

Parental Rights Survey 2019

(Formerly the Maternity and Paternity Rights Survey series)

Technical report

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1. Introduction

This technical report focuses mainly on the approach taken for the 2019 Parental Rights study (formerly Maternity and Paternity Rights Survey). The main findings of the study can be found in the Parental Rights Survey (2019) report.

Background to the survey

The Parental Rights Survey (2019), previously titled the Maternity Rights Survey; as well as the Maternity and Paternity Rights Survey, has been monitoring the take-up of maternity benefits and mothers' decisions relating to childcare and employment following the birth of the child since the late 1970s. Earlier surveys monitored mothers' employment behaviour at a time of rapid change in the labour market and in particular a significant increase in maternal employment. More recently, there have been much smaller changes in the level of maternal employment.

The nature of the survey has changed over time to reflect societal shifts and changes to legislation, and over time has expanded to incorporate interviews with fathers to understand in greater detail their experience of leave and the impact on employment decisions.

This research continues and builds upon the series of surveys undertaken over the last 40 years exploring parents' experience of taking family leave, returning to work after such periods of leave, and the impact of policies which underpin their associated employment rights.

Since the last iteration of the survey, there have been changes to Government policy surrounding parental leave, particularly following the introduction of Shared Parental Leave (SPL) and Statutory Shared Parental Pay (ShPP). These provisions came into effect in relation to children whose expected week of birth begins on or after 5th April 2015. The system was intended to replace Additional Paternity Leave and provide greater equality in the workplace. Under SPL, up to 50 weeks of leave and up to 37 weeks of pay are potentially available to eligible parents. It also allows parents the flexibility to take leave in blocks separated by periods of work, or take it all in one go, as well as the possibility for both parents to be off work together or to stagger the leave and pay.

The Parental Rights Survey (2019) benchmarks these key policy changes and collects additional information on the way parents have used Shared Parental Leave, their rationale for doing so, their experience in general, and the positives and negatives that they may have encountered.

We set out to measure the take-up of Shared Parental Leave as well as enablers and any barriers. In particular, new questions for this iteration of the survey seek to gauge awareness of the policy, ask those who decided to take alternative forms of parental leave their perceptions of SPL and the potential negatives and positives, as well as understanding their reasons for not taking this form of leave.

Additionally, from 2014, every employee gained the right to request flexible working, which had previously only been available for carers or people who look after children. The Parental Rights Survey therefore seeks to understand the availability of different forms of flexible working, both before and after the baby's birth, and form a baseline to understand attitudes towards flexible work and the availability of particular family-friendly policies. In 2014, fathers or the pregnant woman's partner gained the legal right to take unpaid time off work to attend antenatal appointments, and as a result, questions have been added to gauge awareness and take-up of

this right. The survey also hoped to provide a more comprehensive baseline in relation to fathers, who were asked a much more expansive set of questions in this iteration of the survey.

The Parental Rights Survey was carried out in the summer of 2019. The survey was commissioned by the Department for Business, Energy and Industrial Strategy (BEIS) and the Government Equalities Office (GEO), with input from the Department for Work and Pensions (DWP) and the Department for Education (DfE). It was carried out by BMG Research with expert advisers from the Institute for Employment Studies.

Survey objectives

The aims of the 2019 Parental Rights Survey were to:

- Monitor take-up of maternity and paternity benefits and how this has changed;
- Understand the impact of key legislative changes in parental rights since 2009-10, including the introduction of Shared Parental Leave and Pay (SPL&P) and rights for fathers and partners to attend antenatal appointments;
- Examine the factors contributing to parents' decisions in this area and the factors that enable women to remain in work;
- Explore parental attitudes towards childcare responsibility and how this has changed;
- Provide a detailed, statistically representative, up-to-date picture of mothers' experiences and take-up of maternity rights and benefits;
- Examine changes in mothers' engagement and experience in the labour market prior to, and following, the birth of their child;
- Track changes (if any) for mothers since the 2009/10 survey;
- Identify differences in take-up and eligibility across key demographic, socioeconomic and occupation groups, and how these have changed (if at all) since 2009/10;
- Provide a detailed, statistically representative and up-to-date picture of fathers' take-up of Paternity Leave and Paternity Pay in order to collect robust data on the various provisions for fathers during and after the mothers' pregnancies;
- To track any changes (if any) for fathers since the 2009/10 survey;
- To explore the attitudes of both mothers and fathers on sharing childcare responsibilities.

2. Sample Design and Selection

The principal objective of the 2019 Parental Rights Survey was to interview a representative sample of c. 2,000 mothers and c. 1,000 fathers (or second parents) of children born between May and September 2017 (so aged approximately 12-18 months), producing results that are as accurate as possible, for a wide number of survey stakeholders, under reasonable technical and resourcing constraints.

There have been changes to the sampling frame used for previous waves of the survey since the introduction of a Higher Income Child Benefit Charge. As a result, a combination of the Child Benefits Register (CBR) and Royal Mail's Postcode Address File (PAF) was used to ensure full coverage of parents in Great Britain with a child aged 12-18 months. Sampling was conducted in early 2019 using a multi-stage stratified random probability sampling approach.

We are confident that the sampling has allowed the best possible chance for a robust and non-biased sample of mothers and fathers of children born between 29th May and 30th September 2017 was achieved prior to the fieldwork stage.

The main sample

For the main bulk of the 2019 Parental Rights Survey sample the process was very similar to that taken in 2009/10. Following a two-stage selection procedure (detailed below) pre-fieldwork sample checks were taken to ensure there were no systematic errors in the sample to be worked.

Only mothers (biological and adoptive) of children born between 29th May and 30th September 2017 (inclusive) who had worked in the previous 12 months were eligible to take part in the mothers' survey. Eligible mothers cannot be identified on the sampling frame, so screening questions verified eligibility by interviewers as they visited addresses.

Main Sample Selection - Step 1

The first stage of sampling was carried out in partnership by HMRC and BMG Research. HMRC supplied BMG with a file of all postcodes with the number of eligible recipients (i.e. children born between 29th May and 30th September 2017) on the CBR matched to each postcode. Roughly 225,000 claimants were present on the register. The records we received from CBR were all registered, including those in receipt and not receiving child benefit. This represents the sector in our sample frame.

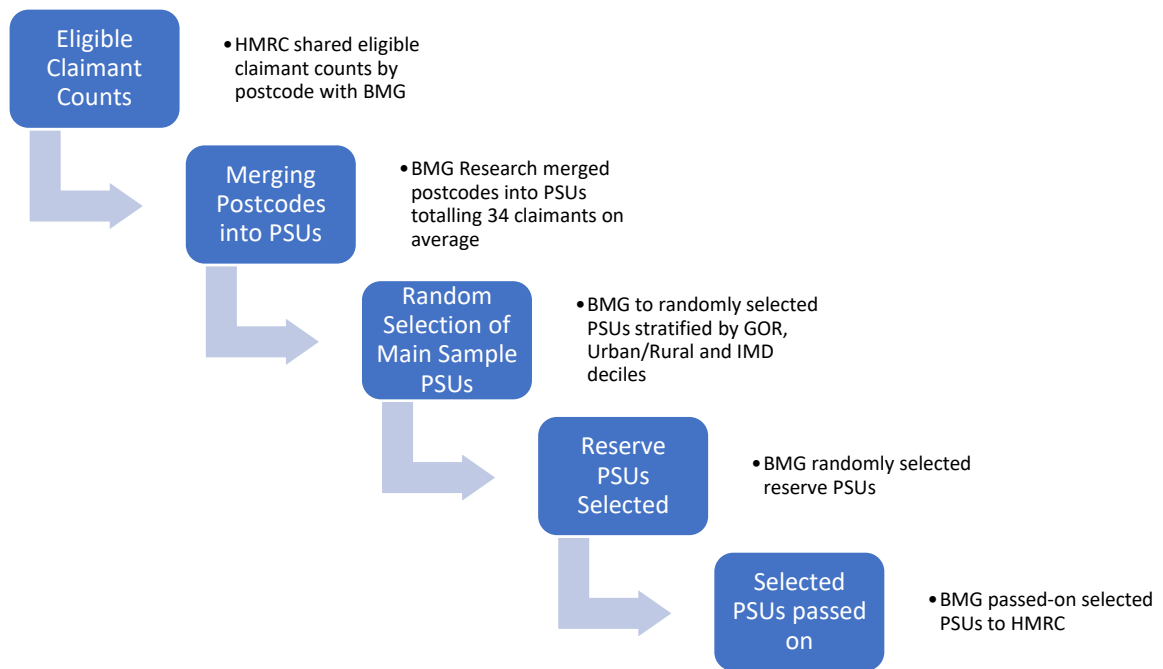
In a similar way to the approach in 2009/10, the research team at BMG then took the postcodes supplied and merged them together with their nearest neighbours to create Primary Sampling Units (PSUs).

The sectors were then merged together until the number of eligible claimants per PSU was around 34 on average. In 2009/10 this figure was 36 per PSU however given that we expect there to be approximately an 8% shortfall of households in 2019, the figure was rounded-up to 34 from 33.1 (i.e. 36×0.92).

Once the clustering was complete, BMG drew 177 Primary Sampling Units (PSUs) at random with equal probability of selection (stratified at 1 in n with a random seed). This will mean that around just over 6,000 eligible households were selected into the final main sample.

A reserve sample of 177 PSUs was also drawn at this stage. All PSU selections were selected by a systematic random approach, with key stratification variables; region, urban/rural classification and IMD decile. BMG then passed the postcodes from the selected PSUs back to HMRC.

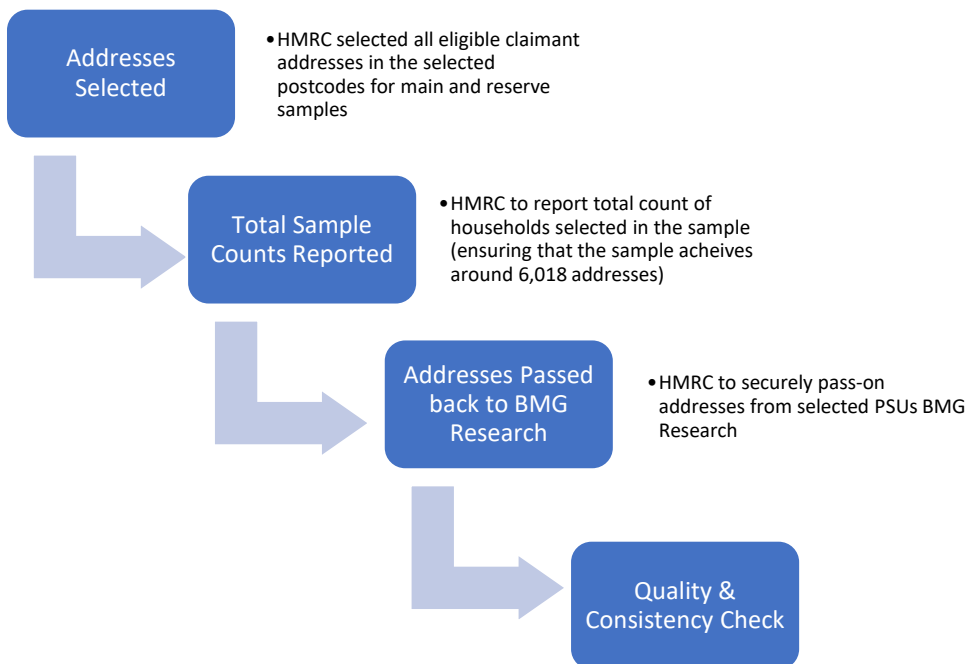
Figure 1: Sample Selection Stage 1



Main Sample Selection - Step 2

For the second stage of the Main sample selection HMRC extracted all recipients claiming Child Benefit for children born in the eligible birth range, May 29th to September 30th, 2017, from the postcodes supplied by BMG.

Figure 2: Sample Selection Stage 2



Consistency checks confirmed that the sample was correct, and so addresses were prepared for fieldwork.

The fathers' (or second parents') sample

In 2009/10 the fathers' survey was run in addition to the mothers' survey and was conducted entirely by telephone. The original sample of fathers was selected as a subset of the completed mothers' interviews and was designed to achieve 1,000+ interviews with fathers. Fathers were eligible for the survey if they were working at the time of baby's birth.

The approach taken in 2019 was gender neutral, meaning that same-sex couples could be included in the survey. In the interest of comparability, parents who are not biological or adoptive mothers are referred to as 'fathers' throughout the remainder of this document (although parents self-identify their relationship to the child in the survey).

In 2019, the survey took a mixed-mode approach, with fathers choosing to complete the survey via a mode most convenient for them. Fathers were eligible for the survey if they were employed at the time of the child's birth and resided with the child. The benefits of the mixed mode approach include increased flexibility whereby fathers could be interviewed face-to-face where they were present and the mother was not, or by phone if preferable. This also allowed mothers the option to be interviewed by phone.

It was planned that the majority of interview modes to be in line with 2009/10; however, provision was made for a maximum of 300 father interviews to be conducted using a face-to-face approach (and 300 mothers to be interviewed by phone). This aimed to help to reduce potential artificial barriers to participation and allow the potential for analysis of the effects of modal changes to this survey to help inform decisions about the survey method in the future.

In-field changes to the fathers' sample

Over the course of this research it was observed that the number of father contact details being made available for telephone contact was fewer than expected. The reasons for this were explored by BMG with some provisional measures being introduced to address this (including allowing interviewers to complete father interviews face-to-face where the parent was present at the time of the mother interview and willing to participate). Additionally, it was harder to reach fathers on the 'phone compared with 2009.

It was identified that the shortfall in father contact details was related to high interview achievement rates amongst eligible mothers, meaning significantly fewer 'ineligible' mothers were being encountered and contact details for their partners obtained. Indicatively, it is believed that the lower levels of ineligibility amongst mothers was a knock-on effect of higher employment rates for mothers in 2019 compared to 2009/10. The following table shows the extent of this when reviewed in September 2019, with available contacts for father interviews being significantly lower in 2019.

Table 1: Fathers' sample

	Interviews completed	Sample issued	Screen outs - Parent 1 (Mother) ineligible	% of sample issued screen-outs	Parent 2 only details collected (Father) eligible
2009	1,492	4,937	1,448	29%	869 (est.)

2010	727	1,841	257	14%	154 (est.)
2019	1,347	4,823	126	2.6%	73

It was agreed with BEIS that BMG would utilise several measures to prevent any significant shortfall in the fathers' sample. This included:

- Interviewing a higher number of fathers face-to-face when they were at the home or making an appointment to return. This aimed to reduce any drop-out in the main sample between contact details being collected and the telephone follow-up.
- It was also discussed that additional interviews may be undertaken using the approach agreed in the fathers' 'boost' sample, given this followed the same sampling approach as the core sample. However, this approach was not utilised to a large extent as fieldwork was required to end due to the introduction of a pre-election period following the announcement of the 2019 General Election.

It was agreed that the above approach was appropriate as it would not weaken the quality of the data collected, and moreover may strengthen it given:

- The approach would likely yield a higher number of matched parent interviews.
- Face-to-face interview approaches typically collect higher quality data and are often preferred to CATI approaches.

The Higher-Income Household sample

In 2009/10 the sample for the Maternity and Paternity Rights Survey (MPRS) was drawn from Child Benefit Register (CBR).

Since early 2013, Child Benefit is no longer available to all parents. Changes to the rules which came into effect at the start of 2013 reduced or eliminated the entitlement for households at the higher-end of the income distribution. Families where one parent is earning more than £50,000 a year are no longer able to claim the total amount of Child Benefit and a High-Income Child Benefit Tax Charge is applied. For people with an annual income of more than £60,000, the tax charge is 100% of the amount of Child Benefit. For incomes of between £50,000 and £60,000, the charge is gradually increased to 100% of the benefit.

Families have a choice to either continue receiving the benefit and then register for self-assessment in order to repay what they receive or opt-out of receiving Child Benefit, meaning that they do not have to complete self-assessment. The decision to stay in or opt out of receiving Child Benefit payments is up to families and given that there may be a slight financial advantage to holding onto the benefit, some parents on higher incomes may choose to do so.

The implication of these changes was that the Child Benefit register is now not a sampling frame that extends to the entire population of parents of children born between 29th May and 30th September 2017. Also, given that families can choose to opt-out or continue to claim the benefit, this meant that the impact on the representativeness of the register for higher incomes is different across the higher-end of the income distribution and for different occupations, but largely unknown.

Data is not available for the exact proportion of households who have dropped-off the register, but estimates suggest that the register will have lost around 8% coverage of families, nearly all of whom will be households with a high earning parent. This means that, of the 2,000 households to be surveyed, we could expect around 160 or more, to have fallen-off the Child Benefit register due to changes to Child Benefit rule, all of whom are likely to have at least one high-earning parent.

Initial plan for covering higher income households

The initial sampling plan included a boost to cover the approximately 8% of higher income households that it was estimated would not appear on the Child Benefit register. This involved ranking all 217,759 Output Areas (OAs) in Great Britain by their Indices of Multiple Deprivation (IMD) and selecting the least deprived 8%. Then after stratification by GOR and Urban/Rural classification, a 1 in n systematic sample would be selected.

In total we aimed to achieve 160 higher-income household mothers' surveys, and from those we could expect to conduct just under 100 higher-income household fathers' surveys.

In-field adaption of higher income household sampling

In parallel, the income of households being interviewed via the main sample frame was monitored closely by BMG during the fieldwork period and it was identified that a higher number of eligible higher income households were present in the sample than was initially anticipated. This may be for a combination of reasons e.g. HMRC including details for those registered on the Child Benefit register not in receipt of the benefit, and a high number of higher income households choosing to receive Child Benefit and repay it at a later date.

Projected fieldwork completion rates indicated the 210 required households to achieve these interviews could be found within the core sampling method, as such it was agreed with BEIS that further higher income top-up would not be required.

Shared Parental Leave sample

To support the evaluation of the Shared Parental Leave and Pay (SPL&P) policy, the survey included an additional sample of a minimum of 200 additional interviews with parents who have taken this option to allow more detailed analysis of this subgroup; helping to provide robust information to inform understanding of people's motivations, characteristics, considerations, and enablers when accessing this. At the time of sampling there were approx. 285,000 households eligible for SPL&P, but only a very small fraction of these (low estimate of circa 2%; ~5,200 in population) were utilising the scheme. The low incidence of this group made most fieldwork and screening exercises impractical without access to external databases for highly targeted operations.

Given that this was the first wave of research with this group, it was agreed the sampling approach should not be bound by existing sampling frames, so a boost could be achieved using a combination of methods to identify and engage this group. The methods explored for possible use included:

- Identifying respondents through the core sample (incidence such that we expected less than 50 interviews achieved in this way).

- Identifying respondents through use of recruitment through online panels (approximately 50-75 interviews expected to be achieved in this way).
- Mail-out to recipients of Shared Parental Pay (identified via HMRC records) inviting them to opt-in to the research (maximum of 100 interviews expected to be achieved in this way).
- Snowballing and recommendations via respondents who have taken SPL e.g. colleagues who have also take this leave (incidence expected to be low; fewer than 50 interviews achieved in this way).

Given the low population numbers of parents with a child born in the period of interest who have taken SPL, setting quotas for this group (e.g. based on income or other characteristics) would be challenging and likely lead to a low response rate.

Following exploration of the above options and discussions with HMRC the following was agreed to enable contact with recipients of SPL&P:

- Addresses would be provided by HMRC for all SPL&P recipients who had a child between January and December 2017 (extending the sampling period to maximise responses while ensuring sufficient levels of recall were possible).
- Contact details were received for 1,683 households, 53 of whom appeared in the core sample.
- Letters would be sent to all parents meeting the above criteria asking them to contact BMG if they were interested in taking part and to arrange a telephone interview at a convenient time.

3. Questionnaire development

The mothers' questionnaire was based to an extent on the 2009/2010 questionnaire. Questions that were added to the questionnaire for 2019 were reviewed by an expert panel. The fathers' questionnaire involved more development, particularly to bring it more in line with the mothers' questionnaire and was subjected to cognitive testing. Additional questions were added to reflect the introduction of Shared Parental Leave since the previous iteration of the questionnaire; this was also subjected to cognitive testing with parents who had taken Shared Parental Leave.

The changes to the questionnaire sought to ensure the survey was fit for purpose in the 2019 context, maximise the level of insight that can be provided for different respondents through the inclusion of additional questions, and to act as a baseline for questions in future waves of the research.

Overview of questionnaire content

The main sections of the 2019 questionnaire were:

Table 2: Questionnaire coverage

Section	Coverage of questions
Demographics and eligibility	Household composition, demographic details, employment and leave taken, health, education
Childcare	Childcare used for the baby
Employment before baby was born	Employment history including detailed information about the last job before the baby was born and also details of the job just before the oldest child was born (if applicable)
Employment after the baby was born	Detailed information about jobs after the baby was born
Taking time off work to have the baby	Details about the type of leave taken and KIT/SPLIT days
Maternity Pay	Type, length and amount of Maternity Pay received
Influences on work decisions	Factors that may have influenced mothers who had not returned to work to stay at home
Gender role attitudes	Views on gender roles
Family finance and final question	Benefits received, household income, happiness
Partner's work and contact	Partner's work and contact details

Questionnaire; additions, changes and removals

The 2019 questionnaire was based on the 2009 questionnaire to maintain comparability. However, many new questions were added to the 2009 questionnaire to take account of policy changes between the two surveys and new information needs, in particular relating to the

introduction of Shared Parental Leave. Additionally, routing was changed so that fathers were asked a much more detailed set of questions into their employment situation before and after the baby's birth to provide a more comprehensive base of information. These changes reduced the differences between the mothers' and fathers' versions of the questionnaire, and it is therefore inappropriate to separate this into a mothers' and a fathers' version as has been done in previous iterations of the survey.

Any amendments went through due process:

- Questionnaire changes were reviewed by an expert panel
- Cognitive testing was performed on the new Shared Parental Leave questions
- The final survey went through a pilot stage before going 'live.'

The following questions/sections were new or changed substantially:

- A variety of questions were added on employment at the time the first child was born, where respondents had an older child. This matched the questions that were asked about the employment situation before and after the baby's birth. It included SIC, SOC, normal gross pay, supervisory roles, and contracted hours.
- Whether the mother was eligible for Maternity Allowance was added.
- Time period for questions about employment prior to birth changed to 10 months. Order changed to help flow. Edits to clarify the situation for adoptive parents, those taking Shared Parental Leave, and those who may have had more than one job at any one time.
- New questions were added about employment before the baby was born to ascertain the respondent's status as an employee, self-employed, or a worker. This includes questions on the payment structure, the description(s) that applied to their situation, and whether or not the job was permanent. These descriptions would affect the routing of subsequent questions.
- Various questions were expanded to be asked of fathers and those with a 'worker' status.
- A classification of the organisation the respondent worked for as either a profit seeking organisation, a charity or voluntary sector organisation or a social enterprise, a local government financed body, or a central government financed body.
- The list of options respondents could select from regarding which types of support employers offer to employees was changed, to include flexible working, breastfeeding areas, SPL blocks, and an hour or two off during working hours to attend to personal or family matters.
- New questions were added to monitor awareness and take-up of the right for fathers or the pregnant woman's partner to unpaid time off in order to attend up to two antenatal appointments.
- The form of leave the respondent considers to be the main type they took when the baby was born was added.

- An additional question was included exploring the factors influencing the decision of which type of leave to take.
- A specific section for those taking Shared Parental Leave was added. Some questions were adapted from the questions previously asked of those on Paternity Leave with new questions relating to the number of blocks and whether this was taken at the same time as the partner. These questions also covered pay.
- New questions were added on the experience and impact of leave taken, including the reasons for not taking up the full leave entitlement (where applicable), the factors helping them take up the leave they took, the positive and negative consequences of taking that particular form of leave, and whether they would recommend taking that form of leave.
- Other questions on Shared Parental Leave were introduced for those who did not take it. These covered the extent to which respondents were aware of the policy, and what was offered by the employer, whether SPL would provide parents with greater flexibility, the perceived positive and negative consequences of taking SPL, whether the respondent thought about or discussed taking SPL, and why they did not take up that option.

Various changes to the questionnaire were made to clarify the meaning of questions, or the time period being asked about.

With all these new additions, it was also required to reduce some of the list options in order to maintain an acceptable interview length.

It should be noted that the CATI version of the questionnaire very closely matches the CAPI version, and these changes will be applicable across both methods, though slight adaptations were made to the CATI version so that the wording would be appropriate.

Further details of questionnaire changes are given below. The full 2019 questionnaire can be found in the appendices.

Introductory questions

Those who did not take any statutory leave when the baby was born were asked the reason why, in order to gather evidence around that subject and understand the rationale for such a decision.

Why did you not take any statutory leave when INSERT BABY'S NAME was born?
<ol style="list-style-type: none">1. I wasn't entitled to leave2. I didn't know whether I was entitled to leave / I did not understand what was available3. I couldn't afford to (e.g. leave was paid at a low rate)4. I didn't need to because work patterns fitted in with the birth5. I was too busy at work6. I felt uncomfortable asking my employer for this leave7. I was concerned about potential stigma of taking time off (career impact/negative consequence)8. Child's other parent didn't need me to be at home9. I did not think it was my role to spend time at home when the baby was born10. I took annual leave instead11. I took all that I needed to12. I took another type of leave (PLEASE SPECIFY)13. Other (PLEASE SPECIFY)14. Don't know15. Prefer not to say

Education and qualifications

In order to save time, a question asking for the level, subject, title and awarding body of the respondent's highest level of qualification was removed, as any differences according to qualification type can be captured using the previous question which asked for the respondent's highest level of qualification.

Childcare used

Various potential sources of childcare were removed from the question asking about the types of childcare used during a particular week, with a general 'other' option available to record such sources.

A question asking the age at which the baby started formal childcare was removed in order to shorten the questionnaire.

Employment before the baby was born

Respondents were asked to provide the date on which they started the job they were in just prior to when their eldest child was born. As this may have been many years prior, some respondents may have struggled to answer this with any degree of accuracy, and the question was removed. A question on whether the respondent had formal supervisory responsibilities in the job just prior to when their eldest child was born was also removed.

A question on what the respondent was doing immediately before their baby was born was simplified, to ask whether the respondent was in paid work full-time, paid work part-time, waiting to take up paid work already accepted, or doing something else.

Flexible working arrangements

Feedback in this area picked up on a lack of understanding of what certain types of arrangements were or whether these were available and/or distinct from alternative options.

The cognitive interviews picked up that asking respondents whether they could work only during school term-time would be difficult to answer for respondents in certain occupations such as teachers. Therefore, the particular flexible arrangements asked about were: working part-time; job sharing; working flexitime; and working from home on a regular basis. An 'other' option was added to capture any other type of arrangement.

Changes were also made to the list of different types of support an employer might offer or provide to employees. Specifically, employees were also asked whether they could have an hour or two off during working hours to take care of personal or family matters, and also SPLIT days following their introduction since the previous iteration of the survey.

Changes to working practices and arrangements

Respondents were asked summary questions to ask if their job role, agreed working arrangements and/or working hours (plus earnings if self-employed) had changed, so that respondents were not repeatedly asked about these things in the event that they did not change.

Types of leave taken and leave entitlement

Changes were made to the list of factors respondents were asked about which influenced their decision of which type of leave to take when the baby was born. The list of responses was simplified and shortened.

Time off during pregnancy

The cognitive interviews and pilot suggested that some individuals attended antenatal appointments and did not take time off work to attend, for example because they fitted in with shift patterns. To clarify, the question text was adjusted so that respondents were specifically asked for the number of appointments they took time off work to attend.

Shared Parental Leave

This research included various questions relating to Shared Parental Leave in order to gauge awareness and understanding of this, perceptions of the pros and cons involved, and reasons for taking or not taking this form of leave, as part of the evaluation into the take-up and effectiveness of this policy. As these were completely new questions, extensive cognitive testing was performed on those taking Shared Parental Leave. Following this feedback, the list of options on why respondents did not take more time as Shared Parental Leave was adjusted. The final version of the question is shown below.

