

**SHARED PARENTAL LEAVE:  
PUBLIC ATTITUDES**

Commissioned research carried  
out by Opinion Matters

JANUARY 2015

# Introduction

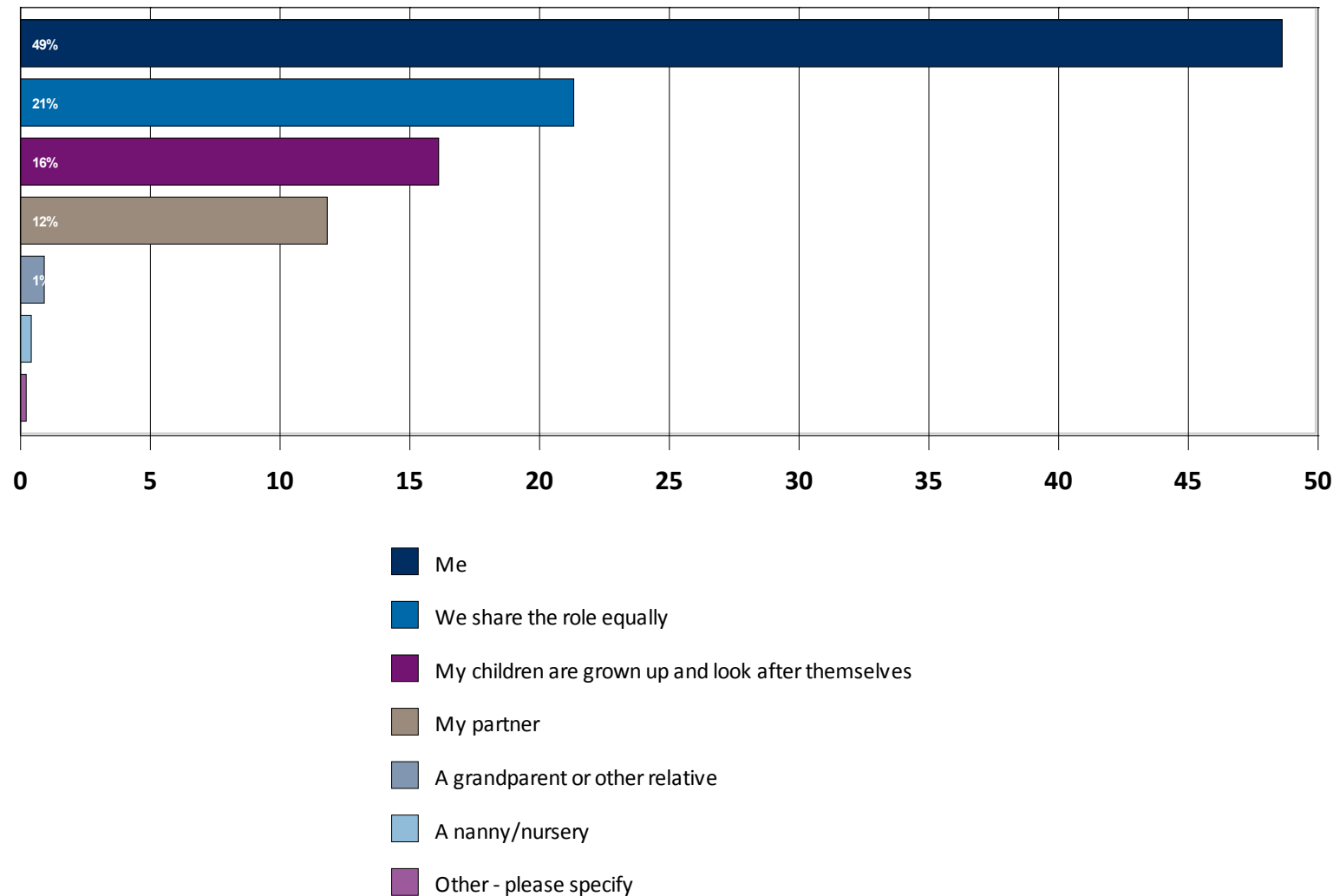
Opinion Matters were commissioned by the Department for Business Innovation and Skills to carry out research into attitudes to shared parenting.

2,138 adults from across the UK were surveyed between 04 and 11 December 2014 to examine attitudes towards Shared Parenting and assess potential uptake of Shared Parental Leave entitlement.

The new regulations on Shared Parental Leave apply to couples with babies due or children matched or placed for adoption on or after 5 April 2015 and will allow parents to choose whether they want to share the mother's maternity leave.

## Question One

Who currently has the main responsibility for looking after the children in your household on a day to day basis?



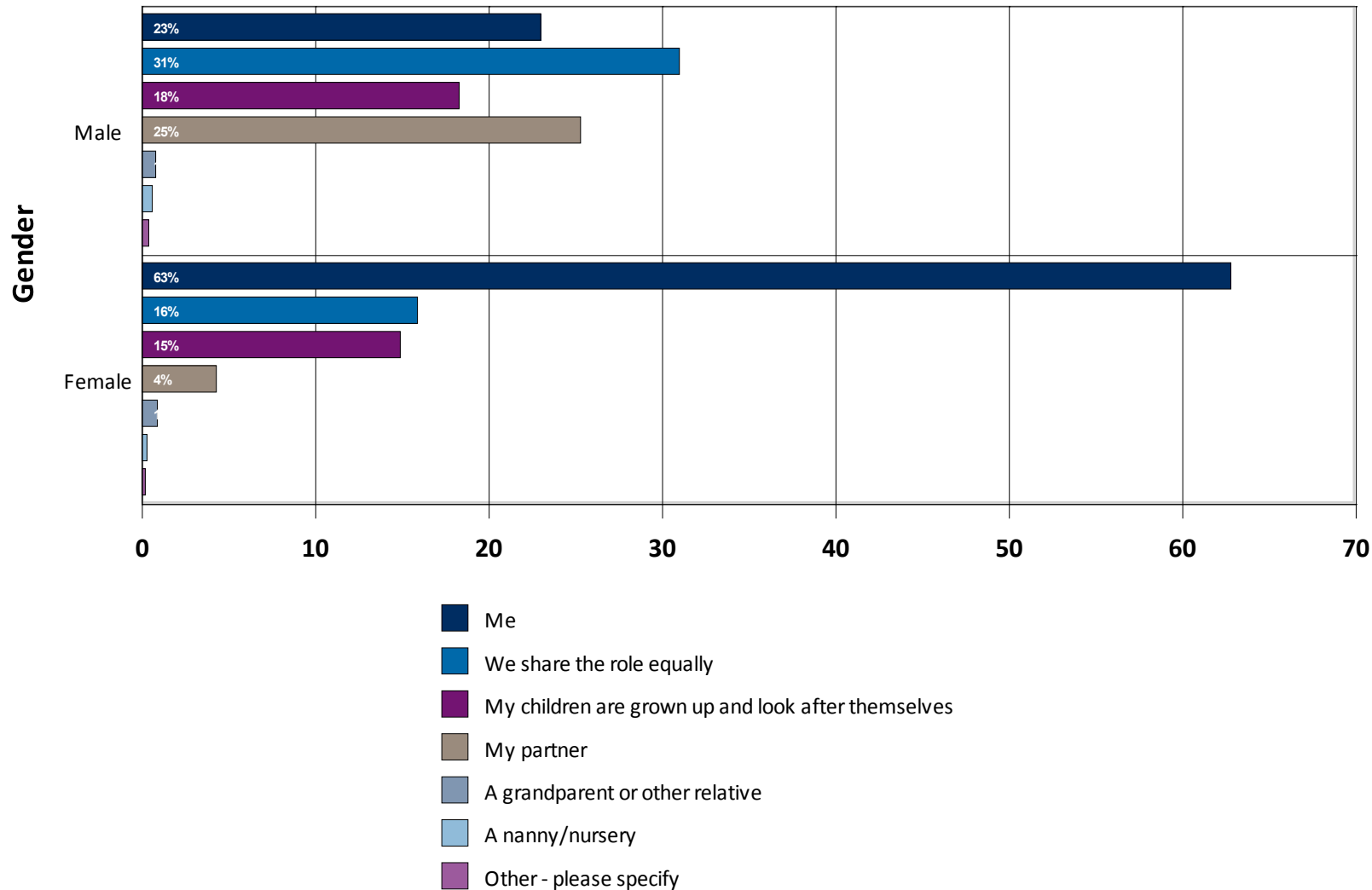
## Question One Cross Tabulation With Gender

Who currently has the main responsibility for looking after the children in your household on a day to day basis?

| Absolute<br>Break %<br>Respondents                       | Base         | Gender       |              |
|--|--------------|--------------|--------------|
|  |              | Male         | Female       |
| Base   | 1232         | 441          | 791          |
| Q1   |              |              |              |
| Me   | 599<br>48.6% | 102<br>23.1% | 497<br>62.8% |
| We share the role<br>equally                             | 264<br>21.4% | 137<br>31.1% | 127<br>16.1% |
| My children are<br>grown up and look<br>after themselves | 200<br>16.2% | 81<br>18.4%  | 119<br>15.0% |
| My partner   | 147<br>11.9% | 112<br>25.4% | 35<br>4.4%   |
| A grandparent or<br>other relative                       | 12<br>1.0%   | 4<br>0.9%    | 8<br>1.0%    |
| A nanny/nursery  | 6<br>0.5%    | 3<br>0.7%    | 3<br>0.4%    |
| Other - please<br>specify                                | 4<br>0.3%    | 2<br>0.5%    | 2<br>0.3%    |

## Question One Cross Tabulation With Gender

Who currently has the main responsibility for looking after the children in your household on a day to day basis?



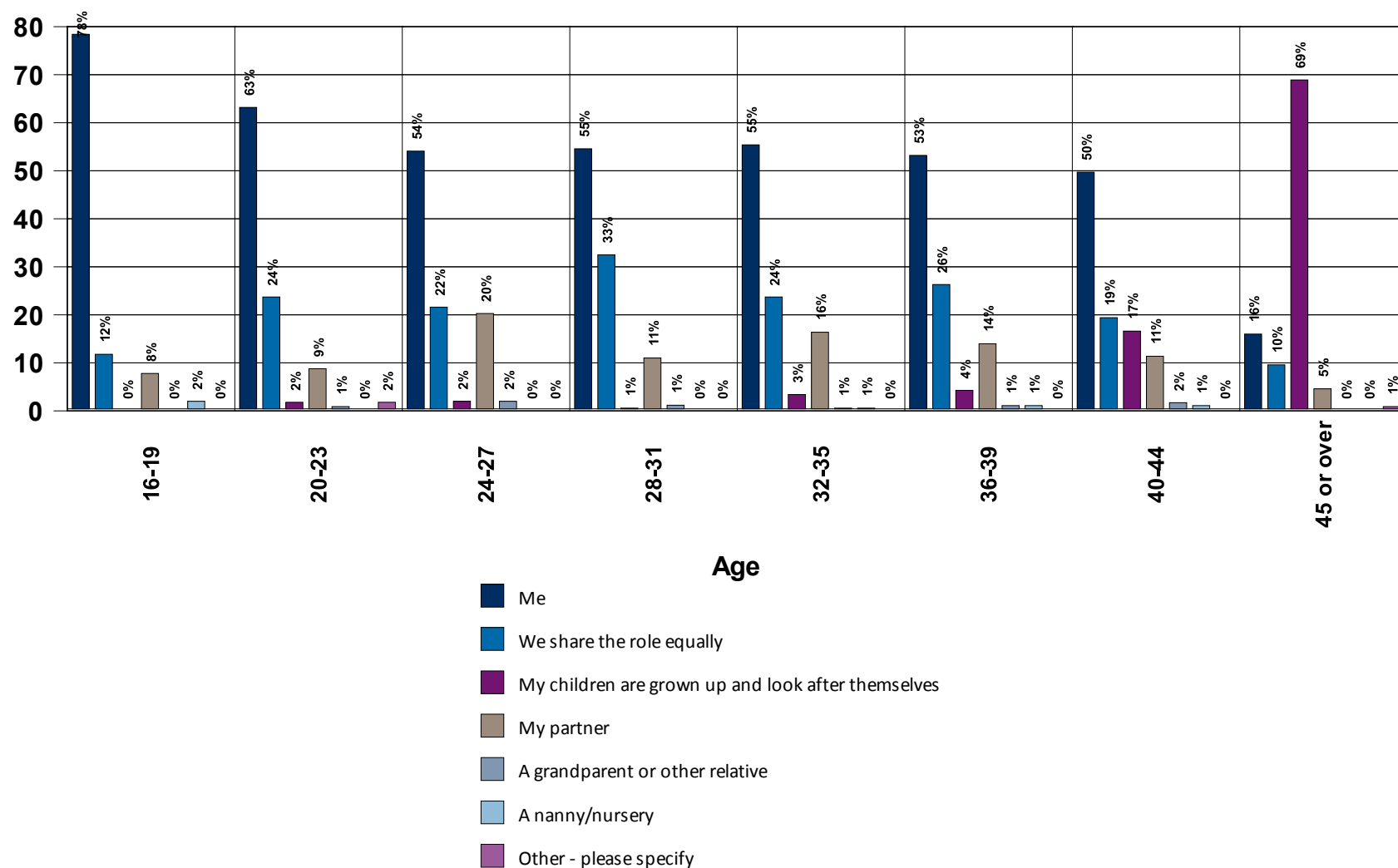
## Question One Cross Tabulation With Age

Who currently has the main responsibility for looking after the children in your household on a day to day basis?

| Absolute<br>Break %<br>Respondents                 | Base         | Age         |             |             |             |             |             |             |              |
|--|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
|  |              | 16-19       | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or over   |
| Base   | 1232         | 51          | 114         | 147         | 163         | 177         | 186         | 175         | 219          |
| Q1   |              |             |             |             |             |             |             |             |              |
| Me   | 599<br>48.6% | 40<br>78.4% | 72<br>63.2% | 79<br>53.7% | 89<br>54.6% | 98<br>55.4% | 99<br>53.2% | 87<br>49.7% | 35<br>16.0%  |
| We share the role equally                          | 264<br>21.4% | 6<br>11.8%  | 27<br>23.7% | 32<br>21.8% | 53<br>32.5% | 42<br>23.7% | 49<br>26.3% | 34<br>19.4% | 21<br>9.6%   |
| My children are grown up and look after themselves | 200<br>16.2% | -<br>-      | 2<br>1.8%   | 3<br>2.0%   | 1<br>0.6%   | 6<br>3.4%   | 8<br>4.3%   | 29<br>16.6% | 151<br>68.9% |
| My partner   | 147<br>11.9% | 4<br>7.8%   | 10<br>8.8%  | 30<br>20.4% | 18<br>11.0% | 29<br>16.4% | 26<br>14.0% | 20<br>11.4% | 10<br>4.6%   |
| A grandparent or other relative                    | 12<br>1.0%   | -<br>-      | 1<br>0.9%   | 3<br>2.0%   | 2<br>1.2%   | 1<br>0.6%   | 2<br>1.1%   | 3<br>1.7%   | -<br>-       |
| A nanny/nursery                                    | 6<br>0.5%    | 1<br>2.0%   | -<br>-      | -<br>-      | -<br>-      | 1<br>0.6%   | 2<br>1.1%   | 2<br>1.1%   | -<br>-       |
| Other - please specify                             | 4<br>0.3%    | -<br>-      | 2<br>1.8%   | -<br>-      | -<br>-      | -<br>-      | -<br>-      | -<br>-      | 2<br>0.9%    |

## Question One Cross Tabulation With Age

Who currently has the main responsibility for looking after the children in your household on a day to day basis?



## Question One Cross Tabulation With Region

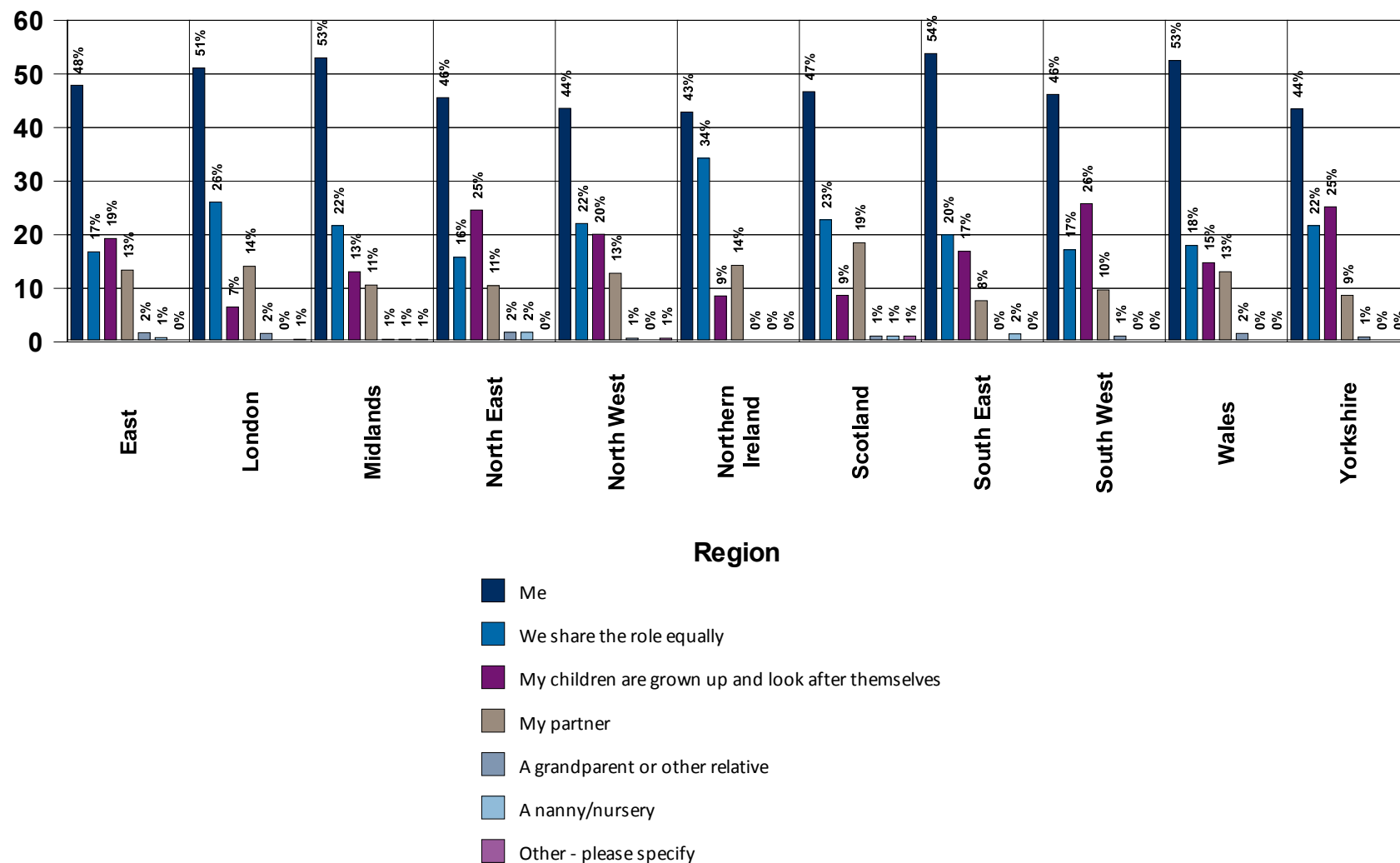
Who currently has the main responsibility for looking after the children in your household on a day to day basis?

| Absolute<br>Break %<br>Respondents                       | Base         | Region      |             |              |               |               |                     |             |               |               |             |             |
|--|--------------|-------------|-------------|--------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|  |              | East        | London      | Midlands     | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base   | 1232         | 119         | 184         | 198          | 57            | 149           | 35                  | 92          | 130           | 93            | 61          | 114         |
| Q1   |              |             |             |              |               |               |                     |             |               |               |             |             |
| Me   | 599<br>48.6% | 57<br>47.9% | 94<br>51.1% | 105<br>53.0% | 26<br>45.6%   | 65<br>43.6%   | 15<br>42.9%         | 43<br>46.7% | 70<br>53.8%   | 43<br>46.2%   | 32<br>52.5% | 49<br>43.0% |
| We share the role<br>equally                             | 264<br>21.4% | 20<br>16.8% | 48<br>26.1% | 43<br>21.7%  | 9<br>15.8%    | 33<br>22.1%   | 12<br>34.3%         | 21<br>22.8% | 26<br>20.0%   | 16<br>17.2%   | 11<br>18.0% | 25<br>21.9% |
| My children are<br>grown up and look<br>after themselves | 200<br>16.2% | 23<br>19.3% | 12<br>6.5%  | 26<br>13.1%  | 14<br>24.6%   | 30<br>20.1%   | 3<br>8.6%           | 8<br>8.7%   | 22<br>16.9%   | 24<br>25.8%   | 9<br>14.8%  | 29<br>25.4% |
| My partner   | 147<br>11.9% | 16<br>13.4% | 26<br>14.1% | 21<br>10.6%  | 6<br>10.5%    | 19<br>12.8%   | 5<br>14.3%          | 17<br>18.5% | 10<br>7.7%    | 9<br>9.7%     | 8<br>13.1%  | 10<br>8.8%  |
| A grandparent or<br>other relative                       | 12<br>1.0%   | 2<br>1.7%   | 3<br>1.6%   | 1<br>0.5%    | 1<br>1.8%     | 1<br>0.7%     | -<br>-              | 1<br>1.1%   | -<br>-        | 1<br>1.1%     | 1<br>1.6%   | 1<br>0.9%   |
| A nanny/nursery  | 6<br>0.5%    | 1<br>0.8%   | -<br>-      | 1<br>0.5%    | 1<br>1.8%     | -<br>-        | -<br>-              | 1<br>1.1%   | 2<br>1.5%     | -<br>-        | -<br>-      | -<br>-      |
| Other - please<br>specify                                | 4<br>0.3%    | -<br>-      | 1<br>0.5%   | 1<br>0.5%    | -<br>-        | 1<br>0.7%     | -<br>-              | 1<br>1.1%   | -<br>-        | -<br>-        | -<br>-      | -<br>-      |



## Question One Cross Tabulation With Region

Who currently has the main responsibility for looking after the children in your household on a day to day basis?



