001	15,618	328	1,439	17,385
wave 12	2002	13,536	301	1,366	15,203
wave 13	2003	12,974	289	1,421	14,684
wave 14	2004	12,492	280	1,493	14,265
wave 15	2005	12,097	272	1,615	13,984
wave 16	2006	11,799	263	1,700	13,762
wave 17	2007	11,319	259	1,699	13,277
wave 18	2008	10,729	253	1,488	12,470

UKHLS

wave 20	2010	10,012	760	1,008	11,780
wave 21	2011	9,368	714	885	10,967
wave 22	2012	8,654	668	770	10,092
wave 23	2013	8,185	630	731	9,546

wave 24	2014	7,650	577	642	8,869
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Total		239,158	7,190	23,578	269,926
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Table 2 below represents the transition matrices of our working sample and shows the average movement rates from years 1991 till 2014, by gender, between five distinct labour markets states in the combined BHPS and UKHLS datasets. The five labour market states considered in the analysis are: self-employment, employment, unemployment, retirement and inactive status. The self-employed are respondents who declare their main labour market activity in self-employment. The same consideration goes for those who classify themselves as paid employees. The unemployed are individuals who are not currently working but are available and searching for work. The retired are workers who previously retired from employment at either young or late age. The economically inactive are either still in full time education, women on maternity leave, long-term sick, or individuals on government training-schemes.

Table 2: Average Year to Year Transition Matrix by genders (BHPS 1991-2008 & UKHLS 2010-2014), Average Row Percentages.

<i>Labour market status in year 2014</i>						
<i>Labour market status in year 1991</i>	Self-employed	Employees	Unemployed	Retired	Inactive	Total Observations
<i>Men</i>						
Self-employed	82.71%	12.21%	1.76%	2.23%	1.10%	12,117

Employees	2.93%	91.61%	2.44%	1.72%	1.31%	56,683
Unemployed	5.90%	29.46%	47.17%	4.56%	12.91%	5,088
Retired	0.45%	1.23%	0.37%	96.15%	1.80%	21,220
Inactive	1.25%	13.55%	7.46%	6.36%	71.38%	10,515
Total observations	12,208	56,590	4,859	22,548	9,418	105,623
<i>Women</i>						
Self-employed	74.19%	16.02%	1.37%	2.72%	5.71%	4,673
Employees	1.45%	89.64%	1.56%	1.88%	5.48%	60,646
Unemployed	1.98%	32.82%	28.00%	3.58%	33.62%	3,132
Retired	0.17%	0.85%	0.14%	93.45%	5.40%	29,212
Inactive	1.19%	15.15%	3.90%	7.73%	72.03%	28,956
Total observations	4,807	60,805	3,058	30,924	27,086	126,619

Tables 3.A-B-C and D report the full descriptive statistics for general group of workers and tables 4.A-B-C and D for our division.

Individual Characteristics

Gender

Our results show that the self-employed in general have a higher male presence than female workers (75.91% of self-employed workers are men, compared to 24.14% are women). Similarly, for both subgroups of self-employed; the sustained and the dabbled self-employed, the percentage of male workers is dominant (80.83% male compared to only 19.17% female workers identified as sustained self-employed, and 68.45% compared to 31.55% female workers are identified as dabbled self-employed). Whereas, a higher proportion of female participation is recorded in wage employment, (51.40% are women in table 3.A), and almost an equal proportion for the always employees (49.06% in table 4.A), with the differences between all groups (self-employed versus employees, sustainers versus dabblers, sustainers versus always employees, and dabblers versus always employees) statistically significant with p-values less than 0.05 for the Pearson chi-squared test at the right-hand side of both tables.

Ethnicity, Origin and Language

Our results show that most our workers (more than 95%) are from a white ethnic background and this is demonstrated in both tables. But the self-employed in general, and the dabbled and sustained self-employed report a higher percentage of workers from non-white ethnic backgrounds

(2.92% in table 3.A, 3.25% and 2.77% in table 4.A, respectively) than the general group of employees and always employees (2.53% in table 3.A and 2.09 % in table 4.A). The differences between our group of self-employed workers and wage earners are statistically significant; however, between the sustainers and dabblers we could not depict any significant difference for workers from non-white ethnic backgrounds (Pearson chi-squared test p-values equal to 0.9).