Why did you not take more time as shared parental leave?
1. I couldn't afford to
2. I took all that I needed to
3. I didn't need to because work patterns fitted in with plans
4. I/my partner took occupational/enhanced Statutory Maternity Pay
5. I was too busy at work
6. My partner didn't need me to be at home
7. My partner did not want to share this leave
8. Another leave policy offered better pay for us
9. I was worried I might lose my job if I stayed away longer
10. A longer break could have harmed my career/business
11. I was worried about my employer/manager's perceptions
12. I was worried about my co-worker's perceptions
13. I took another type of leave (PLEASE SPECIFY)
14. Other (PLEASE SPECIFY)
15. Don't know
16. Prefer not to say

Feedback from the pilot suggested that many who did not take Shared Parental Leave were not aware of what it was, so for the mainstage of fieldwork, a note was added to clarify this, as follows:

ASK WHERE DID NOT TAKE SHARED PARENTAL LEAVE
By law, eligible parents are entitled to Shared Parental Leave (SPL) and Statutory Shared Parental Pay (ShPP). This means you can share up to 50 weeks of leave and up to 37 weeks of pay between you and your partner. You can use SPL to take leave in blocks separated by periods of work, or take it all in one go. You can also choose to be off work together or stagger the leave and pay. If you take shared parental leave parents are still required to take a minimum 2 weeks maternity leave, and paternity leave or leave for a same sex partner.
To what extent were you aware of Shared Parental Leave and Pay when your baby was born?
1. I had not heard of this
2. I had heard of this but did not know what it was
3. I had heard of this and knew a small amount about what it was
4. I had heard of this and knew a moderate amount about what it was
5. I had heard of this and fully understood what it was
6. Don't know
7. Prefer not to say

Experience and impact of leave taken

The list of options relating to difficulties respondents may have had with their employer in relation to their leave was simplified; two separate options were merged into one.

Adjustments were also made to the list of negative consequences of taking a particular form of leave. Note that Shared Parental Leave was prioritised if multiple types of leave were taken.

Types of pay

For simplicity, options were removed from the question on why the respondent did not get Statutory Maternity Pay.

Reasons for not working

Parents who were neither in work nor waiting to take up paid work already accepted were asked for the factors contributing to this decision. The approach was changed; statements were read out on a one-by-one basis, and respondents asked whether these were not a factor, a smaller factor, or a big factor.

Expert panel

New and changed questions proposed to the questionnaire were reviewed by an expert panel.

Researchers were selected for the panel based on their expertise and experience in the policy area of families and children. The expert panel reviewed the questions and discussed the changes that would be required, also providing input into how new questions could be shaped to better match information needs. The changes proposed by the expert panel were not extensive and were implemented if possible. Additionally, an independent expert from the Institute of Employment Studies acted as a consultant, assisting in the design of the questionnaire.

Cognitive testing

A series of cognitive interviews took place with parents who had taken Shared Parental Leave in order to ensure that questions were understood as intended, that the list of options presented were appropriate, and ensuring that respondents were able to understand the questions and provide answers. The BMG Research team conducted the cognitive testing of the full survey with a particular focus on obtaining feedback on the new or adapted questions relevant to Shared Parental Leave. Five cognitive interviews were undertaken with those taking Shared Parental Leave in February and March 2019.

Cognitive interviews lasted approximately one hour and were digitally recorded with the respondents' consent. Four of BMG's experienced cognitive interviewers carried out the interviews. The interviews were arranged at a time convenient for the respondent and took part over the telephone. Respondents were given a £20 high street voucher as a thank you for their participation.

After each interview, the interviewers made detailed notes on their cognitive interview, particularly on questions respondents found tricky, or any complications encountered, particularly in relation to new or adapted questions. This feedback was collected and used to inform further questionnaire development ahead of the pilot.

Piloting

The final stage of testing for the survey was a field pilot. Given the degree of similarity between the mothers' and fathers' questionnaire, the three stages of the pilot cover all parents.

During Pilot phase 1, 13 full interviews were completed, 8 partial interviews were completed (average length of full interview was 48-53 minutes)

Pilot 1 provided data and interviewer feedback on survey length, issues with new questions, respondent availability, and wider interview concerns.

During Pilot phase 2, 14 full interviews were completed (average length of 40 minutes)

Pilot 2 provided information and data following changes made after pilot phase 1, including interviewer feedback on survey length, issues with amended questions, respondent availability, and wider interview concerns.

Given changes made between Phase 1 and 2 of the piloting, and a total of 14 interviews being achieved in Phase 2, a further 'soft launch' phase was included at the start of mainstage fieldwork (comprising 160 interviews with a mean average length of 35 minutes following removal of outliers) to fully explore the frequency of routes taken throughout the questionnaire and the impact this has on overall survey averages. The first 24 interviews conducted via CATI are also considered to be part of the 'soft launch'.

Before the start of pilot fieldwork, all interviewers completed a video briefing delivered by the research team and were provided with detailed briefing notes and the opportunity to ask detailed questions.

Phase 2 pilot fieldwork took place in March 2019, and Phase 3 (soft launch) fieldwork took place in April and May 2019. Following the pilot stage, interviews provided feedback to the research team.

4. Fieldwork

Interviewer training and instructions

All face-to-face and telephone interviewers were fully trained before they could start working on the project. Face-to-face field interviewers viewed a video briefing while telephone interviewers attended a briefing in person delivered by the research team. The comprehensive briefing covered the objectives, sampling, who to interview, encouraging participation, an overview of the questionnaire and its structure, the complicated routing involved, the particulars of the questions asked, definitions of terms where relevant, and interviewing procedures.

In addition, all interviewers received a detailed set of project instructions giving background to the project, information on the sample and questionnaire, and instructions on what to do at key points in the interview, particularly in relation to specific questions where complications may arise based on the respondent's situation.

The full interviewer instructions for the mainstage are contained in the annex.

Fieldwork period

Face-to-face fieldwork was carried out by BMG's face-to-face interviewers between March 2019 and November 2019, and telephone fieldwork was carried out by BMG's telephone unit between May 2019 and November 2019. Fieldwork was due to continue until the end of November; however, it was stopped on 6 November 2019 following the introduction of a pre-election period on the announcement of the General Election in December 2019.

Opt-out rates

Parents selected for the survey were sent an initial letter to provide information about the survey, invite them to take part, answer FAQs and also to provide the option to 'opt out' of taking part in the survey (or doing so via telephone instead of face-to-face) if they did not wish to be contacted. Of the letters sent, 68 letters were returned as 'undeliverable', presumably because the named respondent(s) was no longer living at that address. Excluding these cases, 2.3% opted out in this way, which was much lower than during the 2009/10 survey (seven per cent of parents opted out at this stage in 2009 and six per cent in 2010).

Additional fieldwork

On detailed data checking it became apparent that a routing problem had led to a number of mothers not being asked questions within the Maternity and Adoption Leave section.

The following table summarises the questions in the survey where there were missing responses, affecting approximately 600 cases.

Table 3: Additional fieldwork questions

Question label and number	Question wording
LegEntit (Q174)	As far as you know, by law how much Maternity Leave were you allowed to have when the baby was born?
MLEmp (Q175)	How much paid and/or unpaid leave did your employer offer you around the time you had the baby NAME?
MatWhen (Q176)	When did you start your formal Maternity Leave?
MLStopW (Q177)	Did you stop working before [date at MatWhen], for example because you took annual leave, emergency leave or other leave?
WorkStop (Q178)	When did you stop working?
EarlyW (Q179)	And for which of the following reasons did you stop working before [date at MatWhen]?
MTimeW (Q180), (Q181)	And for which of the following reasons did you start your formal Maternity Leave/stop working to have your baby when you did? SINGLE RESPONSE And what was your main reason?
MLStop (Q182)	And when did your Maternity Leave end, by this I mean the end of Maternity Leave date allowed by or agreed with your employer?
RetWhy (Q183), (Q184)	And for which of the following reasons did you return to work at that time? SINGLE RESPONSE And what was your main reason?
MLTake (Q185)	From the dates you have given me, the computer has calculated that you had a total of [weeks calculated at LengthML] maternity leave, is that correct?
MLTake2 (Q186)	And what was the total number of weeks or months of paid or unpaid maternity leave that you took (or planned to take)?
UnfrTx (Q187)	Do you believe you were treated unfairly at work because of your pregnancy in any of the following ways and when did you experience this?

Following a review of the affected questions and following discussion and agreement with BEIS it was agreed that affected respondents be re-contacted in order to capture as much of this information as possible, on the basis that:

- Interviews would take approximately 5 minutes to complete
- Interviews were conducted using a combination of online and telephone options to improve overall response rates.

There would be/limited no modal effects in the data collected given the questions relate to factual information. To support overall recall similar approaches were utilised to those used in mainstage fieldwork, encouraging the respondent to consider any events or dates around that time to help their memory, and using approximate dates if necessary.

BMG wrote out to affected respondents in May 2020 offering them the option to complete online or by phone at a convenient time for them. All letters and communications emphasised the voluntary nature of taking part at this time and acknowledge our appreciation of the

challenging time. The questions related to previous experiences and as such it is believed these would not be affected by any changes as a consequence of COVID-19.

The additional fieldwork aimed to ensure bases for the affected questions achieved a minimum of 1,000 responses (out of a possible 1,400) to ensure the robustness of subsample analysis in the data. This target was achieved through the additional fieldwork with a further 133 responses for these questions collected in this way. A small number of additional questions were also asked to these respondents from the Maternity Pay section, to help fill in any gaps and inconsistencies relating to the amount of Maternity Pay they had reportedly received (this is discussed further in the Data Management section).

The additional fieldwork took place between May and June 2020.

Final achieved sample

Survey fieldwork completed on Wednesday 6th November in line with pre-election requirements. On completion the following interviews had been completed:

Table 4: Interviews achieved

Sample type	Number of interviews achieved
Mothers (core sample)	1,945
Fathers (core sample)	1,049
Adoptive parent (core sample)	6
Other relationship (core sample)	21
Shared Parental Leave (mothers)	158
Shared Parental Leave (fathers)	120
Shared Parental Leave (adoptive parent)	-
Shared Parental Leave (other relationship)	-
Total	3,305

Note: - indicates number of interviews achieved too low to report.

The overall numbers achieved are higher than the 2009/10 survey and offer a higher number of matched parents, so two parents from the same household (594), of which 382 can be linked to each other for analysis purposes following the inclusion of and consent to relevant permissions questions.

The overall number of higher income households reached a total of 378 interviews (220 with mothers and 158 with fathers).

Response rates

In the core sample of mothers and fathers, including fathers boost (which were implemented using the same sampling strategy), a total of 5,779 valid household level contacts were issued, with at least one parent responding from 2,341 households – a response rate of 40.5%. This is further broken down across IMD (indices of multiple deprivation) 2018 quintiles in the table below.

Table 5: Response rates

IMD	1 (least deprived)	2	3	4	5 (most deprived)	TOTAL
Issued household level sample (core sample and father's boost)	948	888	1,058	1,431	1,454	5,779
Completed interviews (with minimum 1 parent in household)	326	375	480	590	570	2,341
Response rate	34%	42%	45%	41%	39%	41%

The telephone fieldwork generated 196 completed interviews among mothers from a sample of 368 contacts, representing a response rate of 53%, and among fathers 210 interviews were completed from 725 contacts, representing a response rate of 29%.

Note on implications of 2009/10 sampling error

For the 2009/10 MPRS, an error occurred as the original sample was selected by matching the chosen cohort of individuals to the DWP address hierarchy. Prior to November 2007, the DWP address hierarchy incorporated Child Benefit recipients' address details, but this was no longer the case at the time of sampling for the survey. This meant that only those mothers who had children prior to November 2007 (in addition to having children in the period from 29 May 2008 to 29 September 2008) or who had had other contact with DWP prior to this date were chosen. Also, if contact with DWP was not recent, the addresses were more likely to be out of date.

The result was that the final population surveyed excluded first-time mothers who had not had prior contact with DWP through other benefits as well as non-first-time mothers who had no recent contact with DWP. This meant that the sample of surveys with both mothers and fathers were biased in a way that could not have been corrected for by post-fieldwork weighting. This had implications for both headline results and sub-group analysis.

To rectify this problem a second wave of data collection was administered. The wave 2 sample was selected from eligible families that had been excluded by original administrative error at wave 1. The wave 2 sample was selected from the same 120 PSUs as the initial wave 1 sample however, due to limited resources, a random sub-sample was selected, and not all excluded eligible cases were included in the wave 2 sample.

One consequence of the 2009/10 error, along with the changes to the Child Benefit register and other minor, but essential changes made to the approach taken in 2019, is that the comparability of the 2009/10 and 2019 surveys will be slightly diminished.

Although the sampling approach that is detailed later in this document makes great efforts to ensure parallels can be drawn between mothers and fathers in 2009/10 and 2019, it is inevitable that there will be some differences, and this is only a secondary objective of the sampling design.

Note on age of child at interview

The extended design and set-up phase for the 2018/19 survey has implications for the time-periods under consideration and the age of the child at the time of interview. With fieldwork taking place from March 2019 to November 2019 the children from the sampling period of May to September 2017 were between 18 and 24 months at the time of interview as opposed to 12 to 18 months.

Consideration needed to be given to the potential effect this may have had on parent's recall of key details and comparability with the previous survey. However, following due consideration it was recommended that fieldwork proceeded as planned using the agreed sample due to the following points:

- On piloting and cognitive testing parent's recall of key dates did not appear overly affected, and the recommended use of diary information, payslips and prompting to aid recall also supported this.
- The 2009/10 sampling error and subsequent wave 2 fieldwork had already introduced issues of comparability between the surveys, with Wave 2 respondents being interviewed when their child was aged 24-28 months.

5. Data management

This section covers work carried out with responses after interviewing. It covers coding and editing, data checking and cleaning, and analysis.

Coding and editing

As with previous waves of the research, coders were required to back code cases of 'other' and open response questions while adding new codes as necessary, and the research team provided oversight and quality control for this process.

Early coding outputs were fully checked by research staff to ensure requirements had been met. Any issues that were noted during this process were discussed with coders and additional training and guidance were offered when required. Throughout the research process, a minimum of 10 per cent of each coder's work was also checked for quality.

There were three types of question where interviewers had to transcribe the answers of their respondents, rather than coding them. Problematic cases were referred to the research team.

Firstly, some questions were recorded verbatim rather than asking the interviewer to listen to the response and code it appropriately. These questions were around difficulties parents had with their employer in relation to their leave and (separately) KIT/SPLIT days. In these cases, the research team in conjunction with coders studied early responses and designed a code frame that would best fit, with further adaptations made where appropriate as the interviewing progressed.

Inevitably, given the range of experiences and respondents interviewed as part of the survey, there were a number of questions where the themes given in the responses were fragmented, and not all responses were able to be coded into one of the options envisaged during the questionnaire design process. These cases were recorded by interviewers (both face-to-face and telephone) and respondents' answers noted verbatim.

Early data was reviewed by the research team to gauge where possible new codes might be required, or where further guidance could be offered to support the interviewers and clarify particular queries. In some cases it was possible to code these responses back into the existing code frame, and this was the preferred option for the coders when possible. Where this was not possible, the research team studied the responses recorded as 'other', and in many cases found that distinct themes separate to the existing code frames began to emerge, opting to allocate new codes where appropriate.

Information on the occupation and industry were collected using standard questions, with interviewer briefings stressing the importance of obtaining as much information as possible, to enable these responses to be coded into Standard Occupational Classification and Standard Industrial Classification respectively.

Interviewers also recorded verbatim where the country of the respondents' birth was not the UK, and these were later coded and grouped as appropriate. Additionally, a question asking respondents to summarise the job they had at a particular time (separate from the questions designed to allow coding to SIC and SOC) were not coded, as the purpose of this was relating to the smooth running of the interview itself and clarity of subsequent questions rather than a data collection exercise.

The editor's role was to tidy up the data collected during fieldwork to improve data quality and accuracy, noting any incorrect codes or inconsistencies across responses and taking appropriate action.

Data checking and cleaning

Following the coding and editing process, the data was fully checked and cleaned by the research team. This included:

- Range checks to identify cases with unexpectedly high or low values on numeric variables, and
- Consistency checks to check that answers given to separate questions were logical when taken together. For example, questions around income before and after the birth were noted to ensure these would seem to be logical based on what the respondents have told us about changes to their working situation during that time.

Cases that did not meet consistency checks were examined by researchers, and where the source of an issue was clear, the changes applied, including to select a 'Don't know' option where a correct, logical response could not be ascertained. Where it was not clear which or if any of the values were incorrect, no changes were made.

In particular there was a high level of 'Don't know' responses for some questions relating to the specific amounts of Maternity Pay or Maternity Allowance received by respondents, specifically: SMPRest, MAPay, OMPFAmt, and OMPAMT. An issue was identified in the final questionnaire regarding the value range acceptable for Maternity Allowance, MAPay (limiting

the respondent to recording a maximum of £80). To counter the above points the following steps were taken:

- Each response to SMPRest, MAPay, OMPFAmt, and OMPAMT was reviewed and edited to ensure clarity and consistency with previous responses.
- These questions were included (as appropriate), within the additional fieldwork to secure further clarity on responses.
- Where possible, a further derived variable can be created to calculate what the respondents providing a 'Don't know' response would have received as a minimum based on their previous responses to the questionnaire and Government Maternity Pay calculations.

6. Analysis

The full report aims to provide descriptive analysis of all topic areas covered in the 2019 questionnaire. However, due to the vast amount of information generated from the survey we have reported by exception i.e., focusing on key areas of interest and where particular differences have been noted in the data.

The data tables available for the survey have also been condensed to the key questions and variables covered in the survey. Definitions for these key variables are provided in the annex to this report.

A SPSS file is available for the whole data set.

Comparisons over time

As well as providing an analysis of the data from the most recent survey in 2019, the report also contains analysis, where possible, of the changes in key measures since the previous Maternity and Paternity Rights survey, conducted in 2009 of parents with children born in 2008.

The figures from the 2009 survey have either been taken from the 2009 report or from the 2009 SPSS data file – neither of which were produced by BMG Research.

In a number of cases where comparisons have been attempted, when data has been extracted from the SPSS file for 2009 it seems the questions have been asked of different respondents compared with 2019, or different filters have been applied, which means accurate comparisons have not been possible. For this reason, we have been quite limited as to the number of questions/variables we can compare, with a reasonable degree of confidence.

On the limited analysis that has been possible, it has been difficult to be sure that the figures outputted*¹ from the 2009 SPSS file are completely comparable with the most recent survey findings. Some caution is therefore needed as we cannot be certain that comparisons have been made on a like for like basis.

¹ Figures in the analysis flagged with an asterisk are where the data has come from the SPSS file, rather than the published report, and therefore some caution is needed due to the issues outlined

Reporting Conventions

A number of reporting conventions have been used throughout the report which are summarised here:

- Throughout the report where differences in findings are mentioned, for example between mothers and fathers, or between mothers of different age groups, unless otherwise stated all these differences are statistically significant, at 95 per cent confidence interval or above.
- Tables in the report presenting differences between sub-groups of respondents have symbols to highlight significant differences:
 - + or - means that the figure is significantly higher or lower than one other column in the table, or compared with the average among the total sample e.g., all mothers;
 - ++ means that the figure is significantly higher than both other columns in the table.
- All analysis in the report is based on questions that have been answered by at least 50 respondents or on sub-groups of respondents that exceed 50. No data/analysis is included where bases are below 50.
- For individual questions, in order to ensure no individual respondent can be identified through the results, only responses mentioned by more than 5 individuals have been included in the analysis presented in the report.
- Figures in some charts or tables may not add to 100% due to rounding, while in other cases only responses mentioned most frequently by respondents are included in charts – where this is the case it has been noted under the Figure. Where the percentages for responses have been removed or suppressed due to the low number of responses they are indicated by **.

In the published data tables it should be noted that:

- Due to some low counts/responses being suppressed for reasons of confidentiality, some columns in the data may not sum to 100% or the full base.
- To highlight significance differences (at 95 per cent confidence interval or above) + indicates significantly higher than the total (for example compared with all mothers) and - indicates significantly lower.
- Significant differences between individual variables are indicated with letters under the percentages to show which variable it is higher than. For example, a finding amongst an employee in column 'a' to show that 89% is significantly higher than the 36% figure for a worker in column 'b' would be indicated by a 'b' under the 89% figure for employee.

Multivariate Analysis

Overview of approach

BMG created a series of multivariate models to determine:

- Which factors are most strongly related to the take-up of Statutory and Occupational Maternity Pay?
- Which factors are most strongly related to the take-up of up of Paternity Leave or Shared Parental Leave?
- Which factors are most strongly related to mothers returning to paid work?

The list of potential drivers was extensive – too many to include in a final multivariate regression model. We therefore conducted a series of preliminary regression analyses to determine which of the potential factors should be included in the final model.

Logistic regression was used to determine the key factors associated with each of the three questions. Logistic regression works in a very similar way to ordinary regression: it models the relationship between the dependent variable and independent variables. However, there is one important difference: logistic regression models outcomes that are binary and estimates the odds of a binary event. For example, on the first question, respondents have either taken Maternity Leave/Pay, or they have not.

Odds ratios were reported in the regression output. The odds ratios are always reported in comparison to one of the subgroups for that variable (which by definition has an odds ratio of 1.0). An odds ratio greater than 1 suggests the ‘event’ (e.g. taking Maternity Leave/Pay) is more likely to occur compared to the default subgroup; if the odds ratio is less than 1, it is less likely to occur compared to the default subgroup.

We also reported the relative importance of each of the predictor variables that were included in the final models. For this we use a change in $-2 \log$ likelihood approach (described in more detail below).

It is important to note that we are measuring associations that are not sufficient to infer causality.

In the sections below we have expanded on the technical details of our approach so that it can be replicated in the future.

Stepwise Procedures for variable elimination

The regression analysis used two stepwise procedures to determine which variables to include in the final model: a forward stepwise procedure and a backwards stepwise one. The first part of the forward procedure is to create a model using only the most important predictor, based on the p-value of the log-likelihood ratio. The procedure then searches the next most important variable and adds this to the model. Variables continue to be entered if they significantly contribute to the model's predictive power ($p < 0.05$) – the procedure terminates when there are no more variables that would significantly contribute to the model fit. The backwards procedure works similarly, but in reverse. All variables are entered in the first model, and the variable that makes the least significant contribution is removed first. The procedure terminates when there are a no more non-significant variables, and all of the corresponding p-values are less than 0.1. The two procedures produce very similar results and the significant variables from both methods are used to form the final model.

Variables were also removed under the following conditions:

- The variable was not significant in an associated bivariate analysis.
- The relationship between the dependent variable and an independent variable was not directionally matched to an associated bivariate analysis.

A number of different significance testing approaches and pseudo-R2 statistics were employed, including:

Cox and Snell's
Wald statistic
Nagelkerke's R2
Hosmer & Lemeshow's R2

Relative Importance and Odds Ratios

In logistic regression, the -2 log-likelihood (-2LL) statistic is a measure of how much unexplained variation there is – the higher the value the less accurate the model.

Relative importance scores were calculated using a 'change in -2LL' approach. The -2LL statistic was calculated for the overall model, then a variable was removed causing an increase in the -2LL (i.e. a less well-fitting model). The difference can be attributed to the removed variable and viewed as the prediction contribution attributed to that variable. The variable was then re-entered into the model, and another variable was removed. This process was repeated for each variable in the model, and the resulting differences were then normalised to form the relative importance scores.

The results of the models were expressed as odds ratios. If an odds ratio is greater than 1 then that group is more likely to take maternity leave/pay (for example), if it is less than 1 the group is less likely to. The size of each group (frequency count) should also be taken into account; sometimes the odds ratio shows a big difference but it only applies to a small percentage of the total population.

Final multivariate logistic regression models

Maternity Leave/Adoption

A binary dependent variable was created to identify those who have taken Maternity or Adoption Leave. It identifies biological mothers who have taken Statutory Maternity Pay, Maternity Allowance or Occupational Maternity Pay. It also identifies adoptive parents who have selected 'Maternity leave' or 'Adoption leave' at Q10 (Which, if any, of the following types of statutory leave did you take in the 12 months after [baby] was born/adopted?). Adoptive parents who selected either 'None of the above' or 'I did not take any time off' were included as a negative response (did NOT take maternity or adoption leave). All self-employed respondents were removed from the analysis.

Paternity Leave/Shared Parental Leave

A binary dependent variable was created to identify biological fathers who have taken Paternity or Shared Parental Leave. It also identifies adoptive parents and spouses of mothers, who have selected an option at 'Paternity Leave' or 'Shared Parental Leave' at Q10. All self-employed respondents were removed.

Mothers' return to paid work

A binary variable was created that identifies mothers who returned to work. It identifies mothers who selected 'returned and still at that job', 'returned but left and started another job' or 'did not return but started another job'. Those who selected "Don't know/ Prefer not to say" at this question were removed from the analysis. All self-employed respondents were removed were removed from the analysis.

Independent Variables

Before performing the logistic regression analysis, some of the potential predictor variables needed to be categorised into subgroups. The categorisation (cut-off points that define the groups) was determined by goodness of model fit and the size of the groups formed (striving to ensure significant subgroup sizes). Some of the definitions of variable subgroups vary across the different models (Maternity Leave/Pay, Paternity Leave, mothers returning to work).

A list of the independent variables that were considered for the models is given below. As described above, not all of these made it into the final logistic models and only those that did are reported in the main report.

Table 6: Independent variables considered for logistic regression analysis

Q11. And may I ask, what is your date of birth?
Under 25 years 25 - 29 years 30 - 34 years 35 - 39 years 40+ years Prefer not to say
Q12. Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?
Yes No
Q13. Do you provide any help or support for anyone either living or not living with you who has a long-term physical or mental ill-health problem or disability, or problems relating to old age?
No Yes

Q14. Which of the following groups best describes you?
White All other ethnic groups combined
Q18. Which of the following best describes your current legal marital status?
Single (Live Alone) Cohabiting with a partner Unknown
Q23. Apart from your child do you have any other children?
Yes No Unknown
Q27. Which of the following is your highest qualification recognised in the UK?
Non-degree Degree or above No qualifications
Q3637. Available Child Care
None Yes, to at least one at Q36/Q37
Q47. Duration of job 1.
0 to 2 years (0 to 104 weeks) 2 to 5 years (105 to 260 weeks) 4+ years (261 + Weeks) Unknown

Q49. SIC – Paternity
NOT Public admin, health & education Business services, professional services, Leisure & other services
Q49. SIC – Maternity
NOT Wholesale & retail/Leisure & other services Hospitality
Q50. What kind of work did you do most of the time?
1 - Managers & Senior Officials 2 - Professional Occupations 3 - Associate Professional & Technical Occupations 4 - Administrative & Secretarial Occupations 5 - Skilled Trades Occupations 6 - Personal Service Occupations 7 - Sales and Customer Service Occupations 8 - Process, Plant & Machine Operatives 9 - Elementary Occupations
Q56Q58. Size/Public/Private
Public/3rd Sector Private - 0 to 499 Private - 500+ Unknown
Q57. At the place where you worked, were the employees? -Maternity

<p>NOT Mostly Women</p> <p>Mostly women</p>
<p>Q57. At the place where you worked, were the employees? - Paternity</p>
<p>NOT Mostly Men</p> <p>Mostly Men</p>
<p>Q60. How many days or hours a week did you usually work? - Maternity</p>
<p>More than 17 hours</p> <p>Up to 17 hours</p> <p>Don't know/ Prefer not to say</p>
<p>Q60. How many days or hours a week did you usually work? - Paternity</p>
<p>More than 25 hours</p> <p>Less than 25 hours</p> <p>Unknown</p>
<p>Q64. At your workplace, were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions?</p>
<p>Yes</p> <p>No</p> <p>Self-Employed</p> <p>Unknown</p>
<p>Q71. Flexible working arrangements.</p>
<p>Yes – for any question</p> <p>Not</p>
<p>Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? Childcare vouchers or other help with paying for childcare (including tax-free childcare)</p>
<p>Not</p>

Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? Childcare facility such as creche, playgroup, nursery situated at the workplace
Not Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? Help with childcare arrangements during school holidays
Not Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? Help with finding childcare away from the workplace
Not Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? An hour or two off during working hours to take care of personal or family matters
Not Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? A designated area for breastfeeding
Not Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? Career breaks for family reasons
Not Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? "Keep in touch" scheme offered by employer during maternity or shared parental leave

Not
Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? "Shared Parental Leave in touch" (SPLIT) days. These are available to those on Shared Parental Leave in addition to KIT days
Not
Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? Re-training on return from maternity or shared parental leave
Not
Yes
Q72. To the best of your knowledge, did your employer offer/provide to employees any of the following types of support? Some other childcare support arrangements
Not
Yes
Any problems with employer (Q165/Q194/Q207/Q219
NOT
Yes – At any question

7. Weighting approach

Introduction and overview

Generally speaking, there are two main purposes for applying weighting:

- Profile weighting; to ensure the sample is representative of a particular desired 'target profile'. A common application of this is to ensure that the sample represents the demographic profile of the population.
- Population or 'grossed-up' weighting; Adding a population factor to the weighting such that numbers reported are estimates of the total population figures (rather than only percentages).