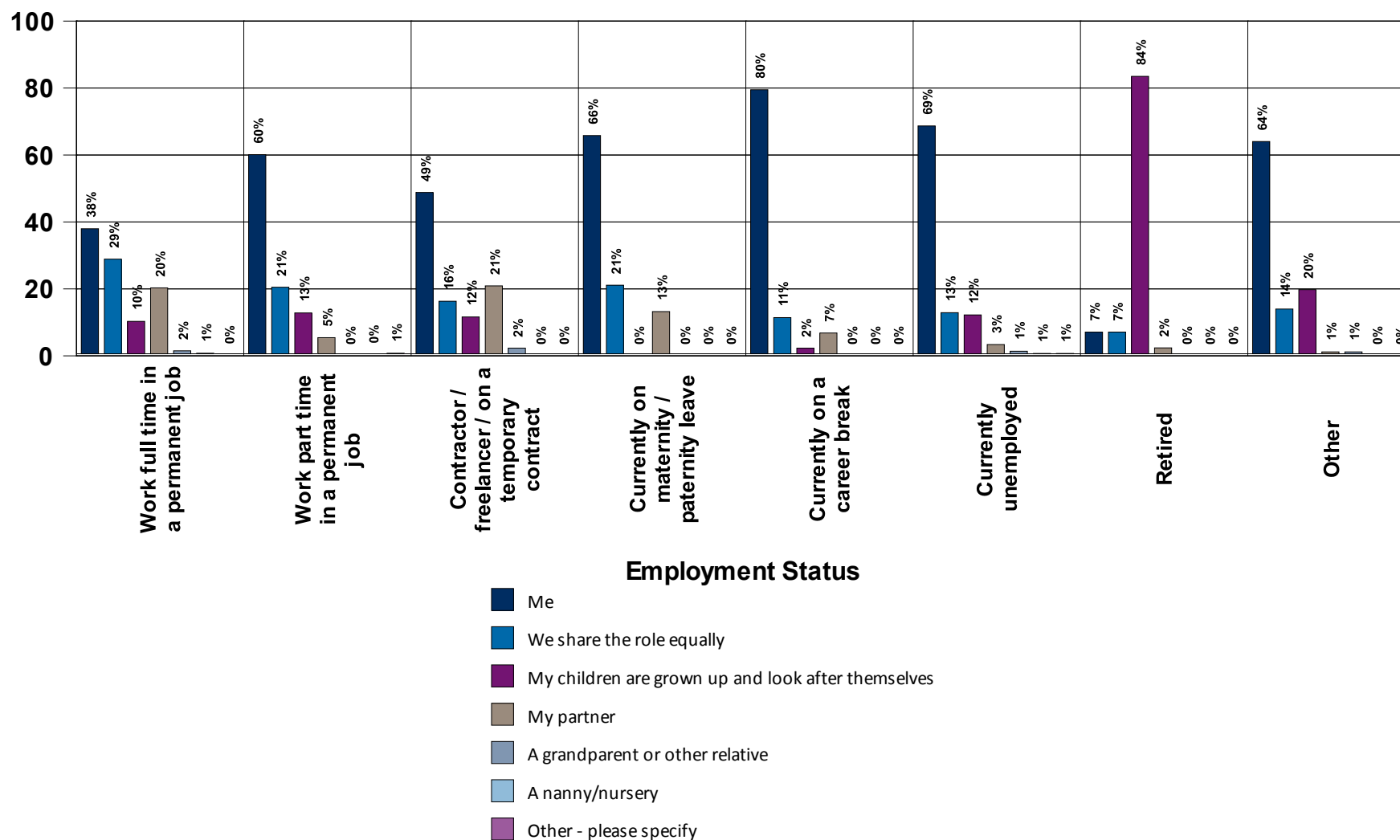
## Question One Cross Tabulation With Employment Status

Who currently has the main responsibility for looking after the children in your household on a day to day basis?

| Absolute<br>Break %<br>Respondents                       | Base         | Employment Status                       |   |   |   |                                |                         |             |             |
|--|--------------|---|---|---|---|--------------------------------|-------------------------|-------------|-------------|
|  |              | Work full time<br>in a<br>permanent job | Work part<br>time in a<br>permanent job | Contractor /<br>freelancer /<br>on a<br>temporary<br>contract | Currently on<br>maternity /<br>paternity<br>leave | Currently on a<br>career break | Currently<br>unemployed | Retired     | Other       |
| Base   | 1232         | 532                                     | 257                                     | 43  | 38  | 44                             | 147                     | 85          | 86          |
| Q1   |              |   |   |   |   |                                |                         |             |             |
| Me   | 599<br>48.6% | 202<br>38.0%                            | 154<br>59.9%                            | 21<br>48.8%   | 25<br>65.8%                                       | 35<br>79.5%                    | 101<br>68.7%            | 6<br>7.1%   | 55<br>64.0% |
| We share the role<br>equally                             | 264<br>21.4% | 154<br>28.9%                            | 53<br>20.6%                             | 7<br>16.3%  | 8<br>21.1%  | 5<br>11.4%                     | 19<br>12.9%             | 6<br>7.1%   | 12<br>14.0% |
| My children are<br>grown up and look<br>after themselves | 200<br>16.2% | 55<br>10.3%                             | 33<br>12.8%                             | 5<br>11.6%  | -<br>-  | 1<br>2.3%                      | 18<br>12.2%             | 71<br>83.5% | 17<br>19.8% |
| My partner   | 147<br>11.9% | 108<br>20.3%                            | 14<br>5.4%                              | 9<br>20.9%  | 5<br>13.2%  | 3<br>6.8%                      | 5<br>3.4%               | 2<br>2.4%   | 1<br>1.2%   |
| A grandparent or<br>other relative                       | 12<br>1.0%   | 8<br>1.5%                               | -<br>-                                  | 1<br>2.3%   | -<br>-  | -<br>-                         | 2<br>1.4%               | -<br>-      | 1<br>1.2%   |
| A nanny/nursery  | 6<br>0.5%    | 4<br>0.8%                               | 1<br>0.4%                               | -<br>-  | -<br>-  | -<br>-                         | 1<br>0.7%               | -<br>-      | -<br>-      |
| Other - please<br>specify                                | 4<br>0.3%    | 1<br>0.2%                               | 2<br>0.8%                               | -<br>-  | -<br>-  | -<br>-                         | 1<br>0.7%               | -<br>-      | -<br>-      |

## Question One Cross Tabulation With Employment Status

Who currently has the main responsibility for looking after the children in your household on a day to day basis?



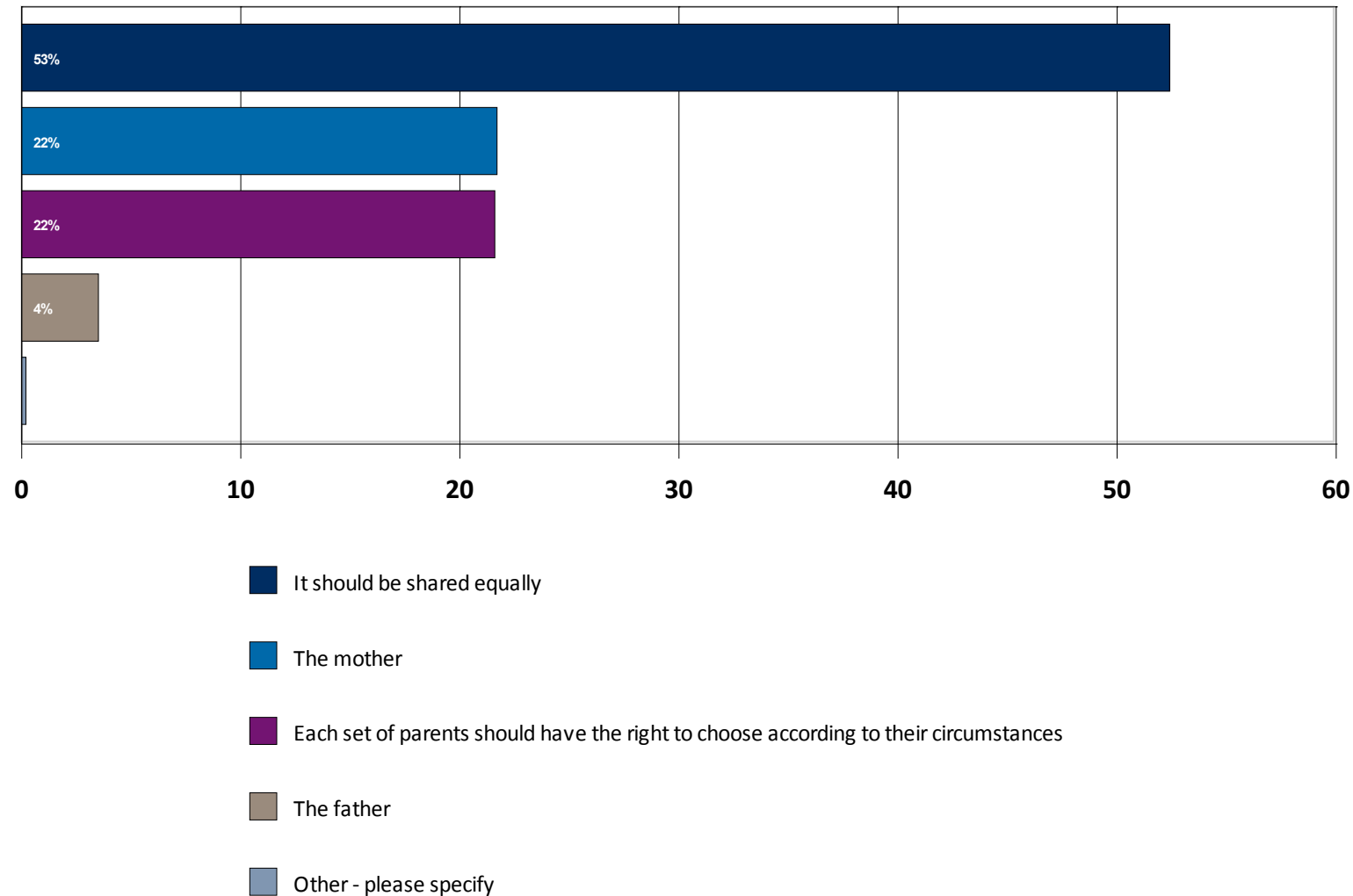
## Question Two

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?

|  |                |
|--|----------------|
| Absolute<br>Base %<br>Respondents  |                |
| Base   | 2138<br>100.0% |
| Q2   |                |
| It should be shared<br>equally   | 1123<br>52.5%  |
| The mother   | 467<br>21.8%   |
| Each set of parents<br>should have the<br>right to choose<br>according to their<br>circumstances | 465<br>21.7%   |
| The father   | 77<br>3.6%     |
| Other - please<br>specify  | 6<br>0.3%      |

## Question Two

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?



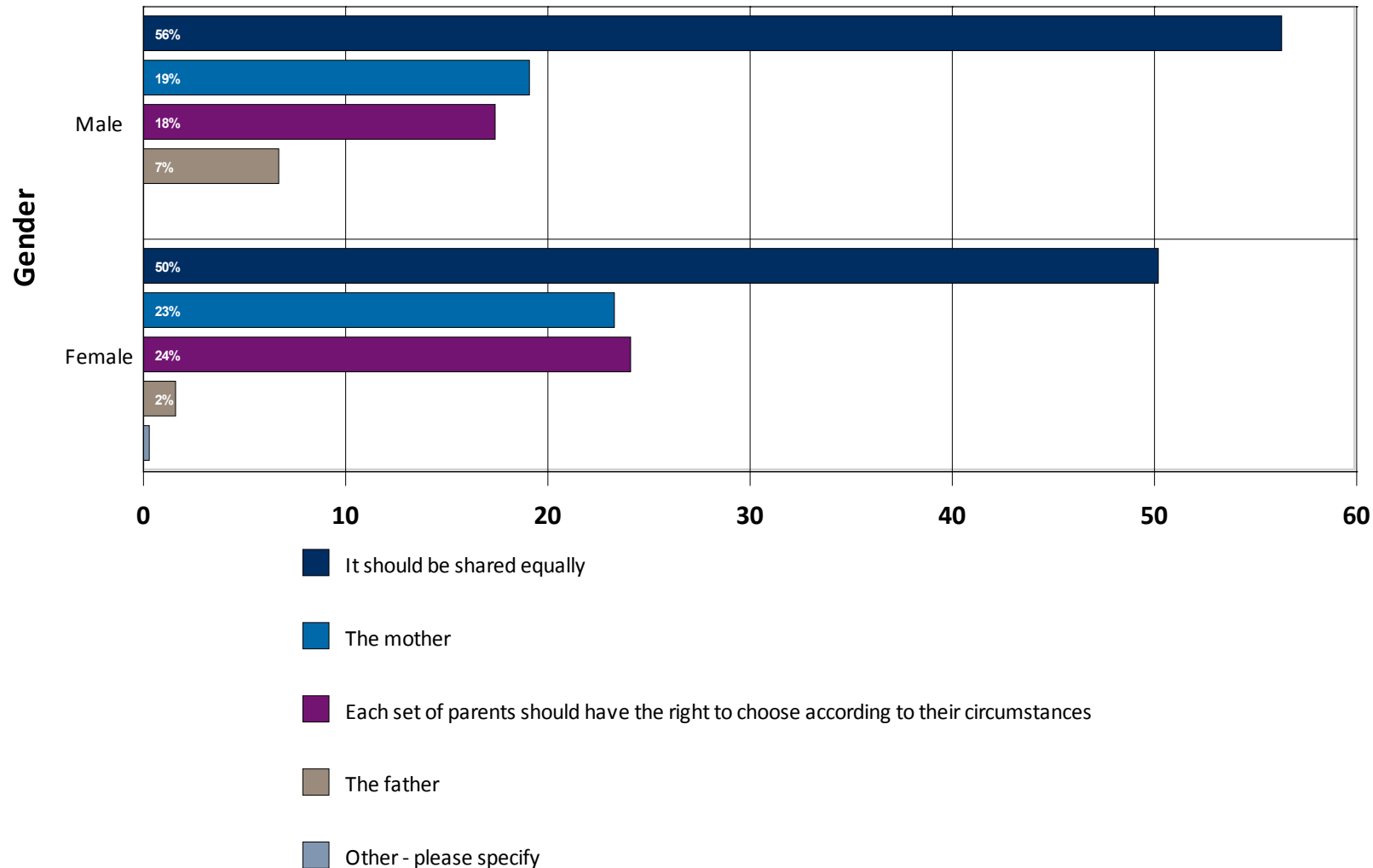
## Question Two Cross Tabulation With Gender

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?

| Absolute<br>Break %<br>Respondents   | Base          | Gender       |              |
|--|---------------|--------------|--------------|
|  |               | Male         | Female       |
| Base   | 2138          | 793          | 1345         |
| Q2   |               |              |              |
| It should be shared<br>equally   | 1123<br>52.5% | 447<br>56.4% | 676<br>50.3% |
| The mother   | 467<br>21.8%  | 152<br>19.2% | 315<br>23.4% |
| Each set of parents<br>should have the<br>right to choose<br>according to their<br>circumstances | 465<br>21.7%  | 139<br>17.5% | 326<br>24.2% |
| The father   | 77<br>3.6%    | 54<br>6.8%   | 23<br>1.7%   |
| Other - please<br>specify  | 6<br>0.3%     | 1<br>0.1%    | 5<br>0.4%    |

## Question Two Cross Tabulation With Gender

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?



## Question Two Cross Tabulation With Age

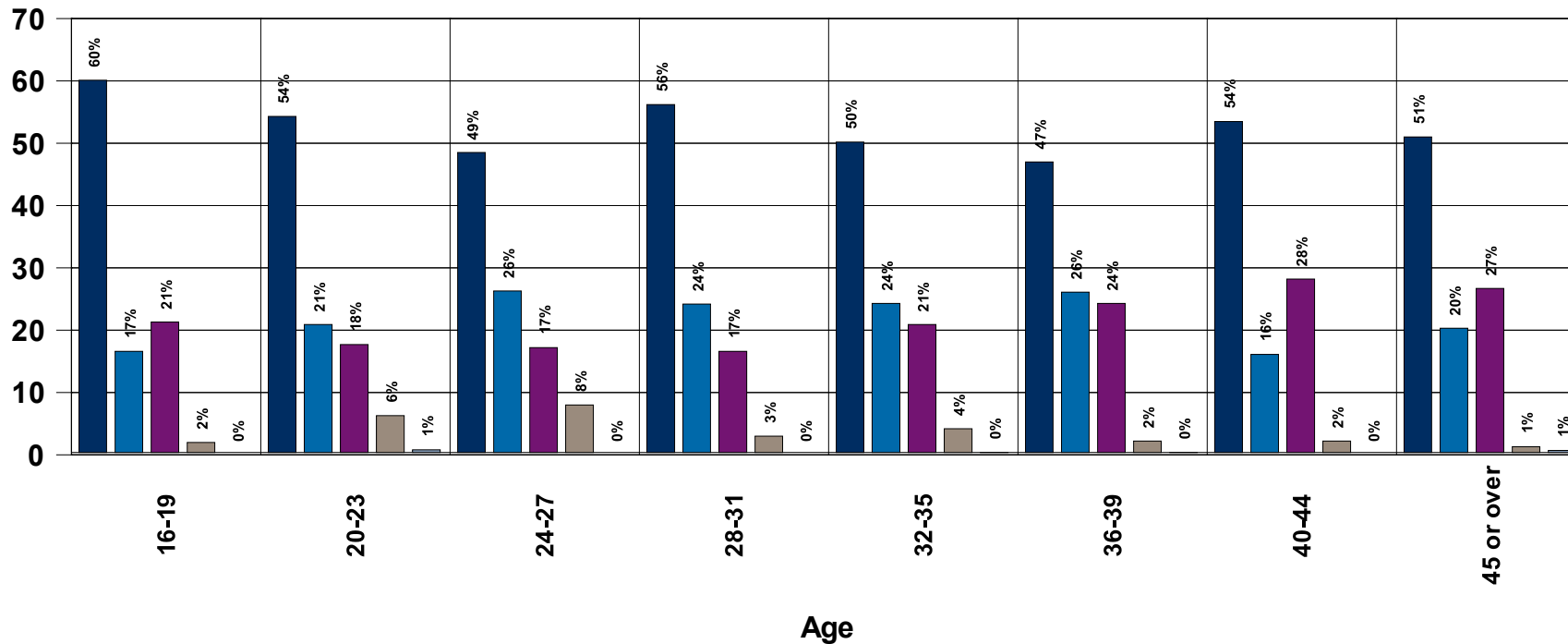
Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?

| Absolute<br>Break %<br>Respondents   | Base          | Age          |              |              |              |              |              |              |              |
|--|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|  |               | 16-19        | 20-23        | 24-27        | 28-31        | 32-35        | 36-39        | 40-44        | 45 or over   |
| Base   | 2138          | 253          | 254          | 262          | 265          | 263          | 268          | 273          | 300          |
| Q2   |               |              |              |              |              |              |              |              |              |
| It should be shared equally  | 1123<br>52.5% | 152<br>60.1% | 138<br>54.3% | 127<br>48.5% | 149<br>56.2% | 132<br>50.2% | 126<br>47.0% | 146<br>53.5% | 153<br>51.0% |
| The mother   | 467<br>21.8%  | 42<br>16.6%  | 53<br>20.9%  | 69<br>26.3%  | 64<br>24.2%  | 64<br>24.3%  | 70<br>26.1%  | 44<br>16.1%  | 61<br>20.3%  |
| Each set of parents should have the right to choose according to their circumstances | 465<br>21.7%  | 54<br>21.3%  | 45<br>17.7%  | 45<br>17.2%  | 44<br>16.6%  | 55<br>20.9%  | 65<br>24.3%  | 77<br>28.2%  | 80<br>26.7%  |
| The father   | 77<br>3.6%    | 5<br>2.0%    | 16<br>6.3%   | 21<br>8.0%   | 8<br>3.0%    | 11<br>4.2%   | 6<br>2.2%    | 6<br>2.2%    | 4<br>1.3%    |
| Other - please specify   | 6<br>0.3%     | -<br>-       | 2<br>0.8%    | -<br>-       | -<br>-       | 1<br>0.4%    | 1<br>0.4%    | -<br>-       | 2<br>0.7%    |



## Question Two Cross Tabulation With Age

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?