Similarly, most of our respondents are UK-born (93%) and consider English to be their first language (78%). The self-employed in general and both subgroups of self-employed report a higher percentage of non-UK born workers (6.16% in table 3.A, 6.18% of sustainers and 5.51% of dabblers in table 4.A), than the paid workers (4.69%) and the always employees (4.27%), with differences between groups (except between sustainers and dabblers) are significant

Only the general group of self-employed and sustained self-employed report higher percentages for non-English language than paid workers (3.9% for the general self-employed, and 5% for the sustained self-employed), and the differences between groups are statistically significant. Whereas, the dabbled self-employed have similar percentages to the general employees and the always employees. So far, the statistics reveal that the minority groups are less advantaged in the labour market and are less likely to be found in paid employment than self-employment.

Age

In our study, the age group variable is divided into five age subcategories, with respondents' ages ranging from 16 to 24, 25 to 39, 40 to 49, 50 to 64 and 65 and over. The intuition behind dividing the age band is to observe the percentage of workers allocated between young, middle aged and oldest groups in the labour market. It is noticeable that the youngest category of workers (age 16 to 24) are lastly allocated among the self-employed

(2.76%) and the sustained self-employed (2.94%), compared to our group of paid workers (9.98% for the general group of paid workers and 10.76% for the always employees) and the differences are statistically significant between groups. This is conceivable as they necessarily have fewer observations and thus less scope for being observed in self-employment. Whereas, the first cohort of the middle-aged subcategory (age 25 to 39) are the highest among the general employees (40.58%) and the dabbled self-employed (47.94%), and the differences among groups are statistically significant. The second cohort (age 40 to 49) are the highest among the general self-employed (29.92%), and the always employees (45.09%). The older subgroup of workers (age between 50 and 64) are the highest among the general group of self-employed (31.51%), the always employees (28.34%), followed by the sustained self-employed (27.30%), and lastly by the dabbled self-employed (13.68%). For respondents aged 65 and over they are higher in general self-employment than paid employment (3.67% compared to 1.31% in Table 3.A). Oppositely, we find that the highest percentage for workers age 65 and over are the always employees (15.24%), and the lowest for the dabbled self-employed (0.38%), but the differences among these last two are insignificant (Pearson chi-squared p-values equal to 0.467). Also, very few of our sustainers (2.41%) are aged 65 and over. The higher percentage in paid employment for the elderly group of workers can be explained by the phasing out of the retirement age of 65 and the enforcement of the Equality Act for ageism in 2010. The BHPS dataset for the years 1991 till 2008 could not depict that influence; however, its successor the UKHLS for the years 2010 to 2014 outweighs this drawback (gov.uk, 2014; McFall, 2013; D'Arcy and Gardiner, 2014).

What has been shown here is that the general group of self-employed workers are older than the employees in our sample, conforming also with British statistics (D'Arcy and Gardiner, 2014; ONS, 2014), because business start-ups demand more physical and human capital accumulation from individuals, transmitted by the knowledge and abilities gained over time through life and work experience (Taylor, 2004; Meager, 2007;

Dawson *et al.*, 2009). But, when comparing the findings with our division of workers, the results do not match, where the always employees are shown to be older than both subgroups of self-employed, and the dabbled self-employed are the youngest among our division. This is because the always employees are the categorised group of paid workers who we observe more than one-third of the time in paid employment only, hence they are lower in numbers and older than the general/amalgamated group of employees that do not follow this set of criteria. Whereas, for dabblers, we do not see them fully committing to either paid or self-employment jobs.