Historically, previous reports in the series have not incorporated grossed-up weights – only profile weighting was applied.

In 2005, population figures were used for profile weighting, primarily from Child Benefit Records. Weights were constructed to correct for age and qualifications to ensure the profile matched national estimates for new mothers. There was no grossed-up weighting.

In 2009-10 a more complex weighting structure was applied. Due to an error in the sample selection process, a certain group of mothers was systematically excluded from the sample, so a second wave of interviews 'filled the gap' in the original sample. This introduced a degree of selection bias which led to a sample design that rendered a population-based weighting scheme unsuitable. Logistic regression modelling was used to model the propensity of a household or individual to take part at different stages of the survey process; this was used to develop non-response weights. There was no grossed-up weighting.

In the current study, a more robust and representative sampling framework was applied. A complete postcode file was supplied by HMRC of all Child Benefit Records within a target period. BMG constructed PSUs (Primary Sampling Units) of equal size and selected PSUs to match geographical spread and distribution of IMD (index of multiple deprivation) to be nationally representative. A random probability approach was applied to set targets for each PSU and BMG sought to maximise response rates to ensure representativeness. This more detailed sampling approach strives to eliminate some of the previous bias in the data and to an extent alleviate the need for heavy weighting.

Profile weighting approach adopted

Our preference was to weight to the profile of a known population that represented our sampling frame, so long as one could be established. HMRC were able to provide us with age, region and gender profiles for all Child Benefit claimants with a child born between 1st January 2017 to 31st November 2017. This provided us with the age and region profiles (by gender) of 405,200 females and 54,400 males claiming child benefit. Although we would have liked to include a measure of socioeconomic status in the weighting structure, HMRC were not able to provide us with that information.

It was decided that since region and age are the two most fundamental variables to weight on, and the HMRC data was very representative of our sample frame, this would be used to set

the population profile for weighting. Separate profiles would be established for Mothers and Fathers.

The population and sample profiles for GOR (region) and age (females and males) is shown below. As expected, the population age profile of males is generally older than that of females (for Child Benefit claimants with a child born between 1st January 2017 to 31st November 2017).

Table 7: Population and sample profiles for region

Region	Population	Sample
East Mids	8%	7%
East of England	9%	12%
London	14%	13%
Noth East	4%	2%
Noth West	12%	12%
South East	13%	13%
South West	8%	8%
West Mids	10%	11%
Yorks & Humber	9%	10%
Scotland	7%	4%
Wales	5%	8%
Total	100%	100%

Table 8: Population and sample profiles for age

FEMALE	Under 20	20-24	25-29	30-34	35-39	40+	Total
Population	3.8%	17%	30%	30%	16%	3.6%	100%
Sample	0.2%	8%	23%	35%	25%	10%	100%
MALE	Under 20	20-24	25-29	30-34	35-39	40+	Total
Population	0.3%	4%	17%	31%	26%	22%	100%
Sample	0.0%	2%	14%	28%	30%	25%	100%

Our sample profile by region was relatively well-matched. Our age profile was slightly skewed towards elder parents, meaning we were somewhat under-represented in some of the younger age groups – and so the weights for these groups would be larger.

We considered rim weighting versus interlocking. Rim weighting sets targets for each weighting variable separately. It is usually applied under one (or both) of the following circumstances:

- When interlocking information is not available (e.g. we have the profile of age and region but not age within region)

- When interlocking cells would have very small sample sizes, which would lead to a much heavier weighting structure (and therefore a lower weighting efficiency)

Generally, the targets for interlocking cells are better than rim weighting. In this case in particular, the age profile of parents varied significantly by region (e.g. older in London and younger in the North East), and whereas rim weights would lose this information, interlocking weights would retain it. Our strong preference was therefore to apply interlocking weights so long as none of the weights were excessively heavy. Reviewing the population profile found:

- We have sufficient population data to provide profile targets on an interlocking basis (i.e. age within region for both mothers and fathers)
- On inspection of the potential structure, interlocking weights worked well if under 20 and 20-24 are combined to create an under 25 bracket (our sample was slightly skewed towards an elder profile, so interlocking weights for under 20 by region would be too high)
- This gave acceptable weights for all but three cells (in a 110-cell interlocking matrix) so those three were merged with their nearest neighbours
 - Under 25 category was merged with 25-29 for weighting purposes for males in the North East, males in Wales and females in the South West (due to somewhat under-represented sample sizes and therefore heavier weighting in those cells).

This resulted in a very acceptable weighting structure:

- A 107-cell interlocking matrix was used retaining a great amount of information about the varying age profiles within region
 - 10 age groups (5 for each gender) * 11 regions; less the 3 that were merged
- The necessary merging eliminated any excessive weights resulting in an acceptable distribution of weights and an acceptable weighting efficiency.

Grossing-up weights

A grossed-up weighting scheme accounts for both population profiles and absolute population sizes. Adding a population factor means that the numbers reported are estimates of the total population figures. This would give people a sense of the overall scale of the issues being addressed.

Previous MPRS reports have not included any grossed-up weights – only profile weights – and as such all comparisons have been in terms of percentages. For consistency and comparison purposes, it was agreed to continue to use profile weighting and percentages for the main report. However, we have shown below some examples of how grossed-up weighting works, to introduce the concept and give a flavour of population estimates. Not only will this be useful in its own right, but it will open the door to expanding on population weighting in future waves of the study.

To do this, we need to define the population. It has been agreed that a per-year estimate is most appropriate as this can easily be extrapolated to represent multi-year brackets.

It has been agreed that the best estimate to use is national childbirth data for 2017:

679,106 in England and Wales² + 52,8613 in Scotland = 731,967 total births registered in 2017

It has also been agreed that since our population is based on the number of children born in 2017, this will form the universe number for both mothers and fathers in this study.

Using percentages to derive population estimates:

Percentages that apply to the total sample can be equally applied to the total population number, for example:

53.65% (rounded) of core mothers returned to work and are still at their job;
this equates to $0.536498 * 731,967 = 392,699$ mothers
59.32% (rounded) of core fathers took Paternity Leave;
this equates to $0.593220 * 731,967 = 434,218$ fathers

Where percentages apply to a sub-sample of the total population, the weighted proportion that subsample represents needs to be included in the calculation. For example:

83.11% (rounded) of mothers in England took Maternity Leave
England represents 87.34% (rounded) of the weighted population profile; $0.873405 * 731,967 = 639,303$ mothers in England (each year, based on 2017 estimates)
So 83.11% of mother in England equates to $0.831093 * 639,303 = 531,321$ mothers

Please note that the calculations demonstrated are carried to more decimal places than is practical to show, so when trying to replicate these calculations you may encounter minor rounding errors.

Using weighted counts to derive population estimates:

The tables show the weighted counts as well as the percentages, for example:

The weighted count of mothers who returned to work and are still at their job is 1,051
The weighted total of core mothers is 1,959
Therefore (as shown above) 53.65% of core mothers returned to work and are still at their job
($=1,051/1,959$)

We know that our weighted sample of total core mothers (1,959) represents a population total of 731,967. So the 'grossing-up factor' to move from weighted sample count to a population estimate for mothers is:

$731,967 / 1,959 = 373.643185$ mothers grossing-up factor

The comparable figure for fathers is:

$731,967 / 1,062 = 689.234463$ fathers grossing-up factor (1,062 is the weighted total sample of core fathers)

These can be applied to any weighted count in the tables to convert it to a population estimate. Using the same examples from the percentage calculations above:

A weighted sample count of 1,051 core mothers returned to work and are still at their job

² ONS (2017) *Births in England and Wales: Summary statistics*. Office for National Statistics: <https://www.ons.gov.uk/file?uri=%2fpeoplepopulationandcommunity%2fbirthsdeathsandmarriages%2flivebirths%2fdatasets%2fbirthsummarytables%2f2017/birthsummarytables2017.xls>

³ NRS (2017) *Births registered in Scotland*. National Records of Scotland: <https://www.nrscotland.gov.uk/files//statistics/time-series/birth-18/births-time-series-18-bt.1.xlsx>

This equates to $1,051 * 373.643185 = 392,699$ mothers

A weighted sample count of 630 core fathers took Paternity Leave

This equates to $630 * 689.234463 = 434,218$ fathers

A weighted sample count of 1,422 mothers in England took Maternity Leave

This equates to $1,422 * 373.643185 = 531,321$ mothers

As is demonstrated, the weighted sample counts multiplied by the grossing-up factors (when carried to sufficient decimal places) give us exactly the same population estimates as with using percentages.

Potential for grossed-up table counts:

In future waves of this study, there is potential to use a fully grossed-up weighting configuration in the published tables. For example, the tables could show that the weighted count of core mothers who returned to work and are still at their job as 392,699 and the total weighted count of core mothers as 731,967. The associated percentage would not change ($392,699 / 731,967 = 53.65\%$).

Annex 1

Table A1: Weights and filtering by respondent

WEIGHT	Apply to look at weighted data
WGT_FILTER = 2	This will select Core Mothers only
WGT_FILTER = 3	This will select Core Fathers only
WGT_FILTER = 2 & WGT_FILTER = 3	This will select both Core Mothers and Core Fathers
(WEIGHT OFF) TOFFINC = 1	This will select SPL respondents (unweighted only)

Table A2: Definitions of key variables

Variables		Question reference	Specific definition (where relevant)
Respondent age band	Under 25	RDoB (Q11): Based on date of interview	
	25-29 years		
	30-34 years		
	35-39 years		
	40+		
	Under 35		
	35+ years		
Ethnicity	White	REthn (Q14)	Q14/1-4
	Black		Q14/14-16
	Asian		Q14/9-13
	All other ethnic groups combined		Q14/5-95
Disability status of respondent	Any physical or mental condition	Rdis (Q12)	Q12/1
	None		Q12/2

Number of children in the household (including baby that is subject of interview)	1 child	KidsOth (Q23)	
	2 children		
	3+ children		
Age of children	Pre-school only	KidsAGE (Q24A) - Based on date of interview - also includes baby that is subject of interview	
	Both pre-school and school age		

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Caring status of respondent/parent	Carer	RCare (Q13)	Q13/1-2
	Not a carer		Q13/3
Whether parent is partnered or lone parent	Living with a partner/spouse	Marital (Q18) + Partner (Q19)	Q18/2-3 OR Q19/1
	Lone parent		Q18/1 OR Q19/2
Highest qualification	Degree level or above	RQual_h1 (Q27)	Q27/1-2
	Below degree level		Q27/3-95 BUT NOT 11
	No qualifications		Q27/11
	Below degree or none		Q27/3-95
Employment status before birth	Employee	EMPSt(1)	EmpSt(1)/1
	Worker		EmpSt(1)/2
	Employee/Worker		EmpSt(1)/1-2
	Self-employed		EmpSt(1)/3
Respondent's income before birth	Under £25K	pay(1) (Q63) + SEpay (1) (Q68)	
	£25,000 - £39,999		
	£40K+		
Size of employer before birth	0-49 employees	Bsize (Q56) + SENO (Q67)	
	50-249 employees		
	250+ employees		
	Less than 250 (SME)		
Supervisory responsibilities before birth	Supervisor	Super (Q59)	Q59/1
	Not a supervisor		Q59/2-3
SIC - pre-birth job	Primary, manufacturing & construction	Make (Q49)	
	Wholesale & retail		
	Transport & comms		
	Construction		
	Hospitality		

	Public admin, health & education		
	Business & professional services + leisure & other services		
SOC - pre-birth job	Managers and senior officials	WKIND (Q50)	
	Professionals		
	Associate professional & technical		
	Administrative, secretarial, personal, sales and customer services		
	Skilled, process and elementary occupations		
Trade union presence (pre-birth)	Yes	TrUn (Q64)	Q64/1
	No		Q64/2
Hours worked before birth	Less than 16 hours	Day (Q60) oR Hrs (1) (Q61)	
	16-29 hours		
	30-39 hours (normal full time)		
	40-48 hours		
	More than 48 hours		
	Part time (1-29 hours)		
	Full time (30+ hours)		
Duration of main job before birth	Up to 5 years	WorkIn (Q47)	
	More than 5 years		
Household income banded	Under £25K	PrneBan 5 (Q291)	Q291/1-3
	£25,000 - £39,999		Q291/7-9
	£40,000 - £49,999		Q291/10-11
	£50K+		Q291/12-14
Flexible working arrangements - pre birth job	Any flexible arrangements available	Flex (Q71)	Q71/1-5
	No flexible arrangements available		Q71/6
	Any childcare support offered		Q72/1-11

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Childcare support - pre birth job	No childcare support offered	Wcar (Q72)	Q72/12
Type of statutory leave taken (at all)	Any Maternity/Paternity or Shared Parental leave	TOffIN (Q10)	Q10/1-3
	Other type of leave/time off		Q10/5
	Did not take any time off		Q10/6
Type of pay received	Statutory Maternity Pay (SMP)	MatPay (Q235)	Q235/1
	Maternity Allowance (MA)		Q235/2
	Occupational Maternity Pay (OMP)		Q235/3
	None of these		Q235/4
	SMP only		Q235=1 ONLY
	SMP & OMP		Q235=1 AND 3
	MA only		Q235=2 ONLY
Employment status after birth	Returned and still at that job	RetEmp	RetEmp/1
	Returned but left and started another job		RetEmp/2
	Returned but left and now not working		RetEmp/3
	Did not return but started another job		RetEmp/4
	Did not return and has not started another job		RetEmp/5
	Returners		RetEmp/1-3
	Non-returners		RetEmp/4-5
	Worked at all after birth & still working		RetEmp/1/2/4
	Changed new job since birth		RetEmp=2/4
Currently in paid employment	Yes	REmpN (Q29)	Q29/1
	No		Q29/2

Annex 2 – Survey Questionnaire

Department for Business, Energy, and Industrial Strategy (BEIS)

Introduction

READ OUT

Good morning / afternoon / evening. I am INSERT NAME from BMG Research, an independent research agency.

We are conducting a survey on behalf of the Department for Business, Energy, and Industrial Strategy (BEIS) which is part of a government programme aimed at improving support for parents of young children. You may remember receiving a letter about this.

INTERVIEWER TO SHOW/EMAIL EXAMPLE LETTER AND INFORMATION LEAFLET IF REQUIRED

The survey will take around 30 minutes to complete and you will receive a £5 voucher as a thank you for your time.

IF CONTACT PROVIDED BY F2F RESPONDENT: We have recently been in contact with your partner who took part and has provided us with your contact details.

The questions will ask about your experiences and decisions relating to employment, and parental leave and pay. In some instances we recognise that you might consider some of these questions to be personal or sensitive, in which case you are free not to answer them. The information you provide will be used for the sole purpose of ensuring we are getting opinions from a cross section of society and understand the views of people who have taken different types of parental leave.

Just to confirm, if you choose to take part your responses will be treated in the strictest confidence. BMG Research abides by the Market Research Society Code of Conduct and data protection laws at all times.

You can find out more information about our surveys and what we do with the information we collect in our Privacy Notice which is on our website. You can find the details here
INTERVIEWER TO HIGHLIGHT RELEVANT INFORMATION ON CALLING CARD.

INTERVIEWER TO RECORD OUTCOME

Agrees to take part	1
Appointment made to complete face-to-face on another day/time	2
Will only be able to take part if can complete by phone and consents to share name and phone number to be contacted by call centre	3
Refused	4

I need to record that you confirm you are age 16 or over and are happy to participate, and this one question only is audio-recorded. This is for quality control purposes and won't be shared with anyone outside of BMG Research.

Can I confirm that you are happy to participate in the survey?

ASK THE RESPONDENT TO READ OUT AS FOLLOWS "I agree to take part in the survey".

Block A: Demographics and eligibility

READ OUT: I will start by asking some questions about you and your family.

About the baby

BNam (Q1)	ASK ALL, OPEN RESPONSE
Q	What is your baby's first name? This is so I can use their name when referring to them during the survey. If you don't want to provide their first name we will refer to the baby as 'your baby' during our conversation today.
A	RECORD BABY'S FIRST NAME, IN CASE OF TWINS ENTER THE NAME OF THE BABY WHO WAS BORN FIRST IF REFUSED TO PROVIDE NAME INCLUDE SUBSITUTE TEXT - 'YOUR BABY'

BabyNo (Q2)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 1 / CATI READ OUT
Q	Do any of the following apply to INSERT BABY NAME?
A	Baby is: A twin (one of two babies born from the same pregnancy) A triplet (one of three babies born from the same pregnancy) A quadruplet (one of four babies born from the same pregnancy) A quintuplet (one of five babies born from the same pregnancy) A sextuplet (one of six babies born from the same pregnancy) None of the above DO NOT SHOW / READ OUT Don't know DO NOT SHOW / READ OUT Prefer not to say
READ OUT IF BabyNo=OPTION 1-5: In some of the questions that follow I will be referring to the time INSERT BABY'S NAME was born, I know they are a INSERT TWIN/TRIPLET ETC AS APPROPRIATE, but I'll be mentioning only INSERT BABY'S NAME to keep the questions short for you.	

DoBConf (Q3)	ASK ALL, SINGLE RESPONSE
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Q	What is INSERT BABY NAME's date of birth? We need to ask this so we can make sure you are eligible to take part in this survey.
A	RECORD DD-MM-YYYY
CLOSE INTERVIEW IF OUTSIDE ELIGIBLE PERIOD OF 29/05/2017 AND 30/09/2017 (inclusive), DON'T KNOW, OR REFUSED	

BabyDis (Q4)	ASK ALL, SINGLE RESPONSE
Q	Does INSERT BABY NAME (IF BabyNo=OPTION 1-5 or their INSERT TWIN/TRIPLETs ETC AS APPROPRIATE) have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?
A	Yes Fdayret No Don't know Prefer not to say

BabyGen (Q5)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 2 / CATI READ OUT
Q	Which of the following best describes INSERT BABY NAME's gender?
A	Male Female Something else (PLEASE SPECIFY) Don't know Prefer not to say

About the respondent

SChk1 (Q6)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 3 / CATI READ OUT
Q	Which of these options best describes your relationship to INSERT BABY'S NAME?
A	<p>Baby's biological parent – mother</p> <p>Baby's biological parent – father</p> <p>I) Baby's adoptive parent – mother IF SELECTED SUBSTITUTE 'WAS BORN' WITH 'WAS ADOPTED' THROUGHOUT QUESTIONNAIRE'</p> <p>II) Baby's adoptive parent – father IF SELECTED SUBSTITUTE 'WAS BORN' WITH 'WAS ADOPTED' THROUGHOUT QUESTIONNAIRE'</p> <p>Baby's legal guardian/carer</p> <p>Spouse, civil partner, or partner of baby's parent</p> <p>None of the above</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Refused</p>
CLOSE INTERVIEW IF 'NONE OF THE ABOVE', DON'T KNOW, REFUSED	

Eligchk_2 (Q7)	ASK ALL, SINGLE RESPONSE
Q	Can I just check, were you living in the same household as INSERT BABY'S NAME immediately after they were born?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

Eligchk (Q8)	ASK ALL, SINGLE RESPONSE
Q	And are you living in the same household as INSERT BABY'S NAME currently?

A	Yes No Don't know Prefer not to say
CLOSE INTERVIEW IF Schk1=5 and (Eligchk_2=2 or Eligchk=2)	

EmpChk (Q9)	ASK ALL, SINGLE RESPONSE
Q	SChk1=1: May I just check, did you do any paid work in the 12 months before your baby was born/adopted, that is between XX AND XX? This includes being employed, contracted, or self-employed ALL OTHERS: Were you in paid work when INSERT BABY'S NAME was born/adopted?
A	Yes No
IF 'NO' READ OUT: Following these initial questions you do not meet the criteria for taking part this research, but it may be that INSERT BABY'S NAME other parent may be eligible. Can I ask just a few more questions to check this? GO TO BLOCK J THEN END INTERVIEW	

TOffIN (Q10)	ASK ALL, MULTIPLE RESPONSE, CAPI SHOWCARD 4 / CATI READ OUT
Q	Which, if any, of the following types of statutory leave did you take in the 12 months after INSERT BABY'S NAME was born/adopted? If you took shared parental leave please include this and the required 2 weeks maternity leave, paternity leave or leave for a same sex partner
A	Maternity leave Paternity leave or leave for a same sex partner Shared Parental leave Adoption leave I took time off from work but it was not categorised as any of the above SINGLE RESPONSE None of the above, I did not take any time off SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say

WhNPL_1	ASK IF Eligchk_2=2 AND TOffIN=6, MULTIPLE RESPONSE, DO NOT READ OUT
Q	Why did you not take any statutory leave when INSERT BABY'S NAME was born?
A	I wasn't entitled to leave I didn't know whether I was entitled to leave / I did not understand what was available I couldn't afford to (e.g. leave was paid at a low rate)

	<p>I didn't need to because work patterns fitted in with the birth</p> <p>I was too busy at work</p> <p>I felt uncomfortable asking my employer for this leave</p> <p>I was concerned about potential stigma of taking time off (career impact/negative consequence)</p> <p>Child's other parent didn't need me to be at home</p> <p>I did not think it was my role to spend time at home when the baby was born</p> <p>I took annual leave instead</p> <p>I took all that I needed to</p> <p>I took another type of leave (PLEASE SPECIFY)</p> <p>Other (PLEASE SPECIFY)</p> <p>Don't know</p> <p>Prefer not to say</p>
CLOSE INTERVIEW IF Eligchk_2=2 AND TOffIN=6	

RDoB (Q11)	ASK ALL, RECORD DATE
Q	And may I ask, what is your date of birth?
A	<p>RECORD DATE DD-MM-YYYY</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

Rdis (Q12)	ASK ALL, SINGLE RESPONSE
Q	Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

RCare (Q13)	ASK ALL, MULTIPLE RESPONSE, CAPI SHOWCARD 5/ CATI READ OUT
Q	Do you provide any help or support for anyone either living or not living with you who has a long-term physical or mental ill-health problem or disability, or problems relating to old age? EXCLUDE HELP GIVEN AS PART OF A PERSON'S PAID JOB, EG, IF RESPONDENT WORKS FOR SOCIAL SERVICES
A	Yes, someone living with me Yes, someone not living with me SINGLE RESPONSE No SINGLE RESPONSE Don't know SINGLE RESPONSE Prefer not to say

REthn (Q14)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 6/ CATI READ OUT
Q	Which of the following groups best describes you?
A	White - English/Welsh/Scottish/Northern Irish/British White - Irish White - Gypsy or Irish Traveller White - Any other White background Please write in Mixed - White and Black Caribbean Mixed - White and Black African Mixed - White and Asian Mixed - Any other Mixed/multiple ethnic background Please write in Asian/Asian British – Indian Asian/Asian British – Pakistani Asian/Asian British – Bangladeshi Asian/Asian British – Chinese Asian/Asian British - Any other Asian background Please write in Black/Black British – African Black/Black British – Caribbean Black/Black British - Any other Black/African/Caribbean background Please write in Arab Any other ethnic group Please write in

	Don't know Prefer not to say
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UKBorn (Q15)	ASK ALL, SINGLE RESPONSE
Q	Can I just check, were you born in the UK?
A	Yes No Don't know Prefer not to say

WhBorn (Q16)	ASK IF UKBorn=2/3, OPEN RESPONSE
Q	In which country were you born?
A	RECORD COUNTRY OF BIRTH INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

Gender (Q17)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 7 / CATI READ OUT
Q	What gender do you identify as?
A	Male Female Something else (PLEASE SPECIFY) Don't know Prefer not to say

Marital (Q18)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 8 / CATI READ OUT
Q	Which of the following best describes your current legal marital status?

A	<p>Single, that is never married or never in a legally recognised Civil Partnership, and not currently cohabiting with a partner</p> <p>Cohabiting with a partner</p> <p>Married and living with your spouse or in a legally recognised Civil Partnership and living with your civil partner</p> <p>Married and separated from your spouse or in a legally recognised Civil Partnership and separated from your civil partner</p> <p>Divorced or Civil Partnership legally dissolved</p> <p>Widowed</p> <p>Don't know</p> <p>Prefer not to say</p>
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Partner (Q19)	ASK IF Marital=4/5/6 SINGLE RESPONSE
Q	And do you currently live with a partner?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

About your partner

Partner_gen (Q20)	ASK IF Marital=2/3 OR Partner=1, SINGLE RESPONSE, CAPI SHOWCARD 9/ CATI READ OUT
Q	And what gender does your partner identify as?
A	<p>Male</p> <p>Female</p> <p>Something else (PLEASE SPECIFY)</p> <p>Don't know</p> <p>Prefer not to say</p>

PChk (Q21)	ASK IF Marital=2/3 OR Partner=1, SINGLE RESPONSE, CAPI SHOWCARD 10/ CATI READ OUT
Q	Which of the following best describes your partner's relationship to INSERT BABY'S NAME?
A	<p>Baby's biological parent</p> <p>Baby's adoptive parent</p> <p>Baby's legal guardian/carer</p> <p>Something else (PLEASE SPECIFY)</p> <p>Don't know</p> <p>Prefer not to say</p>

PDis (Q22)	ASK IF Marital=2/3 or Partner=1, SINGLE RESPONSE
Q	Does your partner have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

Other children

READ OUT: Now I'd like to ask you some questions about any other children you have, not including INSERT BABY'S NAME AND BABY'S NAME's INSERT TWIN/TRIPLET ETC AS APPROPRIATE

KidsOth (Q23)	ASK ALL, SINGLE RESPONSE
Q	<p>Apart from INSERT BABY'S NAME do you have any other children? Please include children for whom you are the guardian or foster parent.</p> <p>IF BabyNo=OPTION 1-5 Please do not include INSERT BABY'S NAME's INSERT TWIN/TRIPLET ETC AS APPROPRIATE</p> <p>[ASK number of children to make the routing smoother]</p>
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

<p>KidsAGE (Q24)</p> <p>KidsRes (Q25)</p> <p>KidDis (Q26)</p>	ASK IF KidsOth=1, ASK FOR EACH ADDITIONAL CHILD
Q	<p>And excluding INSERT BABY'S NAME can you tell me for each of your other children:</p> <p>their date of birth/adoption</p> <p>if they are currently living with you</p> <p>have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?</p> <p>IF BabyNo=OPTION 1-5 Please do not include INSERT BABY'S NAME's INSERT TWIN/TRIPLET ETC AS APPROPRIATE</p>
A	<p>For each child record:</p> <p>Date of birth – DD-MM-YYYY</p> <p>SINGLE RESPONSE Living with respondent – YES / NO/ DON'T KNOW / PREFER NOT TO SAY</p>

	SINGLE RESPONSE Has illness or disability – YES / NO/ DON'T KNOW / PREFER NOT TO SAY
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Education and qualifications

READ OUT: Now I'd like to ask some questions about your education and qualifications.

RQual_h1 (Q27)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 11/ CATI READ OUT
Q	Which of the following is your highest qualification recognised in the UK?
A	Postgraduate degree Undergraduate degree Higher qualification below degree level A-level/Vocational A-level or equivalent AS-level/Vocational AS-level or equivalent International Baccalaureate O-levels or equivalent GCSE/Vocational GCSE or equivalent Other work-related or professional qualification School Leavers Certificate No qualifications Something else (PLEASE SPECIFY) DO NOT SHOW / READ OUT Don't know DO NOT SHOW / READ OUT Prefer not to say

REmpN (Q29)	ASK ALL, SINGLE RESPONSE
Q	And may I just ask, are you currently in paid employment?
A	Yes No DO NOT SHOW / READ OUT Don't know DO NOT SHOW / READ OUT Prefer not to say

Block B: Childcare

READ OUT: I'd now like to ask you about any childcare you might have used for INSERT BABY'S NAME in the last week.