- It should be shared equally
- The mother
- Each set of parents should have the right to choose according to their circumstances
- The father
- Other - please specify

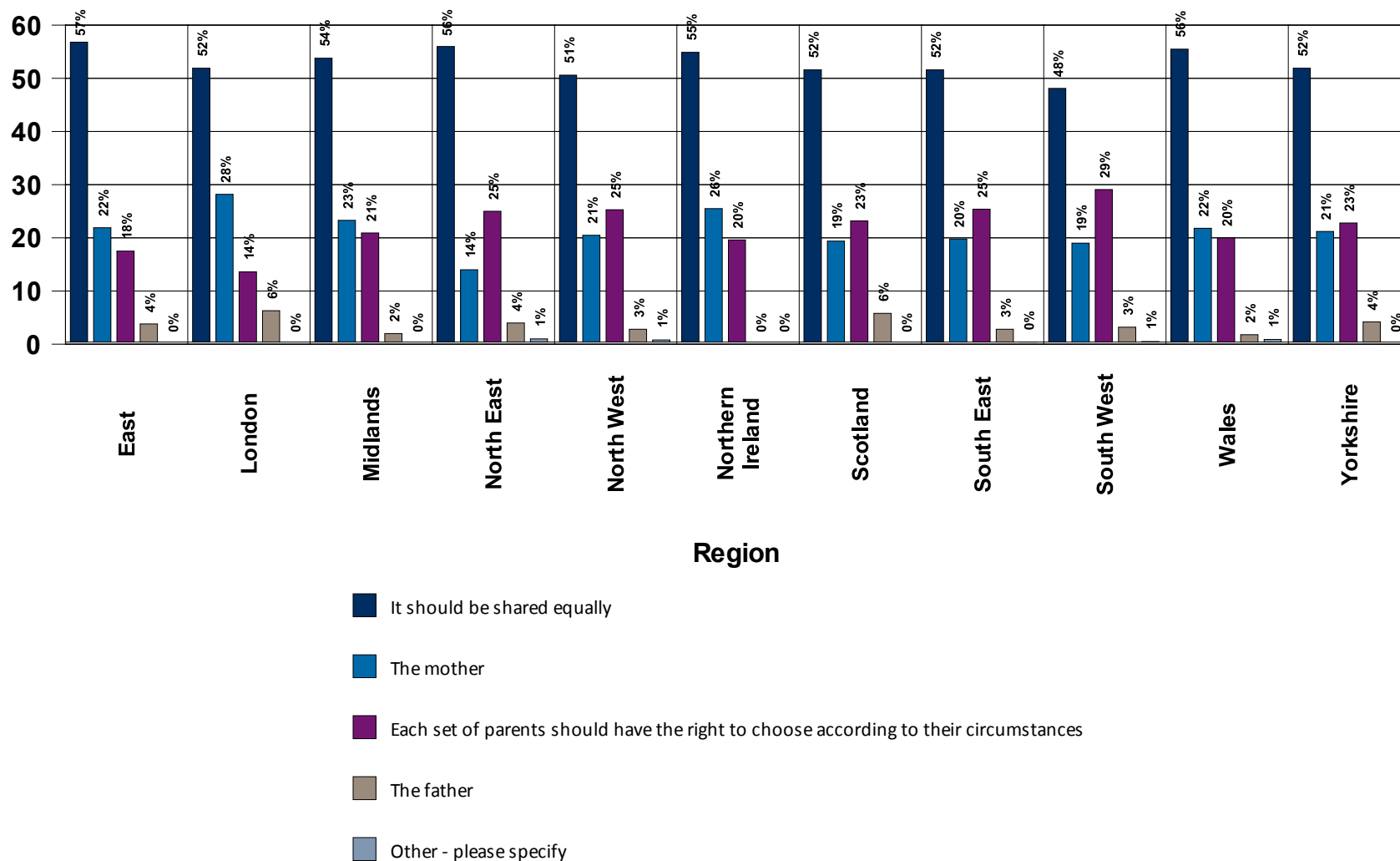
## Question Two Cross Tabulation With Region

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?

| Absolute<br>Break %<br>Respondents   | Base          | Region       |              |              |               |               |                     |             |               |               |             |             |
|--|---------------|--------------|--------------|--------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|  |               | East         | London       | Midlands     | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base   | 2138          | 183          | 316          | 344          | 100           | 249           | 51                  | 155         | 252           | 189           | 110         | 189         |
| Q2   |               |              |              |              |               |               |                     |             |               |               |             |             |
| It should be shared<br>equally   | 1123<br>52.5% | 104<br>56.8% | 164<br>51.9% | 185<br>53.8% | 56<br>56.0%   | 126<br>50.6%  | 28<br>54.9%         | 80<br>51.6% | 130<br>51.6%  | 91<br>48.1%   | 61<br>55.5% | 98<br>51.9% |
| The mother   | 467<br>21.8%  | 40<br>21.9%  | 89<br>28.2%  | 80<br>23.3%  | 14<br>14.0%   | 51<br>20.5%   | 13<br>25.5%         | 30<br>19.4% | 50<br>19.8%   | 36<br>19.0%   | 24<br>21.8% | 40<br>21.2% |
| Each set of parents<br>should have the<br>right to choose<br>according to their<br>circumstances | 465<br>21.7%  | 32<br>17.5%  | 43<br>13.6%  | 72<br>20.9%  | 25<br>25.0%   | 63<br>25.3%   | 10<br>19.6%         | 36<br>23.2% | 64<br>25.4%   | 55<br>29.1%   | 22<br>20.0% | 43<br>22.8% |
| The father   | 77<br>3.6%    | 7<br>3.8%    | 20<br>6.3%   | 7<br>2.0%    | 4<br>4.0%     | 7<br>2.8%     | -<br>-              | 9<br>5.8%   | 7<br>2.8%     | 6<br>3.2%     | 2<br>1.8%   | 8<br>4.2%   |
| Other - please<br>specify  | 6<br>0.3%     | -<br>-       | -<br>-       | -<br>-       | 1<br>1.0%     | 2<br>0.8%     | -<br>-              | -<br>-      | 1<br>0.4%     | 1<br>0.5%     | 1<br>0.9%   | -<br>-      |

## Question Two Cross Tabulation With Region

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?



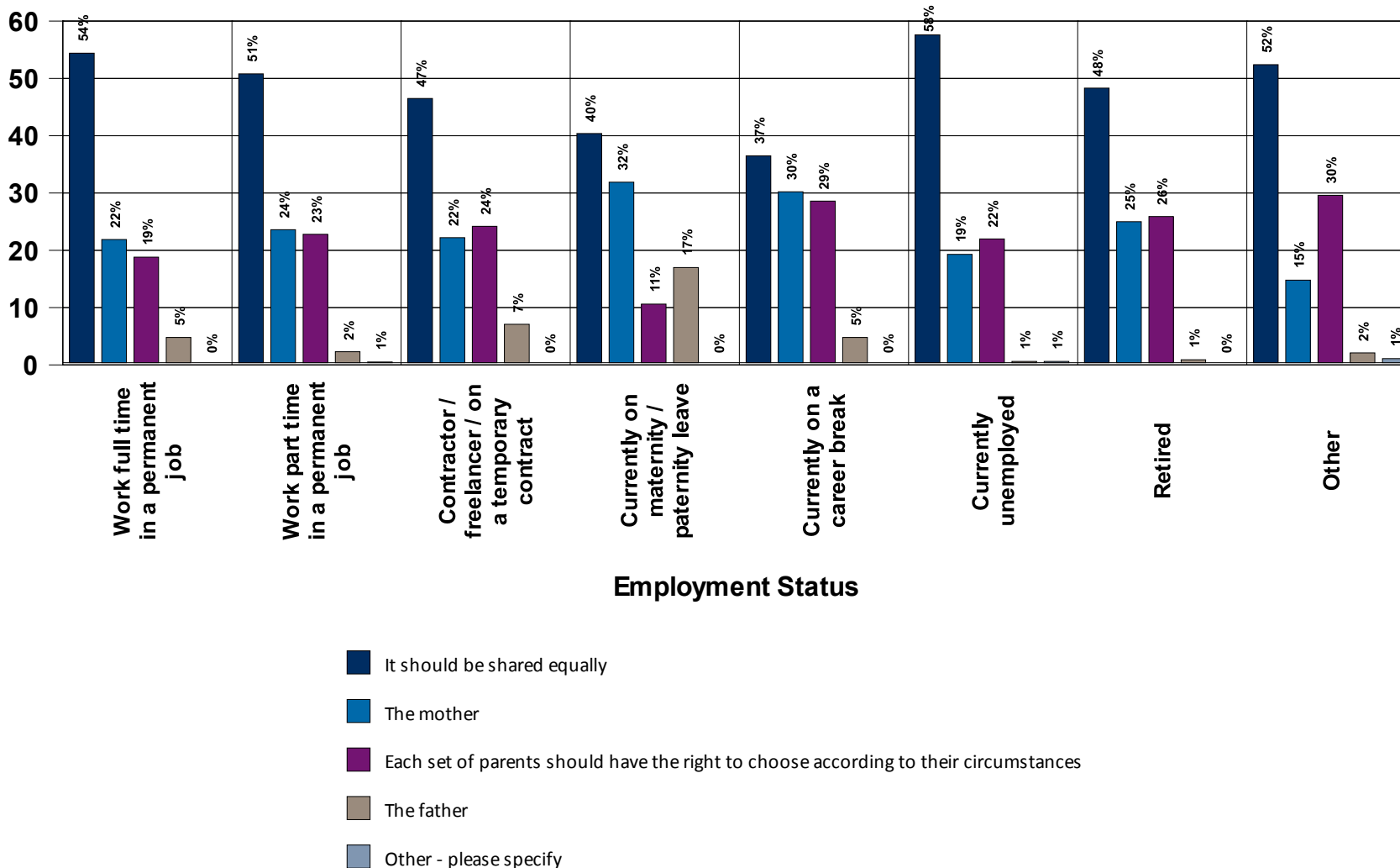
## Question Two Cross Tabulation With Employment Status

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?

| Absolute<br>Break %<br>Respondents   | Base          | Employment Status                          |  |   |   |                                |                         |             |             |
|--|---------------|--|--|---|---|--------------------------------|-------------------------|-------------|-------------|
|  |               | Work full<br>time in a<br>permanent<br>job | Work part<br>time in a<br>permanent<br>job | Contractor /<br>freelancer /<br>on a<br>temporary<br>contract | Currently on<br>maternity /<br>paternity<br>leave | Currently on a<br>career break | Currently<br>unemployed | Retired     | Other       |
| Base   | 2138          | 893  | 394  | 99  | 47  | 63                             | 337                     | 116         | 189         |
| Q2   |               |  |  |   |   |                                |                         |             |             |
| It should be shared<br>equally   | 1123<br>52.5% | 486<br>54.4%                               | 200<br>50.8%                               | 46<br>46.5%   | 19<br>40.4%                                       | 23<br>36.5%                    | 194<br>57.6%            | 56<br>48.3% | 99<br>52.4% |
| The mother   | 467<br>21.8%  | 196<br>21.9%                               | 93<br>23.6%                                | 22<br>22.2%   | 15<br>31.9%                                       | 19<br>30.2%                    | 65<br>19.3%             | 29<br>25.0% | 28<br>14.8% |
| Each set of parents<br>should have the<br>right to choose<br>according to their<br>circumstances | 465<br>21.7%  | 168<br>18.8%                               | 90<br>22.8%                                | 24<br>24.2%   | 5<br>10.6%  | 18<br>28.6%                    | 74<br>22.0%             | 30<br>25.9% | 56<br>29.6% |
| The father   | 77<br>3.6%    | 43<br>4.8%                                 | 9<br>2.3%                                  | 7<br>7.1%   | 8<br>17.0%  | 3<br>4.8%                      | 2<br>0.6%               | 1<br>0.9%   | 4<br>2.1%   |
| Other - please<br>specify  | 6<br>0.3%     | -<br>-                                     | 2<br>0.5%                                  | -<br>-  | -<br>-  | -<br>-                         | 2<br>0.6%               | -<br>-      | 2<br>1.1%   |

## Question Two Cross Tabulation With Employment Status

Who do you think should have the main responsibility for looking after the children in the household, assuming money isn't an issue?



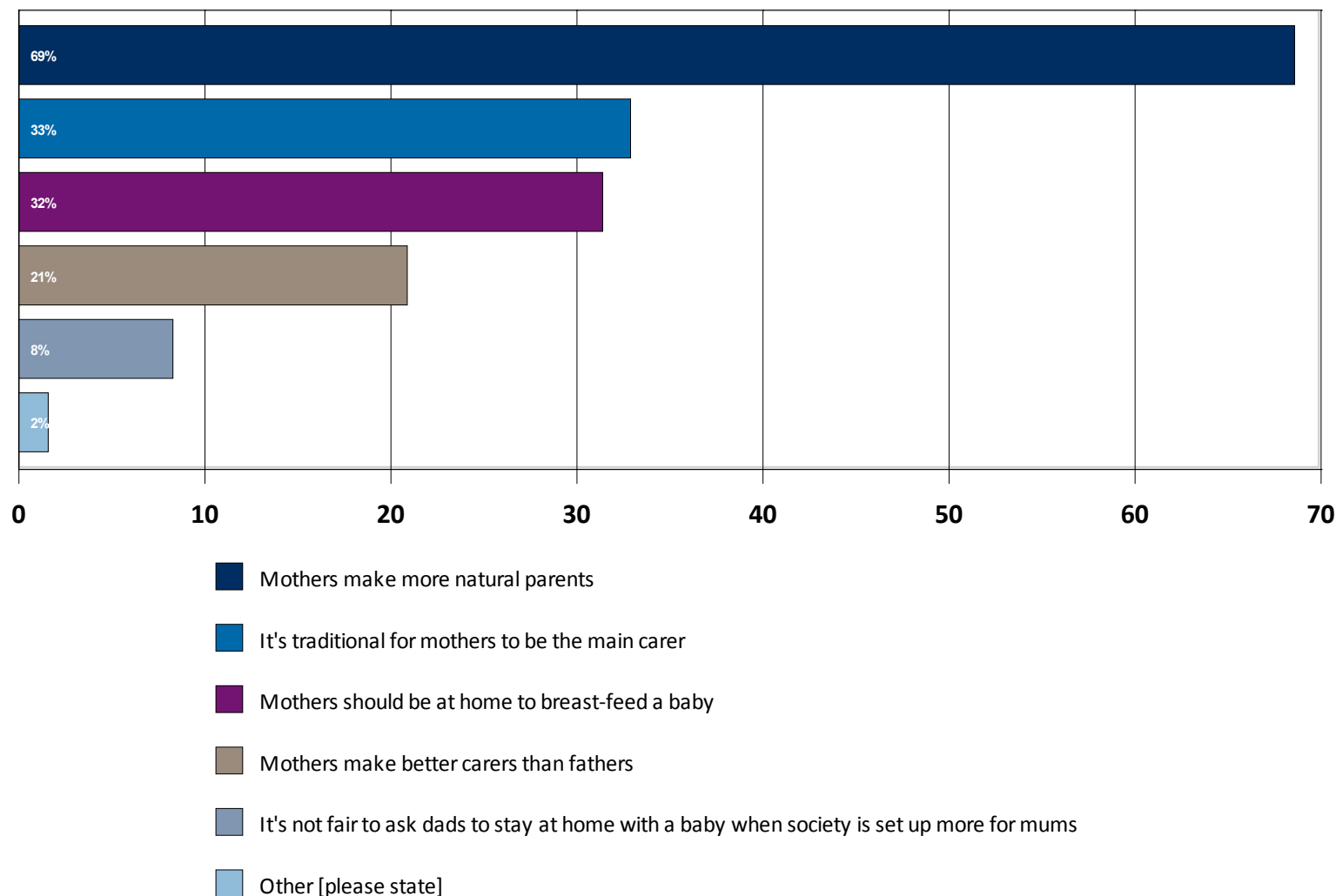
## Question Three

Why do you think mothers should have the main responsibility for looking after a baby?

|  |               |
|--|---------------|
| Absolute<br>Base %<br>Respondents  |               |
| Base   | 467<br>100.0% |
| Q3   |               |
| Mothers make more<br>natural parents   | 321<br>68.7%  |
| It's traditional for<br>mothers to be the<br>main carer  | 154<br>33.0%  |
| Mothers should be<br>at home to breast-<br>feed a baby   | 147<br>31.5%  |
| Mothers make better<br>carers than fathers   | 98<br>21.0%   |
| It's not fair to ask<br>dads to stay at home<br>with a baby when<br>society is set up<br>more for mums | 39<br>8.4%    |
| Other [please state]   | 8<br>1.7%     |

### Question Three

Why do you think mothers should have the main responsibility for looking after a baby?



## Question Three Cross Tabulation With Gender

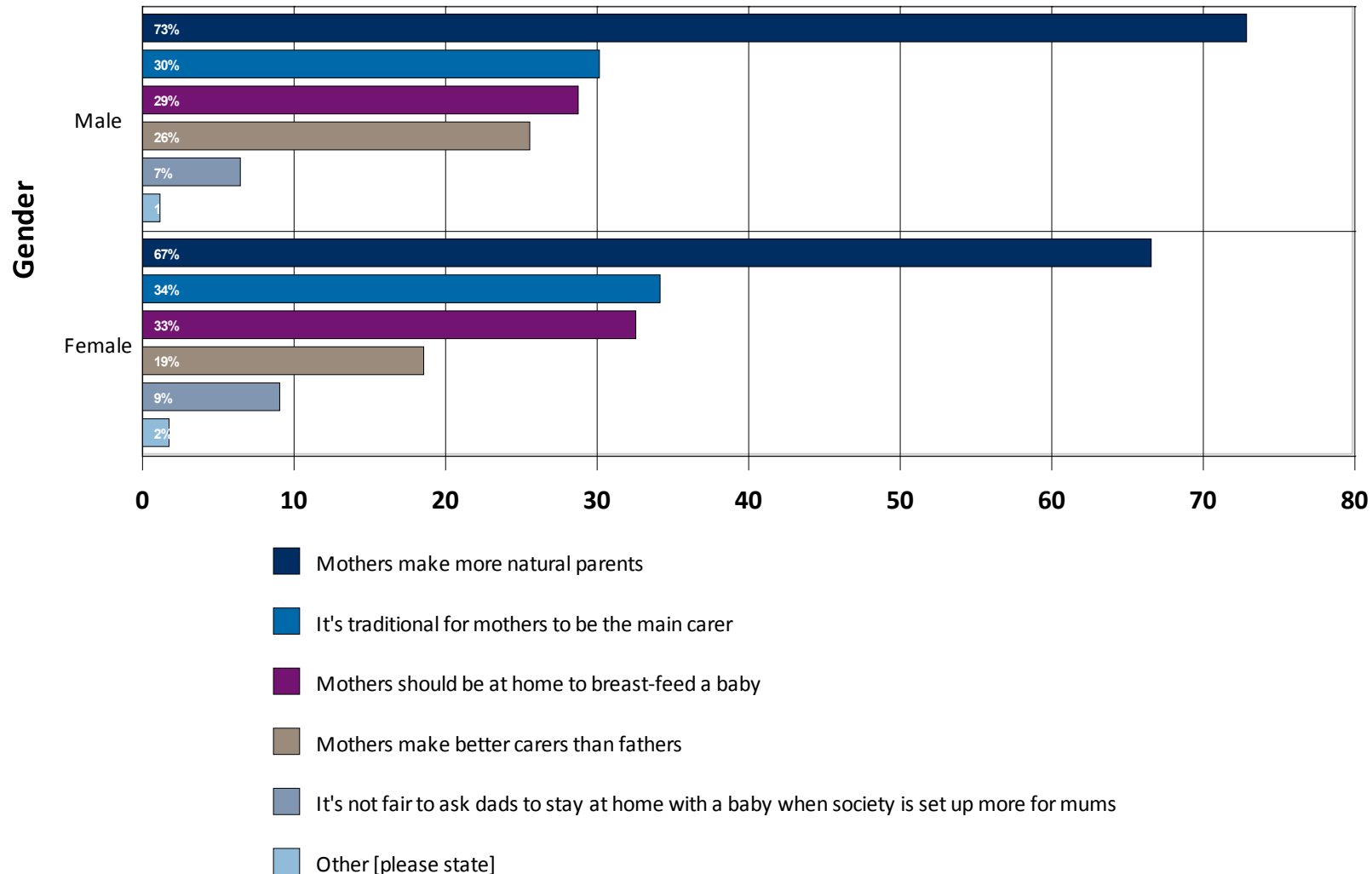
Why do you think mothers should have the main responsibility for looking after a baby?

| Absolute<br>Break %<br>Respondents   | Base         | Gender       |              |
|--|--------------|--------------|--------------|
|  |              | Male         | Female       |
| Base   | 467          | 152          | 315          |
| Q3   |              |              |              |
| Mothers make more natural parents  | 321<br>68.7% | 111<br>73.0% | 210<br>66.7% |
| It's traditional for mothers to be the main carer  | 154<br>33.0% | 46<br>30.3%  | 108<br>34.3% |
| Mothers should be at home to breast-feed a baby  | 147<br>31.5% | 44<br>28.9%  | 103<br>32.7% |
| Mothers make better carers than fathers  | 98<br>21.0%  | 39<br>25.7%  | 59<br>18.7%  |
| It's not fair to ask dads to stay at home with a baby when society is set up more for mums | 39<br>8.4%   | 10<br>6.6%   | 29<br>9.2%   |
| Other [please state]   | 8<br>1.7%    | 2<br>1.3%    | 6<br>1.9%    |



## Question Three Cross Tabulation With Gender

Why do you think mothers should have the main responsibility for looking after a baby?