Health status and disability

Our results show, that respondents reporting good health conditions are the highest among the general group of self-employed (79.21%) and for both subgroups of self-employed (80.64% of sustainers and 79.98% of dabblers) in comparison to paid employees (76.88%) and the always employees (78.78%). However, the differences between the amalgamated group of self-employed and paid workers are insignificant, whereas among our division of workers the Pearson chi-squared p-values are highly significant. This is also confirmed by the lower prevalence of workers who consider themselves as disabled in general self-employment (3.90%) and in both a sustained (3.16%) and dabbling manner (3.93%), compared with general paid employment (4.75%) and always in wage employment (4.44 %), all yielding significant values for the differences.

Educational and Vocational Qualifications

The education level here is set across five levels of attainments; higher degree, A-levels, GCSE, other qualifications and no qualification. Also, an additional dummy variable is included to indicate if workers have any vocational qualifications. In general, the paid workers have a significantly higher percentage for degree achievement compared to the general group of self-employed workers (45.26% for higher degree compared with

43.09% of self-employed workers with higher degree, in table 3.A), where the latter report higher percentages for not holding any qualifications (15.88% of self-employed compared to 13.38% of paid workers), with both differences highly significant at 99% confidence level. Looking at our division, the percentages differ, where dabblers have the highest percentage of higher degree achievement (52.57%, compared to 42.61% for sustainers, and 45.97% for the always employees, in table 4.A), and lowest in reporting not having any qualifications (9.16%, compared to 15.21% for sustainers and 11.06% for the always employees), with both differences significant. A-levels, other qualifications and no qualifications are significantly higher among the sustained self-employed and GCSEs levels among the always employees. As for having vocational qualifications (the skills acquired by the National Occupation Standard), the percentages are equally shared, among our three groups of workers (at 44%).

Work Characteristics

Industry level

Worker's occupation and industry concentration provides an indication of the skill levels each possess (highly skilled, medium skilled or low skilled). For this reason, we convert the industry variable, based on the 2010 Standard Industry Classifications into skills levels (available in table 3.B for the general group of self-employed and 4.B for our division of workers). The highly skilled workers consist of managers, senior officials, professional occupations, associate professionals and technical. The medium skilled are the administration and secretarial work, skilled trades, care, leisure and other services, and the low skilled are workers in sales and customer services, in process, plant and machine operatives, and in elementary occupations.

The results in table 3.B show that our general group of self-employed have a significantly higher percentage in high skilled industry than employees (43.73% compared to 33.03%), where these latter have significantly higher percentage in medium skilled industry (36.01% of paid employees versus 33.01% of self-employed workers) and low skilled work (22.73% of paid employees versus 14.86% of self-employed). Similarly, in table 4.B the percentages in highly skilled jobs are significantly higher for both subgroups of self-employed than the always employees, with dabblers having the highest percentages in highly skilled occupation (44.30% for dabblers, compared to 42.51% for sustainers and 32.99% for always employees). Whereas, the always employees predominate the medium (36.49%) and low skilled (21.40%) industries. This confirms with the findings mentioned in the Eurostat (2014a) statistics in 2013, where the largest occupational group for the self-employed in the UK is professional (24%), followed by craft and related products (22%).

Employ Staff

Looking at the general group of self-employed in our data, only 30.55% employ staff to work. This is also evident for our sustainers with 30.45% of them employing staff, whereas for our dabblers, only 4% are self-employed with employees. We further look at the nature of work in self-employment and find that the highest percentage of self-employed in our study report that they work for self-employed members (40.72%), or own business (33.07%) and just a very few own and work at the same time (1.89%). This is also evident for both subgroups of self-employed and the differences for the Pearson chi-squared test are all significant; but we do not rely much on this variable as the percentage of missing responses are very high.

Second Jobs and Work satisfaction

In our sample, the percentage of workers with second paid jobs is significantly higher among the general group of paid workers than with the self-employed (22.79 % compared to 9.58%). But the results do not match with the summary statistics found in table 4.B for our division of workers. The always employees report the lowest percentages in having second paid jobs (7.90%), whereas dabblers have the highest percentages (12.91%).