Ccarex (Q30)	ASK ALL, MULTIPLE RESPONSE, CAPI SHOWCARD 12/ CATI READ OUT
Q	Thinking back over the week starting on Monday [date] and ending Sunday [date], did any of the people or places listed on this card look after INSERT BABY'S NAME in that week? THIS INCLUDES ANY TIME DAY AND/OR NIGHT IF PRECEDING WEEK IS A-TYPICAL E.G. BANK HOLIDAY OR SCHOOL HOLIDAY, ASK FOR MOST RECENT 'TYPICAL WEEK' DETAILED SHOWCARD TO BE PROVIDED WITH DESCRIPTIONS OF EACH CHILDCARE OPTION
A	Day nursery Playgroup or pre-school Nursery school or nursery class Childminder Baby-sitter The baby's grandparent(s) Another relative (PLEASE SPECIFY) The baby's other parent who does not live in this household A friend or neighbour Other (PLEASE SPECIFY) SINGLE RESPONSE No one else looked after the baby in that week SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say

Prov (1) (Q31)	ASK FOR EACH SELECTED IN Ccarex, NUMERIC RESPONSE
Q	For how many hours did [provider type] look after INSERT BABY'S NAME in the week starting on Monday [date] and ending Sunday [date]?

	<p>THIS INCLUDES ANYTIME DAY AND/OR NIGHT</p> <p>IF PRECEDING WEEK IS A-TYPICAL E.G. BANK HOLIDAY OR SCHOOL HOLIDAY, ASK FOR MOST RECENT 'TYPICAL WEEK'</p> <p>DETAILED SHOWCARD TO BE PROVIDED WITH DESCRIPTIONS OF EACH CHILDCARE OPTION</p>
A	<p>ENTER NUMBER OF HOURS FOR EACH PROVIDER STATED AT Ccarex (EACH OPTION SHOULD ALLOW 0.5 TO 168 HOURS AND TOTAL NUMBER SHOULD NOT EXCEED 168 HOURS)</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

Prov (3) (Q33)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 13 / CATI READ OUT
Q	Who in this household is the main adult responsible for planning and arranging child care arrangements?
A	<p>You</p> <p>Your partner</p> <p>An equal combination of you and your partner</p> <p>The baby's grandparent(s)</p> <p>Another relative</p> <p>Other (PLEASE SPECIFY)</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

CcPart (Q34)	ASK IF REmpN=1 & (Marital=2/3 or Partner=1) , SINGLE RESPONSE
Q	Does your partner regularly look after INSERT BABY'S NAME while you are at work? By regularly we mean if they look after INSERT BABY'S NAME at least once a week
A	Yes RECORD HOW MANY HOURS IS THIS EACH WEEK?

	<p>No</p> <p>Don't know</p> <p>Prefer not to say</p>
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CcEx (Q35)	ASK ALL IF REmpN=1 & Partner=2, SINGLE RESPONSE
Q	Does INSERT BABY'S NAME other parent regularly look after him/her while you are at work? By regularly we mean if they look after INSERT BABY'S NAME at least once a week.
A	<p>Yes RECORD HOW MANY HOURS IS THIS EACH WEEK?</p> <p>No</p> <p>Not applicable</p> <p>Prefer not to say</p>

Avail1 (Q36)	ASK ALL, MULTIPLE RESPONSE, CAPI SHOWCARD 14 / CATI READ OUT
Q	Who would be available to you if you needed them just as a one off to look after INSERT BABY'S NAME?
A	<p>The baby's grandparent(s)</p> <p>The baby's older brother/sister</p> <p>Another relative</p> <p>A friend or neighbour</p> <p>The baby's other parent who does not live in this household</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

Avail2 (Q37)	ASK ALL, MULTIPLE RESPONSE, CAPI SHOWCARD 14 / CATI READ OUT
Q	And who would be available to you if you needed them for regular childcare for INSERT BABY'S NAME?
A	<p>The baby's grandparent(s)</p> <p>The baby's older brother/sister</p> <p>Another relative</p> <p>A friend or neighbour</p> <p>The baby's other parent who does not live in this household</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

Block C/D: Employment before baby was born

READ OUT: I'd now like to ask you about your employment history.

Work at time of first child

PrevJob (Q38)	ASK IF KidsOth=1 AND KidsAGE=OLDER THAN BABY'S NAME, SINGLE RESPONSE
Q	Just prior to when your oldest child was born or adopted were you working?
A	Yes No Don't know Prefer not to say

PrevJobMake (Q39)	ASK IF PrevJob=1, OPEN RESPONSE
Q	Now I'd like to ask you some questions about the job you had just prior to when your oldest child was born or adopted. What did the organisation you worked for mainly make or do?
A	OPEN RESPONSE (SIC) INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

PrevWkind (Q40)	ASK IF PrevJob = 1, OPEN RESPONSE
Q	What kind of work did you do most of the time? If relevant, probe: What materials or equipment do/did you use?
A	OPEN RESPONSE (SOC). PROBE FOR: Full job title including descriptive details. Engineer, manager, supervisor, consultants are incomplete job titles. Descriptive details would include Sales Manager, Catering Supervisor, Medical consultant

	<p>Industry details to further clarify job titles. For example, a manager that works in a bank is a Bank Manager. If relevant, probe: What materials or equipment do/did you use?</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>
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PrevPay (Q41)	ASK IF PrevJob = 1, SINGLE RESPONSE, CAPI SHOWCARD 15 / CATI READ OUT		
Q	What is/was your normal gross pay in this/that job, that is your pay before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?		
A	<p>ENTER VALUE 1 to 500,000.00 (pence also to be typed in)</p> <p>ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p> <p>LOGIC CHECKS – Hourly: 280; Weekly: 9,700; Monthly: 42,000; Annual: £500,000</p>		
A (if not known / refused)	<p>VALUE BANDINGS (CAPI SHOWCARD / CATI READ OUT)</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999

9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

PrevDay (Q43)	ASK IF PrevJob = 1, NUMERIC RESPONSE
Q	How many days or hours a week did you usually work...? How many of these were contracted hours, paid overtime, and unpaid overtime
A	<p>Usual hours INSERT NUMBER</p> <p>THE FOLLOWING SHOULD TOTAL THE NUMBER OF HOURS/DAYS USUALLY WORKED</p> <p>Contracted hours/days INSERT NUMBER</p> <p>Paid overtime INSERT NUMBER</p> <p>Unpaid overtime INSERT NUMBER</p> <p>INSERT NUMBER OF DAYS 0-7 OR NUMBER OF HOURS</p> <p>INCLUDE OPTION FOR 'OTHER' IF NEEDED E.G. CONTRACTED FOR FORTNIGHTLY OR MONTHLY DAYS/HOURS</p> <p>IF VARIES ASK FOR 'TYPICAL WEEK'</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

Establishing eligibility for Maternity Allowance

MAElig (Q44)	ASK IF SChk1=1 OR 3i (MOTHERS)
Q	In the 66 weeks (or 16 months) prior to INSERT BABY'S NAME being born / adopted, did both of the following apply to you? I was employed or self-employed for at least 26 weeks of this time I was earning (or classed as earning) £30 a week or more in at least 13 of these weeks (the weeks do not have to be together)
A	Yes No Don't know Prefer not to say
NEW VARIABLE ELMatA Eligible for maternity allowance = IF MAElig=1 Not eligible for maternity allowance = IF MAElig=2	

MAElig_weeks (Q45)	ASK IF SChk1=1 OR 3i (MOTHERS)
Q	Of the 16 months prior to your baby being born/adopted, how many weeks/months were you in employment or self-employment?
A	INSERT NUMBER OF WEEKS OR MONTHS (MAX 66 WEEKS OR 16 MONTHS) INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

Work for ALL respondents prior to birth

BBJobs (Q46)	ASK ALL, NUMERIC RESPONSE
Q	<p>Now I'd like to ask you some questions about the job or jobs you have had since INSERT DATE, that is, about 10 months before INSERT BABY'S NAME was born / placed with you following adoption.</p> <p>How many jobs lasting more than 1 week did you have between 10 MONTHS BEFORE BABY WAS BORN and DATE WHEN BABY WAS BORN? This should include periods of self-employment and you may have had more than one job at any one time.</p>
A	<p>INSERT NUMBER OF JOBS</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

WorkIn (Q47)	ASK ALL, RECORD DATE STARTED AND DATE COMPLETED, ASK FOR EACH JOB IN CHRONOLOGICAL ORDER
Q	<p>Starting with the job you were in 10 months before the baby was born/adopted</p> <p>Can you tell me to the best of your memory, what dates you started and completed each job/period of self-employment before INSERT BABY'S NAME was born?</p> <p>The date completed should include to the end of any maternity/paternity or shared parental leave you took</p> <p>IF RESPONDENT CAN'T REMEMBER THE DAY</p> <ul style="list-style-type: none"> - Ask about significant events in that month that might help them remember - Ask if it was early, mid or late in the month and then encourage them to provide a day within this period - Suggest respondent checks date in diary, if available - Respondent may have had more than one job at any one time
A	<p>RECORD DATE STARTED AND DATE COMPLETED</p> <p>DD-MM-YYYY</p> <p>IF THEY STARTED MORE THAN ONE JOB ON THE SAME DAY, ENTER FIRST THE ONE WITH THE LONGEST NUMBER OF HOURS.</p>

	<p>CODE 0/TICK BOX IF THE RESPONDENT WENT BACK TO THE JOB THEY HAD BEFORE THE BIRTH AND IS STILL EMPLOYED BY THEM – E.G. SO NO COMPLETE DATE</p> <p>IF THEY HAVE LEFT WHILE ON LEAVE THIS SHOULD INCLUDE TO THE END OF ANY MATERNITY OR SHARED PARENTAL LEAVE THEY TOOK</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>
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INTERVIEWER NOTE: We are now going to collect more detail about the respondent's last/main job before INSERT BABY'S NAME's birth. This is the main job they were doing prior to INSERT BABY'S NAME'S BIRTH, which based on their previous responses was between: INSERT MOST RECENT DATES COLLECTED AT WorkIn

WorkBir (Q48)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 16 / CATI READ OUT
Q	<p>I'm now going to ask some questions about your work before the birth of INSERT BABY'S NAME.</p> <p>Please think only about your main job when answering if you had more than one type of work.</p> <p>Which of these descriptions applies to your work situation at the time that INSERT BABY'S NAME born?</p> <p>WHERE A RESPONDENT HAD STARTED A TYPE OF PARENTAL LEAVE BEFORE THE BABY WAS BORN THEY SHOULD REFER TO THE MAIN JOB THEY HAD PRIOR TO STARTING THIS LEAVE</p>
A	<p>In paid work full-time (that is for 30 or more hours per week)</p> <p>In paid work part-time (that is for less than 30 or more hours per week)</p> <p>Waiting to take up paid work already accepted</p> <p>Doing something else (PLEASE SPECIFY)</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

Make (Q49)	<p>ASK ALL, COLLECT FOR:</p> <p>Last and main job before birth, OPEN RESPONSE</p>
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Q	Thinking about your last main job before xxxxx was born/adopted. What did the organisation mainly make or do (at the place where you worked)?
A	OPEN RESPONSE (SIC) INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

Wkind (Q50)	ASK ALL, COLLECT FOR: Last and main job before birth, OPEN RESPONSE
Q	What kind of work did you do most of the time?
A	OPEN RESPONSE (SOC). PROBE FOR: Full job title including descriptive details Engineer, manager, supervisor, consultants are incomplete job titles. Descriptive details would include Sales Manager, Catering Supervisor, Medical consultant Industry details to further clarify job titles. For example, a manager that works in a bank is a Bank Manager. If relevant, probe: What materials or equipment do/did you use? INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

WorkEmp (Q51)	ASK ALL, SINGLE RESPONSE, COLLECT FOR: Last and main job before birth
Q	Were you working as an employee or were you self-employed? INTERVIEWER: IF NOT SURE/DOES NOT KNOW, ENTER EMPLOYEE AND READ OUT 'We will ask you a few more questions so we can make sure we best capture your situation'
A	Employee Self-employed

EmpWage (Q52)	ASK IF WorkEmp=1, SINGLE RESPONSE, COLLECT FOR: Last and main job before birth
Q	(Can I check) were you paid a salary or a wage by an employer?

A	Yes No Don't know Refused
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WorkStat (Q53)	IF WorkEmp=2 OR EmpWage=2, MULTIPLE RESPONSE, CAPI SHOWCARD 17/ CATI READ OUT, COLLECT FOR: Last and main job before birth
Q	Looking at this card, please select the category or categories which applied to your main paid job?
A	SINGLE RESPONSE, Paid a salary or a wage by an agency Sole director of own limited business Running a business or professional practice A partner in a business or professional practice Working for yourself Working as a sub-contractor Doing freelance work SINGLE RESPONSE, None of these SINGLE RESPONSE, DO NOT SHOW / READ OUT Don't know SINGLE RESPONSE, DO NOT SHOW / READ OUT Prefer not to say

WorkPerm (Q54)	IF WorkEmp=1, SINGLE RESPONSE, CAPI SHOWCARD 18 / CATI READ OUT, COLLECT FOR: Last and main job before birth
Q	Leaving aside your own personal intentions and circumstances, was your job... READ OUT
A	a permanent job or, is there some way that it is NOT permanent? DO NOT SHOW / READ OUT Don't know DO NOT SHOW / READ OUT Prefer not to say

WorkNPerm (Q55)	ASK IF WorkPerm=2, SINGLE RESPONSE, CAPI SHOWCARD 19 / CATI READ OUT, COLLECT FOR: Last and main job before birth
Q	In what way was the job NOT permanent?
A	Is it... seasonal work done under contract for a fixed period or for a fixed task agency temping casual type of work the agreed working arrangement was a zero hours contract was there some other way that it was not permanent? (PLEASE SPECIFY) DO NOT SHOW / READ OUT Don't know DO NOT SHOW / READ OUT Prefer not to say

NEW VARIABLE EmpSt(1) 'Employment status'

1 Employee = IF WorkEmp=1

2 Worker = IF (WorkEmp =1 AND WorkPerm=2) OR IF (WorkEmp=2 OR EmpWage=2 AND WorkStat =1)

3 Self_Employed = IF (WorkEmp=2) AND (WorkStat =2 - 7)

(IF RESPONDENT MEETS ALL CRITERIA FOR WORKER THEN THIS TAKES PRECEDENCE)

Bsize (Q56)	ASK ALL IF EmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 20 / CATI READ OUT, COLLECT FOR: Last and main job before birth
Q	Including yourself, how many employees worked in your organisation? Please respond using your best estimate of the employer's total staff including the site you work at and other sites.
A	0-9 10-49 50-249 250-499 500 or more DO NOT SHOW / READ OUT Don't know DO NOT SHOW / READ OUT Prefer not to say

Wgend (Q57)	ASK IF EmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 21 / CATI READ OUT, COLLECT FOR: Last and main job before birth
Q	At the place where you worked, were the employees... Please respond based on the site you worked at.
A	all women mostly women about half and half mostly men, or all men? DO NOT SHOW / READ OUT Don't know

	DO NOT SHOW / READ OUT Prefer not to say
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WorkPPV (Q58)	ASK IF EmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 22 / CATI READ OUT, COLLECT FOR: Last and main job before birth
Q	Would you classify the organisation as one ...?
A	<p>MAINLY seeking to make a profit</p> <p>A charity or voluntary sector organisation or a social enterprise</p> <p>A local-government financed body (ADD IF NECESSARY: such as a service provided or funded by the council such as leisure centres, social care, waste or environmental health services)</p> <p>A central government financed body (ADD IF NECESSARY: such as the Civil Service, any part of the NHS, a college or university, the Armed Services, an Executive Agency or other non-departmental public bodies)</p> <p>or none of the above? (PLEASE SPECIFY)</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

Super (Q59)	ASK EmpSt(1)=1 OR 2, SINGLE RESPONSE, COLLECT FOR: Last and main job before birth
Q	In that job did you have formal responsibility for supervising the work of other employees?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

<p>Day (Q60) Over (Q62)</p>	<p>ASK IF EmpSt(1)=1 OR 2, NUMERIC RESPONSE, COLLECT FOR: Last and main job before birth</p>
<p>Q</p>	<p>How many days or hours a week did you usually work...? How many of these were contracted hours, paid overtime, and unpaid overtime</p>
<p>A</p>	<p>Usual hours INSERT NUMBER</p> <p>THE FOLLOWING SHOULD TOTAL THE NUMBER OF HOURS/DAYS USUALLY WORKED</p> <p>Contracted hours/days INSERT NUMBER</p> <p>Paid overtime INSERT NUMBER</p> <p>Unpaid overtime INSERT NUMBER</p> <p>INSERT NUMBER OF DAYS 0-7 OR NUMBER OF HOURS</p> <p>INCLUDE OPTION FOR 'OTHER' IF NEEDED E.G. CONTRACTED FOR FORTNIGHTLY OR MONTHLY DAYS/HOURS</p> <p>IF VARIES ASK FOR 'TYPICAL WEEK'</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

pay(1) (Q63)	ASK IF EmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 15/ CATI READOUT, COLLECT FOR: Last and main job before birth		
Q	What was your normal gross pay in that job, that is your pay before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?		
A (if known)	ENTER VALUE 1 to 500,000.00 (pence also to be typed in) ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY LOGIC CHECKS – Hourly: 280; Weekly: 9,700; Monthly: 42,000; Annual: £500,000		
A (if not known / refused)	VALUE BANDINGS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

TrUn (Q64)	ASK IF EmpSt(1)=1 OR 2, SINGLE RESPONSE, COLLECT FOR: Last and main job before birth
Q	At your workplace, were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions? Please respond based on the site you mostly worked at.
A	Yes No Don't know Prefer not to say

UnMem (Q65)	ASK IF TrUn=1, SINGLE RESPONSE, COLLECT FOR: Last and main job before birth
Q	Were you a member of a trades union or staff association?
A	Yes No Don't know Prefer not to say

Self-employed only questions

Hrs(1) (Q61)	ASK IF EmpSt(1)=3, NUMERIC RESPONSE, COLLECT FOR: Last and main job before birth
Q	How many days or hours a week did you usually work in that job, excluding meal breaks and any overtime?
A	RECORD NUMBER OF DAYS 0-7 OR HOURS WORKED INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SEOwn (Q66)	ASK IF EmpSt(1)=3, SINGLE RESPONSE, COLLECT FOR: Last and main job before birth
Q	Were you working on your own or did/do you have employees.
A	On their own With employees Code 1 if has partners but no employees

SENo (Q67)	ASK IF EmpSt(1)=3, SINGLE RESPONSE, CAPI SHOWCARD 23 / CATI READ OUT, COLLECT FOR: Last and main job before birth
Q	How many people did you employ at the place where you worked? Please respond using your best estimate of your total staff including the site you worked at and other sites.
A	0-9 10-49 50-249 250-499 500 or more Don't know

	Prefer not to say
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SEpay(1) (Q68)	ASK IF EmpSt(1)=3, SINGLE RESPONSE, CAPI SHOWCARD 15 / CATI READOUT, COLLECT FOR: Last and main job before birth		
Q	What were your normal gross earnings from your business or self-employment before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?		
A (if known)	ENTER VALUE 1 to 500,000.00 (pence also to be typed in) ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
A (if not known / refused)	VALUE BANDINGS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999

13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

Flexible and family friendly working arrangements

L&M_Commute_1 (Q69)	ASK ALL, NUMERIC RESPONSE, COLLECT FOR: Last and main job before birth
Q	What was your usual home to work travel time in minutes?
A	ENTER VALUE INCLUDE OPTIONS FOR NOT APPLICABLE (WFH) DON'T KNOW AND PREFER NOT TO SAY

L&M_Commute_2 (Q70)	ASK IF L&M_Commute_1 >0 MINUTES, SINGLE RESPONSE, CAPI SHOWCARD 24/ CATI READ OUT, COLLECT FOR: Last and main job before birth
Q	What was your usual and main method of travel to work? If you use a combination of methods please tell us the one you consider to be the main one based on distance travelled in this way.
A	Car, van, minibus, works van Motorbike, moped, scooter Bicycle Bus, coach, private bus Taxi Railway train Underground train/light railway/tram (GB only) Walk Other way of travelling SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say

Flex (Q71)	<p>ASK IF EmpSt(1)=1 OR 2, MULTIPLE RESPONSE, CAPI SHOWCARD 25/ CATI READ OUT (READ/SHOW STATEMENT IN BOLD, INTERVIEWER TO PROVIDE DEFINITIONS WHERE NEEDED), COLLECT FOR:</p> <p>Last and main job before birth</p>
Q	<p>In that job, were any of the following working arrangements available at your workplace...?</p>
A	<p>Work part-time, this means working less than 30 hours a week</p> <p>Job-share, this is where a Full-Time job is divided between 2 or more people and they work at different times</p> <p>Work flexitime, this is where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month</p> <p>Work from home on a regular basis, this means an employee works all or some part of the time from home as part of their working hours</p> <p>Other (PLEASE SPECIFY, INCLUDING ANY INFORMAL FLEXIBLE WORKING ARRANGEMENTS)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

Wcar (Q72)	<p>ASK IF EmpSt(1)=1 OR 2, MULTIPLE RESPONSE, CAPI SHOWCARD 26/ CATI READ OUT, COLLECT FOR:</p> <p>Last and main job before birth</p>
Q	<p>To the best of your knowledge, did your employer offer/provide to employees any of the following types of support?</p>
A	<p>Childcare vouchers or other help with paying for childcare (including tax-free childcare)</p> <p>Childcare facility such as crèche, playgroup, nursery situated at the workplace?</p> <p>Help with childcare arrangements during school holidays?</p> <p>Help with finding childcare away from the workplace</p> <p>An hour or two off during working hours to take care of personal or family matters</p> <p>A designated area for breastfeeding</p> <p>Career breaks for family reasons</p> <p>'Keep in touch' scheme offered by employer during maternity or shared parental leave</p> <p>'Shared Parental Leave in touch' (SPLIT) days. These are available to those on Shared Parental Leave in addition to KIT days</p> <p>Re-training on return from maternity or shared parental leave</p> <p>Some other childcare support or arrangements? (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know / Not aware</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

Maware (Q73)	<p>ASK IF EmpSt(1)=1 or 2, SINGLE RESPONSE, CAPI SHOWCARD 27 / CATI READ OUT, COLLECT FOR:</p> <p>Last and main job before birth</p>
Q	<p>How well informed did you feel about the family friendly arrangements offered by your employer before INSERT BABY'S NAME was born/adopted?</p>

	<p>IF NECESSARY:</p> <p>Family-friendly arrangements include all flexible working, childcare support and leave arrangements we asked you about earlier.</p>
A	<p>Very well informed</p> <p>Fairly well informed</p> <p>Not very well informed</p> <p>Not at all well informed</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

Return to work

Jback (Q74)	<p>ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 28A / CATI READ OUT</p> <p>Last and main job before birth</p>
Q	<p>Just to confirm, did you go back to this job/period of self-employment after INSERT BABY'S NAME was born/adopted? Which of the following best applies to you?</p>
A	<p>Yes, I went back to this job at the end of my leave and am still there</p> <p>Yes, I went back to this job at the end of my leave but have left subsequently</p> <p>No, I did not go back to this job at the end of my leave</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

JBkJob (Q75)	<p>ASK IF Jback=1/2, RECORD DATE , COLLECT FOR:</p> <p>Last and main job before birth</p>
Q	<p>Thinking about the last main job/period of self-employment you had before INSERT BABY'S NAME was born/adopted, when did you return to this job/business after your baby was born/adopted, I need the actual day you returned to it, as well as the month and the year?</p>

A	RECORD DATE DD-MM-YYYY INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY
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ABJobs (Q76)	ASK IF Jback=2/3, NUMERIC RESPONSE
Q	How many jobs lasting more than 1 week have you started since DATE WHEN BABY WAS BORN? This should include periods of self-employment.
A	INSERT NUMBER OF JOBS INCLUDE CODE FOR '0' NOT WORKED SINCE LEFT PREVIOUS JOB INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY
<p>CREATE NEW VARIABLE RetEmp 'Nature of return to work after birth'</p> <p>1 Returned and still at that job if JBack=1</p> <p>2 Returned but left and started another job if JBack=2 and ABJobs>0</p> <p>3 Returned but left and now not working JBack=2 and ABJobs=0</p> <p>4 Did not return but started another job JBack=3 and ABJobs>0</p> <p>5 Did not return and has not started another job JBack=3 and ABJobs=0</p>	

ABName(1) (Q77)	ASK IF ABJobs>0, OPEN RESPONSE, ASK FOR EACH JOB
Q	Can you provide a brief description for each of these jobs/periods of self-employment? This will be used in our next few questions so we can distinguish between different jobs e.g. 'Interviewer at BMG'
A	RECORD SHORT DESCRIPTION E.G. INTERVIEWER AT BMG IF THEY STARTED MORE THAN ONE JOB ON THE SAME DAY, ENTER FIRST THE ONE WITH THE LONGEST NUMBER OF HOURS. INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

ABWorkIn (Q78)	ASK IF ABJobs>0, RECORD DATE STARTED AND DATE COMPLETED, ASK FOR EACH JOB
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Q	<p>Can you tell me to the best of your memory, what dates you started and completed each new job/period of self-employment?</p> <p>If respondent can't remember the day:</p> <ul style="list-style-type: none">- Ask about significant events in that month that might help them remember- Ask if it was early, mid or late in the month and then encourage them to provide a day within this period- Suggest respondent checks date in diary, if available
A	<p>RECORD DATE STARTED AND DATE COMPLETED</p> <p>DD-MM-YYYY</p> <p>IF THEY STARTED MORE THAN ONE JOB ON THE SAME DAY, ENTER FIRST THE ONE WITH THE LONGEST NUMBER OF HOURS.</p> <p>CODE 0 IF STILL EMPLOYED IN THIS JOB</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

Block E: Employment after the baby was born

READ OUT: I'd now like to ask you some more questions about your employment after INSERT BABY NAME was born.

Discussion/negotiation for return to previous job

READ OUT: The next two questions are about conversations/negotiations you may have had with your employer before deciding whether to return to your last and main job before the birth.

RetResp (Q79)	ASK IF EmpSt(1)=1/2, SINGLE RESPONSE
Q	Thinking about the main job you had just before INSERT BABY'S NAME was born/adopted, when you [went back to work/talked with your ex-employer about going back to work], were you offered a job with more responsibility, less responsibility, or the same level of responsibility you had previously? TO AID RECALL OF LAST AND MAIN JOB SHOW SHOW Make AND Wkind TO USE AS PROMPT IF NECESSARY
A	More responsibility Less responsibility Same responsibility Not applicable, e.g. did not discuss going back to work or did not discuss level of responsibility DO NOT SHOW / READ OUT Don't know DO NOT SHOW / READ OUT Prefer not to say

RetPay (Q80)	ASK IF EmpSt(1)=1/2 , SINGLE RESPONSE
Q	Thinking again about the main job you had just before INSERT BABY'S NAME was born/adopted, when you [went back to work/talked with your ex-employer about going back to work], were you offered a job with a higher pay, a lower pay, or the same pay you had previously? If the pay you were offered was the same but pro rata, for example because you wanted to work part-time, the answer should be 'same pay'. TO AID RECALL OF LAST AND MAIN JOB SHOW SHOW Make AND Wkind TO USE AS PROMPT IF NECESSARY

A	<p>Higher pay</p> <p>Lower pay</p> <p>Same pay</p> <p>Not applicable, e.g. did not discuss going back to work or did not discuss pay</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>
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Role if returned to previous job

READ OUT: The next questions are about the job which you returned to following INSERT BABY'S NAME birth. We understand this is the same employer you worked for before the birth but these questions are to help us understand if there were any changes in your job or the way you worked.