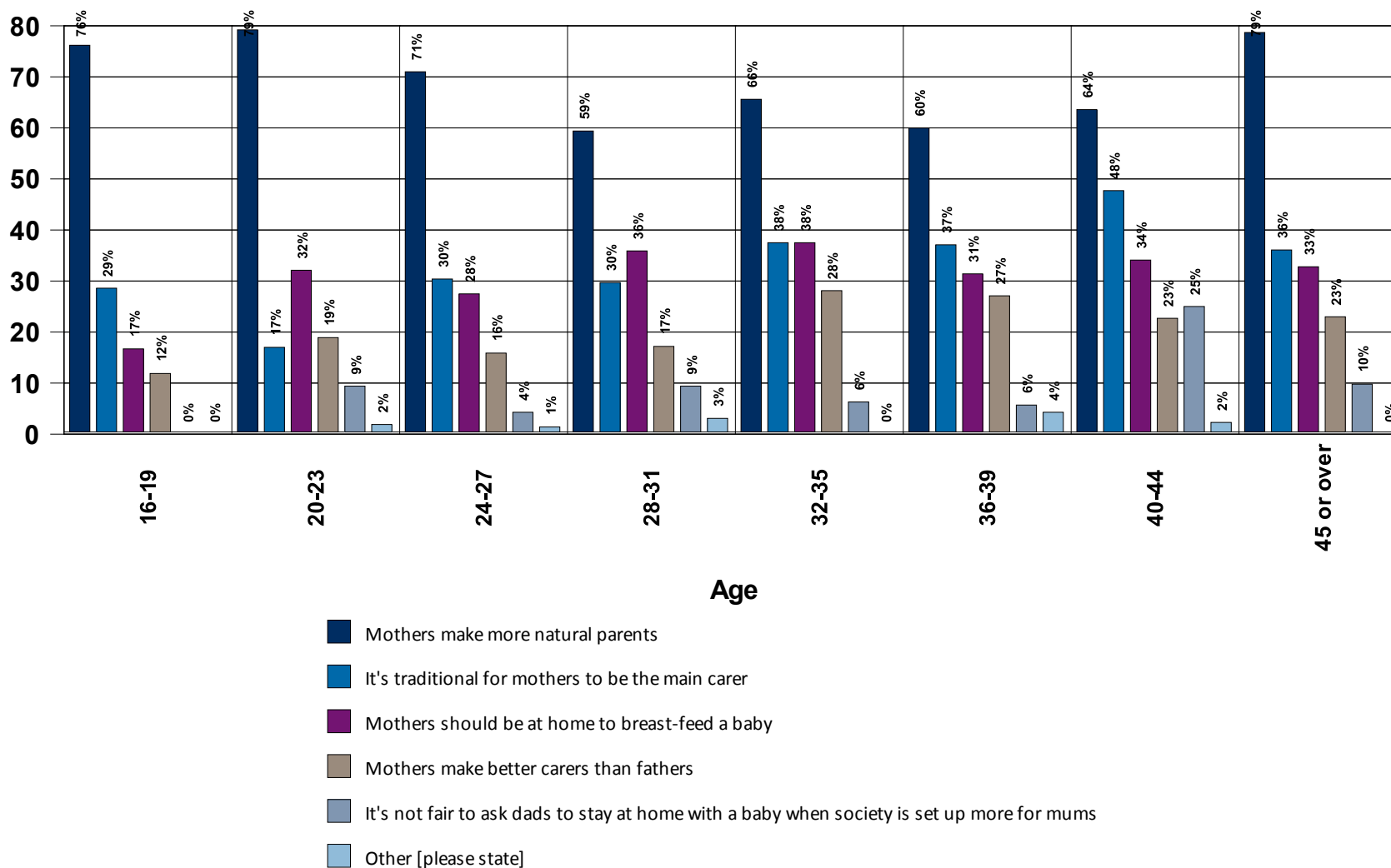
## Question Three Cross Tabulation With Age

Why do you think mothers should have the main responsibility for looking after a baby?

| Absolute<br>Break %<br>Respondents   | Base         | Age         |             |             |             |             |             |             |             |
|--|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|  |              | 16-19       | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or over  |
| Base   | 467          | 42          | 53          | 69          | 64          | 64          | 70          | 44          | 61          |
| Q3   |              |             |             |             |             |             |             |             |             |
| Mothers make more natural parents  | 321<br>68.7% | 32<br>76.2% | 42<br>79.2% | 49<br>71.0% | 38<br>59.4% | 42<br>65.6% | 42<br>60.0% | 28<br>63.6% | 48<br>78.7% |
| It's traditional for mothers to be the main carer  | 154<br>33.0% | 12<br>28.6% | 9<br>17.0%  | 21<br>30.4% | 19<br>29.7% | 24<br>37.5% | 26<br>37.1% | 21<br>47.7% | 22<br>36.1% |
| Mothers should be at home to breast-feed a baby  | 147<br>31.5% | 7<br>16.7%  | 17<br>32.1% | 19<br>27.5% | 23<br>35.9% | 24<br>37.5% | 22<br>31.4% | 15<br>34.1% | 20<br>32.8% |
| Mothers make better carers than fathers  | 98<br>21.0%  | 5<br>11.9%  | 10<br>18.9% | 11<br>15.9% | 11<br>17.2% | 18<br>28.1% | 19<br>27.1% | 10<br>22.7% | 14<br>23.0% |
| It's not fair to ask dads to stay at home with a baby when society is set up more for mums | 39<br>8.4%   | -<br>-      | 5<br>9.4%   | 3<br>4.3%   | 6<br>9.4%   | 4<br>6.3%   | 4<br>5.7%   | 11<br>25.0% | 6<br>9.8%   |
| Other [please state]   | 8<br>1.7%    | -<br>-      | 1<br>1.9%   | 1<br>1.4%   | 2<br>3.1%   | -<br>-      | 3<br>4.3%   | 1<br>2.3%   | -<br>-      |

## Question Three Cross Tabulation With Age

Why do you think mothers should have the main responsibility for looking after a baby?



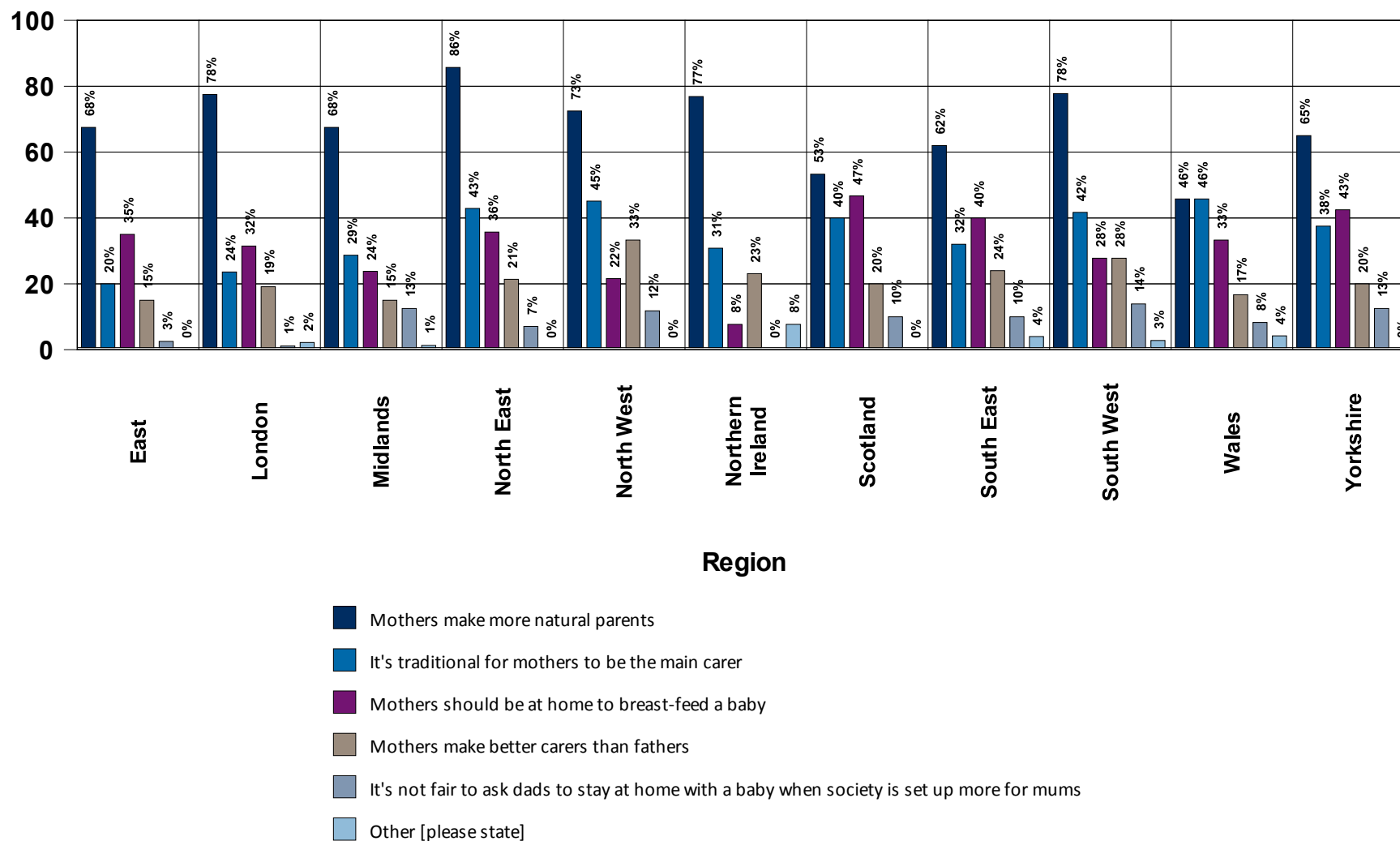
## Question Three Cross Tabulation With Region

Why do you think mothers should have the main responsibility for looking after a baby?

| Absolute<br>Break %<br>Respondents   | Base         | Region      |             |             |               |               |                     |             |               |               |             |             |
|--|--------------|-------------|-------------|-------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|  |              | East        | London      | Midlands    | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base   | 467          | 40          | 89          | 80          | 14            | 51            | 13                  | 30          | 50            | 36            | 24          | 40          |
| Q3   |              |             |             |             |               |               |                     |             |               |               |             |             |
| Mothers make more natural parents  | 321<br>68.7% | 27<br>67.5% | 69<br>77.5% | 54<br>67.5% | 12<br>85.7%   | 37<br>72.5%   | 10<br>76.9%         | 16<br>53.3% | 31<br>62.0%   | 28<br>77.8%   | 11<br>45.8% | 26<br>65.0% |
| It's traditional for mothers to be the main carer  | 154<br>33.0% | 8<br>20.0%  | 21<br>23.6% | 23<br>28.7% | 6<br>42.9%    | 23<br>45.1%   | 4<br>30.8%          | 12<br>40.0% | 16<br>32.0%   | 15<br>41.7%   | 11<br>45.8% | 15<br>37.5% |
| Mothers should be at home to breast-feed a baby  | 147<br>31.5% | 14<br>35.0% | 28<br>31.5% | 19<br>23.8% | 5<br>35.7%    | 11<br>21.6%   | 1<br>7.7%           | 14<br>46.7% | 20<br>40.0%   | 10<br>27.8%   | 8<br>33.3%  | 17<br>42.5% |
| Mothers make better carers than fathers  | 98<br>21.0%  | 6<br>15.0%  | 17<br>19.1% | 12<br>15.0% | 3<br>21.4%    | 17<br>33.3%   | 3<br>23.1%          | 6<br>20.0%  | 12<br>24.0%   | 10<br>27.8%   | 4<br>16.7%  | 8<br>20.0%  |
| It's not fair to ask dads to stay at home with a baby when society is set up more for mums | 39<br>8.4%   | 1<br>2.5%   | 1<br>1.1%   | 10<br>12.5% | 1<br>7.1%     | 6<br>11.8%    | -<br>-              | 3<br>10.0%  | 5<br>10.0%    | 5<br>13.9%    | 2<br>8.3%   | 5<br>12.5%  |
| Other [please state]   | 8<br>1.7%    | -<br>-      | 2<br>2.2%   | 1<br>1.3%   | -<br>-        | -<br>-        | 1<br>7.7%           | -<br>-      | 2<br>4.0%     | 1<br>2.8%     | 1<br>4.2%   | -<br>-      |

## Question Three Cross Tabulation With Region

Why do you think mothers should have the main responsibility for looking after a baby?



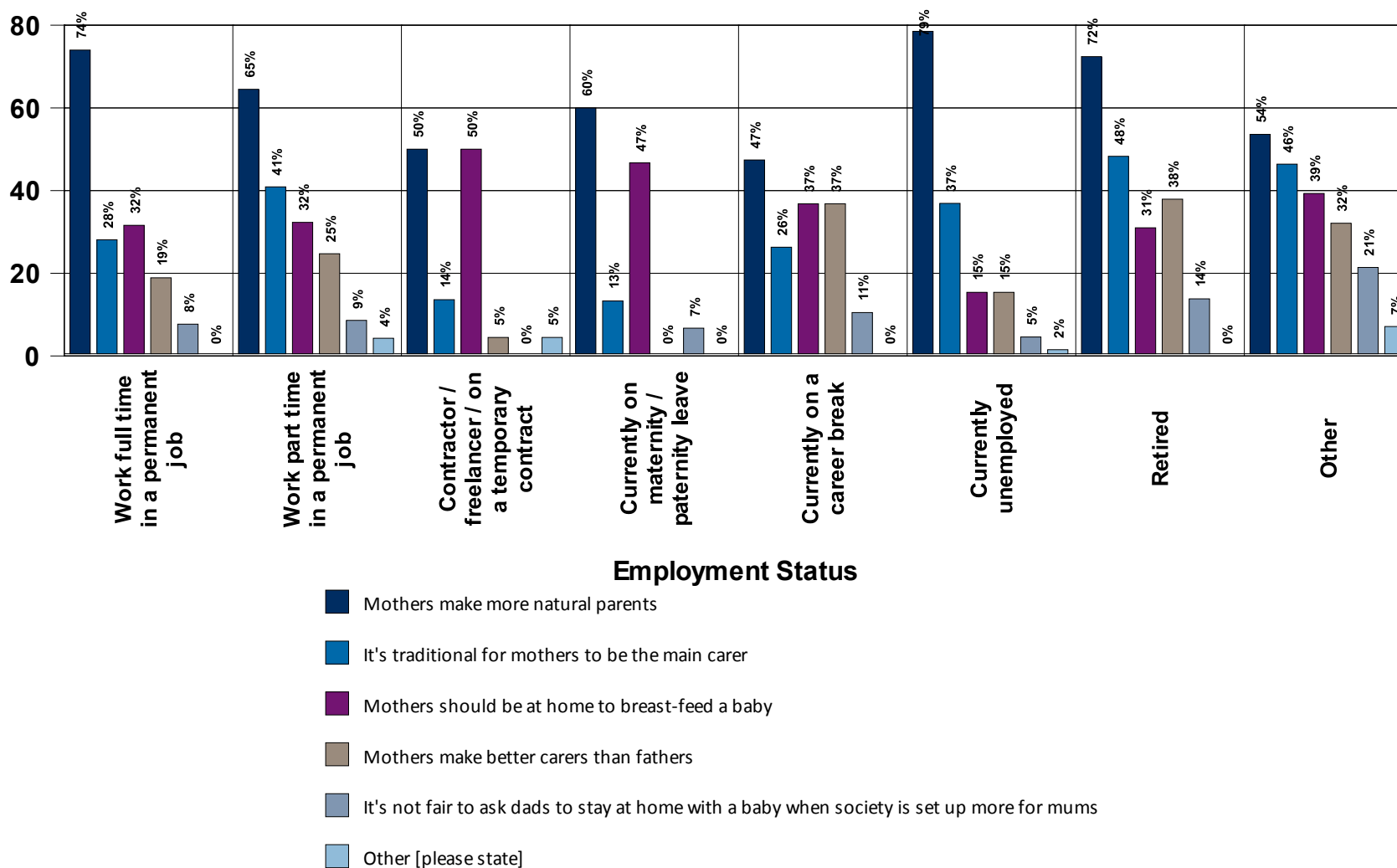
## Question Three Cross Tabulation With Employment Status

Why do you think mothers should have the main responsibility for looking after a baby?

| Absolute<br>Break %<br>Respondents   | Base         | Employment Status                          |  |   |   |                                |                         |             |             |
|--|--------------|--|--|---|---|--------------------------------|-------------------------|-------------|-------------|
|  |              | Work full time<br>in a<br>permanent<br>job | Work part<br>time in a<br>permanent<br>job | Contractor /<br>freelancer /<br>on a<br>temporary<br>contract | Currently on<br>maternity /<br>paternity<br>leave | Currently on a<br>career break | Currently<br>unemployed | Retired     | Other       |
| Base   | 467          | 196  | 93   | 22  | 15  | 19                             | 65                      | 29          | 28          |
| Q3   |              |  |  |   |   |                                |                         |             |             |
| Mothers make more<br>natural parents   | 321<br>68.7% | 145<br>74.0%                               | 60<br>64.5%                                | 11<br>50.0%   | 9<br>60.0%  | 9<br>47.4%                     | 51<br>78.5%             | 21<br>72.4% | 15<br>53.6% |
| It's traditional for<br>mothers to be the<br>main carer  | 154<br>33.0% | 55<br>28.1%                                | 38<br>40.9%                                | 3<br>13.6%  | 2<br>13.3%  | 5<br>26.3%                     | 24<br>36.9%             | 14<br>48.3% | 13<br>46.4% |
| Mothers should be<br>at home to breast-<br>feed a baby   | 147<br>31.5% | 62<br>31.6%                                | 30<br>32.3%                                | 11<br>50.0%   | 7<br>46.7%  | 7<br>36.8%                     | 10<br>15.4%             | 9<br>31.0%  | 11<br>39.3% |
| Mothers make better<br>carers than fathers   | 98<br>21.0%  | 37<br>18.9%                                | 23<br>24.7%                                | 1<br>4.5%   | -<br>-  | 7<br>36.8%                     | 10<br>15.4%             | 11<br>37.9% | 9<br>32.1%  |
| It's not fair to ask<br>dads to stay at home<br>with a baby when<br>society is set up<br>more for mums | 39<br>8.4%   | 15<br>7.7%                                 | 8<br>8.6%                                  | -<br>-  | 1<br>6.7%   | 2<br>10.5%                     | 3<br>4.6%               | 4<br>13.8%  | 6<br>21.4%  |
| Other [please state]   | 8<br>1.7%    | -<br>-                                     | 4<br>4.3%                                  | 1<br>4.5%   | -<br>-  | -<br>-                         | 1<br>1.5%               | -<br>-      | 2<br>7.1%   |

## Question Three Cross Tabulation With Employment Status

Why do you think mothers should have the main responsibility for looking after a baby?



## Question Four

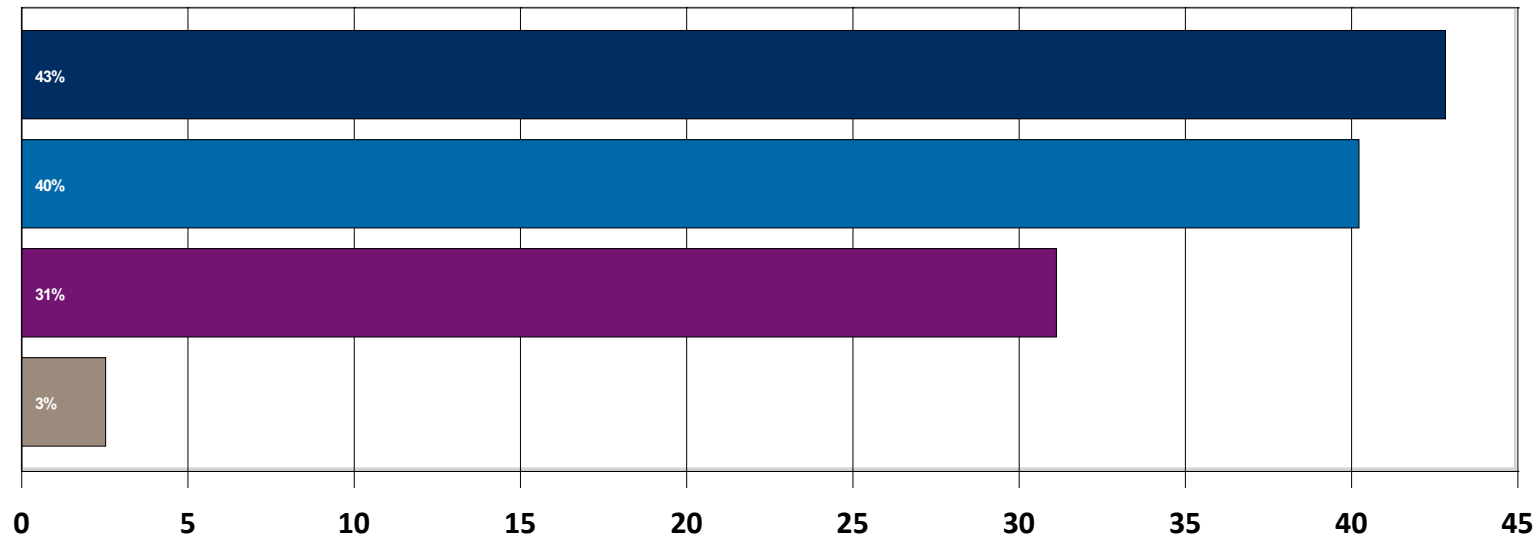
Why do you think fathers should have the main responsibility for looking after a baby?

|  |              |
|--|--------------|
| Absolute<br>Base %<br>Respondents  |              |
| Base   | 77<br>100.0% |
| Q4   |              |
| Mothers should have the opportunity to go back to work   | 33<br>42.9%  |
| It's important for fathers to bond with their children   | 31<br>40.3%  |
| It's not fair to ask mums to stay at home with a baby regardless of their personal circumstances | 24<br>31.2%  |
| Fathers make more natural parents  | 2<br>2.6%    |
| Fathers make better carers than mothers  | -<br>-       |
| Other [please state]   | -<br>-       |



## Question Four

Why do you think fathers should have the main responsibility for looking after a baby?