Looking at work satisfaction, the self-employed in general report higher work satisfaction than paid workers (87.185 compared to 81.99%). This is also evident for our sustainers (87.65%), whereas dabblers and always employees report the same levels of satisfaction (82%).

Household Characteristics

Marriage, spouse employment, children, dependence and care

The housing structure plays an important role in determining how self-employment is viewed. Marriage or cohabiting is significantly more prevalent for the self-employed (82.29%), and for our group of sustainers (81.45%) and dabblers (79.54%), but the employees report a significantly higher percentage for working spouses or partners (62.99% compared to 61.30% for self-employed workers), whereas in our division the dabblers have the highest percentage (65.82%), followed by the always employees (64.79%) and lastly by the sustainers (61.85%). The self-employed in general and the sustained and dabbled self-employed report a significantly higher percentage in having children, however the general paid workers and always employees report a significantly higher percentage in having dependent children under the age of 16 and taking care of other household members.

House Tenure

The housing tenure is very informative on the owner's physical capital and wealth. The house ownership outright is the highest among the self-employed in general (24.83%), and for the sustained self-employed (23.04%), with all differences between groups significant, hence suggesting that these latter are better off than wage earners and dabblers with respect to home ownership. Whereas ownership with mortgage and renting is significantly higher among the paid workers (65.86% and 19.47%, respectively), reflecting stricter financial commitments than the self-employed. This is also evident for the dabbled self-employed with owning with mortgages (74.9050 and the always employees with renting properties (18.48%), with all differences significant.

Parental Background

Fathers and Mothers Self-employed

Looking at parents' background information in table 3.D, our findings show that the self-employed in general report significant higher percentages than paid workers of having previously working fathers and mothers as self-employed (24.77% self-employed fathers and 7.25% self-employed mothers for the self-employed). This is also evident for our group of sustainers, but the percentages gradually decrease for the dabbled self-employed and are significantly the lowest for the always employees.

Fathers' and Mothers' Educational Qualifications

Finally, looking at parents' previous educational background, the self-employed have significantly higher percentages for fathers and mothers with university degrees. This is also the case for sustained self-employed fathers and dabbled self-employed mothers. Both variables on parental educational status suffer from high percentages in missing responses, thus we restrain from using these two variables.

Correlation and Significance

The Variance Inflation Factors (VIF) method is used to measure the increased variances of the independent parameters caused by the complex design of weighted, clustered and stratified survey estimates (Liao and Valliant, 2012). A value of VIF exceeding 10 is a sign of serious multicollinearity requiring correction by removing the violating predictors from the model.

The VIF values for the explanatory variable shown in the summary statistics tables do not show any concern of larger inflated variances between coefficients. They are lower than 6 and on average less than 2, except for the variables explaining the nature of self-employment and indicating if the self-employed employ workers. For this reason, we decided to exclude these two variables from the analysis and are unable to check the nature of work in self-employment, whether the self-employed employ workers or not. The Pearson χ^2 -test statistics have significant association between all categorical variables used and the dependent outcome. This provides further validation on the use of these particular variable in our analysis.

Table 3.A: Descriptive statistics (Employees and self-employed)

	Employees (15,285 respondents)	Self-employed (2,601 respondents)	VIF	Pearson X ² test
Variables	Percentages	Percentages		self-employed vs employees p-val.
<i>Individual Characteristics</i>				
<i>Gender</i>			1.60	
Male	48.60%	75.91%		0.000
Female	51.40%	24.14%		0.000
<i>missing</i>	0.00%	0.00%		
<i>Ethnicity</i>			5.09	
White	97.31%	97.03%		0.000
Non-White	2.53%	2.92%		0.000