RetSummary	<p>ASK IF RetEmp=1/2/3, MULTIPLE RESPONSE, CAPI SHOWCARD 28B / CATI READ OUT, COLLECT FOR:</p> <p>Role on return to previous job</p>
Q	<p>I will now read out a list job-related factors, please tell me if any of these changed when you returned to your job after your leave following INSERT BABY NAME'S birth.</p> <p>IF TOOK SHARED PARENTAL LEAVE THIS SHOULD BE WHEN THEY RETURNED FOLLOWING THIS LEAVE, NOT THE MATERNITY/PATERNITY LEAVE</p>
A	<p>Your job role</p> <p>Your agreed working arrangements (e.g. use of part-time, flexible, job-share etc)</p> <p>Your working hours (e.g. number of hours worked either contractually or through paid/unpaid overtime)</p> <p>IF EmpSt(1)=3Your normal gross earnings in that job, that is your pay before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions.</p> <p>SINGLE RESPONSE None of the above/no changes</p> <p>DO NOT SHOW / READ OUT, SINGLE RESPONSE Don't know</p> <p>DO NOT SHOW / READ OUT, SINGLE RESPONSE Prefer not to say</p>

PatWrk (Q81)	<p>ASK IF RetSummary=2, MULTIPLE RESPONSE, CAPI SHOWCARD 29 / CATI READ OUT (READ/SHOW STATEMENT IN BOLD, INTERVIEWER TO PROVIDE DEFINITIONS WHERE NEEDED), COLLECT FOR:</p> <p>Role on return to previous job</p>
Q	<p>Thinking again about the main job you had just before INSERT BABY'S NAME was born/adopted, when you went back to work did you take up any of the following because of the birth of your baby/adoption?</p>
A	<p>Work part-time, this means working less than 30 hours a week</p> <p>Job-share, this is where a Full-Time job is divided between 2 or more people and they work at different times</p> <p>Work flexitime, this is where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month</p> <p>Work from home on a regular basis, this means an employee works all or some part of the time from home as part of their working hours</p> <p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>DO NOT SHOW / READ OUT, SINGLE RESPONSE Don't know</p> <p>DO NOT SHOW / READ OUT, SINGLE RESPONSE Prefer not to say</p>

Retkind (Q82)	<p>ASK IF RetSummary=1 (EXCLUDE IF EmpSt(1)=3), COLLECT FOR:</p> <p>Role on return to previous job, OPEN RESPONSE</p>
Q	<p>When you went back to your employer after INSERT BABY'S NAME was born, did your role change?</p> <p>IF YES What kind of work did you do most of the time?</p>
A	<p>OPEN RESPONSE (SOC). PROBE FOR:</p> <p>Full job title including descriptive details Engineer, manager, supervisor, consultants are incomplete job titles. Descriptive details would include Sales Manager, Catering Supervisor, Medical consultant Industry details to further clarify job titles. For example, a manager that works in a bank is a Bank Manager. If relevant, probe: What materials or equipment do/did you use?</p>

	<p>INCLUDE OPTIONS FOR ROLE DID NOT CHANGE, DON'T KNOW, AND PREFER NOT TO SAY</p>
<p>RetSuper (Q83)</p>	<p>ASK IF RetEmp=1/2/3 (EXCLUDE IF EmpSt(1)=3 AND SEOwn=1), SINGLE RESPONSE, COLLECT FOR:</p> <p>Role on return to previous job</p>
<p>Q</p>	<p>IF EmpSt(1)=1/2 When you went back to your employer after INSERT BABY'S NAME was born, did you have formal responsibility for supervising the work of other employees?</p> <p>IF EmpSt(1)=3 AND SEOwn=2 When you went back to your work after INSERT BABY'S NAME was born, did you have formal responsibility for supervising the work of other employees?</p>
<p>A</p>	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

DayRet (Q84)	ASK IF RetSummary=2/3, NUMERIC RESPONSE, COLLECT FOR:
Hrs(1)Ret (Q85)	Role on return to previous job
Q	When you went back to work after INSERT BABY'S NAME was born , how many days or hours a week did you usually work...? How many of these were contracted hours, paid overtime, and unpaid overtime?
A	<p>Usual hours INSERT NUMBER</p> <p>THE FOLLOWING SHOULD TOTAL THE NUMBER OF HOURS/DAYS USUALLY WORKED</p> <p>Contracted hours/days INSERT NUMBER</p> <p>Paid overtime INSERT NUMBER</p> <p>Unpaid overtime INSERT NUMBER</p> <p>INSERT NUMBER OF DAYS 0-7 OR NUMBER OF HOURS</p> <p>INCLUDE OPTION FOR 'OTHER' IF NEEDED E.G. CONTRACTED FOR FORTNIGHTLY OR MONTHLY DAYS/HOURS</p> <p>IF VARIES ASK FOR 'TYPICAL WEEK'</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

Epay(1)Ret (Q87)	<p>ASK IF RetPay=1/2 (EXCLUDE IF EmpSt(1)=3), SINGLE RESPONSE, COLLECT FOR:</p> <p>Role on return to previous job</p> <p>CAPISHOWCARD 30/ CATI READ OUT</p>
Q	When you went back to your employer after INSERT BABY'S NAME was born, what was your normal gross pay in that job, that is your pay before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?
A (if known)	<p>ENTER VALUE 1 to 500,000.00 (pence also to be typed in)</p> <p>ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

	LOGIC CHECK: Hourly up to 280; Weekly up to £9,700; Monthly up to £42,000		
A (if not known / refused)	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

SEpay(1) (Q87A)	ASK IF RetSummary=4 AND EmpSt(1)=3, SINGLE RESPONSE, CAPI SHOWCARD 113 / CATI READOUT, COLLECT FOR: Role on return to previous job		
Q	When you went back to work after INSERT BABY'S NAME was born, what were your normal gross earnings from your business or self-employment before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?		
A (if known)	ENTER VALUE 1 to 500,000.00 (pence also to be typed in) ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
A (if not known / refused)	VALUE BANDINGS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

<p>WcarANY_Ret (Q88)</p>	<p>ASK IF RetEmp=1/2/3, MULTIPLE RESPONSE, CAPI SHOWCARD 31 / CATI READ OUT, COLLECT FOR: Role on return to previous job</p>
<p>Q</p>	<p>Thinking again about the main job you had just before INSERT BABY'S NAME was born/adopted, when you went back to work did you access any of the following types of support?</p>
<p>A</p>	<p>Childcare vouchers or other help with paying for childcare (including tax-free childcare)</p> <p>Childcare facility such as crèche, playgroup, nursery situated at the workplace</p> <p>Help with childcare arrangements during school holidays</p> <p>Help with finding childcare away from the workplace</p> <p>An hour or two off during working hours to take care of personal or family matters</p> <p>IF FEMALE A designated area for breastfeeding</p> <p>Career breaks for family reasons</p> <p>'Keep in touch' (KIT) scheme offered by employer during maternity or shared parental leave</p> <p>'Shared Parental Leave in touch' (SPLIT) days. These are available to those on Shared Parental Leave in addition to KIT days</p> <p>Re-training on return from maternity or shared parental leave</p> <p>Some other childcare support or arrangements (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know / Not aware</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

Did not go back to previous employer at all

RetWNo (Q89)	ASK IF EmpSt(1)=1/2 AND RetEmp=4/5, MULTIPLE RESPONSE, CAPI SHOWCARD 32/ CATI READ OUT (READ/SHOW STATEMENT IN BOLD, INTERVIEWER TO PROVIDE DEFINITIONS WHERE NEEDED)
Q	You said earlier that you didn't go back to your job after INSERT BABY'S NAME was born. Would these arrangements have made you more likely to go back to your old job, that is working as [PrevWkind], after INSERT BABY'S NAME was born?
A	<p>If my ex-employer had offered me:</p> <p>Flexible working arrangements:</p> <p>Work part-time, this means working less than 30 hours a week</p> <p>Job-share, this is where a Full-Time job is divided between 2 or more people and they work at different times</p> <p>Work flexitime, this is where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month</p> <p>Work from home on a regular basis, this means an employee works all or some part of the time from home as part of their working hours</p> <p>Other support:</p> <p>Help with the costs of childcare (e.g. childcare voucher scheme)</p> <p>Help to determine financial viability of return to work</p> <p>Re-training to return to my old job</p> <p>More support from managers</p> <p>Career or mentoring support</p> <p>Other help ex-employer could have offered (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE No changes in working arrangement would have made me more likely to go back to my old job</p>

Started at least 1 new job

RetChn (Q90)	ASK IF RetEmp=2/4, MULTIPLE RESPONSE, CAPI SHOWCARD 33 / CATI READ OUT (READ/SHOW STATEMENT IN BOLD, INTERVIEWER TO PROVIDE DEFINITIONS WHERE NEEDED)
Q	You said earlier that you changed jobs after INSERT BABY'S NAME was born/adopted. Did you change jobs for any of the following reasons?
A	<p>Flexible working arrangements:</p> <p>I wanted to...</p> <p>Work part-time, this means working less than 30 hours a week</p> <p>Job-share, this is where a Full-Time job is divided between 2 or more people and they work at different times</p> <p>Work flexitime, this is where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month</p> <p>Work from home on a regular basis, this means an employee works all or some part of the time from home as part of their working hours</p> <p>Job role:</p> <p>I wanted a job with fewer responsibilities/duties</p> <p>I wanted a job with more responsibilities/duties</p> <p>I wanted a better paid job</p> <p>I wanted to progress with my career</p> <p>I wanted to change type of work/career</p> <p>I had a reduction in salary or bonus</p> <p>Other reasons:</p> <p>I wanted an employer that provided help with the costs of childcare (e.g. childcare voucher scheme)</p> <p>I wanted a job that was easier to get to</p> <p>I moved home to a different area</p> <p>I was dismissed</p> <p>I was selected for redundancy</p> <p>I was treated poorly and felt I had to leave</p>

	<p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>
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First new job after birth (if different to job at birth / adoption)

READ OUT: I WOULD NOW LIKE TO FOCUS ON THE FIRST NEW JOB YOU ENTERED AFTER THE BIRTH/ ADOPTION OF YOUR BABY – INSERT ABName(1) TO PROMPT

CMake (Q91)	<p>ASK IF RetEmp=2/4, COLLECT FOR:</p> <p>First new job after birth, OPEN RESPONSE</p>
Q	You said you were working as a [ABName(1)]. What does/did the organisation you work/worked for mainly make or do (at the place where you work/worked)?
A	<p>OPEN RESPONSE (SIC)</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY)</p>

CWkind (Q92)	<p>ASK IF RetEmp=2/4, COLLECT FOR:</p> <p>First new job after birth, OPEN RESPONSE</p>
Q	What kind of work do/did you do most of the time?
A	<p>OPEN RESPONSE (SOC). PROBE FOR:</p> <p>Full job title including descriptive details Engineer, manager, supervisor, consultants are incomplete job titles. Descriptive details would include Sales Manager, Catering Supervisor, Medical consultant Industry details to further clarify job titles. For example, a manager that works in a bank is a Bank Manager. If relevant, probe: What materials or equipment do/did you use?</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

CEmpSt(1) (Q93)	ASK IF RetEmp=2/4, SINGLE RESPONSE, COLLECT FOR: First new job after birth
Q	And are/were you an employee or self-employed? INTERVIEWER: IF NOT SURE/DOES NOT KNOW, ENTER EMPLOYEE AND READ OUT 'We will ask you a few more questions so we can make sure we best capture your situation'
A	Employee Self-employed

ABEmpWage (Q94)	ASK IF RetEmp=2/4, SINGLE RESPONSE, COLLECT FOR: First new job after birth
Q	(Can I check) were you paid a salary or a wage by an employer?
A	Yes No Don't know Refused

ABWorkStat (Q95)	IF CEmpSt(1)=2 OR ABEmpWage=2, MULTIPLE RESPONSE, CAPI SHOWCARD 34 / CATI READ OUT, COLLECT FOR: First new job after birth
Q	Looking at this card, please select the category or categories which apply to your main paid job?
A	SINGLE RESPONSE, Paid a salary or a wage by an agency Sole director of own limited business Running a business or professional practice

	<p>A partner in a business or professional practice</p> <p>Working for yourself</p> <p>Working as a sub-contractor</p> <p>Doing freelance work</p> <p>SINGLE RESPONSE, None of these</p> <p>SINGLE RESPONSE, DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE, DO NOT SHOW / READ OUT Prefer not to say</p>
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ABWorkPerm (Q96)	<p>IF CEmpSt(1)=1, SINGLE RESPONSE, CAPI SHOWCARD 35/ CATI READ OUT, COLLECT FOR:</p> <p>First new job after birth</p>
Q	<p>Leaving aside your own personal intentions and circumstances, is your job... READ OUT</p>
A	<p>a permanent job</p> <p>or, is there some way that it is NOT permanent?</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

ABWorkNPerm (Q97)	<p>ASK IF ABWorkPerm=2, SINGLE RESPONSE, CAPI SHOWCARD 36 / CATI READ OUT, COLLECT FOR:</p> <p>First new job after birth</p>
Q	<p>In what way is the job NOT permanent?</p>
A	<p>Is it...</p> <p>seasonal work</p> <p>done under contract for a fixed period or for a fixed task</p> <p>agency temping</p>

	<p>casual type of work</p> <p>the agreed working arrangement was a zero hours contract</p> <p>was there some other way that it was not permanent? (PLEASE SPECIFY)</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>
<p>NEW VARIABLE NewEmpSt(1) 'New Employment status'</p> <p>1 Employee = IF CEmpSt(1)=1</p> <p>2 Worker = IF (CEmpSt(1) =1 AND ABWorkPerm =2) OR IF (CEmpSt(1)=2 OR ABEmpWage =2 AND ABWorkStat =1)</p> <p>3 Self_Employed = IF (CEmpSt(1)=2) AND (ABWorkStat =2 - 7)</p> <p>(IF RESPONDENT MEETS ALL CRITERIA FOR WORKER THEN THIS TAKES PRECEDENCE)</p>	

Csize (Q98)	<p>ASK IF NewEmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 37 / CATI READ OUT, COLLECT FOR:</p> <p>First new job after birth</p>
Q	<p>Including yourself, how many employees work/worked in your organisation?</p> <p>Please respond using your best estimate of your employer's total staff including the site you work at and other sites.</p>
A	<p>0- 9</p> <p>10-49</p> <p>50-249</p> <p>250-499</p> <p>500 or more</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

<p>CWgend (Q99)</p>	<p>ASK IF NewEmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 38 / CATI READ OUT, COLLECT FOR:</p> <p>First new job after birth</p>
<p>Q</p>	<p>At the place where you work/worked, are/were the employees...</p> <p>Please respond based on the site you mostly work/worked at.</p>
<p>A</p>	<p>all women</p> <p>mostly women</p> <p>about half and half</p> <p>mostly men, or</p> <p>all men?</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

<p>ABWorkPPV (Q100)</p>	<p>ASK IF NewEmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 39 / CATI READ OUT, COLLECT FOR:</p> <p>First new job after birth</p>
<p>Q</p>	<p>Would you classify your organisation as one ...?</p>
<p>A</p>	<p>MAINLY seeking to make a profit</p> <p>A charity or voluntary sector organisation or a social enterprise</p> <p>A local-government financed body (ADD IF NECESSARY: such as a service provided or funded by the council such as leisure centres, social care, waste or environmental health services)</p> <p>A central government financed body (ADD IF NECESSARY: such as the Civil Service, any part of the NHS, a college or university, the Armed Services, an Executive Agency or other non-departmental public bodies)</p> <p>or none of the above? (PLEASE SPECIFY)</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

CSuper (Q101)	ASK NewEmpSt(1)=1 OR 2, SINGLE RESPONSE, COLLECT FOR: First new job after birth
Q	In this/that job do/did you have formal responsibility for supervising the work of other employees?
A	Yes No Don't know Prefer not to say
DayNew (Q102) Hrs(1)New (Q103) OVERnEW (q104)	ASK IF NewEmpSt(1)=1/2/3, NUMERIC RESPONSE, COLLECT FOR: First new job after birth
Q	How many days or hours a week do/did you usually work in this/that job? How many of these were contracted hours, paid overtime, and unpaid overtime?
A	Usual hours INSERT NUMBER THE FOLLOWING SHOULD TOTAL THE NUMBER OF HOURS/DAYS USUALLY WORKED Contracted hours/days INSERT NUMBER Paid overtime INSERT NUMBER Unpaid overtime INSERT NUMBER INSERT NUMBER OF DAYS 0-7 OR NUMBER OF HOURS INCLUDE OPTION FOR 'OTHER' IF NEEDED E.G. CONTRACTED FOR FORTNIGHTLY OR MONTHLY DAYS/HOURS IF VARIES ASK FOR 'TYPICAL WEEK' INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

Epay(1)New (Q105)	ASK IF NewEmpSt(1)=1 OR 2, SINGLE RESPONSE, COLLECT FOR: First new job after birth CAPI SHOWCARD 40/ CATI READ OUT		
Q	What is/was your normal gross pay in this/that job, that is your pay before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?		
A (if known)	ENTER VALUE 1 to 500,000.00 (pence also to be typed in) ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY LOGIC CHECK: Hourly 280; Weekly 9,700; Monthly 42,000		
A (if not known / refused)	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999

14	£1,930 or more	£8,350 or more	£100,000 or more
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TrUnNew (Q106)	ASK IF NewEmpSt(1)=1 OR 2, SINGLE RESPONSE, COLLECT FOR: First new job after birth
Q	At your workplace, are/were there any staff associations or trades union groups recognised by management for negotiating pay and working conditions? Please respond based on the site you mostly work/worked at.
A	Yes No Don't know Prefer not to say

UnMemNew (Q107)	ASK IF TrUnNew=1, SINGLE RESPONSE, COLLECT FOR: First new job after birth
Q	Are/were you a member of a trades union or staff association?
A	Yes No Don't know Prefer not to say

Self-employed only questions

SEOwnNew (Q108)	ASK IF NewEmpSt(1)=3, SINGLE RESPONSE, COLLECT FOR: First new job after birth
Q	Are/were you working on your own or did/do you have employees.
A	On their own With employees Code 1 if has partners but no employees

SENoNew (Q109)	ASK IF NewEmpSt(1)=3, SINGLE RESPONSE, CAPI SHOWCARD 41 / CATI READ OUT, COLLECT FOR: First new job after birth
Q	How many people do/did you employ at the place where you work/worked? Please respond using your best estimate of your total staff including the site you work at and other sites.
A	0-9 10-49 50-249 250-499 500 or more Don't know Prefer not to say

SEpay(1)New (Q110)	ASK IF NewEmpSt(1)=3, SINGLE RESPONSE, COLLECT FOR: First new job after birth CAPI SHOWCARD 42/ CATI READ OUT
Q	What are/were your normal gross earnings from your business or self-employment before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?

A (if known)	ENTER VALUE 1 to 500,000.00 (pence also to be typed in)		
	ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual		
	INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
A (if not known / refused)	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT		
	INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

Flexible and family friendly working arrangements

FlexNew (Q113)	<p>ASK IF NewEmpSt(1)=1 OR 2, MULTIPLE RESPONSE, CAPI SHOWCARD 44 / CATI READ OUT (READ/SHOW STATEMENT IN BOLD, INTERVIEWER TO PROVIDE DEFINITIONS WHERE NEEDED), COLLECT FOR:</p> <p>First new job after birth</p>
Q	<p>In this/that job, are/were any of the following working arrangements available at your workplace...?</p>
A	<p>Work part-time, this means working less than 30 hours a week</p> <p>Job-share, this is where a Full-Time job is divided between 2 or more people and they work at different times</p> <p>Work flexitime, this is where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month</p> <p>Work annualised hours, this is where the number of hours an employee has to work is calculated over a full year rather than a week or month</p> <p>Other (PLEASE SPECIFY, INCLUDING ANY INFORMAL FLEXIBLE WORKING ARRANGEMENTS)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

<p>WcarNew (Q114)</p>	<p>ASK IF NewEmpSt(1)=1 OR 2, MULTIPLE RESPONSE, CAPI SHOWCARD 45/ CATI READ OUT, COLLECT FOR:</p> <p>First new job after birth</p>
<p>Q</p>	<p>To the best of your knowledge, does/did your employer offer/provide to employees any of the following types of support?</p>
<p>A</p>	<p>Childcare vouchers or other help with paying for childcare (including tax-free childcare)</p> <p>Childcare facility such as crèche, playgroup, nursery situated at the workplace</p> <p>Help with childcare arrangements during school holidays</p> <p>Help with finding childcare away from the workplace</p> <p>An hour or two off during working hours to take care of personal or family matters</p> <p>A designated area for breastfeeding</p> <p>Career breaks for family reasons</p> <p>'Keep in touch' (KIT) scheme offered by employer during maternity or shared parental leave</p> <p>'Shared Parental Leave in touch' (SPLIT) days. These are available to those on Shared Parental Leave in addition to KIT days</p> <p>Re-training on return from maternity or shared parental leave</p> <p>Some other childcare arrangements (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know / Not aware</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

<p>WcarNew_used (Q115)</p>	<p>SHOW LIST FOR EACH SELECTED AT wCARnEW, MULTIPLE RESPONSE, CAPI SHOWCARD 46 / CATI READ OUT, COLLECT FOR:</p> <p>First new job after birth</p>
<p>Q</p>	<p>And have you accessed any of these types of support?</p>
	<p>Childcare vouchers or other help with paying for childcare (including tax-free childcare)</p> <p>Childcare facility such as crèche, playgroup, nursery situated at the workplace?</p> <p>Help with childcare arrangements during school holidays?</p> <p>Help with finding childcare away from the workplace</p> <p>An hour or two off during working hours to take care of personal or family matters</p> <p>IF FEMALE A designated area for breastfeeding</p> <p>Flexible working arrangements</p> <p>Career breaks for family reasons</p> <p>'Keep in touch' scheme offered by employer during maternity or shared parental leave</p> <p>'Shared Parental Leave in touch' (SPLIT) days. These are available to those on Shared Parental Leave in addition to KIT days</p> <p>Re-training on return from maternity or shared parental leave</p> <p>Some other childcare arrangements? (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

<p>MawareNew (Q116)</p>	<p>ASK IF NewEmpSt(1)=1 or 2, SINGLE RESPONSE, CAPI SHOWCARD 47A / CATI READ OUT, COLLECT FOR:</p> <p>First new job after birth</p>
<p>Q</p>	<p>How well informed do/did you feel about the family friendly arrangements offered by your employer?</p> <p>IF NECESSARY:</p>

	Family-friendly arrangements include all flexible working, childcare support and leave arrangements we asked you about earlier.
A	<p>Very well informed</p> <p>Fairly well informed</p> <p>Not very well informed</p> <p>Not at all well informed</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

Current employment (RetEmp=1/2/4 AND REmpN=1)

READ OUT: I now want to ask you some questions about your current employment arrangements. We understand some of these details may be similar to those you have previously shared, but these questions are to help us understand if there have been any changes in your job or the way you work over time.

CURWork_1 (Q117)	<p>ASK IF RetEmp=1/2/4 AND REmpN=1, SINGLE RESPONSE</p> <p>ASK IF REmpN=1 AND (RetEmp=1 and either Make has been answered or WKind has been answered or Retkind has been answered OR RetEmp=2or4 and there's a response from ABName(1) that has been designated the most recent), SINGLE RESPONSE</p>
Q	<p>Based on your responses previously I understand that you are currently employed as...</p> <p>IF RetEmp=1 SHOW Make AND Wkind OR Retkind TO PROMPT IF NECESSARY</p> <p>IF RetEmp=2/4 SHOW CURRENT ABName(1)</p> <p>Is that correct?</p>
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

CURWork_2 (Q118)	ASK IF CURWork_1=2, MULTIPLE RESPONSE
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Q	In what way has your job changed?
A	I have a different role My employer is now providing a different service or function SINGLE RESPONSE Don't know SINGLE RESPONSE Prefer not to say

CURResp (Q119)	ASK IF RetEmp=1/2/4 AND REmpN=1, SINGLE RESPONSE
Q	Thinking about the main job you had just before INSERT BABY'S NAME was born/adopted, do you currently have more responsibility, less responsibility or the same level of responsibility you had previously? TO AID RECALL OF LAST AND MAIN JOB SHOW SHOW Make AND Wkind TO USE AS PROMPT IF NECESSARY
A	More responsibility Less responsibility Same responsibility DO NOT READ OUT Don't know DO NOT READ OUT Prefer not to say

CURPay (Q120)	ASK IF RetEmp=1/2/4 AND REmpN=1, SINGLE RESPONSE
Q	Thinking again about the main job you had just before INSERT BABY'S NAME was born/adopted, do you currently have a higher pay, a lower pay or the same pay you had previously? If the pay is the same but pro rata, for example because you wanted to work part-time, the answer should be 'same pay'. TO AID RECALL OF LAST AND MAIN JOB SHOW SHOW Make AND Wkind TO USE AS PROMPT IF NECESSARY
A	Higher pay Lower pay

	<p>Same pay</p> <p>DO NOT READ OUT Don't know</p> <p>DO NOT READ OUT Prefer not to say</p>
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CurSummary	<p>ASK IF (RetEmp=1 AND REmpN=1) OR (RetEmp=2/4 AND ABJobs=1 AND REmpN=1), MULTIPLE RESPONSE, CAPI SHOWCARD 47B / CATI READ OUT, COLLECT FOR:</p> <p>Current job</p>
Q	<p>IF RetEmp=1 Since you returned to your job</p> <p>IF RetEmp=2/4 Since you started your current job</p> <p>following the birth of your baby, have any of the following changed for you?</p> <p>IF TOOK SHARED PARENTAL LEAVE THIS SHOULD BE WHEN THEY RETURNED FOLLOWING THIS LEAVE, NOT THE MATERNITY/PATERNITY LEAVE</p>
A	<p>Your agreed working arrangements (e.g. use of part-time, flexible, job-share etc)</p> <p>Your working hours (e.g. number of hours worked either contractually or through paid/unpaid overtime)</p> <p>SINGLE RESPONSE None of the above/no changes</p> <p>DO NOT SHOW / READ OUT, SINGLE RESPONSE Don't know</p> <p>DO NOT SHOW / READ OUT, SINGLE RESPONSE Prefer not to say</p>

CURPatWrk (Q121)	<p>ASK IF CurSummary=1/2 OR (RetEmp=2/4 AND ABJobs>1), MULTIPLE RESPONSE, CAPI SHOWCARD 48 / CATI READ OUT (READ/SHOW STATEMENT IN BOLD, INTERVIEWER TO PROVIDE DEFINITIONS WHERE NEEDED)</p>
Q	<p>Are you using any of the following?</p>
A	<p>Work part-time, this means working less than 30 hours a week</p> <p>Job-share, this is where a Full-Time job is divided between 2 or more people and they work at different times</p>

	<p>Work flexitime, this is where an employee has no set start or finish time but an agreement to work a set number of hours per week or per month</p> <p>Work from home on a regular basis, this means an employee works all or some part of the time from home as part of their working hours</p> <p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>DO NOT SHOW / READ OUT, SINGLE RESPONSE Don't know</p> <p>DO NOT SHOW / READ OUT, SINGLE RESPONSE Prefer not to say</p>
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CURCMake (Q123)	<p>ASK IF (RetEmp=2/4 AND ABJobs>1) OR (CURWork_2=2) , COLLECT FOR:</p> <p>Current job, OPEN RESPONSE</p>
Q	What does the organisation you currently work for mainly make or do (at the place where you work)?
A	<p>OPEN RESPONSE (SIC)</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY)</p>

CURCWkind (Q124)	<p>ASK IF (RetEmp=2/4 AND ABJobs>1) OR (CURWork_2=1), COLLECT FOR:</p> <p>Current job, OPEN RESPONSE</p>
Q	What kind of work do you do most of the time?
A	<p>OPEN RESPONSE (SOC). PROBE FOR:</p> <p>Full job title including descriptive details Engineer, manager, supervisor, consultants are incomplete job titles. Descriptive details would include Sales Manager, Catering Supervisor, Medical consultant Industry details to further clarify job titles. For example, a manager that works in a bank is a Bank Manager. If relevant, probe: What materials or equipment do/did you use?</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