- Mothers should have the opportunity to go back to work
- It's important for fathers to bond with their children
- It's not fair to ask mums to stay at home with a baby regardless of their personal circumstances
- Fathers make more natural parents

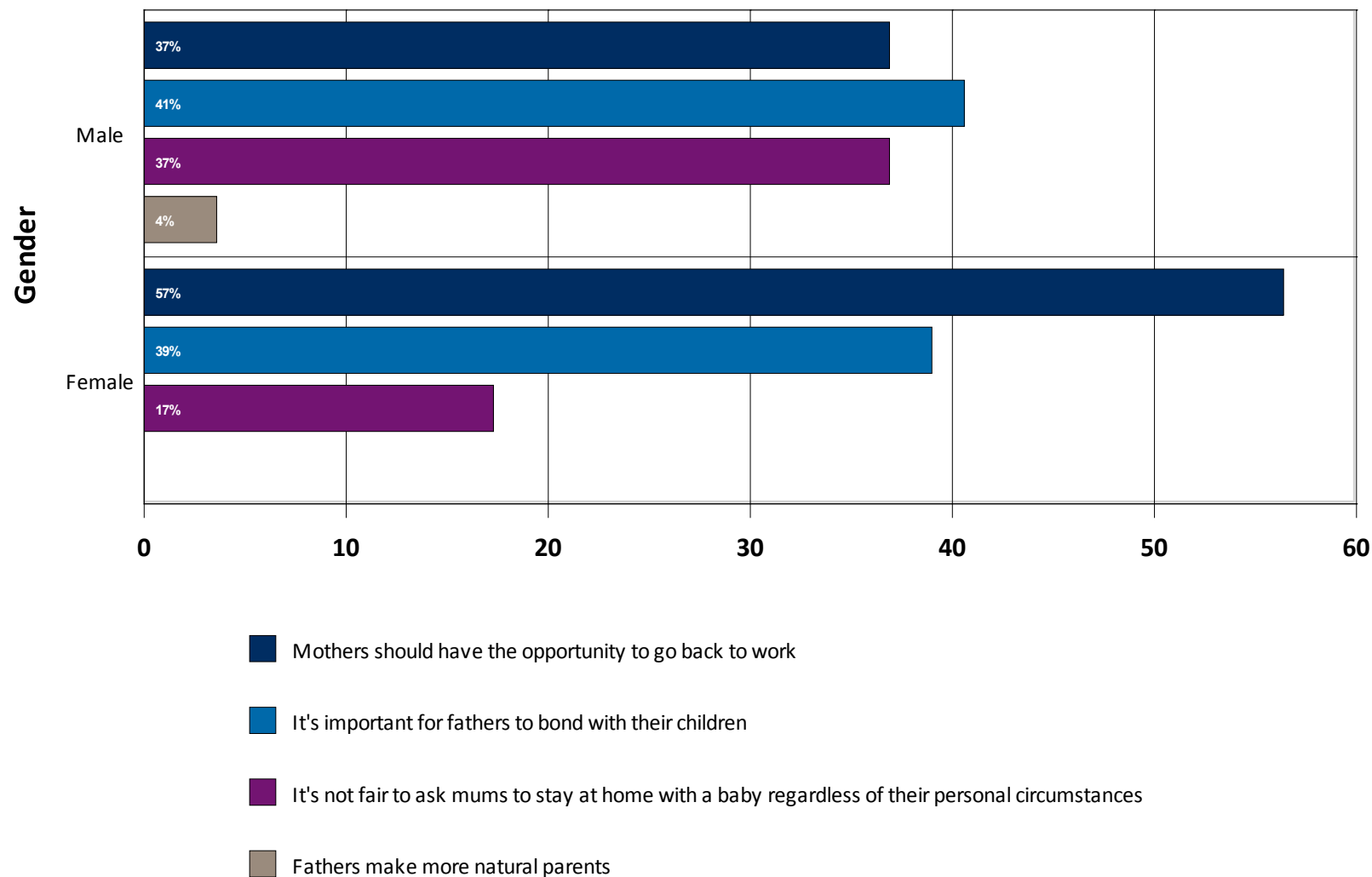
## Question Four Cross Tabulation With Gender

Why do you think fathers should have the main responsibility for looking after a baby?

| Absolute<br>Break %<br>Respondents   | Base        | Gender      |             |
|--|-------------|-------------|-------------|
|  |             | Male        | Female      |
| Base   | 77          | 54          | 23          |
| Q4   |             |             |             |
| Mothers should have the opportunity to go back to work   | 33<br>42.9% | 20<br>37.0% | 13<br>56.5% |
| It's important for fathers to bond with their children   | 31<br>40.3% | 22<br>40.7% | 9<br>39.1%  |
| It's not fair to ask mums to stay at home with a baby regardless of their personal circumstances | 24<br>31.2% | 20<br>37.0% | 4<br>17.4%  |
| Fathers make more natural parents  | 2<br>2.6%   | 2<br>3.7%   | -<br>-      |

## Question Four Cross Tabulation With Gender

Why do you think fathers should have the main responsibility for looking after a baby?



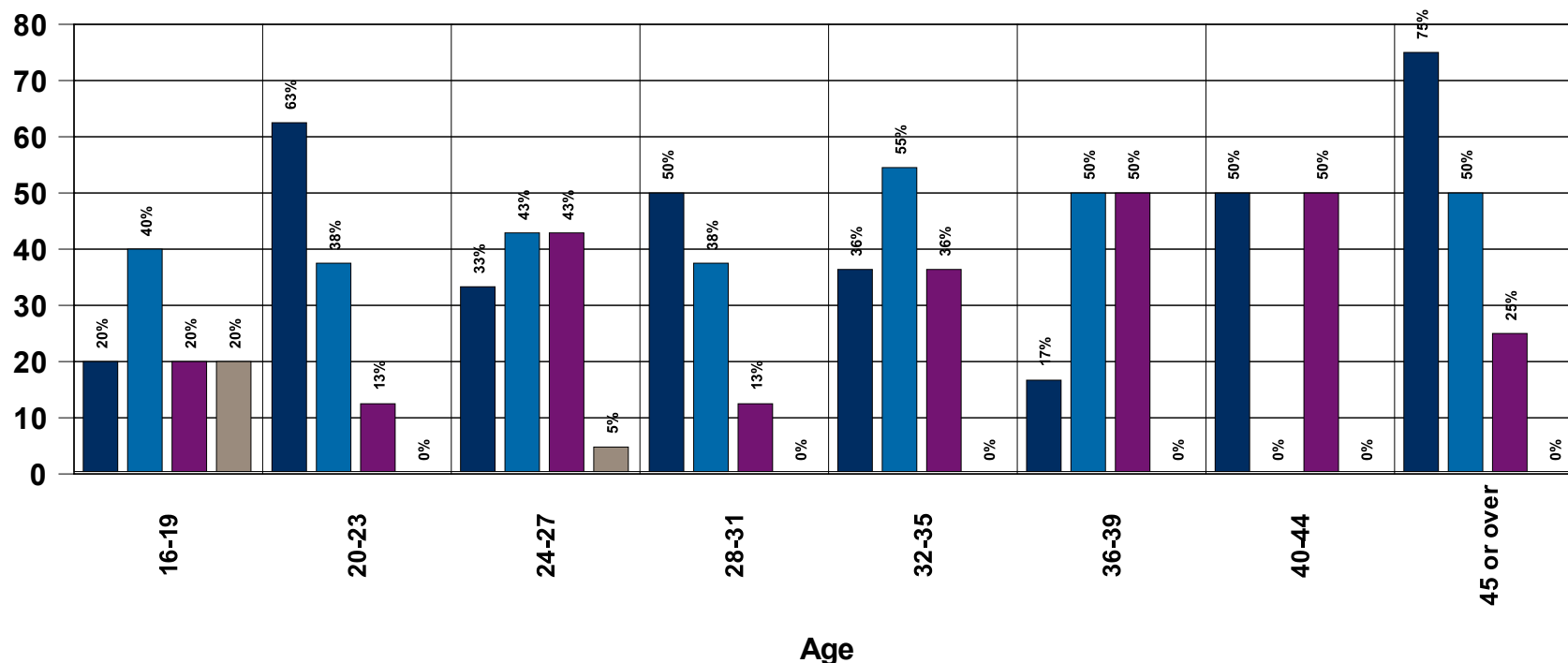
## Question Four Cross Tabulation With Age

Why do you think fathers should have the main responsibility for looking after a baby?

| Absolute<br>Break %<br>Respondents   | Base        | Age        |             |            |            |            |            |            |            |
|--|-------------|------------|-------------|------------|------------|------------|------------|------------|------------|
|  |             | 16-19      | 20-23       | 24-27      | 28-31      | 32-35      | 36-39      | 40-44      | 45 or over |
| Base   | 77          | 5          | 16          | 21         | 8          | 11         | 6          | 6          | 4          |
| Q4   |             |            |             |            |            |            |            |            |            |
| Mothers should have the opportunity to go back to work   | 33<br>42.9% | 1<br>20.0% | 10<br>62.5% | 7<br>33.3% | 4<br>50.0% | 4<br>36.4% | 1<br>16.7% | 3<br>50.0% | 3<br>75.0% |
| It's important for fathers to bond with their children   | 31<br>40.3% | 2<br>40.0% | 6<br>37.5%  | 9<br>42.9% | 3<br>37.5% | 6<br>54.5% | 3<br>50.0% | -<br>-     | 2<br>50.0% |
| It's not fair to ask mums to stay at home with a baby regardless of their personal circumstances | 24<br>31.2% | 1<br>20.0% | 2<br>12.5%  | 9<br>42.9% | 1<br>12.5% | 4<br>36.4% | 3<br>50.0% | 3<br>50.0% | 1<br>25.0% |
| Fathers make more natural parents  | 2<br>2.6%   | 1<br>20.0% | -<br>-      | 1<br>4.8%  | -<br>-     | -<br>-     | -<br>-     | -<br>-     | -<br>-     |

## Question Four Cross Tabulation With Age

Why do you think fathers should have the main responsibility for looking after a baby?



- Mothers should have the opportunity to go back to work
- It's important for fathers to bond with their children
- It's not fair to ask mums to stay at home with a baby regardless of their personal circumstances
- Fathers make more natural parents

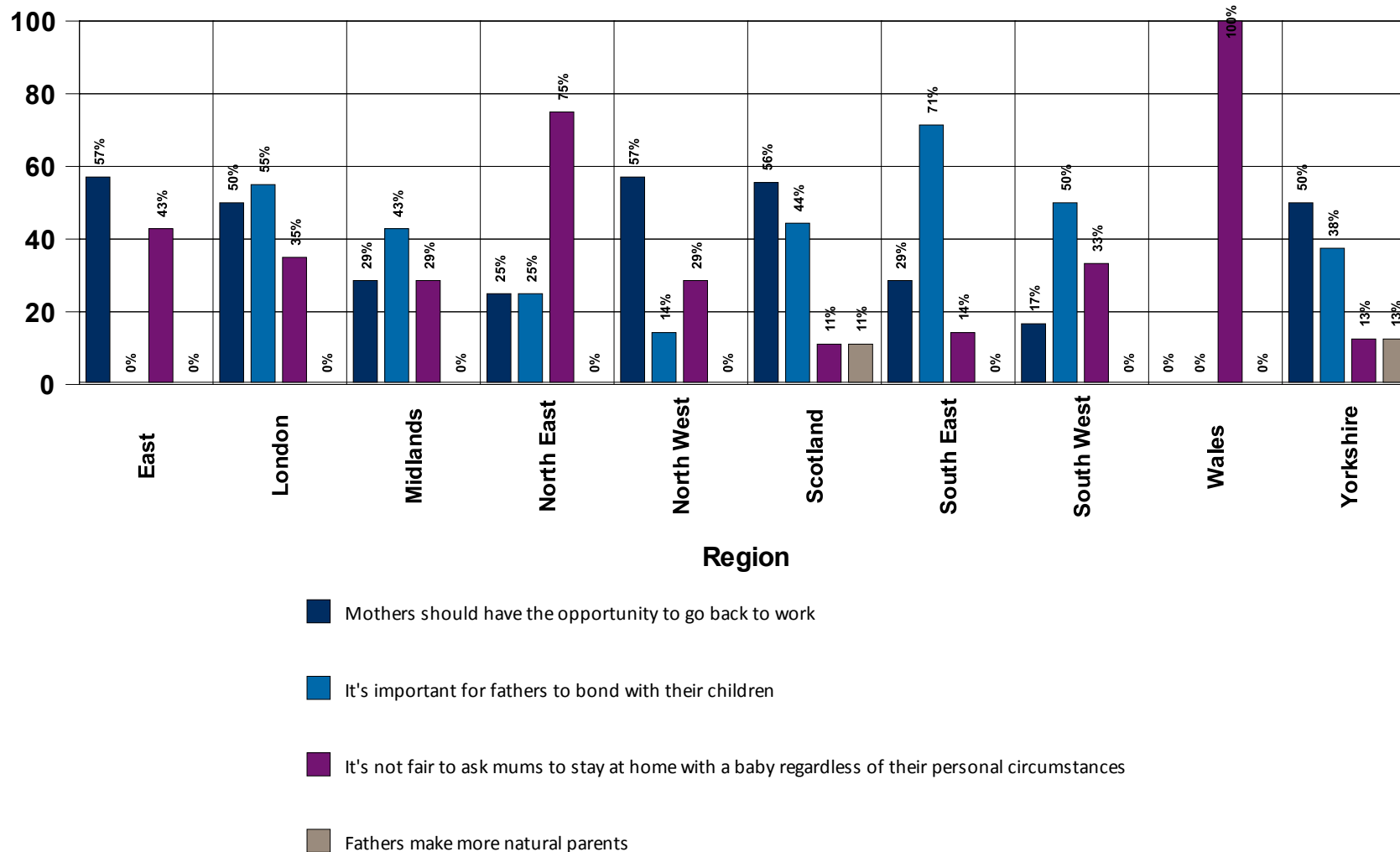
## Question Four Cross Tabulation With Region

Why do you think fathers should have the main responsibility for looking after a baby?

| Absolute<br>Break %<br>Respondents   | Base        | Region     |             |            |               |               |            |               |               |             |            |
|--|-------------|------------|-------------|------------|---------------|---------------|------------|---------------|---------------|-------------|------------|
|  |             | East       | London      | Midlands   | North<br>East | North<br>West | Scotland   | South<br>East | South<br>West | Wales       | Yorkshire  |
| Base   | 77          | 7          | 20          | 7          | 4             | 7             | 9          | 7             | 6             | 2           | 8          |
| Q4   |             |            |             |            |               |               |            |               |               |             |            |
| Mothers should have the opportunity to go back to work   | 33<br>42.9% | 4<br>57.1% | 10<br>50.0% | 2<br>28.6% | 1<br>25.0%    | 4<br>57.1%    | 5<br>55.6% | 2<br>28.6%    | 1<br>16.7%    | -<br>-      | 4<br>50.0% |
| It's important for fathers to bond with their children   | 31<br>40.3% | -<br>-     | 11<br>55.0% | 3<br>42.9% | 1<br>25.0%    | 1<br>14.3%    | 4<br>44.4% | 5<br>71.4%    | 3<br>50.0%    | -<br>-      | 3<br>37.5% |
| It's not fair to ask mums to stay at home with a baby regardless of their personal circumstances | 24<br>31.2% | 3<br>42.9% | 7<br>35.0%  | 2<br>28.6% | 3<br>75.0%    | 2<br>28.6%    | 1<br>11.1% | 1<br>14.3%    | 2<br>33.3%    | 2<br>100.0% | 1<br>12.5% |
| Fathers make more natural parents  | 2<br>2.6%   | -<br>-     | -<br>-      | -<br>-     | -<br>-        | -<br>-        | 1<br>11.1% | -<br>-        | -<br>-        | -<br>-      | 1<br>12.5% |

## Question Four Cross Tabulation With Region

Why do you think fathers should have the main responsibility for looking after a baby?



## Question Four Cross Tabulation With Employment Status

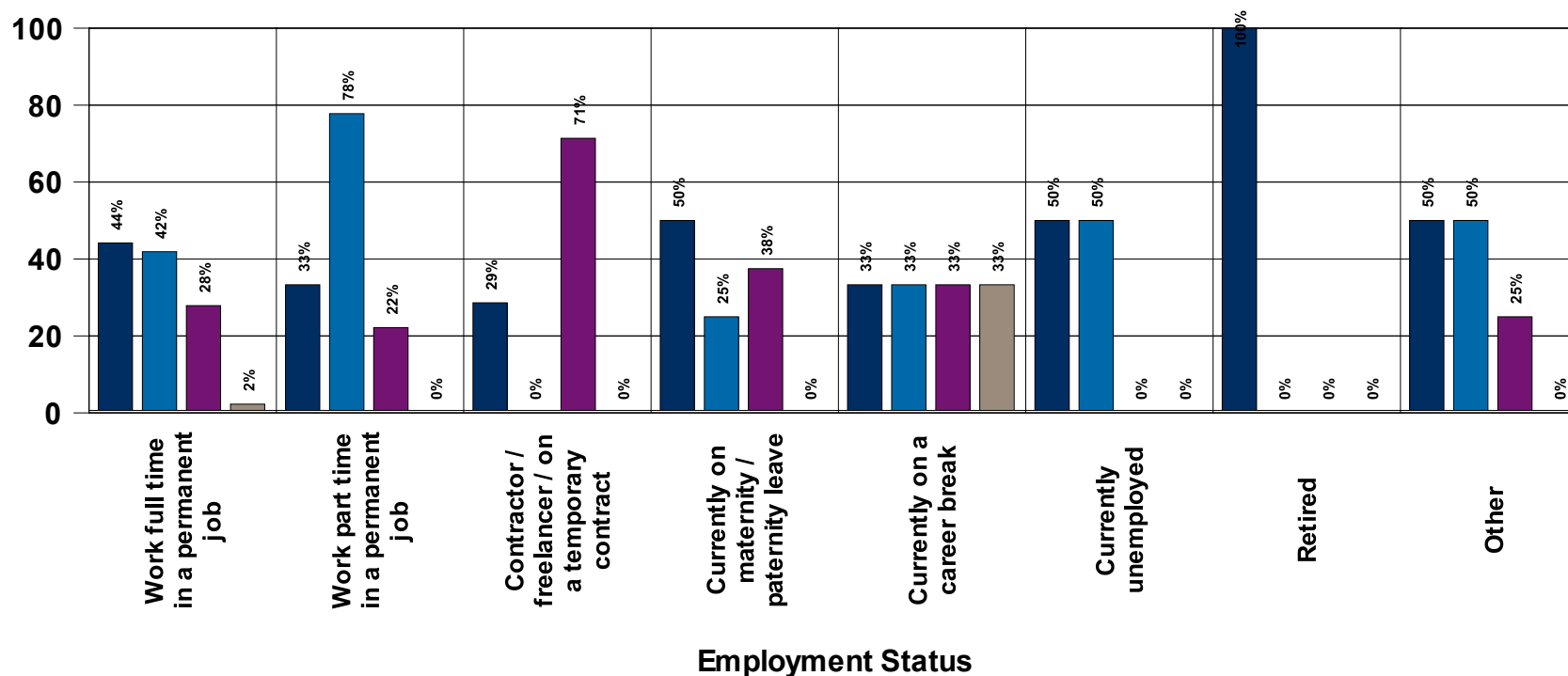
Why do you think fathers should have the main responsibility for looking after a baby?

| Absolute Break % Respondents   | Base        | Employment Status                 |                                   |   |  |                             |                      |             |            |
|--|-------------|-----------------------------------|-----------------------------------|---|--|-----------------------------|----------------------|-------------|------------|
|  |             | Work full time in a permanent job | Work part time in a permanent job | Contractor / freelancer / on a temporary contract | Currently on maternity / paternity leave | Currently on a career break | Currently unemployed | Retired     | Other      |
| Base   | 77          | 43                                | 9                                 | 7   | 8  | 3                           | 2                    | 1           | 4          |
| Q4   |             |                                   |                                   |   |  |                             |                      |             |            |
| Mothers should have the opportunity to go back to work   | 33<br>42.9% | 19<br>44.2%                       | 3<br>33.3%                        | 2<br>28.6%  | 4<br>50.0%                               | 1<br>33.3%                  | 1<br>50.0%           | 1<br>100.0% | 2<br>50.0% |
| It's important for fathers to bond with their children   | 31<br>40.3% | 18<br>41.9%                       | 7<br>77.8%                        | -<br>-  | 2<br>25.0%                               | 1<br>33.3%                  | 1<br>50.0%           | -<br>-      | 2<br>50.0% |
| It's not fair to ask mums to stay at home with a baby regardless of their personal circumstances | 24<br>31.2% | 12<br>27.9%                       | 2<br>22.2%                        | 5<br>71.4%  | 3<br>37.5%                               | 1<br>33.3%                  | -<br>-               | -<br>-      | 1<br>25.0% |
| Fathers make more natural parents  | 2<br>2.6%   | 1<br>2.3%                         | -<br>-                            | -<br>-  | -<br>-                                   | 1<br>33.3%                  | -<br>-               | -<br>-      | -<br>-     |



## Question Four Cross Tabulation With Employment Status

Why do you think fathers should have the main responsibility for looking after a baby?



- Mothers should have the opportunity to go back to work
- It's important for fathers to bond with their children
- It's not fair to ask mums to stay at home with a baby regardless of their personal circumstances
- Fathers make more natural parents

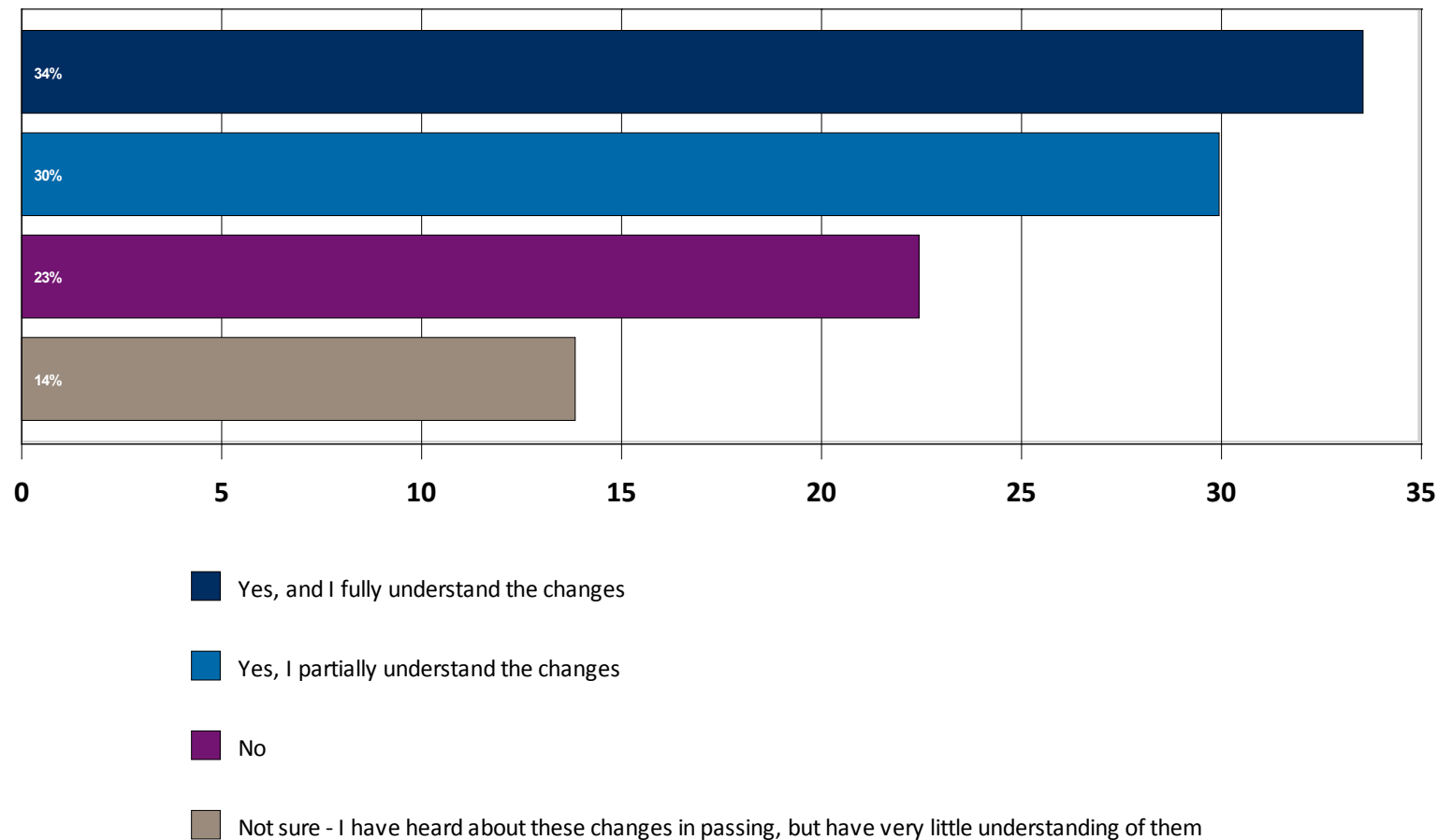
## Question Five

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?

|   |                |
|---|----------------|
| Absolute<br>Base %<br>Respondents   |                |
| Base  | 2138<br>100.0% |
| Q5  |                |
| Yes, and I fully<br>understand the<br>changes   | 718<br>33.6%   |
| Yes, I partially<br>understand the<br>changes   | 641<br>30.0%   |
| No  | 482<br>22.5%   |
| Not sure - I have<br>heard about these<br>changes in passing,<br>but have very little<br>understanding of<br>them | 297<br>13.9%   |

## Question Five

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?