<i>missing</i>	0.16%	0.05%	0.220
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<i>Country of Origin</i>			4.97
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UK	95.31%	93.84%	0.000
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Non-UK	4.69%	6.16%	0.000
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<i>missing</i>	0.00%	0.00%	
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<i>Language</i>			1.36
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English	84.72%	83.08%	0.000
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Non-English	2.30%	3.91%	0.000
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<i>missing</i>	12.98%	13.01%	0.001
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<i>Age</i>			1.34
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16-24	9.98%	2.76%	0.000
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25-39	40.58%	32.14%	0.000
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40-49	26.63%	29.92%	0.000
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50-64	21.50%	31.51%	0.000
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65+	1.31%	3.67%	0.000
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<i>missing</i>	0.00%	0.00%	
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<i>Health status</i>			1.16
Good	76.88%	79.24%	0.232
Fair	17.94%	16.65%	0.058
Poor	4.96%	3.99%	0.003
<i>missing</i>	0.22%	0.12%	0.000
<i>Disable</i>			1.03
Yes	4.75%	3.90%	0.000
No	95.34%	96.09%	0.000
<i>missing</i>	0.01%	0.01%	0.047
<i>Educational Qualifications</i>			4.25
Higher degree	45.26%	43.09%	0.000
A-levels	12.09%	12.28%	0.952
GCSEs	20.37%	19.61%	0.088
Other qualifications	8.04%	8.82%	0.072
None	13.38%	15.88%	0.000
<i>missing</i>	0.86%	0.31%	0.000

Vocational Qualifications			1.62
Yes	42.21%	43.24%	0.004
No	56.44%	56.10%	0.000
missing	1.35%	0.67%	0.000

Table 3.B: Descriptive statistics (Employees and self-employed)

Variables	Employees (15,285 respondents)	Self-employed (2,601 respondents)	VIF	Pearson X ² test
	Percentages	Percentages		self-employed vs employees p-val.

<i>Work Nature</i>				
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<i>Industry Levels</i>			1.10	
High skilled	33.03%	43.73%		0.000
Medium skilled	36.81%	33.01%		0.000
Low skilled	22.73%	14.86%		0.000
<i>missing</i>	7.43%	8.40%		0.000
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<i>Employ staff</i>			23.82	
Yes	0.00%	30.55%		0.000
No	0.00%	69.16%		0.000
<i>missing</i>	100.00%	0.29%		0.000
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<i>nature of self-employment</i>			23.61	
Own business	0.00%	33.07%		0.000
Partner in a business	0.00%	11.65%		0.000
Work for self-employed	0.00%	40.72%		0.000
Both own and work	0.00%	1.89%		0.000
Subcontractor	0.00%	6.15%		0.000

Freelancer	0.00%	4.43%	0.000
Other	0.00%	2.04%	0.000
<i>missing</i>	100.00%	0.05%	0.000

Second paid job 6.35

Yes	27.79%	9.58%	0.000
No	72.14%	90.33%	0.000
<i>missing</i>	0.07%	0.09%	0.000

Work satisfaction 2.15

dissatisfied	10.52%	6.68%	0.000
neither	7.49%	5.92%	0.000
satisfied	81.99%	87.18%	0.447
<i>missing</i>	0.09%	0.22%	0.000

Total waves in unemployment and/or inactivity 1.17

0	49.12%	57.85%	0.000
1	14.27%	11.67%	0.000
2	7.98%	6.72%	0.000

3-8	19.27%	14.49%	0.000
8+	9.36%	9.26%	0.197

Table 3.C: Descriptive statistics (Employees and self-employed)

	Employees (15,285 respondents)	Self-employed (2,601 respondents)	VIF	Pearson X ² test
Variables	Percentages	Percentages		self-employed vs employees p-val.
<i>Household Characteristics</i>				
<i>Married /Cohabiting</i>			2.18	
Yes	74.77%	82.29%		0.000
No	25.19%	17.49%		0.000
missing	0.04%	0.22%		0.000
<i>Spouse/Partner employed</i>			1.76	
Yes	62.99%	61.30%		0.000