CURCEmpSe(1) (Q125)	ASK IF RetEmp=2/4 AND ABJobs>1, SINGLE RESPONSE, COLLECT FOR:
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	Current job
Q	And are you an employee or self-employed? INTERVIEWER: IF NOT SURE/DOES NOT KNOW, ENTER EMPLOYEE AND READ OUT 'We will ask you a few more questions so we can make sure we best capture your situation'
A	Employee Self-employed

CURABEmpWage (Q126)	ASK IF RetEmp=2/4 AND ABJobs>1, SINGLE RESPONSE, COLLECT FOR: Current job
Q	(Can I check) are you paid a salary or a wage by an employer?
A	Yes No Don't know Refused

CURABWorkStat (Q127)	IF CURCEmpSe(1)=2 OR CURABEmpWage=2, MULTIPLE RESPONSE, CAPI SHOWCARD 50 / CATI READ OUT, COLLECT FOR:
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	Current job
Q	Looking at this card, please select the category or categories which apply to your main paid job?
A	<p>SINGLE RESPONSE, Paid a salary or a wage by an agency</p> <p>Sole director of own limited business</p> <p>Running a business or professional practice</p> <p>A partner in a business or professional practice</p> <p>Working for yourself</p> <p>Working as a sub-contractor</p> <p>Doing freelance work</p> <p>SINGLE RESPONSE, None of these</p> <p>SINGLE RESPONSE, DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE, DO NOT SHOW / READ OUT Prefer not to say</p>

CURABWorkPerm (Q128)	<p>IF CURCEmpSe(1)=1, SINGLE RESPONSE, CAPI SHOWCARD 51 / CATI READ OUT, COLLECT FOR:</p> <p>Current job</p>
Q	Leaving aside your own personal intentions and circumstances, is your job... READ OUT
A	<p>a permanent job</p> <p>or, is there some way that it is NOT permanent?</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

CURABWorkNPerm (Q129)	ASK IF CURABWorkPerm=2, SINGLE RESPONSE, CAPI SHOWCARD 52 / CATI READ OUT, COLLECT FOR: Current job
Q	In what way is the job NOT permanent?
A	<p>Is it...</p> <p>seasonal work</p> <p>done under contract for a fixed period or for a fixed task</p> <p>agency temping</p> <p>casual type of work</p> <p>the agreed working arrangement was a zero hours contract</p> <p>was there some other way that it was not permanent? (PLEASE SPECIFY)</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>
<p>NEW VARIABLE CUREmpSt(1) 'Current Employment status'</p> <p>1 Employee = IF CURCEmpSe(1)=1</p> <p>2 Worker = IF (CURCEmpSe(1) =1 AND CURABWorkPerm =2) OR IF (CURCEmpSe(1)=2 OR CURABEmpWage =2 AND CURABWorkStat =1)</p> <p>3 Self_Employed = IF (CURCEmpSe(1)=2) AND (CURABWorkStat =2 - 7)</p> <p>(IF RESPONDENT MEETS ALL CRITERIA FOR WORKER THEN THIS TAKES PRECEDENCE)</p>	

CURCsize (Q130)	ASK IF CUREmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 53 / CATI READ OUT, COLLECT FOR: Current job
Q	<p>Including yourself, how many employees work in your organisation?</p> <p>Please respond using your best estimate of your current employer's total staff including the site you work at and other sites.</p>
	<p>0- 9</p> <p>10-49</p>

	<p>50-249</p> <p>250-499</p> <p>500 or more</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>
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CURCWgend (Q131)	<p>ASK IF CUREmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 54 / CATI READ OUT, COLLECT FOR:</p> <p>Current job</p>
Q	<p>At the place where you work, are the employees...</p> <p>Please respond based on the site you currently work at.</p>
A	<p>all women</p> <p>mostly women</p> <p>about half and half</p> <p>mostly men, or</p> <p>all men?</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

CURABWorkPPV (Q132)	<p>ASK IF CUREmpSt(1)=1 OR 2, SINGLE RESPONSE, CAPI SHOWCARD 55 / CATI READ OUT, COLLECT FOR:</p> <p>Current job</p>
	<p>Would you classify your organisation as one ...?</p>
	<p>MAINLY seeking to make a profit</p> <p>A charity or voluntary sector organisation or a social enterprise</p>

	<p>A local-government financed body (ADD IF NECESSARY: such as a service provided or funded by the council such as leisure centres, social care, waste or environmental health services)</p> <p>A central government financed body (ADD IF NECESSARY: such as the Civil Service, any part of the NHS, a college or university, the Armed Services, an Executive Agency or other non-departmental public bodies)</p> <p>or none of the above? (PLEASE SPECIFY)</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>
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CURCSuper (Q133)	<p>ASK IF RetEmp=1/2/4 AND REmpN=1, SINGLE RESPONSE, COLLECT FOR:</p> <p>Current job</p>
Q	In your current job do you have formal responsibility for supervising the work of other employees?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>
CURDay (Q134)	<p>ASK IF CurSummary=1/2 OR (RetEmp=2/4 AND ABJobs>1), NUMERIC RESPONSE, COLLECT FOR:</p> <p>Current job</p>
CURHrs(1) (Q135)	
Q	How many days or hours a week do you usually work in this job? How many of these are contracted hours, paid overtime, and unpaid overtime?
A	<p>Usual hours INSERT NUMBER</p> <p>THE FOLLOWING SHOULD TOTAL THE NUMBER OF HOURS/DAYS USUALLY WORKED</p> <p>Contracted hours/days INSERT NUMBER</p> <p>Paid overtime INSERT NUMBER</p>

	<p>Unpaid overtime INSERT NUMBER</p> <p>INSERT NUMBER OF DAYS 0-7 OR NUMBER OF HOURS</p> <p>INCLUDE OPTION FOR 'OTHER' IF NEEDED E.G. CONTRACTED FOR FORTNIGHTLY OR MONTHLY DAYS/HOURS</p> <p>IF VARIES ASK FOR 'TYPICAL WEEK'</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>
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CUREpay(1) (Q137)	ASK IF (RetEmp=2/4 AND ABJobs>1) OR (RetEmp=1 and CURPay=1/2) OR (CurSummary=3), SINGLE RESPONSE, COLLECT FOR: Current job CAPI SHOWCARD 56/ CATI READ OUT		
Q	What is your normal gross pay in this job, that is your pay before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?		
A (if known)	ENTER VALUE 1 to 500,000.00 (pence also to be typed in) ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
A (if not known / refused)	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999

14	£1,930 or more	£8,350 or more	£100,000 or more
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CURTrUnNew (Q138)	ASK IF RetEmp=2/4 AND ABJobs>1, SINGLE RESPONSE, COLLECT FOR: Current job
Q	At your workplace, are there any staff associations or trades union groups recognised by management for negotiating pay and working conditions? Please respond based on the site you currently work at.
A	Yes No Don't know Prefer not to say

CURUnMemNew (Q139)	ASK IF CURTrUnNew=1, SINGLE RESPONSE, COLLECT FOR: Current job
Q	Are you a member of a trades union or staff association?
A	Yes No Don't know Prefer not to say

Self-employed only questions

CURSEOwn (Q140)	ASK IF CUREmpSt(1)=3, SINGLE RESPONSE, COLLECT FOR: Current job
Q	Are you working on your own or do you have employees.
A	On their own With employees Code 1 if has partners but no employees

CURSENo (Q141)	ASK IF CUREmpSt(1)=3, SINGLE RESPONSE, CAPI SHOWCARD 57/ CATI READ OUT, COLLECT FOR: Current job
Q	How many people do you employ at the place where you work? Please respond using your best estimate of your total staff including the site you work at and other sites.
A	0-9 10-49 50-249 250-499 500 or more Don't know Prefer not to say

CURSEpay(1) (Q142)	ASK IF CUREmpSt(1)=3, SINGLE RESPONSE, COLLECT FOR: Current job CAPI SHOWCARD 58/ CATI READ OUT		
Q	What are your normal gross earnings from your business or self-employment before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can give an hourly, weekly, monthly or annual amount?		
A (if known)	ENTER VALUE 1 to 500,000.00 (pence also to be typed in) ENTER PAY PERIOD 1. Hourly / 2. Weekly / 3. Monthly (calendar month) / 4. Annual INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
A (if not known / refused)	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

Flexible and family friendly working arrangements

CUR_Commute_1 (Q143)	ASK IF RetEmp=1/2/4 AND REmpN=1, NUMERIC RESPONSE, COLLECT FOR: Current job
Q	What is your usual home to work travel time in minutes?
A	ENTER VALUE INCLUDE OPTIONS FOR NOT APPLICABLE (WFH), DON'T KNOW, AND PREFER NOT TO SAY

CUR_Commute_2 (Q144)	ASK IF CUR_Commute_1 >0 minutes, SINGLE RESPONSE, CAPI SHOWCARD 59 / CATI READ OUT, COLLECT FOR: Current job
Q	What is your usual and main method of travel to work?
A	Car, van, minibus, works van Motorbike, moped, scooter Bicycle Bus, coach, private bus Taxi Railway train Underground train/light railway/tram (GB only) Walk Other way of travelling SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say

<p>WcarCUR (Q145)</p>	<p>ASK IF RetEmp=1/2/4 AND REmpN=1, MULTIPLE RESPONSE, CAPI SHOWCARD 60 / CATI READ OUT, COLLECT FOR:</p> <p>Current job</p>
<p>Q</p>	<p>To the best of your knowledge, does your employer offer/provide to employees any of the following types of support?</p>
<p>A</p>	<p>Childcare vouchers or other help with paying for childcare (including tax-free childcare)</p> <p>Childcare facility such as crèche, playgroup, nursery situated at the workplace?</p> <p>Help with childcare arrangements during school holidays?</p> <p>Help with finding childcare away from the workplace</p> <p>An hour or two off during working hours to take care of personal or family matters</p> <p>A designated area for breastfeeding</p> <p>Flexible working arrangements</p> <p>Career breaks for family reasons</p> <p>'Keep in touch' scheme offered by employer during maternity or shared parental leave</p> <p>'Shared Parental Leave in touch' (SPLIT) days. These are available to those on Shared Parental Leave in addition to KIT days</p> <p>Re-training on return from maternity or shared parental leave</p> <p>Some other childcare support or arrangements? (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know / Not aware</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

WcarCUR_used (Q146)	ASK IF RetEmp=1/2/4 AND REmpN=1, MULTIPLE RESPONSE, CAPI SHOWCARD 61 / CATI READ OUT, COLLECT FOR: Current job
Q	And are you currently accessing any of the following types of support?
A	<p>Childcare vouchers or other help with paying for childcare (including tax-free childcare)</p> <p>Childcare facility such as crèche, playgroup, nursery situated at the workplace?</p> <p>Help with childcare arrangements during school holidays?</p> <p>Help with finding childcare away from the workplace</p> <p>An hour or two off during working hours to take care of personal or family matters</p> <p>IF FEMALE A designated area for breastfeeding</p> <p>Flexible working arrangements</p> <p>Career breaks for family reasons</p> <p>Re-training on return from maternity or shared parental leave</p> <p>Some other childcare arrangements? (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Don't know</p> <p>SINGLE RESPONSE DO NOT SHOW / READ OUT Prefer not to say</p>

MawareCUR (Q147)	ASK IF [CUREmpSt(1)=1 OR 2], SINGLE RESPONSE, CAPI SHOWCARD 62 / CATI READ OUT, COLLECT FOR: Current job
Q	<p>How well informed do you feel about the family friendly arrangements offered by your employer?</p> <p>IF NECESSARY:</p> <p>Family-friendly arrangements include all flexible working, childcare support and leave arrangements we asked you about earlier.</p>
A	Very well informed

	<p>Fairly well informed</p> <p>Not very well informed</p> <p>Not at all well informed</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>
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CSatis (Q148)	<p>ASK IF RetEmp=1/2/4 AND REmpN=1, SINGLE RESPONSE, CAPI SHOWCARD 63 / CATI READ OUT</p> <p>Current job</p>
Q	How satisfied are you with your current working arrangements?
A	<p>Very dissatisfied</p> <p>Dissatisfied</p> <p>Neither satisfied or dissatisfied</p> <p>Satisfied</p> <p>Very satisfied</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

Block F: Taking time off work to have the baby

Factors affecting this decision

In an earlier question you told us that you took the following types of statutory leave when INSERT BABY'S NAME was born.

INSERT RESPONSES FROM TOFFIN

IF TOFFIN = 6, "In an earlier question you told us that you did not take any type of statutory leave when INSERT BABY'S NAME was born/adopted

LegEntit (Q149)	ASK ALL, NUMERIC RESPONSE
Q	As far as you know, by law how much leave were you and your partner allowed to have in total when INSERT BABY'S NAME was born? We want to know about the total paid and unpaid leave you think you were allowed to have by law, regardless of whether or not your employer gave you all that time, or whether or not you took all that time.
A	ENTER NUMBER 0 to 80 ENTER TIME PERIOD 1. Weeks / 2. Months INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

TOWR_1 (Q150)	ASK IF TOFFIN=1-5 AND MULTIPLE RESPONSE HAS BEEN PROVIDED, SINGLE RESPONSE, CAPI SHOWCARD 64/ CATI READ OUT
Q	And which of the following do you consider to be the main form of leave you took when INSERT BABY NAME was born?
A	Maternity leave Paternity leave or leave for a same sex partner Shared Parental leave Adoption leave I took time off from work but it was not categorised as any of the above Don't know Prefer not to say

TOWR_2 (Q151), (Q152)	ASK ALL, MULTIPLE RESPONSE, CAPI SHOWCARD 65 / CATI READ OUT
Q	<p>Which of the following factors influenced your decision of which type of leave to take when INSERT BABY NAME was born?</p> <p>SINGLE RESPONSE Which was the main influence? (DO NOT SHOW IF ONLY ONE RESPONSE GIVEN PREVIOUSLY)</p>
A	<p>I wanted to mainly look after my child/children myself</p> <p>I wanted my partner to mainly look after my child/children</p> <p>My partner and I wanted to share childcare</p> <p>My family were financially better off using this type of leave</p> <p>Considerations relating to breastfeeding</p> <p>Cost of childcare</p> <p>No or limited access to alternative forms of childcare</p> <p>This option gave me and my partner the most flexibility</p> <p>This option was best for my ongoing career progression</p> <p>This option was best for my partner's ongoing career progression</p> <p>I was aware of others who had taken this option (either personally, at my workplace, or via the media)</p> <p>Something else Please specify</p> <p>SINGLE RESPONSE None of the above</p>

Pre- and post-natal time off

RAAaw (Q153)	ASK ALL, MULTIPLE RESPONSE, CAPI SHOWCARD 66/ CATI READ OUT
Q	<p>Were you aware that</p> <p>By law employers must give pregnant employees time off for antenatal care and pay their normal rate for this time off; and</p> <p>The father or pregnant woman’s partner has the right to unpaid time off work to go to 2 antenatal appointments.</p>
A	<p>Yes, I was aware by law employers must give pregnant employees time off for antenatal care and pay their normal rate for this time off</p> <p>Yes, I was aware the father or pregnant woman’s partner has the right to unpaid time off work to go to 2 antenatal appointments</p> <p>SINGLE RESPONSE No, not aware of either</p> <p>SINGLE RESPONSE Don’t know</p> <p>SINGLE RESPONSE Prefer not to say</p>

RAAuse (Q154)	ASK ALL, SINGLE RESPONSE
Q	Thinking about INSERT BABY’S NAME, did you take any time off work to attend antenatal appointments? Please also include scans, mid-wife appointments or nurse visits (IF SChk1=2-5 related to your partner’s pregnancy) but not including the birth.
A	<p>Yes</p> <p>No</p> <p>Don’t know</p> <p>Prefer not to say</p>

RAAuseN (Q155)	ASK IF RAAuse=1, NUMERIC RESPONSE
Q	How many appointments did you take time off work to attend?
A	<p>RECORD NUMBER OF APPOINTMENTS ATTENDED</p> <p>INCLUDE OPTIONS FOR DON’T KNOW AND PREFER NOT TO SAY</p>

PregT (Q156)	ASK IF RAAuseN>1 AND EMPST(1)=1/2, MULTIPLE RESPONSE, CAPI SHOWCARD 67 / CATI READ OUT
Q	And how did you take this time off? Did you take any of it as...
A	<p>right to time off for antenatal appointments (this should be considered the case if the employer gave you the time without requiring a particular form of leave to be taken)</p> <p>annual leave</p> <p>time off in lieu</p> <p>paid time off in addition to annual leave (not paternity leave or leave for a same sex partner)</p> <p>unpaid leave</p> <p>sick leave</p> <p>used flexible working hours/arrangements</p> <p>DO NOT SHOW / READ OUT Maternity leave</p> <p>DO NOT SHOW / READ OUT paternity leave or leave for a same sex partner</p> <p>DO NOT SHOW / READ OUT shared parental leave</p> <p>DO NOT SHOW / READ OUT other type of time off</p> <p>Don't know</p> <p>Prefer not to say</p>

TimAm (Q157)	ASK IF EMPST(1)=1/2, NUMERIC RESPONSE
Q	How many days did you take off during the pregnancy, for reasons to do with the pregnancy (not including antenatal appointments)?
A	<p>RECORD NUMBER 0 to 30</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

TimBir (Q158)	ASK IF [SChk1=2/3ii/4/5 and TOffIN=5/6/7/8] AND TOffIN is not 1-4, SINGLE RESPONSE
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Q	To confirm did you take any time off work between the time INSERT BABY'S NAME was born and when they were 12 months old? This might be either statutory leave or another type of leave to spend time with INSERT BABY'S NAME.
A	Yes No Don't know Prefer not to say

TimMa (Q159)	ASK IF SChk1=2/3ii/4/5 AND (TOffIN<5 OR TimBir=1), NUMERIC RESPONSE
Q	How many weeks did you take off between the time INSERT BABY'S NAME was born and when they were 12 months old??
A	RECORD NUMBER INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

BloDa (Q160)	ASK IF SChk1=2/3ii/4/5 AND (TOffIN<5 OR TimBir=1), MULTIPLE RESPONSE, CAPI SHOWCARD 68 / CATI READ OUT
Q	How did you take this time off? Was it...
A	A block of days off on one occasion (all at once) A block of days off on two occasions A block of days off on three or more occasions Single days off here and there Parts of days off Don't know Prefer not to say

BirTime (Q161)	ASK IF SChk1=2/3ii/4/5 AND (TOffIN<5 OR TimBir=1) AND EMPST(1)=1, NUMERIC RESPONSE, CAPI SHOWCARD 69 / CATI READ OUT
Q	And how many weeks did you take as the following types of leave?

	<p>Capture number of weeks for each type of leave used. Interviewer logic check against response provided in TOFFIN</p> <p>INTERVIEWER TO CONFIRM IF RESPONSE PROVIDED IS DIFFERENT TO TOFFIN (RESPONSE CAN BE DIFFERENT AS THERE ARE SOME DIFFERENT/MULTIPLE OPTIONS HERE, BUT SHOULD BE DOUBLE CHECKED)</p>
A	<p>paternity leave or leave for a same sex partner</p> <p>shared parental leave</p> <p>adoption leave</p> <p>annual leave</p> <p>time off in lieu</p> <p>paid time off in addition to annual leave which was not paternity leave or leave for a same sex partner?</p> <p>unpaid parental leave</p> <p>other unpaid leave?</p> <p>DO NOT SHOW / READ OUT other type of time off</p> <p>Don't know</p> <p>Prefer not to say</p>

PatLea (Q162)	ASK IF SChk1=2/3ii/4/5 AND (TOffIN<5 OR TimBir=1) AND EMPST(1)=1
Q	<p>How many days or weeks of the time you took off between the time INSERT BABY'S NAME was born and when your baby was two months old did you take as paternity leave or leave for a same sex partner?</p> <p>IF NECESSARY: This includes both statutory and contractual paternity leave or leave for a same sex partner you may have taken.</p>
A	<p>INSERT NUMBER OF DAYS / WEEKS PATERNITY LEAVE/LEAVE FOR SAME SEX PARTNER</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

PLFull (Q163)	ASK IF PatLea>0, SINGLE RESPONSE
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Q	Did you take up your full paternity leave or leave for a same sex partner entitlement?
A	Yes No Don't know Prefer not to say
PatNot (Q164)	ASK IF PLFull=2, MULTIPLE RESPONSE, DO NOT READ OUT
Q	Why did you not take up your full paternity leave or leave for a same sex partner entitlement?
A	I couldn't afford to (e.g. paternity leave or leave for a same sex partner was paid at a low rate) I didn't need to because work patterns fitted in with the birth I was too busy at work My partner didn't need me to be at home I took annual leave instead I took all that I needed to I took another type of leave (PLEASE SPECIFY) I was concerned about potential stigma of taking time off (career impact/negative consequence) Other (PLEASE SPECIFY) Don't know Prefer not to say

PIPro (Q165)	ASK IF SChk1=2/3ii/4/5 AND EmpSt(1)=1/2, SINGLE RESPONSE
Q	Did you have any problems or difficulties with your employer, with regard to paternity leave or leave for a same sex partner? OR ADOPTION LEAVE IF SChk1=3
A	Yes No Don't know

	Prefer not to say
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PIExp (Q166)	ASK IF PIPro=1, OPEN RESPONSE
Q	What were the problems?
A	RECORD RESPONSE INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

PIFull (Q167)	ASK IF PatLea>0, NUMERIC RESPONSE
Q	You said you took [PatLea] days/weeks paternity leave or leave for a same sex partner. How much of this, if any, did you take at full pay?
A	RECORD NUMBER OF DAYS / WEEKS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

PiPay (Q168)	ASK If PIFull < PatLea, SINGLE RESPONSE, READ OUT
Q	And for the paternity leave or leave for a same sex partner that was not at full pay, was this paid...
A	At the statutory rate per week (the statutory rate is 90% or £145.18 per week for up to 2 weeks) Or as a proportion or percentage of your salary Or as a specific amount? DO NOT READ OUT Other Don't know Prefer not to say

PiSpec (Q169)	ASK If PiPay=3, NUMERIC RESPONSE
Q	And how much did you get paid? You can give an hourly, weekly, monthly or annual amount.
A	ENTER NUMBER ENTER TIME PERIOD 1. HOURLY / 2. WEEKLY / 3.MONTHLY (CALENDAR) / 4. ANNUAL INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

No statutory leave taken (TOffIN=5,6)

WhNPL (Q170)	ASK IF TOffIN=5,6 AND TOffIN is not 1-4, MULTIPLE RESPONSE, DO NOT READ OUT
Q	Why did you not take any statutory leave when INSERT BABY'S NAME was born?
A	<p>I wasn't entitled to leave</p> <p>I didn't know whether I was entitled to leave / I did not understand what was available</p> <p>I couldn't afford to (e.g. leave was paid at a low rate)</p> <p>I didn't need to because work patterns fitted in with the birth</p> <p>I was too busy at work</p> <p>I felt uncomfortable asking my employer for this leave</p> <p>I was concerned about potential stigma of taking time off (career impact/negative consequence)</p> <p>My partner didn't need me to be at home</p> <p>I did not think it was my role to spend time at home when the baby was born</p> <p>I took annual leave instead</p> <p>I took all that I needed to</p> <p>I took another type of leave (PLEASE SPECIFY)</p> <p>Other (PLEASE SPECIFY)</p> <p>Don't know</p> <p>Prefer not to say</p>

NtOff (Q171)	ASK IF TimBir=2, MULTIPLE RESPONSE, DO NOT READ OUT
Q	Why didn't you take any time off from time the baby was born to twelve months later?
A	<p>I wasn't entitled to leave</p> <p>I didn't know whether I was entitled to leave / I did not understand what was available</p>

	<p>I couldn't afford to (e.g. leave was paid at a low rate)</p> <p>I didn't need to because work patterns fitted in with childcare</p> <p>I was too busy at work</p> <p>I felt uncomfortable asking my employer for this leave</p> <p>I was concerned about potential stigma of taking time off (career impact/negative consequence)</p> <p>My partner didn't need me to be at home</p> <p>I did not think it was my role to spend time at home when the baby was born</p> <p>I took annual leave instead</p> <p>I took all that I needed to</p> <p>I took another type of leave (PLEASE SPECIFY)</p> <p>Other (PLEASE SPECIFY)</p> <p>Don't know</p> <p>Prefer not to say</p>
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Maternity and adoption leave (TOffIN=1,4) DO NOT ASK IF TOffIN=3

This section of questions is asked to those who took maternity or adoption leave

LegEntit (Q174)	ASK IF EmpSt(1)=1/2 and WorkIn Complete is after baby's DoB or 0, NUMERIC RESPONSE
Q	As far as you know, by law how much maternity leave were you allowed to have when INSERT BABY'S NAME was born? We want to know about the total paid and unpaid maternity leave you think you were allowed to have by law, regardless of whether or not your employer gave you all that time, or whether or not you took all that time.
A	<p>ENTER NUMBER 0 to 80</p> <p>ENTER TIME PERIOD 1. Weeks / 2. Months</p> <p>INCLUDE DON'T KNOW AND PREFER NOT TO SAY</p>

MLEmp (Q175)	ASK IF EmpSt(1)=1/2 and WorkIn Complete is after baby's DoB or 0, NUMERIC RESPONSE
Q	Employers offer different amounts of maternity leave, how much paid and/or unpaid leave did your employer offer you around the time you had INSERT BABY'S NAME? We want to know how much maternity leave your employer offered at the time, whether or not you took all of that leave.
A	ENTER NUMBER 0 to 80 ENTER TIME PERIOD 1. Weeks / 2. Months INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

MatWhen (Q176)	ASK IF WorkIn Complete is after baby's DoB or 0, RECORD DATE, SHOW CALENDAR
Q	[Text for employees] When did you start your formal maternity leave, by this I mean the start of the maternity leave date allowed by or agreed with your employer. Please do not include any annual leave or time off sick you had immediately before your maternity leave? [Text for self-employed] When did you stop working before your baby arrived? [If not able to determine] When did you stop working before your baby arrived?
A	RECORD DATE DD-MM-YYYY INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

MLStopW (Q177)	ASK IF WorkIn Complete is after baby's DoB or 0, SINGLE RESPONSE
Q	Did you stop working before [date at MatWhen], for example because you took annual leave, emergency leave or other leave?
A	Yes No Don't know Prefer not to say

WorkStop (Q178)	ASK IF MLStopW=1, RECORD DATE, SHOW CALENDAR
Q	When did you stop working?
A	RECORD DATE DD-MM-YYYY INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

EarlyW (Q179)	ASK IF MLStopW=1, MULTIPLE RESPONSE, CAPI SHOWCARD 70 / CATI READ OUT
Q	And for which of the following reasons did you stop working before [date at MatWhen]?
A	I took annual leave/holiday entitlement I took emergency leave I took sick leave The baby arrived early Other (please specify) Don't know Prefer not to say

MTimeW (Q180), (Q181)	ASK IF WorkIn Complete is after baby's DoB or 0, MULTIPLE RESPONSE, CAPI SHOWCARD 71 / CATI READ OUT
Q	And for which of the following reasons did you [start your formal maternity leave/stop working to have your baby] when you did? SINGLE RESPONSE And what was your main reason?
A	The baby arrived early My employer obliged me to stop working because I had been off work for a pregnancy-related reason in the last month before my baby was due My employer obliged me to stop working for a different reason I had health problems

	<p>I was too tired to carry on working</p> <p>I was too big to carry on working</p> <p>I wanted to prepare for the baby's arrival</p> <p>I thought the baby might come early</p> <p>I wanted to take as much leave as possible after the birth</p> <p>Other (please specify)</p> <p>Don't know</p> <p>Prefer not to say</p>
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MLStop (Q182)	ASK IF WorkIn Complete is after baby's DoB or 0, RECORD DATE, SHOW CALENDAR
Q	<p>[Text for employees] And when did/does your maternity leave end, by this I mean the end of maternity leave date allowed by or agreed with your employer?</p> <p>[Text for self-employed] And when did/will you start working again after your baby arrived?</p>
A	<p>RECORD DATE DD-MM-YYYY</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

RetWhy (Q183), (Q184)	ASK IF WorkIn Complete is after baby's DoB or 0, MULTIPLE RESPONSE, CAPI SHOWCARD 72 / CATI READ OUT
Q	<p>And for which of the following reasons did you return/are you returning to work at that time?</p> <p>SINGLE RESPONSE And what was/is your main reason?</p>
A	<p>My maternity leave came to an end</p> <p>My maternity pay/benefits came to an end</p> <p>I got additional money from my employer for returning at that time</p> <p>I was reinstated into exactly the same job</p> <p>I was reinstated into a similar job</p>

	<p>I needed the money</p> <p>I was worried I might lose my job if I stayed away longer</p> <p>A longer break could have harmed my career/business</p> <p>I enjoy working and was keen to return</p> <p>I missed the company at work</p> <p>I wanted to work to be independent</p> <p>I found a new job that suited my needs</p> <p>I found suitable childcare</p> <p>Other (PLEASE SPECIFY)</p> <p>Don't know</p> <p>Prefer not to say</p>
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MLTake (Q185)	ASK IF DATES PROVIDED FOR MLWhen and MLStop, SINGLE RESPONSE
Q	From the dates you have given me, the computer has calculated that you had a total of [weeks calculated at LengthML] maternity leave, is that correct?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

MLTake2 (Q186)	ASK IF DATES FOR MLWhen and MLStop CANNOT BE PROVIDED or MLTake=2, NUMERIC RESPONSE
Q	And what was the total number of weeks or months of paid or unpaid maternity leave that you took (or planned to take)?
A	<p>ENTER NUMBER 0 to 80</p> <p>ENTER TIME PERIOD 1. Weeks / 2. Months</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

UnfrTx (Q187)	ASK IF EmpSt(1)=1/2 and WorkIn Complete is after baby's DoB or 0, MULTIPLE RESPONSE, CAPI SHOWCARD 73 / CATI READ OUT,
Q	Do you believe you were treated unfairly at work because of your pregnancy in any of the following ways and when did you experience this?
A	<p>GRID TO PROVIDE MULTIPLE RESPONSE OPTIONS FOR: DURING PREGANCY / DURING PARENTAL LEAVE / ON RETURN TO WORK / DID NOT EXPERIENCE THIS</p> <p>I was given unsuitable work or workloads</p> <p>I was discouraged from attending antenatal classes during work time</p> <p>I received unpleasant comments from my employer and/or colleagues</p> <p>I was unfairly criticised or disciplined about my performance at work</p> <p>I failed to gain a promotion I felt I deserved or were otherwise sidelined</p> <p>I was denied access to training that I would otherwise have received</p> <p>I had a reduction in my salary or bonus</p> <p>I received a pay rise or bonus that was less than my peers at work</p> <p>I was treated so poorly that I felt I had to leave</p> <p>I was bullied by my line manager/supervisor</p> <p>I was dismissed</p> <p>I was selected for redundancy because of pregnancy</p> <p>I do not believe I was treated unfairly at work because of my pregnancy</p> <p>Other (PLEASE SPECIFY)</p> <p>Don't know</p> <p>Prefer not to say</p>

READ OUT: I am now going to ask you some questions about any work-related contact you had with your employer while you were on maternity leave.