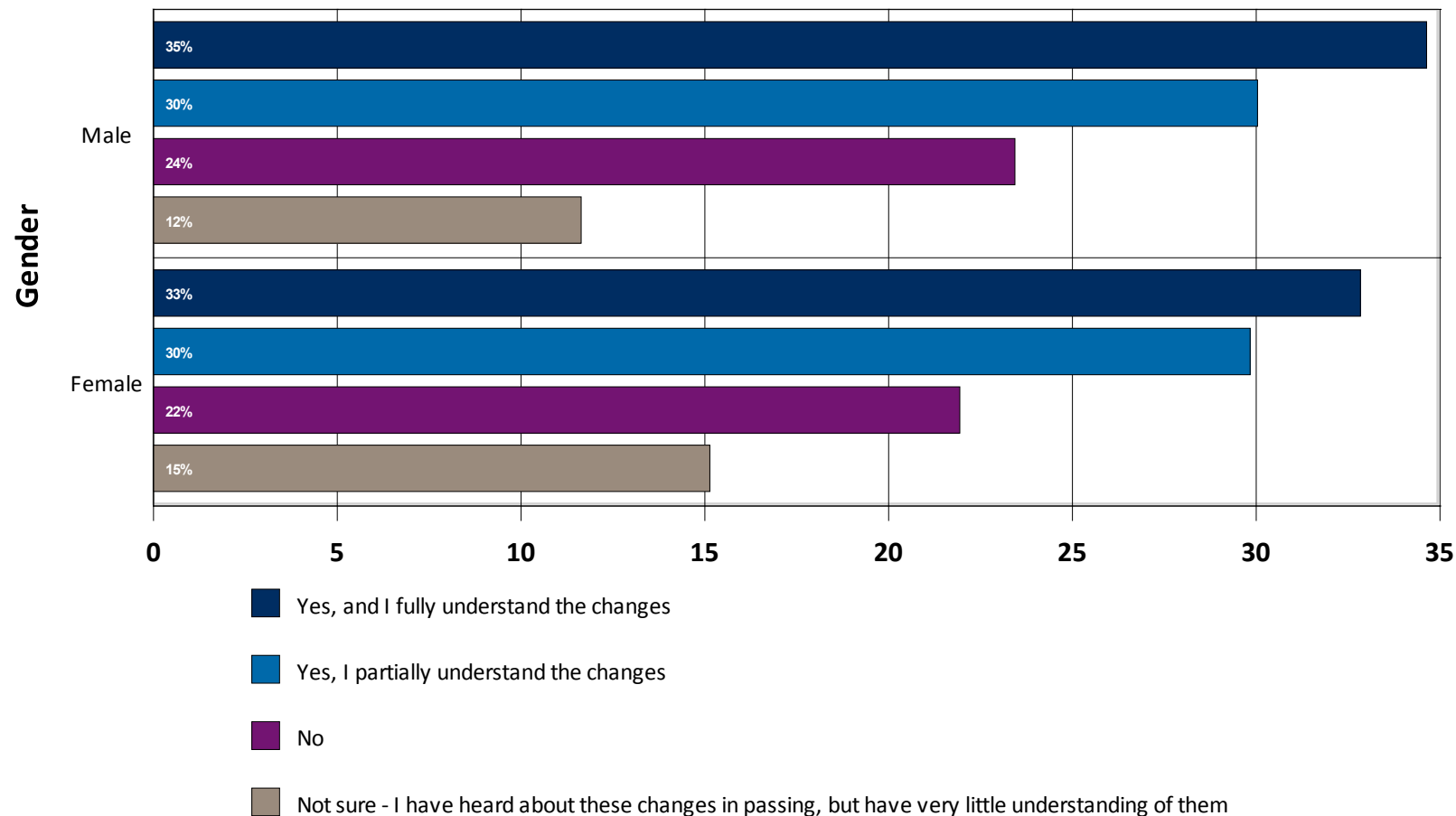
## Question Five Cross Tabulation With Gender

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?

| Absolute<br>Break %<br>Respondents   | Base         | Gender       |              |
|--|--------------|--------------|--------------|
|  |              | Male         | Female       |
| Base   | 2138         | 793          | 1345         |
| Q5   |              |              |              |
| Yes, and I fully understand the changes  | 718<br>33.6% | 275<br>34.7% | 443<br>32.9% |
| Yes, I partially understand the changes  | 641<br>30.0% | 239<br>30.1% | 402<br>29.9% |
| No   | 482<br>22.5% | 186<br>23.5% | 296<br>22.0% |
| Not sure - I have heard about these changes in passing, but have very little understanding of them | 297<br>13.9% | 93<br>11.7%  | 204<br>15.2% |

## Question Five Cross Tabulation With Gender

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?



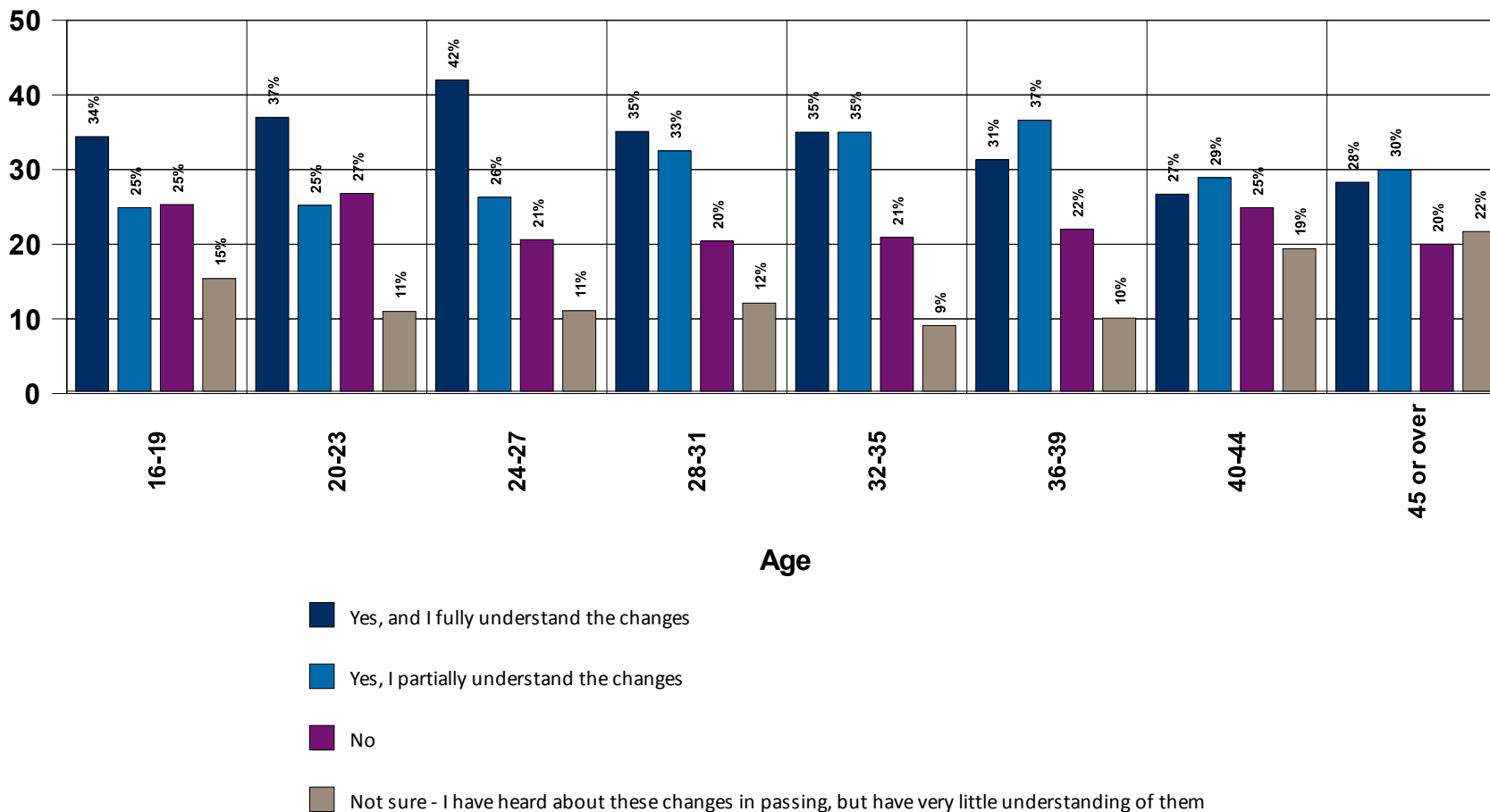
## Question Five Cross Tabulation With Age

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?

| Absolute<br>Break %<br>Respondents   | Base         | Age         |             |              |             |             |             |             |             |
|--|--------------|-------------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|
|  |              | 16-19       | 20-23       | 24-27        | 28-31       | 32-35       | 36-39       | 40-44       | 45 or over  |
| Base   | 2138         | 253         | 254         | 262          | 265         | 263         | 268         | 273         | 300         |
| Q5   |              |             |             |              |             |             |             |             |             |
| Yes, and I fully understand the changes  | 718<br>33.6% | 87<br>34.4% | 94<br>37.0% | 110<br>42.0% | 93<br>35.1% | 92<br>35.0% | 84<br>31.3% | 73<br>26.7% | 85<br>28.3% |
| Yes, I partially understand the changes  | 641<br>30.0% | 63<br>24.9% | 64<br>25.2% | 69<br>26.3%  | 86<br>32.5% | 92<br>35.0% | 98<br>36.6% | 79<br>28.9% | 90<br>30.0% |
| No   | 482<br>22.5% | 64<br>25.3% | 68<br>26.8% | 54<br>20.6%  | 54<br>20.4% | 55<br>20.9% | 59<br>22.0% | 68<br>24.9% | 60<br>20.0% |
| Not sure - I have heard about these changes in passing, but have very little understanding of them | 297<br>13.9% | 39<br>15.4% | 28<br>11.0% | 29<br>11.1%  | 32<br>12.1% | 24<br>9.1%  | 27<br>10.1% | 53<br>19.4% | 65<br>21.7% |

## Question Five Cross Tabulation With Age

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?



## Question Five Cross Tabulation With Region

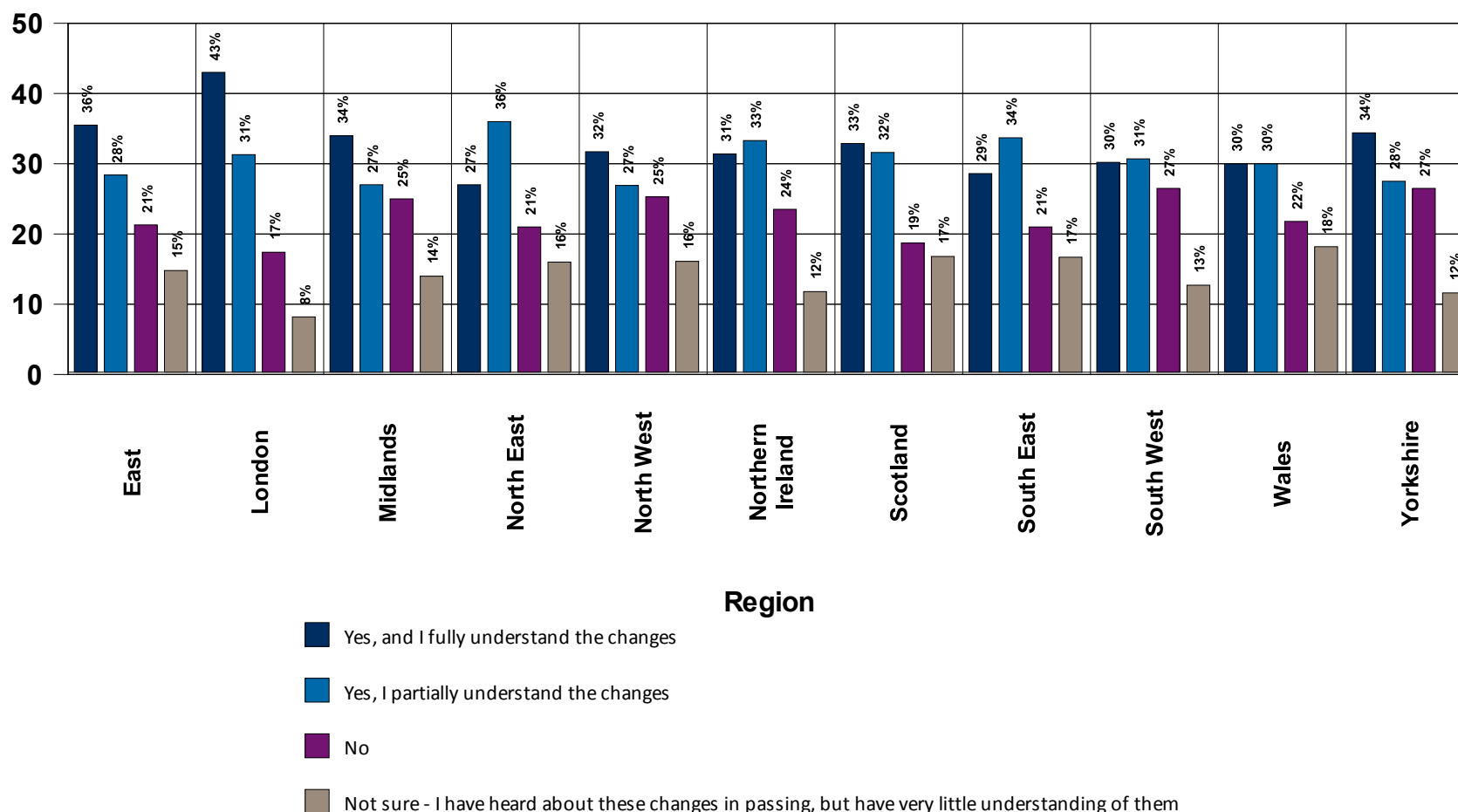
Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?

| Absolute<br>Break %<br>Respondents   | Base         | Region      |              |              |               |               |                     |             |               |               |             |             |
|--|--------------|-------------|--------------|--------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|  |              | East        | London       | Midlands     | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base   | 2138         | 183         | 316          | 344          | 100           | 249           | 51                  | 155         | 252           | 189           | 110         | 189         |
| Q5   |              |             |              |              |               |               |                     |             |               |               |             |             |
| Yes, and I fully understand the changes  | 718<br>33.6% | 65<br>35.5% | 136<br>43.0% | 117<br>34.0% | 27<br>27.0%   | 79<br>31.7%   | 16<br>31.4%         | 51<br>32.9% | 72<br>28.6%   | 57<br>30.2%   | 33<br>30.0% | 65<br>34.4% |
| Yes, I partially understand the changes  | 641<br>30.0% | 52<br>28.4% | 99<br>31.3%  | 93<br>27.0%  | 36<br>36.0%   | 67<br>26.9%   | 17<br>33.3%         | 49<br>31.6% | 85<br>33.7%   | 58<br>30.7%   | 33<br>30.0% | 52<br>27.5% |
| No   | 482<br>22.5% | 39<br>21.3% | 55<br>17.4%  | 86<br>25.0%  | 21<br>21.0%   | 63<br>25.3%   | 12<br>23.5%         | 29<br>18.7% | 53<br>21.0%   | 50<br>26.5%   | 24<br>21.8% | 50<br>26.5% |
| Not sure - I have heard about these changes in passing, but have very little understanding of them | 297<br>13.9% | 27<br>14.8% | 26<br>8.2%   | 48<br>14.0%  | 16<br>16.0%   | 40<br>16.1%   | 6<br>11.8%          | 26<br>16.8% | 42<br>16.7%   | 24<br>12.7%   | 20<br>18.2% | 22<br>11.6% |



## Question Five Cross Tabulation With Region

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?



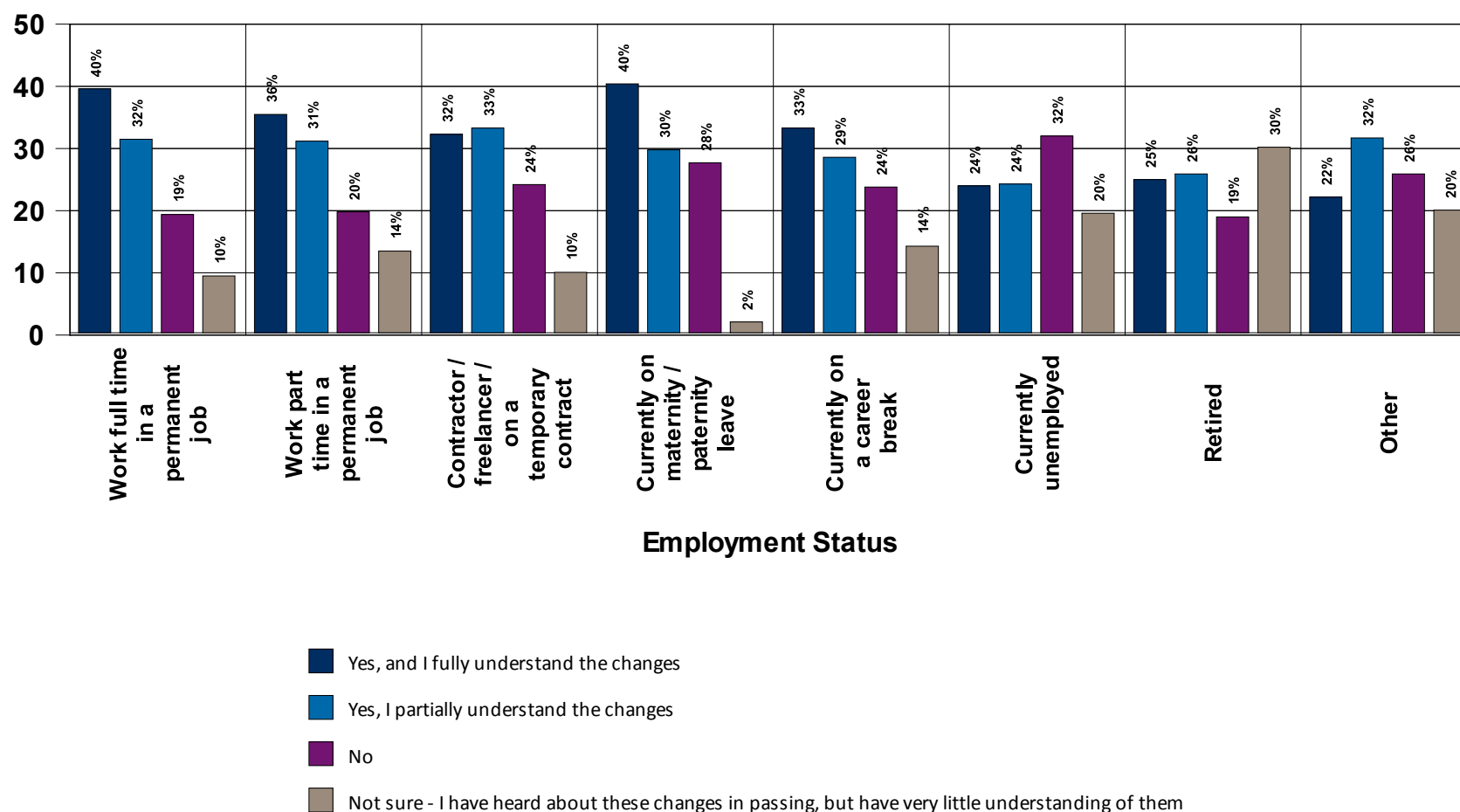
## Question Five Cross Tabulation With Employment Status

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?

| Absolute Break % Respondents   | Base         | Employment Status                 |                                   |   |  |                             |                      |             |             |
|--|--------------|-----------------------------------|-----------------------------------|---|--|-----------------------------|----------------------|-------------|-------------|
|  |              | Work full time in a permanent job | Work part time in a permanent job | Contractor / freelancer / on a temporary contract | Currently on maternity / paternity leave | Currently on a career break | Currently unemployed | Retired     | Other       |
| Base   | 2138         | 893                               | 394                               | 99  | 47                                       | 63                          | 337                  | 116         | 189         |
| Q5   |              |                                   |                                   |   |  |                             |                      |             |             |
| Yes, and I fully understand the changes  | 718<br>33.6% | 354<br>39.6%                      | 140<br>35.5%                      | 32<br>32.3%                                       | 19<br>40.4%                              | 21<br>33.3%                 | 81<br>24.0%          | 29<br>25.0% | 42<br>22.2% |
| Yes, I partially understand the changes  | 641<br>30.0% | 281<br>31.5%                      | 123<br>31.2%                      | 33<br>33.3%                                       | 14<br>29.8%                              | 18<br>28.6%                 | 82<br>24.3%          | 30<br>25.9% | 60<br>31.7% |
| No   | 482<br>22.5% | 173<br>19.4%                      | 78<br>19.8%                       | 24<br>24.2%                                       | 13<br>27.7%                              | 15<br>23.8%                 | 108<br>32.0%         | 22<br>19.0% | 49<br>25.9% |
| Not sure - I have heard about these changes in passing, but have very little understanding of them | 297<br>13.9% | 85<br>9.5%                        | 53<br>13.5%                       | 10<br>10.1%                                       | 1<br>2.1%                                | 9<br>14.3%                  | 66<br>19.6%          | 35<br>30.2% | 38<br>20.1% |

## Question Five Cross Tabulation With Employment Status

Shared Parental Leave is coming into law from 5 April 2015. It means that parents can share 50 weeks of parental leave between them, rather than it having to be taken as maternity leave. Are you aware of these changes?