No	12.14%	21.27%	0.000
<i>missing</i>	24.93%	17.40%	0.000

Has Children 2.26

Yes	38.90%	41.13%	0.000
No	61.14%	58.87%	0.000
<i>missing</i>	0.00%	0.00%	

Responsible for dependent child under age of 16 2.56

Yes	20.70%	11.25%	0.366
No	79.33%	88.83%	0.000
<i>missing</i>	0.00%	0.00%	0.000

Care for other household members 1.76

Yes	3.62%	3.56%	0.000
No	86.96%	86.46%	0.000
<i>missing</i>	9.43%	9.98%	0.146

Housing tenure 1.35

Own house outright	14.74%	24.83%	0.000
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Own house mortgage	65.48%	60.82%	0.000
Rent	19.47%	14.01%	0.000
<i>missing</i>	0.31%	0.34%	0.000

Table 3.D: Descriptive statistics (Employees and self-employed)

Variables	Employees (15,285 respondents)	Self-employed (2,601 respondents)	VIF	Pearson X ² test
	Percentages	Percentages		self-employed vs employees p-val.
<i>Parents background</i>				
<i>Father employment history</i>			1.38	
Employee	69.41%	61.82%		0.00

Self-employed	13.48%	24.77%	0.00
<i>missing</i>	17.11%	13.41%	0.00
<hr/> <i>Mother employment history</i>			1.15
Employee	47.57%	40.03%	0.00
Self-employed	3.83%	7.25%	0.00
<i>missing</i>	48.61%	52.82%	0.00
<hr/> <i>Father educational qualifications</i>			3.96
University degree	34.63%	36.50%	0.00
Further education	13.44%	14.07%	0.21
<i>School qualifications</i>	20.85%	18.92%	0.00
None	4.85%	5.85%	0.00
<i>missing</i>	26.23%	24.66%	0.00
<hr/> <i>Mother educational qualifications</i>			4.01
University degree	39.52%	40.57%	0.01
Further education	21.19%	20.78%	0.00
<i>School qualifications</i>	12.06%	12.31%	0.07

None	2.95%	2.91%	0.40
<i>missing</i>	24.28%	23.43%	0.42

Table 4.A: Descriptive statistics

Variables	Sustained self- employed (1,146 respondents)	Dabbled self- employed (1,149 respondents)	Always employees (9,362 respondents)	VIF	Pearson	X ²	test
					Sust	vs	Sust vs
					Dabb		Emp
	Percentages	Percentages	Percentages		P-val.		P-val.
<i>Individual Characteristics</i>							
<i>Gender</i>				1.04			
Male	80.83%	68.45%	51.04%		0.000	0.000	0.000
Female	19.17%	31.55%	49.06%		0.000	0.000	0.000

<i>missing</i>	0.00%	0.00%	0.00%			
<hr/> <i>Ethnicity</i>				1.12		
White	96.75%	97.23%	97.81%	0.000	0.000	0.461
Non-White	3.25%	2.77%	2.09%	0.900	0.000	0.000
<i>missing</i>	0.00%	0.01%	0.11%	0.000	0.000	0.000
<hr/> <i>Country of Origin</i>				1.01		
UK	93.82%	94.49%	95.83%	0.281	0.000	0.000
Non-UK	6.18%	5.51%	4.27%	0.281	0.000	0.000
<i>missing</i>	0.00%	0.00%	0.00%			
<hr/> <i>Language</i>				1.36		
English	78.78%	90.28%	79.86%	0.000	0.045	0.000
Non-English	5.00%	2.28%	2.13%	0.000	0.000	0.000
<i>missing</i>	16.22%	7.44%	18.01%	0.000	0.000	0.000
<hr/> <i>Age</i>				1.34		
16-24	2.94%	8.17%	10.76%	0.000	0.000	0.000
25-39	35.35%	47.94%	10.76%	0.000	0.000	0.000

40-49	32.00%	29.82%	45.09%	0.365	0.000	0.000
50-64	27.30%	13.68%	28.34%	0.000	0.000	0.467
65+	2.41%	0.38%	15.24%	0.000	0.000	0.214
<i>missing</i>	0.00%	0.00%	0.57%			

<i>Health status</i>				1.16		
Good	80.64%	79.98%	78.78%	0.000	0.000	0.000
Fair	15.50%	16.43%	16.66%	0.000	0.002	0.000
Poor	3.79%	3.50%	4.46%	0.000	0.854	0.000
<i>missing</i>	0.07%	0.09%	0.10%	0.000	0.000	0.000