KIT (Q188)	ASK IF EmpSt(1)=1/2, SINGLE RESPONSE, CAPI SHOWCARD 74 / CATI READ OUT
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Q	Before your maternity leave ended/ends on [date at MLStop], did you have/have you had any type of work-related contact or communication with your employer? Please include any work-related contact you might have had with Human Resources, your manager or anyone else in your workplace.
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

KITAware (Q198)	ASK IF EmpSt(1)=1/2/3, SINGLE RESPONSE
Q	<p>IF EmpSt(1)=1/2 Before your maternity leave began, were you aware that women on maternity leave are entitled to 10 'Keeping in touch' days' (KIT days), which means they can do some work for their employer without affecting their maternity leave or maternity pay?</p> <p>IF EmpSt(1)=3 Before your took time off work following the birth of your baby, were you aware that women on maternity leave are entitled to 10 'Keeping in touch' days', which means they can do some work without affecting their maternity leave or maternity pay?</p>
A	<p>Yes, I was aware</p> <p>No, I was not aware</p> <p>Don't know</p> <p>Prefer not to say</p>

KITDay_2 (Q199)	ASK IF EmpSt(1)=1/2, NUMERIC RESPONSE
Q	How many of the day's work or training that you did during your maternity leave were KIT days?

A	INSERT NUMBER OF DAYS 0 TO 10 INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY
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KITPay (Q192)	ASK IF KITDay_2 > 0, SINGLE RESPONSE
Q	Were you paid for doing any of this work or training? Please include payments received in addition to maternity pay.
A	Yes No Don't know Prefer not to say

KITPAm (Q193)	ASK IF KITPay=1, SINGLE RESPONSE
Q	How many days were you paid for? Was it all of them, most of them or some of them?
A	All of them Most of them Some of them Don't know Prefer not to say

KITProb (Q194)	ASK IF KITWrk=1 or 2, SINGLE RESPONSE
Q	Did you have any problems with your employer with regard to the work you did or the training you received during your maternity leave?
A	Yes No Don't know Prefer not to say

KITProbW (Q195)	Ask if KITProb=1, OPEN RESPONSE
Q	What problems did you have?
A	RECORD RESPONSES, IF RESPONDENT SAYS THEY WOULD HAVE WANTED MORE KIT DAYS, INTERVIEWER TO RECORD HOW MANY DAYS THEY WOULD HAVE WANTED ADDITIONALLY INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SKITWrk (Q196)	ASK IF EmpSt(1)= 3 and WorkIn Complete is after baby's DoB or 0, MULTIPLE RESPONSE, CAPI SHOWCARD 77 / CATI READ OUT
Q	Before you started/start working again on [date at MLStop], did you do any work or receive any training related to your job?
A	Yes, work Yes, training SINGLE RESPONSE No, neither work nor training SINGLE RESPONSE Don't know SINGLE RESPONSE Prefer not to say

SKITDay (Q197)	ASK IF SKITWrk=1 or 2, NUMERIC RESPONSE
Q	How many days of work or training in total did you do during your time off work following the birth of your baby?
A	INSERT NUMBER OF DAYS 0.5 TO 90 INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

KIT_HOW2 (Q201)	ASK IF KITDAY_2>0, MULTIPLE RESPONSE, CAPI SHOWCARD 79/ CATI READ OUT
Q	What sort of activities did you do during your KIT days?
A	Regular work activities Training Handover meetings with colleagues

	Discussions with Human Resources Something else (PLEASE SPECIFY) Don't know Prefer not to say
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Shared parental leave (TOffIN=3)

This section of questions is asked to those who took up shared parental leave.

SPLLea_1 (Q202)	ASK IF EMPST(1)=1/2 AND IF BirTime HAS NOT been asked, NUMERIC RESPONSE
Q	How many weeks of the time you took off between the time INSERT BABY'S NAME was born and when they were 12 months old did you take as shared parental leave? IF NECESSARY: This includes both statutory and contractual shared parental leave you may have taken.
A	INSERT NUMBER OF WEEKS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SPLLea_2 (Q203)	ASK IF EMPST(1)=1/2, NUMERIC RESPONSE
Q	How many weeks of the time you took off between the time INSERT BABY'S NAME was born and when they were 12 months old did your partner take as shared parental leave? IF NECESSARY: This includes both statutory and contractual shared parental leave they may have taken.
A	INSERT NUMBER OF WEEKS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SPLLea_3 (Q204)	ASK IF EMPST(1)=1/2, SINGLE RESPONSE
Q	Was this time taken in multiple blocks of time or all as one?
A	Blocks INSERT NUMBER OF BLOCKS AND WEEKS FOR EACH All as one Don't know Prefer not to say

SPLLea_4 (Q205)	ASK IF EMPST(1)=1/2, SINGLE RESPONSE
Q	Was this taken at the same time as your partner or at different times?
A	<p>Same time</p> <p>Different times</p> <p>Some same and some different times</p> <p>Don't know</p> <p>Prefer not to say</p>

SPLNot (Q206)	ASK IF SPLLea_1<50 weeks OR IF BirTime_2<50 weeks, MULTIPLE RESPONSE, CAPI SHOWCARD 80 / CATI READ OUT
Q	Why did you not take more time as shared parental leave?
A	<p>I couldn't afford to</p> <p>I took all that I needed to</p> <p>I didn't need to because work patterns fitted in with plans</p> <p>I/my partner took occupational/enhanced Statutory Maternity Pay</p> <p>I was too busy at work</p> <p>My partner didn't need me to be at home</p> <p>My partner did not want to share this leave</p> <p>Another leave policy offered better pay for us</p> <p>I was worried I might lose my job if I stayed away longer</p> <p>A longer break could have harmed my career/business</p> <p>I was worried about my employer/manager's perceptions</p> <p>I was worried about my co-worker's perceptions</p>

	<p>I took another type of leave (PLEASE SPECIFY)</p> <p>Other (PLEASE SPECIFY)</p> <p>Don't know</p> <p>Prefer not to say</p>
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SPIPro (Q207)	ASK IF EmpSt(1)=1/2, SINGLE RESPONSE
Q	Did you have any problems or difficulties with your employer, with regard to shared parental leave?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

SPIExp (Q208)	ASK IF SPIPro=1, OPEN RESPONSE
Q	What were the problems?
A	<p>RECORD RESPONSE</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

SPIpay (Q209)	ASK IF EMPST(1)=1/2, NUMERIC RESPONSE (NUMBER OF WEEKS)
Q	Of the weeks of shared parental leave you took, for how many weeks did you receive...
A	<p>Full pay</p> <p>Pay at the statutory rate per week (Eligible employees who take Shared Parental Pay are entitled to either £145 per week or 90% of their weekly earnings for 39 weeks, whichever is lowest)</p> <p>Pay at an enhanced rate per week</p> <p>Unpaid</p> <p>DO NOT READ OUT Other</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

SPIPer (Q210)	ASK If SPIPay=3, NUMERIC RESPONSE
Q	What was the enhanced percentage of normal (full) pay you were paid?
A	RECORD % INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SPISpec (Q211)	ASK If SPIPay=5, NUMERIC RESPONSE
Q	You say that there were INSERT NUMBER weeks where you received pay that wasn't full pay, pay at the statutory rate, or pay at an enhanced rate. For those weeks, how much did you get paid? You can give an hourly, weekly, monthly or annual amount.
A	ENTER NUMBER ENTER TIME PERIOD 1. HOURLY / 2. WEEKLY / 3.MONTHLY (CALENDAR) / 4. ANNUAL INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SPIpaytrans (Q212)	ASK If SPIPay=3, SINGLE RESPONSE
Q	Did transfer any of your Occupational Maternity Pay to your partner?
A	Yes No Don't know Prefer not to say

SPIpaydif (Q213)	ASK If SPIPay=3, SINGLE RESPONSE, CAPI SHOWCARD 81/ CATI READ OUT
Q	Did getting Occupational Maternity Pay make a difference to the time you returned to work?
A	<p>I could only afford to take time off while I was receiving Occupational Maternity Pay</p> <p>I was obliged under the scheme to return to work after a certain amount of time</p> <p>Other (PLEASE SPECIFY)</p> <p>Receiving Occupational Maternity Pay didn't make a difference to the time I returned to work.</p> <p>Don't know</p> <p>Not applicable</p> <p>Prefer not to say</p>

SPLITAware (Q214)	ASK IF EmpSt(1)=1, SINGLE RESPONSE
Q	Before your shared parental leave began, were you aware you can work up to 20 days during shared parental leave without bringing it to an end. These are call 'shared parental leave in touch' (SPLIT) days. These days are in addition to the 10 'keeping in touch' (KIT) days available to those on maternity or adoption leave.
A	<p>Yes, I was aware</p> <p>No, I was not aware</p> <p>Don't know</p> <p>Prefer not to say</p>

SPLITDay (Q215)	ASK IF EmpSt(1)=1, NUMERIC RESPONSE
Q	How many SPLIT days in total did you do during your shared parental leave?
A	<p>INSERT NUMBER OF DAYS 0 TO 20</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

Experience and impact of leave taken

LeaveAsk (Q218)	ASK IF EmpSt(1)=1/2, SINGLE RESPONSE FOR EACH, CAPI SHOWCARD 84 / CATI READ OUT
Q	How comfortable did or would you feel asking your employer for: IF SChk1=1 Maternity leave IF SChk1=2-5 Paternity leave or leave for a same sex partner IF TOffIN=3 Shared Parental Leave and Pay IF SChk1=3 Adoption leave
A	Very comfortable Comfortable Neither comfortable nor uncomfortable Uncomfortable Very uncomfortable Not applicable DO NOT SHOW / READ OUT Don't know DO NOT SHOW / READ OUT Prefer not to say

DiffML (Q219)	ASK IF EmpSt(1)=1/2, MULTIPLE RESPONSE, CAPI SHOWCARD 85 / CATI READ OUT
Q	Did you have any of the following difficulties with your employer relating to your INSERT TOffIN LEAVE TYPE OR 'PARENTAL LEAVE IF TOFFIN=5/6/7/8' before you stopped work to have your baby?
A	My employer lacked knowledge about my leave entitlements and benefits My employer was unhappy about letting me take my leave I was put under pressure to hand in my notice I was encouraged to take time off earlier than I would have liked Other difficulties with my employer relating to my leave (PLEASE SPECIFY) SINGLE RESPONSE I had no difficulties with my employer relating to my leave SINGLE RESPONSE Don't know SINGLE RESPONSE Prefer not to say

LeavExp1 (Q220)	ASK ALL, MULTIPLE RESPONSE, DO NOT READ OUT
Q	Why did you not take more leave?
A	<p>I did not think I needed this time</p> <p>I wanted to go back to work (general)</p> <p>I felt pressure from my partner to go back to work</p> <p>I felt pressure from my employer to go back to work</p> <p>I felt pressure from my co-workers to go back to work</p> <p>I was worried I might lose my job if I stayed away longer</p> <p>A longer break could have harmed my career/business</p> <p>I could no longer afford to remain on leave</p> <p>I was not entitled to more leave/my leave came to an end</p> <p>I got additional money from my employer for returning at that time</p> <p>I found suitable childcare</p> <p>Something else (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

LeavExp2 (Q221)	ASK ALL, MULTIPLE RESPONSE, DO NOT READ OUT
Q	What factors helped you to take up the leave you took?
A	<p>Level of information that was provided about this type of leave</p> <p>Employer support</p> <p>Co-worker support</p> <p>Partner support/encouragement</p> <p>Support from family/friends</p> <p>Options/flexibility this offers for work</p>

	<p>Options/flexibility this offers for caring responsibilities</p> <p>Something else (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>
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LeavExp3 (Q222)	ASK ALL, MULTIPLE RESPONSE, DO NOT READ OUT
Q	What have been the positive consequences of taking INSERT TOffIN LEAVE TYPE (IF MULTIPLE TYPES TAKEN PRIORITISE SHARED PARENTAL LEAVE [TOffIN=3])?
A	<p>Enabled mother to go back to work earlier</p> <p>Allowed both parents to have full role in caring for child</p> <p>Enabled other parent to have fuller role in caring for baby</p> <p>Allowed greater flexibility to take leave in blocks</p> <p>Allowed parents to take time off together</p> <p>Positively affected my career progression</p> <p>Positively affected the career progression of partner</p> <p>Being able to support partner</p> <p>Was a better financial option for the family</p> <p>Was a better option for breastfeeding requirements</p> <p>Was a better option for childcare arrangements</p> <p>Something else (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

LeavExp4 (Q223)	ASK ALL, MULTIPLE RESPONSE, DO NOT READ OUT
Q	What have been the negative consequences of taking INSERT TOffIN LEAVE TYPE (IF MULTIPLE TYPES TAKEN PRIORITISE SHARED PARENTAL LEAVE [TOffIN=3])??
A	<p>Was complicated for parents to manage in practice</p> <p>Did not offer enough flexibility for family's needs</p> <p>Created challenges for breastfeeding</p> <p>Think this decision has been viewed negatively by family or friends</p> <p>Think this decision has been viewed negatively by employers</p> <p>Think this decision has been viewed negatively by co-workers</p> <p>Negatively affected my career progression</p> <p>Negatively affected the career progression of partner</p> <p>Have not spent as much time as would have wanted with child</p> <p>Has had a negative financial impact for the family</p> <p>Something else (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

LeavExp5 (Q224)	ASK ALL, SINGLE RESPONSE, READ OUT
Q	Would you recommend taking INSERT TOFFIN LEAVE TYPE to other families? (IF MULTIPLE TYPES TAKEN PRIORITISE SHARED PARENTAL LEAVE [TOFFIN=3])?
A	<p>Yes</p> <p>Maybe</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

LeavExp6 (Q225)	ASK ALL, SINGLE RESPONSE, READ OUT
Q	Has your experience of taking INSERT TOFFIN LEAVE TYPE made any difference to how you plan to share childcare responsibilities in the next 12 months? (IF MULTIPLE TYPES TAKEN PRIORITISE SHARED PARENTAL LEAVE [TOFFIN=3])?
A	<p>Not at all</p> <p>Very little</p> <p>To some extent</p> <p>To a high extent</p> <p>To a very high extent</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

Reasons for not taking shared parental leave

SPLaw (Q226)	ASK WHERE DID NOT TAKE SHARED PARENTAL LEAVE (TOFFIN=NOT 3), SINGLE RESPONSE, CAPI SHOWCARD 86 / CATI READ OUT
Q	<p>By law, eligible parents are entitled to Shared Parental Leave (SPL) and Statutory Shared Parental Pay (ShPP). This means you can share up to 50 weeks of leave and up to 37 weeks of pay between you and your partner. You can use SPL to take leave in blocks separated by periods of work, or take it all in one go. You can also choose to be off work together or stagger the leave and pay. If you take shared parental leave parents are still required to take a minimum 2 weeks maternity leave, and paternity leave or leave for a same sex partner.</p> <p>To what extent were you aware of Shared Parental Leave and Pay when your baby was born?</p>
A	<p>I had not heard of this</p> <p>I had heard of this but did not know what it was</p> <p>I had heard of this and knew a small amount about what it was</p> <p>I had heard of this and knew a moderate amount about what it was</p> <p>I had heard of this and fully understood what it was</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

SPLaware (Q227)	ASK IF EmpSt(1)=1/2, SINGLE RESPONSE, CAPI SHOWCARD 87 / CATI READ OUT
Q	How well informed did you feel about Shared Parental Leave and Pay arrangements provided by your employer?
A	<p>Very well informed</p> <p>Fairly well informed</p> <p>Not very well informed</p> <p>Not at all well informed</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

SPLFlex (Q228)	ASK IF TOFFIN=3 OR SPLaw=3/4/5, SINGLE RESPONSE, CAPI SHOWCARD 88 / CATI READ OUT
Q	To what extent would you agree that shared parental leave provides parents with greater flexibility in taking leave?
A	<p>Not at all</p> <p>Very little</p> <p>To some extent</p> <p>To a high extent</p> <p>To a very high extent</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

LeaveAsk_2	ASK IF EmpSt(1)=1/2, SINGLE RESPONSE FOR EACH, CAPI SHOWCARD 84 / CATI READ OUT
Q	How comfortable would you feel asking your employer for Shared Parental Leave and Pay?
A	<p>Very comfortable</p> <p>Comfortable</p> <p>Neither comfortable nor uncomfortable</p> <p>Uncomfortable</p> <p>Very uncomfortable</p> <p>Not applicable</p> <p>DO NOT SHOW / READ OUT Don't know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

SPLdisc_1 (Q231)	ASK ALL WHO DID NOT TAKE UP SHARED PARENTAL LEAVE IF SPLaw>2, YES/NO/DK FOR EACH
Q	You said before you had heard of Shared Parental Leave. Did you do any of the following?
A	<p>Think about/consider taking shared parental leave</p> <p>Discuss taking Shared Parental Leave with your partner</p> <p>Discuss taking Shared Parental Leave with your employer</p>

	Discuss taking Shared Parental leave with someone else e.g. other parents, Citizen’s Advice, Acas adviser
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SPLdisc_2 (Q232)	ASK ALL WHO DID NOT TAKE UP SHARED PARENTAL LEAVE IF SPLaw>2, SINGLE RESPONSE, READ OUT
Q	Did your awareness of Shared Parental Leave make any difference to how you planned to share childcare responsibilities?
A	<p>Not at all</p> <p>Very little</p> <p>To some extent</p> <p>To a high extent</p> <p>To a very high extent</p> <p>DO NOT SHOW / READ OUT Don’t know</p> <p>DO NOT SHOW / READ OUT Prefer not to say</p>

SPLdisc_3 (Q233), (Q234)	ASK ALL WHO DID NOT TAKE UP SHARED PARENTAL LEAVE IF SPLaw=3/4/5, A) MULTIPLE RESPONSE B) SINGLE RESPONSE, DO NOT READ OUT
Q	<p>Why did you choose to not take Shared Parental Leave?</p> <p>And what was the main reason?</p>
A	<p>Complicated for parents to set up and manage in practice</p> <p>I did not want to share/take this leave</p> <p>My partner did not want to share/take this leave</p> <p>Another leave policy offered better pay for us</p> <p>Does not offer enough flexibility for family’s needs</p> <p>Would create challenges for breastfeeding</p> <p>Decision may be viewed negatively by family or friends</p> <p>Decision may be viewed negatively by employers</p> <p>Decision may be viewed negatively by co-workers</p> <p>Would negatively affect my career progression</p> <p>Would negatively affect the career progression of partner</p> <p>Would have a negative financial impact for the family</p> <p>Something else (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don’t know</p> <p>SINGLE RESPONSE Prefer not to say</p>

Block G: Maternity pay

READ OUT IF ASK IF SChk1=1: I'm now going to ask you about maternity pay and benefits you may have received when INSERT BABY'S NAME was born. We ask these questions as the Government wants to find out whether mothers get the money they are entitled to. (If you have any documents relating to your maternity pay or benefits, such as a letter from your employer, bank statements, payslips, or social security documents, these might help you to answer the next questions.)

MatPay (Q235)	ASK IF SChk1=1, MULTIPLE RESPONSE, CAPI SHOWCARD 89 / CATI READ OUT
Q	When you had INSERT BABY'S NAME, did you receive any of the types of maternity pay or benefit shown on this card?
A	<p>Statutory Maternity Pay (SMP)</p> <p>This is paid to women by their employer usually in the same way as their normal wages are paid</p> <p>Maternity Allowance (MA)</p> <p>this is paid to women weekly or every four weeks by the social security/Jobcentre Plus offices, but it is separate from Child Benefit payments</p> <p>Occupational Maternity Pay (OMP)</p> <p>This is paid to women by their employer as part of their contract of employment and is usually paid in addition to Statutory Maternity Pay or Maternity Allowance. OMP is sometimes called Company Maternity Pay or Employer Maternity Pay.</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

MatPayCk (Q236)	ASK IF MatPay= 1 and 2, SINGLE RESPONSE, CAPI SHOWCARD 90 / CATI READ OUT
Q	Women normally get either Statutory Maternity Pay from their employer or Maternity Allowance from the Department for Work and Pensions / Jobcentre Plus office, I just wanted to check that you actually received both these?
A	Yes, received both

	<p>No, received Statutory Maternity Pay only</p> <p>No, received Maternity Allowance only</p> <p>Don't know</p> <p>Prefer not to say</p>
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OMPPay (Q237)	ASK IF MatPay=3, SINGLE RESPONSE
Q	<p>You said that you received Occupational Maternity Pay from your employer. May I just ask, for this did you get regular maternity payments, a one-off payment in the form of a lump sum, or both regular payments and a lump sum?</p> <p>CODE 1 IF PAYMENT REGULAR BUT AMOUNT VARIED OVER THE MATERNITY PAY PERIOD</p> <p>THE LUMP SUM MIGHT BE GIVEN TO MOTHERS AT THE BEGINNING OF THEIR MATERNITY LEAVE, DURING THEIR MATERNITY LEAVE OR WHEN THEY RETURNED TO WORK</p>
A	<p>Regular payments only</p> <p>Lump sum only</p> <p>Both regular payments and lump sum</p> <p>Don't know</p> <p>Prefer not to say</p>

OMPPayLS (Q238)	ASK If OMPPay= 2 OR 3, NUMERIC RESPONSE
Q	<p>And how much did you get for your Occupational Maternity Pay lump sum. We are interested in the gross amount, that is before deductions for tax, national insurance, childcare voucher deductions and pensions contributions?</p>
A	<p>INSERT VALUE</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

OMPWhen (Q239)	ASK IF OMPPay=2 OR 3, SINGLE RESPONSE
Q	And did you get this lump sum at the beginning of your maternity leave, during your maternity leave or when you returned to work?
A	<p>Beginning of maternity leave</p> <p>During maternity leave</p> <p>When returned to work</p> <p>Don't know</p> <p>Prefer not to say</p>
<p>CODE TO BE CREATED: 'Type of maternity pay'</p> <p>1. 'SMP only' = (code SMP only at MatPay) OR (coded SMP and MA at MatPay and then MatPayCk=SMP only or both) OR (coded SMP and OMP at MatPay and OMPPay is lump sum only) OR (coded SMP, MA and OMP at MatPay and MatCk is both or SMP only and OMPPay is lump sum only)</p> <p>2. 'MA' = (coded MA only at MatPay) OR (coded SMP and MA at MatPay and then MatPayCk coded MA only) OR (coded MA and OMP at MatPay) OR (coded SMP, MA and OMP at MatPay and MatCk is MA only)</p> <p>3. 'OMP' = (coded OMP only at MatPay and OMPPay is regular or both) OR (coded SMP and OMP at MatPay and OMPPay is regular or both) OR (coded MA and OMP at MatPay and OMPPay is regular or both) OR (coded SMP, MA and OMP at MatPay and OMPPay is regular or both)4. Else=invalid information provided)</p>	

WNoSMP (Q240)	ASK IF MatPay = none of these, MULTIPLE RESPONSE, CAPI SHOWCARD 91 / CATI READ OUT
Q	You said that you did not get Statutory Maternity Pay. May I just ask, why was this?
A	<p>I was unemployed</p> <p>I was self-employed</p> <p>I had not worked long enough</p> <p>I gave up work too early</p> <p>I did not earn enough</p> <p>My employer refused to give me maternity pay</p>

	<p>I did not know about Statutory Maternity Pay</p> <p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>
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MAApply (Q241)	ASK IF MatPay = none of these, SINGLE RESPONSE
Q	To receive Maternity Allowance, you would have to get a claim form from Jobcentre Plus or the Department for Work and Pensions website. Can I just check, did you apply for Maternity Allowance?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

MAApNo (Q242)	ASK IF MAApply=2, MULTIPLE RESPONSE, CAPI SHOWCARD 92 / CATI READ OUT
Q	Why did you not apply for Maternity Allowance?
A	<p>I didn't think I was eligible</p> <p>I didn't know about Maternity Allowance</p> <p>I couldn't be bothered</p> <p>I found the process of applying too complicated</p> <p>I was living abroad at the time</p> <p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

MASuc (Q243)	ASK IF MAApply=1, SINGLE RESPONSE
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Q	Was your application for Maternity Allowance successful?
A	<p>Yes, I received MA</p> <p>No, I didn't receive MA</p> <p>Don't know</p> <p>Prefer not to say</p>

WyNoMA (Q244)	ASK IF MAsUC=2, MULTIPLE RESPONSE, CAPI SHOWCARD 93 / CATI READ OUT
Q	You said that you did not get Maternity Allowance either. May I just ask, why was this?
A	<p>I was unemployed</p> <p>I had not worked long enough</p> <p>I gave up work too early</p> <p>I did not earn enough</p> <p>I did not know about Maternity Allowance</p> <p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

<p>Inc01 (Q245), (Q245A), (Q245B)</p>	<p>ASK IF SChk1=1, MULTIPLE RESPONSE, CAPI SHOWCARD 94 / CATI READ OUT</p>
<p>Q</p>	<p>Did you personally receive any of these benefits or other types of income [while you were on maternity or shared parental leave/in the first six months after INSERT BABY'S NAME was born]?</p> <p>SINGLE RESPONSE And which of these was your (individual) main/largest income source while you were on maternity or shared parental leave?</p> <p>SINGLE RESPONSE Does this [response to Inc01_B] exceed what you received through statutory payments such as maternity pay, shared parental pay, or maternity allowance? YES / NO / DON'T KNOW</p> <p>DO NOT INCLUDE INCOME THE PARTNER RECEIVES OR GIVES TO THE RESPONDENT E.G. HOUSEKEEPING MONEY.</p> <p>IF NECESSARY TELL RESPONDENT THAT YOU WILL ASK AT THE NEXT QUESTION ABOUT OTHER TYPES OF INCOME AND BENEFIT NOT INCLUDED BELOW</p>
<p>A</p>	<p>Sure Start Maternity Grant</p> <p>Income from an insurance/health policy</p> <p>Income from your business</p> <p>Earnings from employment/self-employment</p> <p>Statutory sick pay</p> <p>Carers Allowance</p> <p>Universal credit</p> <p>Housing Benefit</p> <p>Income Support</p> <p>Working Tax Credit</p> <p>Income-based Jobseeker's Allowance (JSA)</p> <p>Income-related Employment and Support Allowance (ESA)</p> <p>Disability Living Allowance</p> <p>Personal Independence Payments (PIP)</p> <p>Child Tax Credit</p>

	Child Benefit
	Child or spouse maintenance from a former partner
	Other (PLEASE SPECIFY)
	SINGLE RESPONSE None of these
	SINGLE RESPONSE Don't know
	SINGLE RESPONSE Prefer not to say

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INTERVIEWER NOTE:

Maternity pay details are collected in the sections below as follow:

SMP only: this includes mothers who only received SMP; those who said they received both SMP and MA (since the latter is not possible we will have to make an arbitrary decision about the type of maternity questions we should ask); and, those who received SMP and OMP, but the latter only consisted of a lump sum.