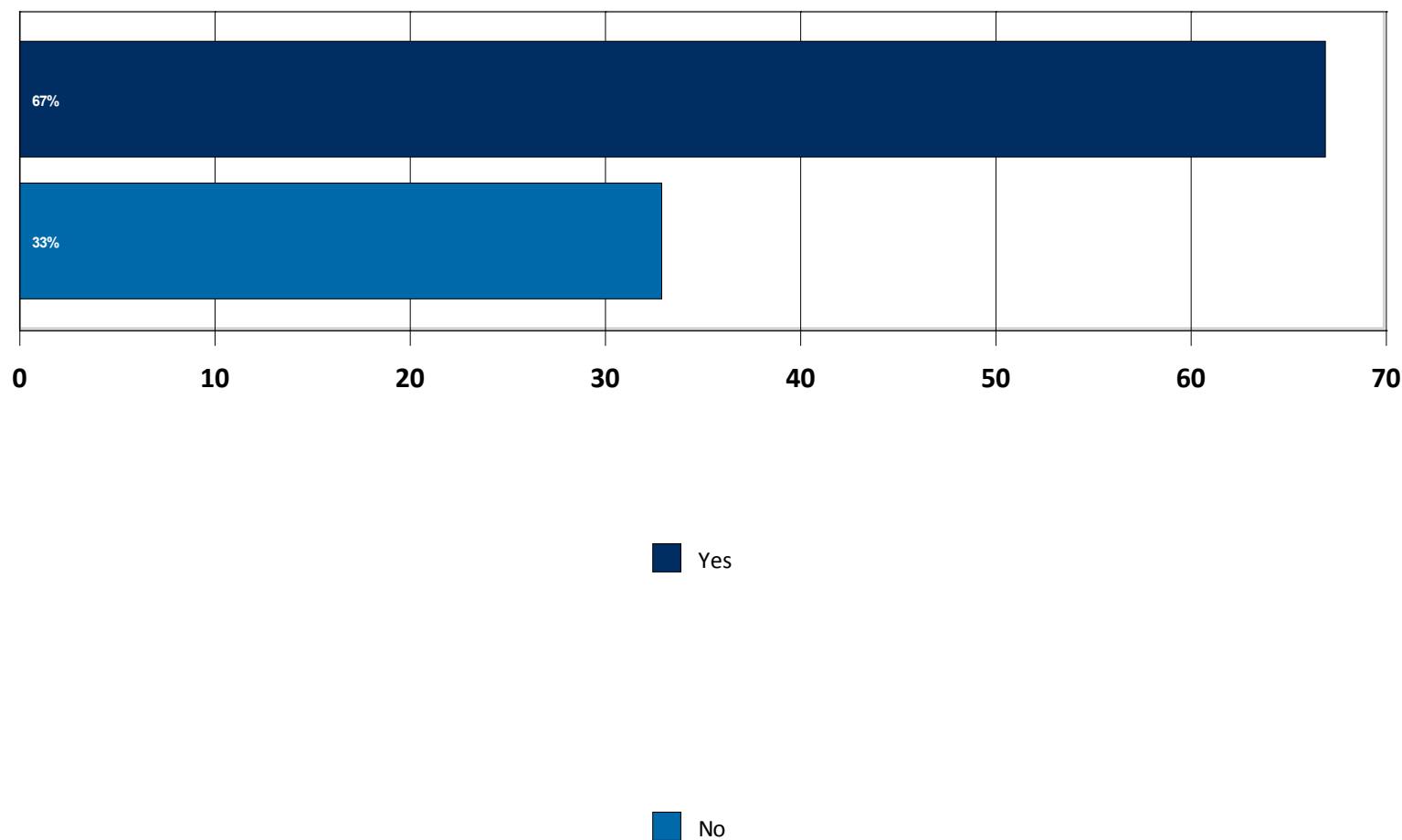
## Question Six

If Shared Parental Leave had been available when you had children, would you have considered it?

|                                   |                |
|-----------------------------------|----------------|
| Absolute<br>Base %<br>Respondents |                |
| Base                              | 1232<br>100.0% |
| Q6                                |                |
| Yes                               | 825<br>67.0%   |
| No                                | 407<br>33.0%   |

## Question Six

If Shared Parental Leave had been available when you had children, would you have considered it?



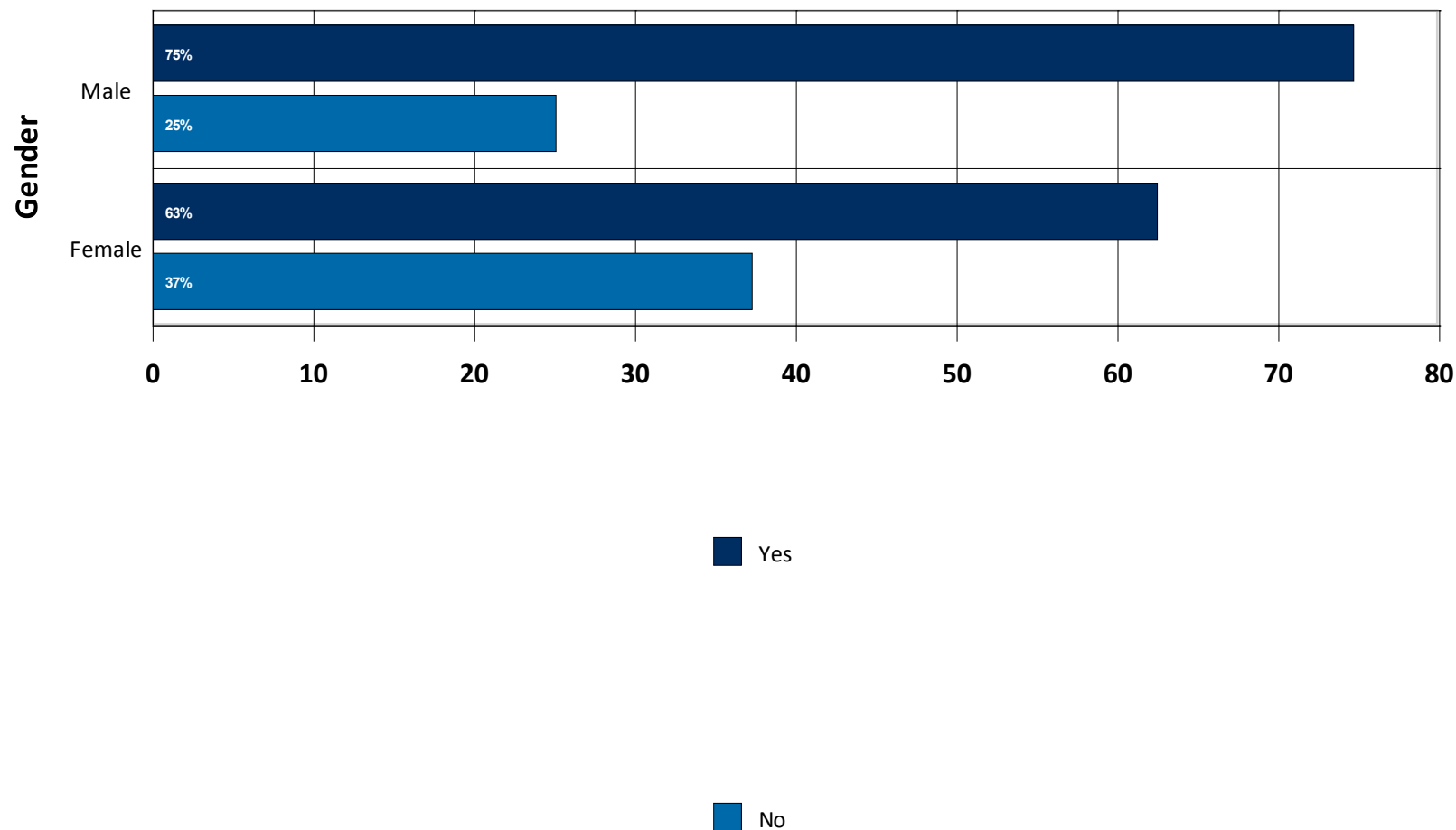
## Question Six Cross Tabulation With Gender

If Shared Parental Leave had been available when you had children, would you have considered it?

| Absolute<br>Break %<br>Respondents | Base         | Gender       |              |
|------------------------------------|--------------|--------------|--------------|
|                                    |              | Male         | Female       |
| Base                               | 1232         | 441          | 791          |
| Q6                                 |              |              |              |
| Yes                                | 825<br>67.0% | 330<br>74.8% | 495<br>62.6% |
| No                                 | 407<br>33.0% | 111<br>25.2% | 296<br>37.4% |

## Question Six Cross Tabulation With Gender

If Shared Parental Leave had been available when you had children, would you have considered it?



## Question Six Cross Tabulation With Age

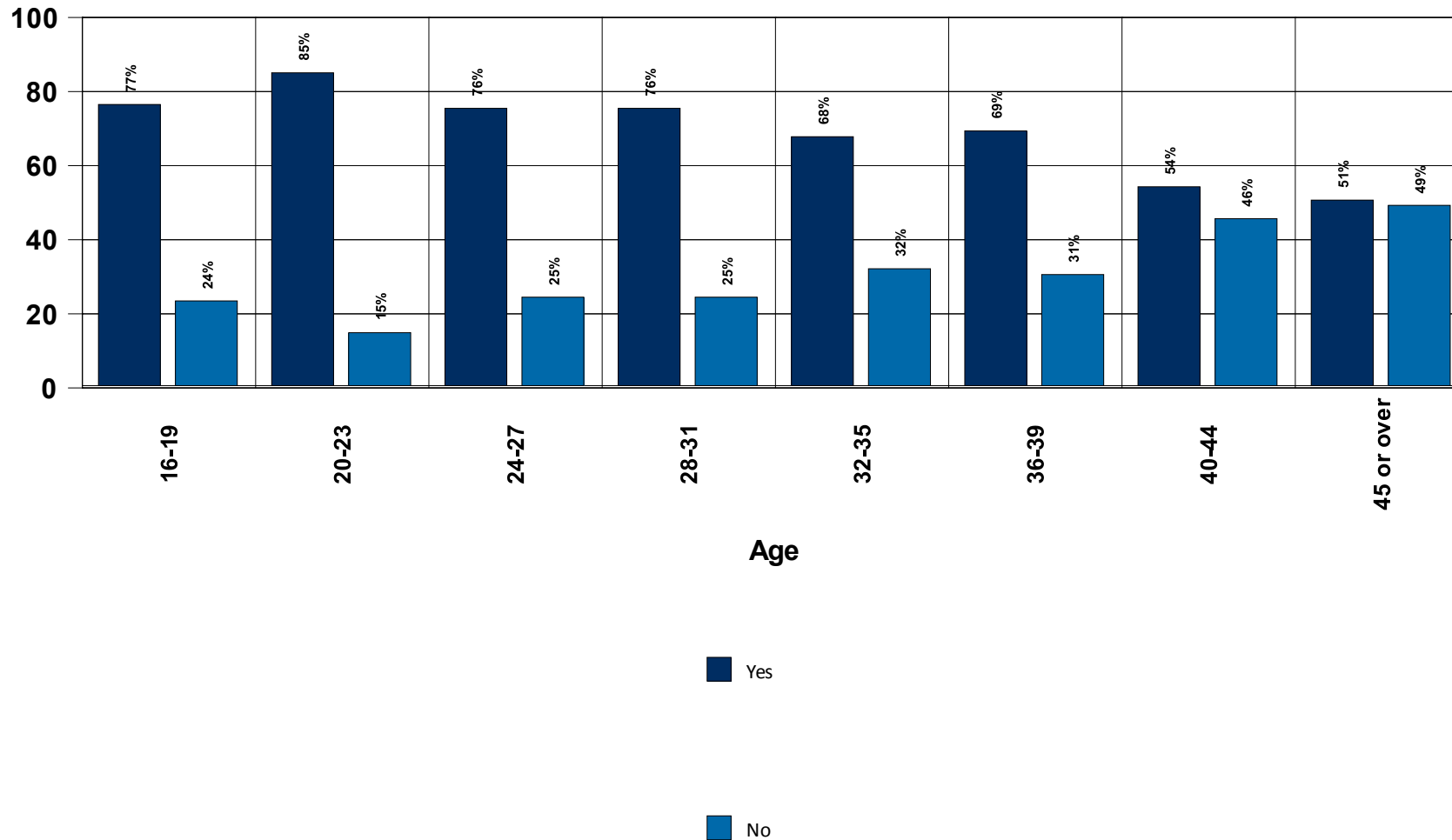
If Shared Parental Leave had been available when you had children, would you have considered it?

| Absolute<br>Break %<br>Respondents | Base         | Age         |             |              |              |              |              |             |               |
|------------------------------------|--------------|-------------|-------------|--------------|--------------|--------------|--------------|-------------|---------------|
|                                    |              | 16-19       | 20-23       | 24-27        | 28-31        | 32-35        | 36-39        | 40-44       | 45 or<br>over |
| Base                               | 1232         | 51          | 114         | 147          | 163          | 177          | 186          | 175         | 219           |
| Q6                                 |              |             |             |              |              |              |              |             |               |
| Yes                                | 825<br>67.0% | 39<br>76.5% | 97<br>85.1% | 111<br>75.5% | 123<br>75.5% | 120<br>67.8% | 129<br>69.4% | 95<br>54.3% | 111<br>50.7%  |
| No                                 | 407<br>33.0% | 12<br>23.5% | 17<br>14.9% | 36<br>24.5%  | 40<br>24.5%  | 57<br>32.2%  | 57<br>30.6%  | 80<br>45.7% | 108<br>49.3%  |



## Question Six Cross Tabulation With Age

If Shared Parental Leave had been available when you had children, would you have considered it?



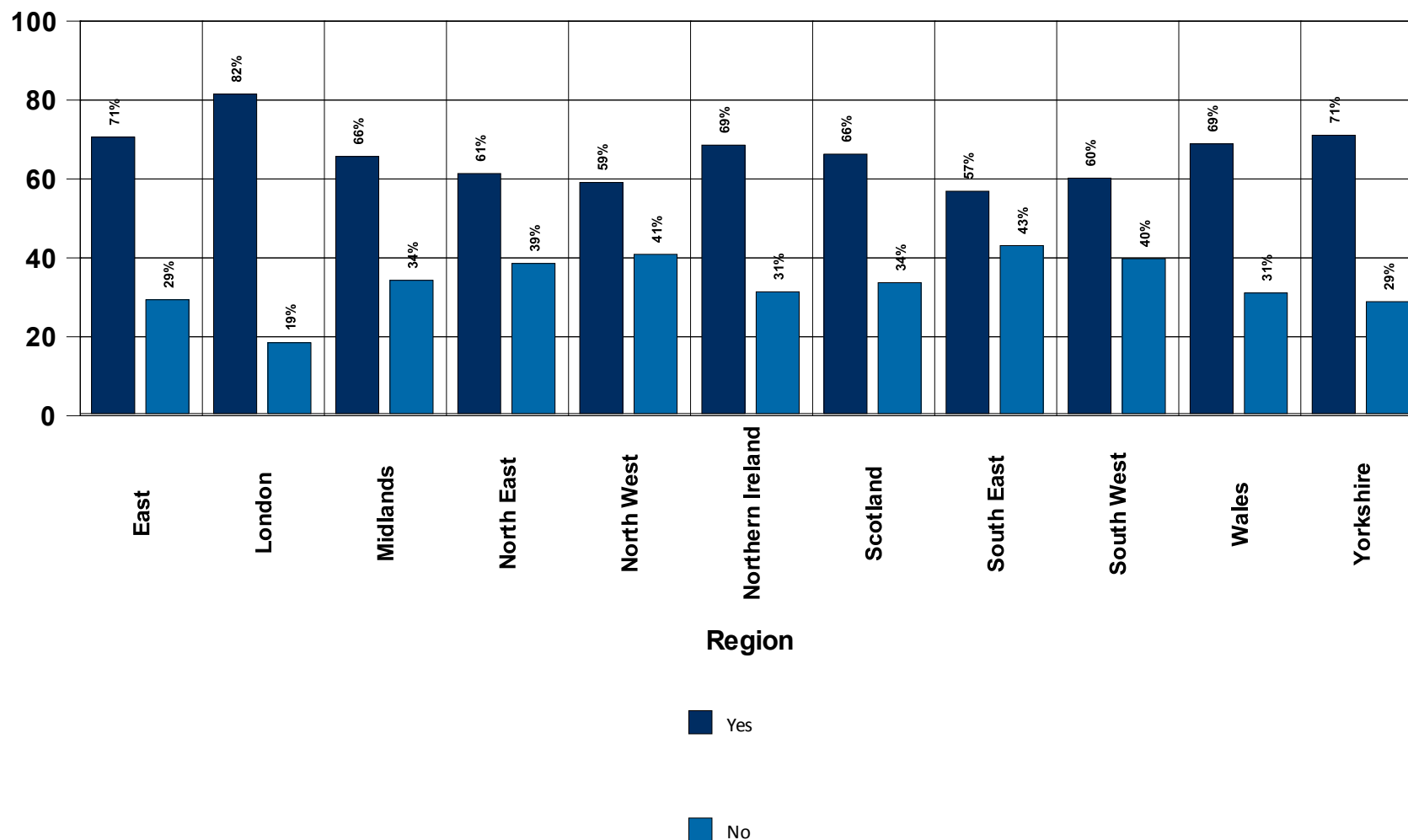
## Question Six Cross Tabulation With Region

If Shared Parental Leave had been available when you had children, would you have considered it?

| Absolute<br>Break %<br>Respondents | Base         | Region      |              |              |               |               |                     |             |               |               |             |             |
|------------------------------------|--------------|-------------|--------------|--------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|                                    |              | East        | London       | Midlands     | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base                               | 1232         | 119         | 184          | 198          | 57            | 149           | 35                  | 92          | 130           | 93            | 61          | 114         |
| Q6                                 |              |             |              |              |               |               |                     |             |               |               |             |             |
| Yes                                | 825<br>67.0% | 84<br>70.6% | 150<br>81.5% | 130<br>65.7% | 35<br>61.4%   | 88<br>59.1%   | 24<br>68.6%         | 61<br>66.3% | 74<br>56.9%   | 56<br>60.2%   | 42<br>68.9% | 81<br>71.1% |
| No                                 | 407<br>33.0% | 35<br>29.4% | 34<br>18.5%  | 68<br>34.3%  | 22<br>38.6%   | 61<br>40.9%   | 11<br>31.4%         | 31<br>33.7% | 56<br>43.1%   | 37<br>39.8%   | 19<br>31.1% | 33<br>28.9% |

## Question Six Cross Tabulation With Region

If Shared Parental Leave had been available when you had children, would you have considered it?



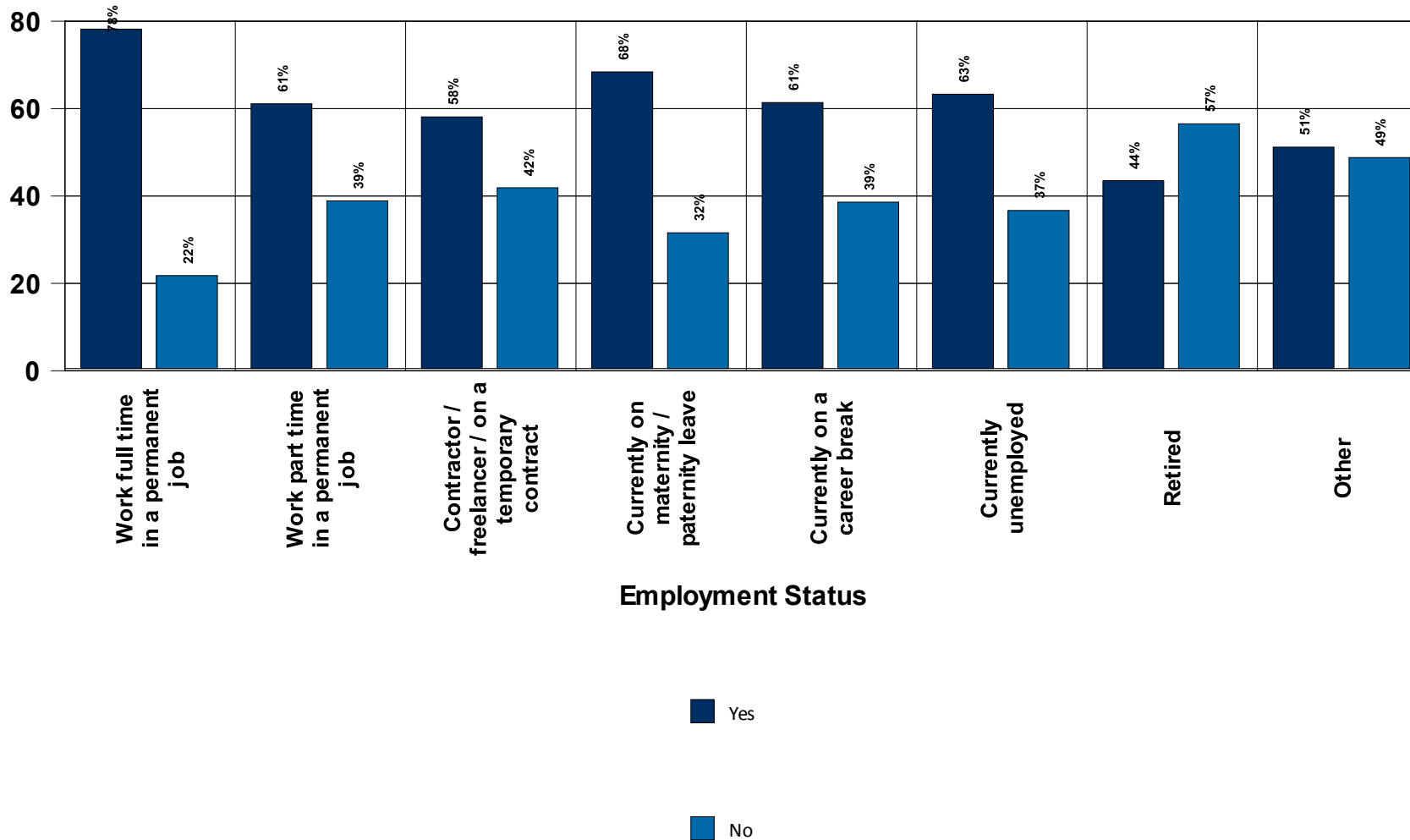
## Question Six Cross Tabulation With Employment Status

If Shared Parental Leave had been available when you had children, would you have considered it?

| Absolute<br>Break %<br>Respondents | Base         | Employment Status                          |  |   |   |                                   |                         |             |             |
|------------------------------------|--------------|--|--|---|---|-----------------------------------|-------------------------|-------------|-------------|
|                                    |              | Work full<br>time in a<br>permanent<br>job | Work part<br>time in a<br>permanent<br>job | Contractor /<br>freelancer /<br>on a<br>temporary<br>contract | Currently on<br>maternity /<br>paternity<br>leave | Currently on<br>a career<br>break | Currently<br>unemployed | Retired     | Other       |
| Base                               | 1232         | 532  | 257  | 43  | 38  | 44                                | 147                     | 85          | 86          |
| Q6                                 |              |  |  |   |   |                                   |                         |             |             |
| Yes                                | 825<br>67.0% | 416<br>78.2%                               | 157<br>61.1%                               | 25<br>58.1%   | 26<br>68.4%                                       | 27<br>61.4%                       | 93<br>63.3%             | 37<br>43.5% | 44<br>51.2% |
| No                                 | 407<br>33.0% | 116<br>21.8%                               | 100<br>38.9%                               | 18<br>41.9%   | 12<br>31.6%                                       | 17<br>38.6%                       | 54<br>36.7%             | 48<br>56.5% | 42<br>48.8% |

## Question Six Cross Tabulation With Employment Status

If Shared Parental Leave had been available when you had children, would you have considered it?