<i>Disable</i>				1.08		
Yes	3.16%	3.93%	4.44%	0.000	0.000	0.000
No	96.83%	96.17%	95.65%	0.000	0.000	0.000
<i>missing</i>	0.01%	0.00%	0.01%	0.000	0.000	0.001

<i>Educational Qualifications</i>				5.25		
Higher degree	42.61%	52.57%	45.97%	0.000	0.700	0.001
A-levels	13.28%	12.54%	12.82%	0.000	0.008	0.001

GCSEs	19.66%	17.55%	21.51%	0.000	0.387	0.001
Other qualifications	9.08%	7.57%	7.73%	0.000	0.000	0.001
None	15.21%	9.16%	11.06%	0.004	0.000	0.001
<i>missing</i>	0.16%	0.61%	0.91%	0.000	0.000	0.001
Vocational Qualifications				1.67		
Yes	44.07%	44.01%	44.28%	0.000	0.008	0.001
No	55.57%	55.36%	54.73%	0.000	0.000	0.001
missing	0.36%	0.63%	0.99%	0.000	0.000	0.001

Table 4.B: Descriptive statistics

Sustained self- employed (1,146 respondents)	Dabbled self- employed (1,149 respondents)	Always employees (9,362 respondents)	VIF	Pearson	X ²	test

				Sust	vs	Sust	vs	Dabb	vs
	Percentages	Percentages	Percentages	Dabb		Emp		Emp	
Variables				P-val.		P-val.		P-val.	
<hr/>									
<i>Work Nature</i>									
<hr/>									
<i>Industry Levels</i>				1.31					
High skilled	42.51%	44.30%	32.99%	0.000		0.000		0.001	
Medium skilled	32.51%	32.67%	36.49%	0.000		0.339		0.001	
Low skilled	15.37%	18.06%	21.40%	0.000		0.000		0.001	
<i>missing</i>	9.62%	4.97%	9.12%	0.000		0.000		0.001	
<hr/>									
<i>Employ staff</i>				20.10					
Yes	30.45%	4.06%	0.00%	0.000		0.000		0.001	
No	57.46%	11.43%	0.00%	0.000		0.000		0.001	
<i>missing</i>	12.09%	84.51%	100.00%	0.000		0.000		0.001	
<hr/>									
<i>nature of self-employment</i>				20.01					
Own business	30.83%	4.24%	0.00%	0.000		0.000		0.001	
Partner in a business	12.11%	1.74%	0.00%	0.000		0.000		0.001	

Work for self-employed	33.20%	6.78%	0.00%	0.000	0.000	0.001
Both own and work	1.61%	0.29%	0.00%	0.000	0.000	0.001
Subcontractor	5.35%	1.31%	0.00%	0.000	0.000	0.001
Freelancer	3.20%	0.68%	0.00%	0.000	0.000	0.001
Other	1.64%	0.45%	0.00%	0.000	0.000	0.001
<i>missing</i>	12.05%	84.50%	100.00%	0.000	0.000	0.001

<i>Second paid job</i>				6.69		
Yes	10.82%	12.91%	7.90%	0.000	0.000	0.001
No	89.07%	86.87%	92.04%	0.000	0.022	0.001
<i>missing</i>	0.11%	0.21%	0.06%	0.000	0.000	0.001

<i>Work satisfaction</i>				1.75		
dissatisfied	6.72%	10.18%	10.39%	0.000	0.000	0.001
neither	5.52%	7.65%	7.49%	0.000	0.000	0.001
satisfied	87.65%	82.07%	82.05%	0.000	0.000	0.001
<i>missing</i>	0.12%	0.10%	0.07%	0.000	0.014	0.001