MA: this includes mothers who received just MA or MA and OMP

OMP (SMP): this includes mothers who received regular OMP payments, on their own or in addition to SMP or MA.

NB While information about MA and OMP is collected separately (for mothers who received both), if mothers received both SMP and regular OMP payments this information is collected together (in the OMP section), as few mothers would be able to distinguish between the two (e.g. what amount came from each respective source).

Questions on Statutory Maternity Pay ONLY

SMPStart (Q246)	ASK IF SMP only - PayType=1, RECORD DATE, SHOW CALENDAR
Q	When did you start receiving Statutory Maternity Pay?
A	RECORD DATE DD-MM-YYYY INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SMPEnd (Q247)	ASK IF SMP only - PayType=1, RECORD DATE, SHOW CALENDAR
Q	When did you finish receiving Statutory Maternity Pay?
A	RECORD DATE DD-MM-YYYY INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SMPCKW (Q248)	ASK IF SMP only - PayType=1, SINGLE RESPONSE
Q	From the dates you have given me the computer has calculated that you received Statutory Maternity Pay for [SMPWKs] weeks, is that correct?
A	Yes No

	<p>Don't know</p> <p>Prefer not to say</p>
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ISMPWks (Q249)	ASK IF SMPckW=No OR CANNOT BE CALCULATED, NUMERIC RESPONSE
Q	And for how many weeks did you receive Statutory Maternity Pay?
A	<p>RECORD NUMBER OF WEEKS 1-80</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

SMPLess (Q250)	If received SMP for fewer than 39 weeks (SMPWks<39 or ISMPWks<39), CAPI SHOWCARD 95 / CATI READ OUT, MULTIPLE RESPONSE
Q	Women normally get 39 weeks of Statutory Maternity Pay, that's just over nine months. You seem to have received Statutory Maternity Pay for [ISMPWks/SMPWks] only. Do you know why you got Statutory Maternity Pay for this number of weeks?
A	<p>I didn't know I could get maternity pay for 39 weeks</p> <p>I started a new job/business</p> <p>I needed to return to work early for financial reasons</p> <p>I wanted to return to work early for career progression</p> <p>I wanted to return to work early generally</p> <p>My employer pressurised me to return to work early</p> <p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

SMPPay (Q251)	ASK IF SMP only - PayType=1, SINGLE RESPONSE
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Q	Women can get different amounts of maternity pay at different times. As part of your Statutory Maternity Pay, did you get 90 per cent of your average earnings for at least some of the time?
A	Yes No Don't know Prefer not to say

SMPPerP (Q252)	ASK IF SMPPer = a number (not RF or DK), NUMERIC RESPONSE
Q	For how many weeks or months did you get 90 per cent of your earnings?
A	RECORD NUMBER 1-80 RECORD WHETHER WEEKS OR MONTHS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SMPRest (Q253)	ASK IF SMP only - PayType=1, SINGLE RESPONSE
Q	And how much did you get paid [for the rest of the time/as part of your Statutory Maternity Pay]. You can provide this as an actual amount or a percentage of your earnings?
A	Actual amount [ENTER VALUE AND TIME PERIOD] Percentage of earnings [ENTER VALUE AND TIME PERIOD] INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

SMPPr (Q254)	ASK IF SMP only - PayType=1, MULTIPLE RESPONSE, CAPI SHOWCARD 96 / CATI READ OUT
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Q	Looking at this card, did you experience any of these problems with your employer with your Statutory Maternity Pay?
A	<p>Employer didn't give information about conditions for getting maternity pay</p> <p>Employer didn't give information about the number of weeks of maternity pay I was allowed</p> <p>Employer didn't give information about the amount of maternity pay I could get</p> <p>Employer didn't pay maternity pay regularly</p> <p>Employer didn't always pay the right amount of maternity pay</p> <p>Other problems experienced with employer (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE No problems experienced with employer</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

Questions on Maternity Allowance

MAStart (Q255)	ASK IF MA - PayType=2, RECORD DATE, SHOW CALENDAR
Q	When did you start receiving Maternity Allowance?
A	<p>RECORD DATE DD-MM-YYYY</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

MAEnd (Q256)	ASK IF MA - PayType=2, RECORD DATE, SHOW CALENDAR
Q	When did you finish receiving Maternity Allowance?
A	<p>RECORD DATE DD-MM-YYYY</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

MACKW (Q257)	ASK IF MA - PayType=2, SINGLE RESPONSE
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Q	From the dates you have given me the computer has calculated that you received Maternity Allowance for [MAWks] weeks, is that correct?
A	Yes No Don't know Prefer not to say

IMAWks (Q258)	ASK IF MACKW=No OR CANNOT BE CALCULATED, NUMERIC RESPONSE
Q	And for how many weeks did you receive Maternity Allowance?
A	RECORD NUMBER OF WEEKS 1-80 INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

MALess (Q259)	If received MA for fewer than 39 weeks (MAWks<39 or IMAWks<39), CAPI SHOWCARD 97 / CATI READ OUT, MULTIPLE RESPONSE
Q	Women normally get 39 weeks of Maternity Allowance, that's just over nine months. You seem to have received Maternity Allowance for [IMAWks/MAWks] only. Do you know why you got Maternity Allowance for this number of weeks?
A	I didn't know I could get maternity allowance for 39 weeks I started a new job/business I needed to return to work early for financial reasons I wanted to return to work early My employer pressurised me to return to work early Other (PLEASE SPECIFY) SINGLE RESPONSE None of these SINGLE RESPONSE Don't know SINGLE RESPONSE Prefer not to say

MAPayW (Q260)	ASK IF MA - PayType=2, MULTIPLE RESPONSE, CAPI SHOWCARD 98 / CATI READ OUT
Q	Depending on their circumstances, women can get different types of maternity pay or benefits, do you know why you received Maternity Allowance?
A	<p>I did not know about other types of maternity pay/benefits</p> <p>I was self-employed</p> <p>I was unemployed</p> <p>I had not worked long enough for my employer</p> <p>I gave up work too early</p> <p>I did not earn enough</p> <p>My employer refused to give me other types of maternity pay</p> <p>I did not give my employer enough notice of stopping work to have the baby</p> <p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of these</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

MAPay (Q261)	ASK IF MA - PayType=2, NUMERIC RESPONSE
Q	How much Maternity Allowance did you get per week or month?
A	<p>RECORD NUMBER 1-80</p> <p>RECORD WHETHER WEEKS OR MONTHS</p> <p>INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY</p>

MAPrcL (Q262)	ASK IF MA - PayType=2, MULTIPLE RESPONSE, CAPI SHOWCARD 99 / CATI READ OUT
Q	Looking at this card, did you have any of these problems with applying for your Maternity Allowance?

A	<p>Department for Work and Pensions / Jobcentre Plus didn't give useful information about the conditions for getting maternity pay</p> <p>Department for Work and Pensions / Jobcentre Plus didn't give useful information about the number of weeks of maternity pay I was allowed</p> <p>Department for Work and Pensions / Jobcentre Plus didn't give useful information about how much maternity pay I could receive</p> <p>Department for Work and Pensions / Jobcentre Plus didn't give me enough help to fill in the maternity pay form</p> <p>Other problems with applying for maternity pay (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE I didn't have any problems applying for maternity pay</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>
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MAPrPay (Q263)	ASK IF MA - PayType=2, MULTIPLE RESPONSE, CAPI SHOWCARD 100 / CATI READ OUT
Q	Looking at this card, did you have any of these problems with Department for Work and Pensions / Jobcentre Plus office with the payment of your Maternity Allowance?
A	<p>I sometimes/always got late payments</p> <p>I sometimes/always got the wrong amount</p> <p>I sometimes/always got irregular payments</p> <p>I got the payment for the wrong number of weeks</p> <p>I had problems/concerns with these payments because they did not fit with my working patterns</p> <p>Other problems with getting maternity pay (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE I didn't have any problems with my maternity payments</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>

Questions on Occupational Maternity Pay

OMPStart (Q264)	ASK IF OMP (own or in combination with SMP) - PayType=3 OR PayType =3 and MatPay=1 OR MatPayCk =1 or 2, RECORD DATE, SHOW CALENDAR
Q	When did you start receiving Occupational Maternity Pay (and Statutory Maternity Pay)?
A	RECORD DATE DD-MM-YYYY INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

OMPEnd (Q265)	ASK IF OMP (own or in combination with SMP) - PayType=3 OR PayType =3 and MatPay=1 OR MatPayCk =1 or 2, RECORD DATE, SHOW CALENDAR
Q	When did you finish receiving Occupational Maternity Pay (and Statutory Maternity Pay)?
A	RECORD DATE DD-MM-YYYY INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

OMPckW (Q266)	ASK IF OMP (own or in combination with SMP) - PayType=3 OR PayType =3 and MatPay=1 OR MatPayCk =1 or 2, SINGLE RESPONSE
Q	From the dates you have given me the computer has calculated that you received Occupational Maternity Pay (and Statutory Maternity Pay) for [OMPWks] weeks, is that correct?
A	Yes No Don't know Prefer not to say

IOMPWks (Q267)	ASK IF OMPckW=No OR CANNOT BE CALCULATED, NUMERIC RESPONSE
Q	And for how many weeks did you receive Occupational Maternity Pay (and Statutory Maternity Pay)?

A	RECORD NUMBER OF WEEKS 1-80 INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY
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OMPPER (Q268)	ASK IF OMP (own or in combination with SMP) - PayType=3 OR PayType =3 and MatPay=1 OR MatPayCk =1 or 2, NUMERIC RESPONSE
Q	What was the enhanced percentage of normal pay you were paid?
A	RECORD % INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

OMPLESS (Q269)	If received OMP for fewer than 39 weeks (OMPWks<39 or IOMPWks<39), CAPI SHOWCARD 101 / CATI READ OUT, MULTIPLE RESPONSE
Q	You said earlier that you got Statutory Maternity Pay. Women normally get 39 weeks of Statutory Maternity Pay, that's just over nine months. You seem to have received maternity pay for [IOMPWks/OMPWks] only. Do you know why you got Statutory Maternity Pay for this number of weeks?
A	I didn't know I could get maternity pay for 39 weeks I started a new job/business I needed to return to work early for financial reasons I wanted to return to work early My employer pressurised me to return to work early Other reason (PLEASE SPECIFY) SINGLE RESPONSE Prefer not to say

OMPFull (Q270)	ASK IF OMP (own or in combination with SMP) - PayType=3 OR PayType =3 and MatPay=1 OR MatPayCk =1 or 2, SINGLE RESPONSE
Q	And did you receive your normal full pay for all, part or none of the time you were getting your maternity pay?
A	Full pay all of the time Full pay part of the time Never received full pay Don't know Prefer not to say

OMPFullW (Q271)	ASK IF OMPFull=2, NUMERIC RESPONSE
Q	For how many weeks or months did you receive full pay?
A	RECORD NUMBER 1-80 RECORD WHETHER WEEKS OR MONTHS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

OMPFullP (Q272)	ASK IF OMPFull=2, NUMERIC RESPONSE
Q	For how many weeks or months did you receive part pay?
A	RECORD NUMBER 1-80 RECORD WHETHER WEEKS OR MONTHS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

OMPFAmt (Q273)	ASK IF OMPFull=1, NUMERIC RESPONSE
Q	And what was the normal full gross pay that you got for your maternity pay, that is your pay before deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You can provide this as a weekly or monthly amount?
A	RECORD NUMBER 1 to 500,000 RECORD WHETHER WEEKS OR MONTHS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

OMPAMT(1) (Q274)	ASK IF OMPFull=2 or 3, NUMERIC RESPONSE
Q	And how much did you get in the [initial/next] period. We would like to know about your gross maternity pay, that is before deductions, tax, national insurance, childcare voucher deductions and pensions contributions. You can provide this as a weekly or monthly amount? You can tell me your maternity pay (for the next period) as an amount or as percentage of your normal earnings.
A	Actual amount [ENTER VALUE AND TIME PERIOD] Percentage of earnings [ENTER VALUE AND TIME PERIOD] INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

OMPNext(1) (Q275) (Q275a for loop)	ASK IF OMPFull=2 or 3, SINGLE RESPONSE
Q	And did you get a different amount of maternity pay for another period?
A	Yes ASK OMPAMT(1) FOR EACH ADDITIONAL PERIOD No Don't know Prefer not to say

OMPInfW (Q276)	ASK IF received OMP and returned to pre-birth job MatPay=3 and Jback=1/2, SINGLE RESPONSE, CAPI SHOWCARD 102 / CATI READ OUT
Q	Did getting Occupational Maternity Pay make a difference to the time you returned to work? (OMP)
A	<p>I could only afford to take time off while I was receiving Occupational Maternity Pay</p> <p>I was obliged under the scheme to return to work after a certain amount of time</p> <p>Other (PLEASE SPECIFY)</p> <p>Receiving Occupational Maternity Pay didn't make a difference to the time I returned to work.</p> <p>Don't know</p> <p>Prefer not to say</p>

Block H: Influences on work decisions

RNoWrk_1 (Q277)	ASK IF REmpN=2, MULTIPLE RESPONSE, CAPI SHOWCARD 103 / CATI READ OUT
Q	You said earlier on that you are not in paid employment, can I just check, which of the things on this card are you doing at the moment?
A	<p>Looking after the home or family</p> <p>Caring for a sick or disabled child</p> <p>Caring for a sick, elderly or disabled person</p> <p>In education, studying or training</p> <p>Doing voluntary or unpaid work</p> <p>Looking for work</p> <p>Temporary unable to work due to illness or disability</p> <p>Permanently unable to work due to illness or disability</p> <p>Waiting to take up/start a job</p> <p>Other (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE Don't know</p>

	SINGLE RESPONSE Prefer not to say
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RNoWrk_2 (Q278)	ASK IF REmpN=2, NUMERIC RESPONSE
Q	You said earlier on that you are not in paid employment, can I just check, for how long have you not been in paid employment?
A	INSERT NUMBER OF WEEKS OR MONTHS INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

<p>BwCA (Q279)</p> <p>BwNot (derived in Merlin)BwSml (ditto)</p> <p>BwBig (ditto)</p> <p>BwUnp (ditto)</p>	<p>ASK IF RNoWrk<9, CAPI SHOWCARD 104/ CATI READ OUT, INCLUDE DON'T KNOW AND PREFER NOT TO SAY</p> <p>Statements that are not a factor at this question</p> <p>Statements that are smaller factors at this question</p> <p>Statements that are big factors at this question</p> <p>Statements that the respondent hasn't placed under a heading at this question</p>
<p>Q</p>	<p>Each of the following statements is a factor that some (lone) parents have mentioned for not wanting or being able to do paid work. Thinking about your current situation, please state whether they are a small factor, a big factor or not a factor in your not wanting to, or being able to, work at this time.</p>
<p>A</p>	<p>My child/children wouldn't like me to work</p> <p>My parent/parents wouldn't like it if I worked</p> <p>I would have problems with transport to and from work</p> <p>There are few suitable job opportunities for my skill levels in the local area</p> <p>There are few suitable job opportunities for pay needs in the local areas</p> <p>I have difficulties due to my health condition or disability</p> <p>My confidence is low at the moment</p> <p>I want to look after my child/children myself or at home</p> <p>I care for someone who has a health condition, disability or behavioural difficulties</p> <p>I am worried I will not have enough time with my child/children</p> <p>I haven't got the qualifications or experience to get the kind of job I would want</p> <p>My husband/partner/ex-partner would not like it if I worked</p> <p>I am not sure I would be financially better off in work</p> <p>There isn't enough affordable childcare around here</p> <p>I would need a job where I could take time off at short notice to look after my child/children</p> <p>Employers aren't very family-friendly</p>

	<p>Preferred job-type does not support flexible working / need flexibility in my job</p> <p>My family or close friends are not able, or live too far away, to provide childcare</p> <p>I am not prepared to leave my child/children in the care of anyone other than my family or close friends while I work</p> <p>I am concerned about leaving the security of benefits</p> <p>I have personal or family troubles that need to be sorted out</p> <p>I don't need to work because we have enough money</p>
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BwImpA (Q280)	ASK IF RNoWrk<9 AND IF MORE THAN ONE SELECTED AT BwBig, SINGLE RESPONSE FROM THOSE SELECTED AT BwBig
Q	Which one, if any, of the things that you said are big factors for not working would you say is the most important?
A	SHOW RESPONSES FROM THOSE SELECTED AT BwBig (INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY)

Block I: Gender role attitudes

Now I would like to ask you about the roles that, in your opinion, women and men should play in society. For each of the statements I read out, please tell me how much you agree or disagree with it.

GRA_1 (Q283)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 105 / CATI READ OUT
Q	A man's job is to earn money; a woman's job is to look after the home and family.
A	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know Prefer not to say

GRA_2 (Q284)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 105/ CATI READ OUT
Q	A preschool child is likely to suffer if their mother works full-time
A	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know Prefer not to say

GRA_3 (Q284A)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 105/ CATI READ OUT
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Q	All in all, family life suffers when the woman has a full-time job
A	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know Prefer not to say

GRA_4 (Q285)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 105/ CATI READ OUT
Q	Men should take as much responsibility as women for the home and children
A	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree Don't know Prefer not to say

GRA_5 (Q286)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 105 / CATI READ OUT
Q	Having a job is the best way for a woman to be an independent person
A	Strongly agree Agree Neither agree nor disagree Disagree Strongly disagree

	Don't know Prefer not to say
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Block K: Family finance and final questions

We now only have a few more questions to ask.

L_Satis (Q287)	ASK ALL, SINGLE RESPONSE
Q	In general, how satisfied are you with your work-life balance as a whole these days? Please rate your satisfaction on a scale of 1 to 10, with 1 being low and 10 being high.
A	1 – 10 scale. INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

HHIncS (Q288)	ASK ALL, MULTIPLE RESPONSE, CAPI SHOWCARD 106/ CATI READ OUT
Q	This card shows various sources of income. Can you please tell me which sources of income you and other members of your household receive?
A	Earnings from employment/self-employment Child benefit Child or spouse maintenance from a former partner Statutory Sick Pay Carer's Allowance Universal credit Child Tax Credit Housing Benefit Income Support Income-based Jobseeker's Allowance (JSA) Income-related Employment and Support Allowance (ESA) Disability Living Allowance

	<p>Working Tax Credit</p> <p>Other state benefits or allowances(PLEASE SPECIFY)</p> <p>Income from savings and investment</p> <p>Other kind of income e.g. pension (PLEASE SPECIFY)</p> <p>SINGLE RESPONSE None of the above</p> <p>SINGLE RESPONSE Don't know</p> <p>SINGLE RESPONSE Prefer not to say</p>
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CTC (Q289)	ASK IF HHIncS=13, SINGLE RESPONSE
Q	Can I just check, do you receive the childcare element of the Working Tax Credit, which is available to families to help with their childcare costs?
A	<p>Yes</p> <p>No</p> <p>Don't know</p> <p>Prefer not to say</p>

FinAt (Q290)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 107 / CATI READ OUT
Q	Which of the following phrases would you say comes closest to your feelings about your household's income these days?
A	<p>Living really comfortably on present income</p> <p>Living comfortably on present income</p> <p>Neither comfortable nor struggling on present income</p> <p>Struggling on present income</p>

	Really struggling on present income Other (PLEASE SPECIFY) Don't know Prefer not to say
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PrneBan5 (Q291)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 108 / CATI READ OUT
Q	Which of the following categories is closest to your total gross household income. By gross income I mean your household income before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You don't need to tell me the amount, just the letter next to the amount you have chosen?
A	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY

	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999
11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

Block J: Partner’s work and contact

I’d just like to ask you some questions about INSERT BABY’S NAME’S other parent.

IF CAPI, ASK ALL. IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample

Habit (Q292)	ASK ALL, SINGLE RESPONSE, CAPI SHOWCARD 109 / CATI READ OUT IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample
Q	Which of the following best describes your living situation with INSERT BABY NAME’S other parent since the baby was born?
A	They lived with me when INSERT BABY NAME was [born/adopted] and currently live with me They lived with me when INSERT BABY NAME was [born/adopted] but no longer live with me They did not live with me when INSERT BABY NAME was [born/adopted] but currently live with me They did not live with me when INSERT BABY NAME was [born/adopted] and do not currently live with me Don’t know Prefer not to say

ParB_name (Q293)	ASK IF Habit=1/2/3, OPEN RESPONSE IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample
Q	What is the name of INSERT BABY’S NAME’S other parent?
A	INSERT FIRST NAME INSERT SURNAME

ParB_job1 (Q294)	ASK IF Habit=1/2/3, SINGLE RESPONSE IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample
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Q	And were they in paid employment when INSERT BABY'S NAME was born?
A	Yes No Don't know Prefer not to say

ParB_fin1 (Q295)	ASK IF Habit=1/2, SINGLE RESPONSE, CAPI SHOWCARD 110/ CATI READ OUT IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample		
Q	Which of the following categories is closest to ParB_name's gross income when the baby was born. By gross income I mean their income before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You don't need to tell me the amount, just the letter next to the amount you have chosen?		
A	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
7	£490-£579	£2,100-£2,499	£25,000-£29,999
8	£580-£679	£2,500-£2,899	£30,000-£34,999
9	£680-£769	£2,900-£3,349	£35,000-£39,999
10	£770-£869	£3,350-£3,749	£40,000-£44,999

11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

ParB_job2 (Q296)	ASK IF Habit=1, SINGLE RESPONSE IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample		
Q	And are they in paid employment currently?		
A	Yes No Don't know Prefer not to say		

ParB_fin2 (Q297)	ASK IF Habit=1, SINGLE RESPONSE, CAPI SHOWCARD 110 / CATI READ OUT IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample		
Q	Which of the following categories is closest to ParB_name's gross income currently. By gross income I mean their income before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You don't need to tell me the amount, just the letter next to the amount you have chosen?		
A	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500

2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
5	£290-£389	£1,250-£1,649	£15,000-£19,999
6	£390-£489	£1,650-£2,099	£20,000-£24,999
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11	£870-£969	£3,750-£4,149	£45,000-£49,999
12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

ParC_name (Q298)	ASK IF Habit=3 OR (2/4 AND Partner=1 AND PChk=1-4), OPEN RESPONSE IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample
Q	What is the name of INSERT BABY'S NAME'S other parent (who currently lives with you)?
A	INSERT FIRST NAME INSERT SURNAME

ParC_job (Q299)	ASK IF Habit=3 OR (2/4 AND Partner=1 AND PChk=1-4), SINGLE RESPONSE IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample
Q	And are they in paid employment currently?
A	Yes No Don't know Prefer not to say

ParC_fin (Q300)	ASK IF Habit=3 OR (2/4 AND Partner=1 AND PChk=1-4), SINGLE RESPONSE, CAPI SHOWCARD 110 / CATI READ OUT IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample		
Q	Which of the following categories is closest to ParC_name's gross income currently. By gross income I mean their income before any deductions for tax, national insurance, childcare voucher deductions and pensions contributions. You don't need to tell me the amount, just the letter next to the amount you have chosen?		
A	VALUE BANDINGS, CAPI SHOWCARD / CATI READ OUT INCLUDE OPTIONS FOR DON'T KNOW AND PREFER NOT TO SAY		
	Weekly	Monthly	Annual
1	Under £50	Under £200	Under £2,500
2	£50-£99	£200-£399	£2,500-£4,999
3	£100-£199	£400-£829	£5,000-£9,999
4	£200-£289	£830-£1,249	£10,000-£14,999
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12	£970-£1,449	£4,150-£6,249	£50,000-£74,999
13	£1,450-£1,929	£6,250-£8,349	£75,000-£99,999
14	£1,930 or more	£8,350 or more	£100,000 or more

Recontact_1 (Q301)	ASK IF Habit=1 AND ParB_job1=1, SINGLE RESPONSE IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample
Q	Where possible we are seeking to speak with two parents from a household. This is to find out about both their experiences of leave and pay around the time INSERT BABY'S NAME was born. Would you be happy to provide telephone contact details for ParB_name?
A	Yes No

Recontact_2 (Q302)	ASK IF Recontact_1, PHONE NUMBER IF CATI, ASK if CAPI sample requesting CATI survey or Shared Parental Leave sample
Q	And what is the best telephone number to reach ParB_name on?
A	ENTER PHONE NUMBER

Recontact_3 (Q303)	ASK IF Recontact_1, PHONE NUMBER
Q	And what is the best DAY / TIME for us to try and speak with them?
A	ENTER DATE / TIME, STATE IF THIS IS A FIXED APPOINTMENT OR INDICATIVE TIME

ASK ALL

Link_1 (Q304)	ASK IF Recontact_1=1, OR IF RESPONDENT DETAILS WERE SHARED BY PARENT 1 SINGLE RESPONSE
Q	<p>Where we are able to speak with two parents from a household we would like to link and compare their responses so we can understand the connected experiences of households. We would only do this if we get consent from both respondents and all responses would still be anonymous.</p> <p>Would you be happy for us to link your responses to those of INSERT BABY NAME'S other parent?</p> <p>If you fail to respond to either of the options above, we will take your answer to be "No."</p>
A	<p>Yes</p> <p>No</p>

Linkage (Q304b)	ASK ALL, SINGLE RESPONSE
Q	<p>Do you consent for BEIS and authorised researchers to link the data we have collected from you with your responses to other surveys or datasets which they have authorised access to?</p> <p>ADD IF NECESSARY: In doing this we assure you that your confidentiality will always be respected and the linked data will be anonymised and used for statistical purposes only. Your data will be securely held, and only authorised researchers will have access to linked data.</p>
A	<p>Yes</p> <p>No</p>

Recontact_4 (Q305)	ASK ALL, SINGLE RESPONSE
Q	BMG and BEIS are committed to protecting your personal data and to handling it responsibly. The General Data Protection Regulation (GDPR)

	<p>gives individuals more control over the ways in which businesses process your personal data and how you are contacted.</p> <p>From time to time BEIS do one-off follow-up studies and may wish to contact you about these. They would generally be able to give you a voucher to thank you for your time. You can always decide at the time whether or not you want to take part.</p> <p>Would it be ok for us to share your contact details with BEIS so they (or their approved contractors) can contact you about other future studies?</p> <p>Would you be happy for these details to be linked to the responses you have provided in your survey today so they can better identify studies that you may be interested in or eligible for?</p> <p>If you do not respond to these questions we will take your answer to be 'no'.</p>
A	<p>Yes CAPTURE RESPONDENT'S PHONE NUMBER AND/OR EMAIL ADDRESS</p> <p>No</p>

THANK AND CLOSE.