Table 4.C: Descriptive statistics

Variables	Sustained self- employed (1,146 respondents)	Dabbled self- employed (1,149 respondents)	Always employees (9,362 respondents)	VIF	Pearson	X ²	test
					Sust vs	Sust vs	Dabb
	Percentages	Percentages	Percentages		Dabb	Emp	vs Emp
					P-val.	P-val.	P-val.
<i>Household Characteristics</i>							
<i>Married /Cohabiting</i>				1.73			
Yes	81.45%	79.54%	74.73%		0.000	0.000	0.000
No	18.31%	20.42%	24.72%		0.000	0.000	0.000
<i>missing</i>	0.14%	0.04%	0.55%		0.000	0.000	0.000
<i>Spouse/Partner employed</i>				1.72			
Yes	61.85%	65.82%	64.79%		0.000	0.000	0.000
No	18.90%	13.62%	10.27%		0.000	0.000	0.000

<i>missing</i>	18.35%	20.56%	24.94%	0.000	0.000	0.000
<hr/> <i>Has Children</i>				1.22		
Yes	43.49%	47.83%	40.93%	0.000	0.000	0.000
No	56.51%	52.17%	59.17%	0.000	0.000	0.000
<i>missing</i>	0.00%	0.00%	0.00%			
<hr/> <i>Responsible for dependent child under age of 16</i>				1.09		
Yes	8.91%	15.93%	20.24%	0.000	0.677	0.000
No	91.09%	84.07%	79.76%	0.000	0.000	0.000
<i>missing</i>	0.00%	0.00%	0.00%	0.000	0.000	0.000
<hr/> <i>Care for other household members</i>				1.84		
Yes	3.03%	2.47%	3.22%	0.000	0.000	0.000
No	86.13%	88.89%	87.71%	0.000	0.000	0.000
<i>missing</i>	10.84%	8.64%	9.07%	0.000	0.000	0.000
<hr/> <i>Housing tenure</i>				1.35		
Own house outright	23.04%	10.60%	11.57%	0.000	0.000	0.000
Own house mortgage	62.65%	74.90%	69.62%	0.000	0.000	0.000

Rent	13.95%	14.28%	18.48%	0.000	0.000	0.000
<i>missing</i>	0.36%	0.22%	0.33%	0.000	0.000	0.000

Table 4.D: Descriptive statistics

Variables	Sustained self- employed (1,146 respondents)	Dabbled self- employed (1,149 respondents)	Always employees (9,362 respondents)	VIF	Pearson	X ² test
					Sust vs Dabb	Sust vs Emp
	Percentages	Percentages	Percentages		vs Dabb	vs Emp
					P-val.	P-val.
<i>Parents background</i>						
<i>Father employment history</i>				1.22		
Employee	59.87%	66.64%	69.90%		0.000	0.000

Self-employed	26.68%	18.20%	13.33%	0.000	0.000	0.000
<i>missing</i>	13.45%	15.16%	16.77%	0.901	0.000	0.000
<i>Mother employment history</i>				1.11		
Employee	40.42%	47.80%	50.10%	0.000	0.000	0.001
Self-employed	7.28%	6.55%	3.56%	0.000	0.000	0.001
<i>missing</i>	52.30%	45.65%	46.34%	0.000	0.000	0.001
<i>Father educational qualifications</i>				4.42		
University degree	33.62%	31.60%	30.77%	0.000	0.000	0.000
Further education	14.07%	16.27%	13.03%	0.000	0.000	0.000
<i>School qualifications</i>	18.47%	26.30%	19.34%	0.000	0.001	0.000
None	6.66%	6.07%	4.44%	0.000	0.000	0.000
<i>missing</i>	27.19%	19.77%	32.43%	0.000	0.000	0.000
<i>Mother educational qualifications</i>				4.49		
University degree	35.30%	37.81%	34.42%	0.000	0.000	0.000
Further education	21.74%	27.03%	21.36%	0.000	0.036	0.000
<i>School qualifications</i>	12.56%	15.26%	10.88%	0.000	0.000	0.000

None	3.11%	2.80%	3.04%	0.000	0.079	0.000
<i>missing</i>	27.29%	17.10%	30.30%	0.000	0.000	0.000