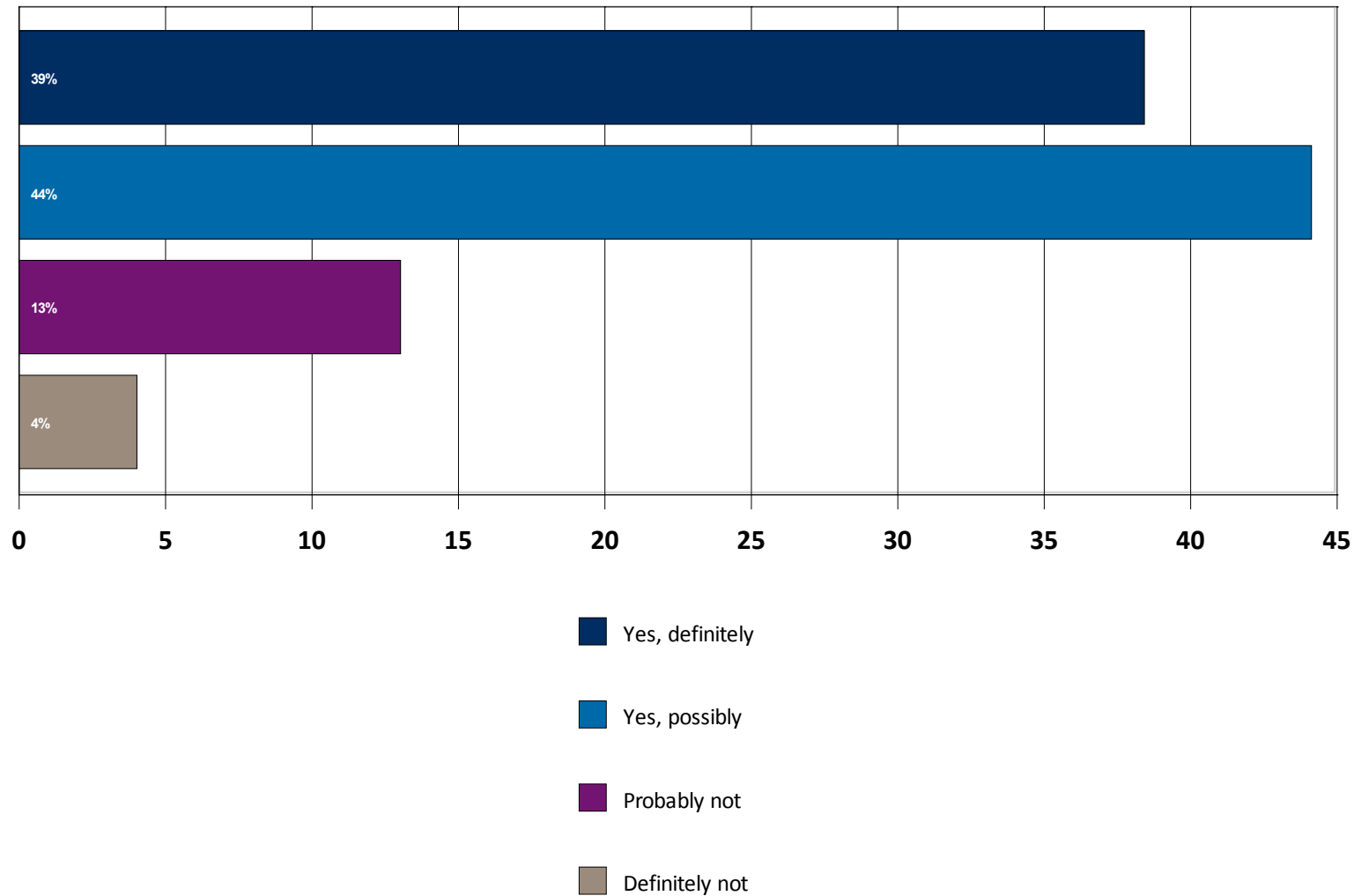
## Question Seven

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?

|                                   |                |
|-----------------------------------|----------------|
| Absolute<br>Base %<br>Respondents |                |
| Base                              | 1295<br>100.0% |
| Q7                                |                |
| Yes, definitely                   | 499<br>38.5%   |
| Yes, possibly                     | 573<br>44.2%   |
| Probably not                      | 170<br>13.1%   |
| Definitely not                    | 53<br>4.1%     |

## Question Seven

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?



## Question Seven Cross Tabulation With Gender

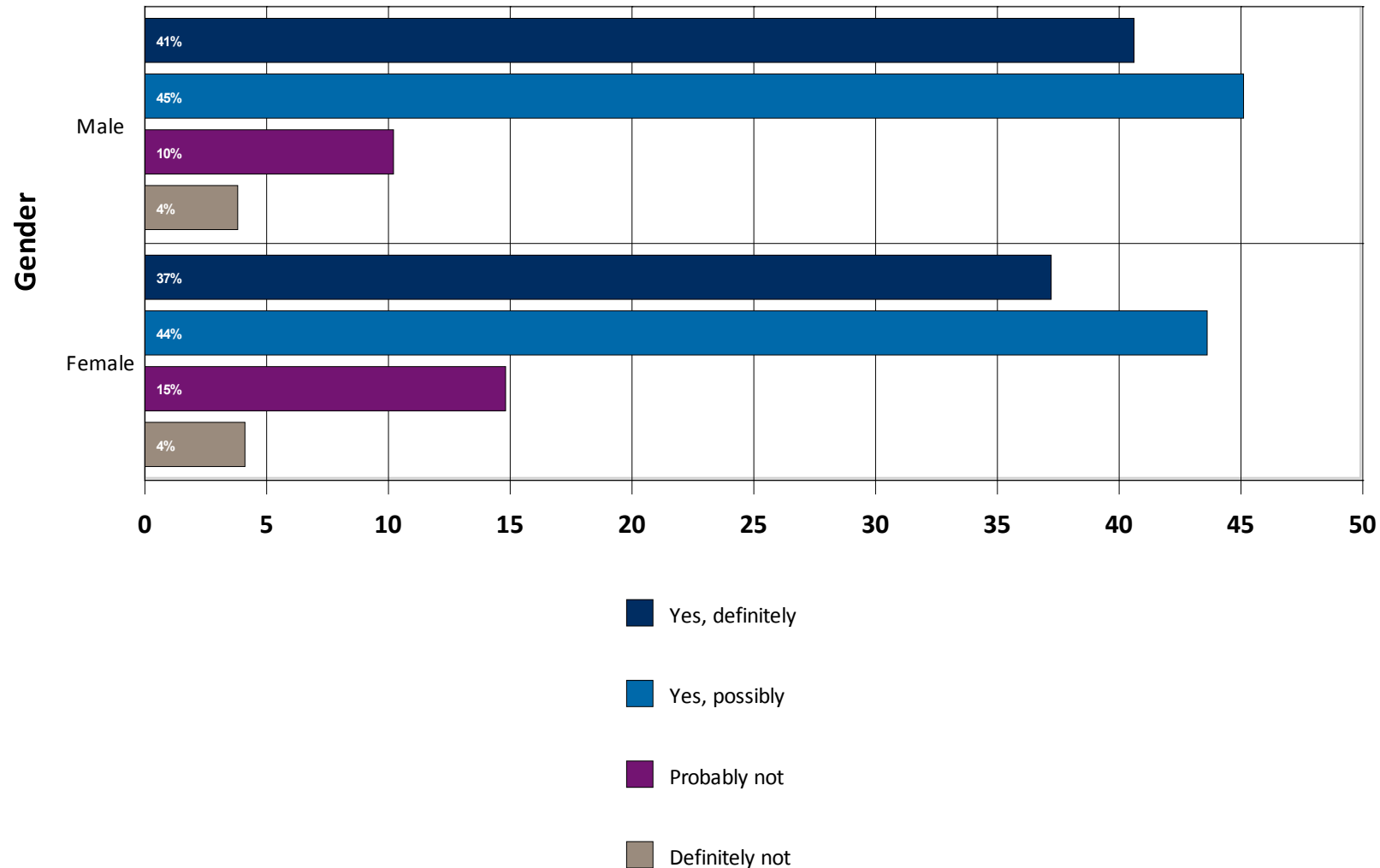
Do you think you'd consider sharing parental leave with your partner if you had a child in the future?

| Absolute<br>Break %<br>Respondents | Base         | Gender       |              |
|------------------------------------|--------------|--------------|--------------|
|                                    |              | Male         | Female       |
| Base                               | 1295         | 487          | 808          |
| Q7                                 |              |              |              |
| Yes, definitely                    | 499<br>38.5% | 198<br>40.7% | 301<br>37.3% |
| Yes, possibly                      | 573<br>44.2% | 220<br>45.2% | 353<br>43.7% |
| Probably not                       | 170<br>13.1% | 50<br>10.3%  | 120<br>14.9% |
| Definitely not                     | 53<br>4.1%   | 19<br>3.9%   | 34<br>4.2%   |



## Question Seven Cross Tabulation With Gender

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?



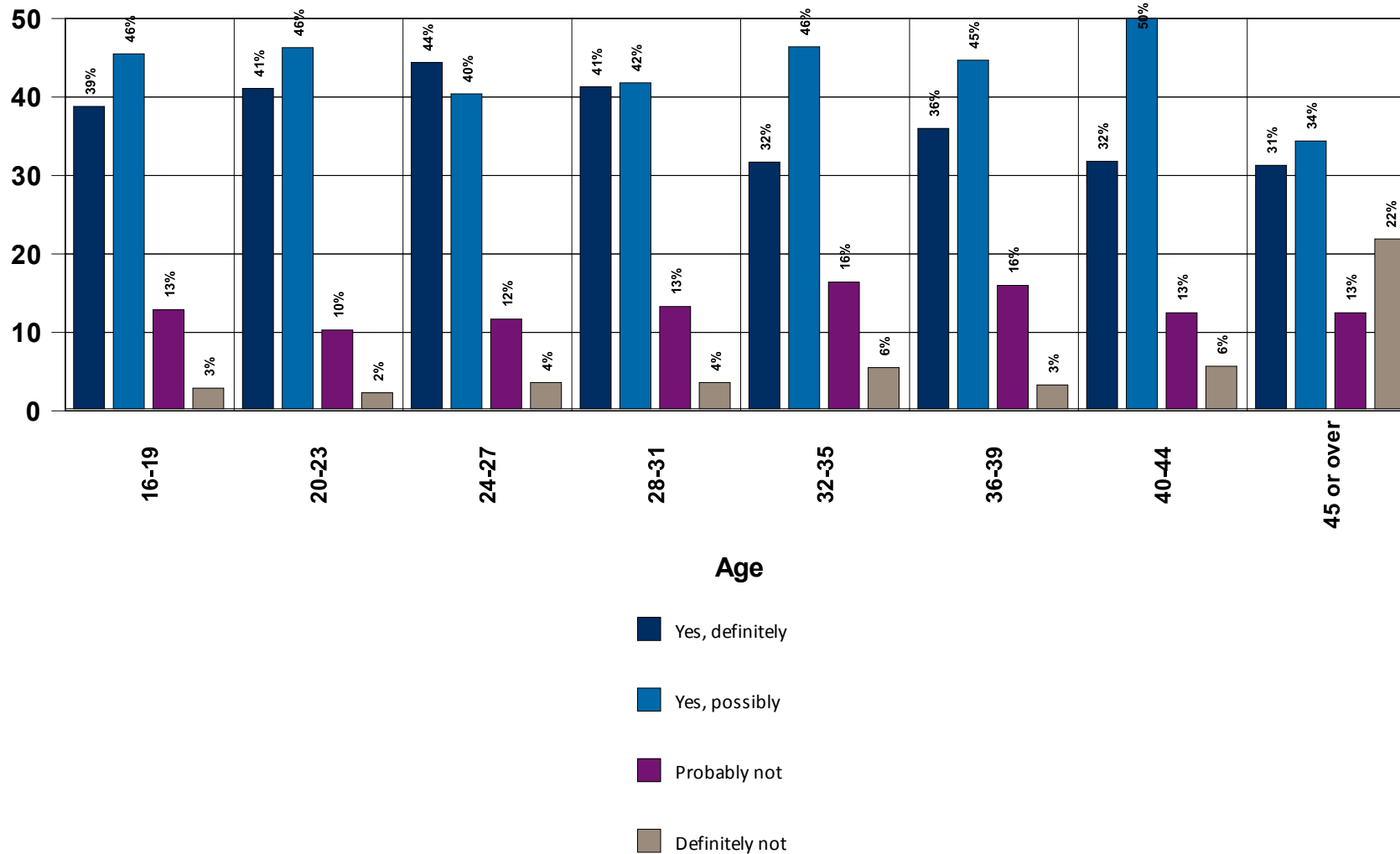
## Question Seven Cross Tabulation With Age

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?

| Absolute<br>Break %<br>Respondents | Base         | Age         |             |             |             |             |             |             |               |
|------------------------------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
|                                    |              | 16-19       | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or<br>over |
| Base                               | 1295         | 209         | 214         | 223         | 196         | 183         | 150         | 88          | 32            |
| Q7                                 |              |             |             |             |             |             |             |             |               |
| Yes, definitely                    | 499<br>38.5% | 81<br>38.8% | 88<br>41.1% | 99<br>44.4% | 81<br>41.3% | 58<br>31.7% | 54<br>36.0% | 28<br>31.8% | 10<br>31.3%   |
| Yes, possibly                      | 573<br>44.2% | 95<br>45.5% | 99<br>46.3% | 90<br>40.4% | 82<br>41.8% | 85<br>46.4% | 67<br>44.7% | 44<br>50.0% | 11<br>34.4%   |
| Probably not                       | 170<br>13.1% | 27<br>12.9% | 22<br>10.3% | 26<br>11.7% | 26<br>13.3% | 30<br>16.4% | 24<br>16.0% | 11<br>12.5% | 4<br>12.5%    |
| Definitely not                     | 53<br>4.1%   | 6<br>2.9%   | 5<br>2.3%   | 8<br>3.6%   | 7<br>3.6%   | 10<br>5.5%  | 5<br>3.3%   | 5<br>5.7%   | 7<br>21.9%    |

## Question Seven Cross Tabulation With Age

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?



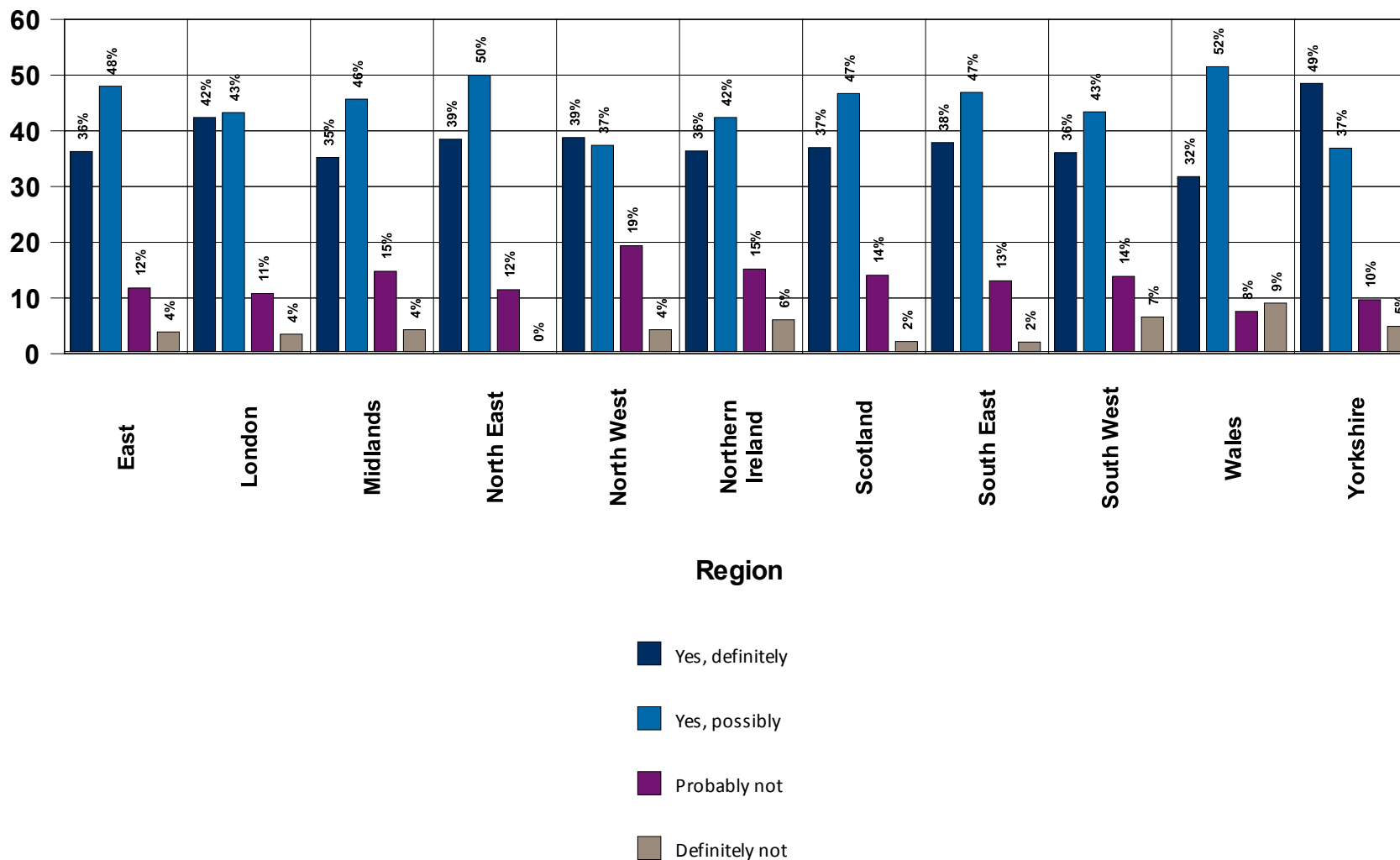
## Question Seven Cross Tabulation With Region

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?

| Absolute<br>Break %<br>Respondents | Base         | Region      |              |             |               |               |                     |             |               |               |             |             |
|------------------------------------|--------------|-------------|--------------|-------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|                                    |              | East        | London       | Midlands    | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base                               | 1295         | 102         | 231          | 210         | 52            | 139           | 33                  | 92          | 145           | 122           | 66          | 103         |
| Q7                                 |              |             |              |             |               |               |                     |             |               |               |             |             |
| Yes, definitely                    | 499<br>38.5% | 37<br>36.3% | 98<br>42.4%  | 74<br>35.2% | 20<br>38.5%   | 54<br>38.8%   | 12<br>36.4%         | 34<br>37.0% | 55<br>37.9%   | 44<br>36.1%   | 21<br>31.8% | 50<br>48.5% |
| Yes, possibly                      | 573<br>44.2% | 49<br>48.0% | 100<br>43.3% | 96<br>45.7% | 26<br>50.0%   | 52<br>37.4%   | 14<br>42.4%         | 43<br>46.7% | 68<br>46.9%   | 53<br>43.4%   | 34<br>51.5% | 38<br>36.9% |
| Probably not                       | 170<br>13.1% | 12<br>11.8% | 25<br>10.8%  | 31<br>14.8% | 6<br>11.5%    | 27<br>19.4%   | 5<br>15.2%          | 13<br>14.1% | 19<br>13.1%   | 17<br>13.9%   | 5<br>7.6%   | 10<br>9.7%  |
| Definitely not                     | 53<br>4.1%   | 4<br>3.9%   | 8<br>3.5%    | 9<br>4.3%   | -<br>-        | 6<br>4.3%     | 2<br>6.1%           | 2<br>2.2%   | 3<br>2.1%     | 8<br>6.6%     | 6<br>9.1%   | 5<br>4.9%   |

## Question Seven Cross Tabulation With Region

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?



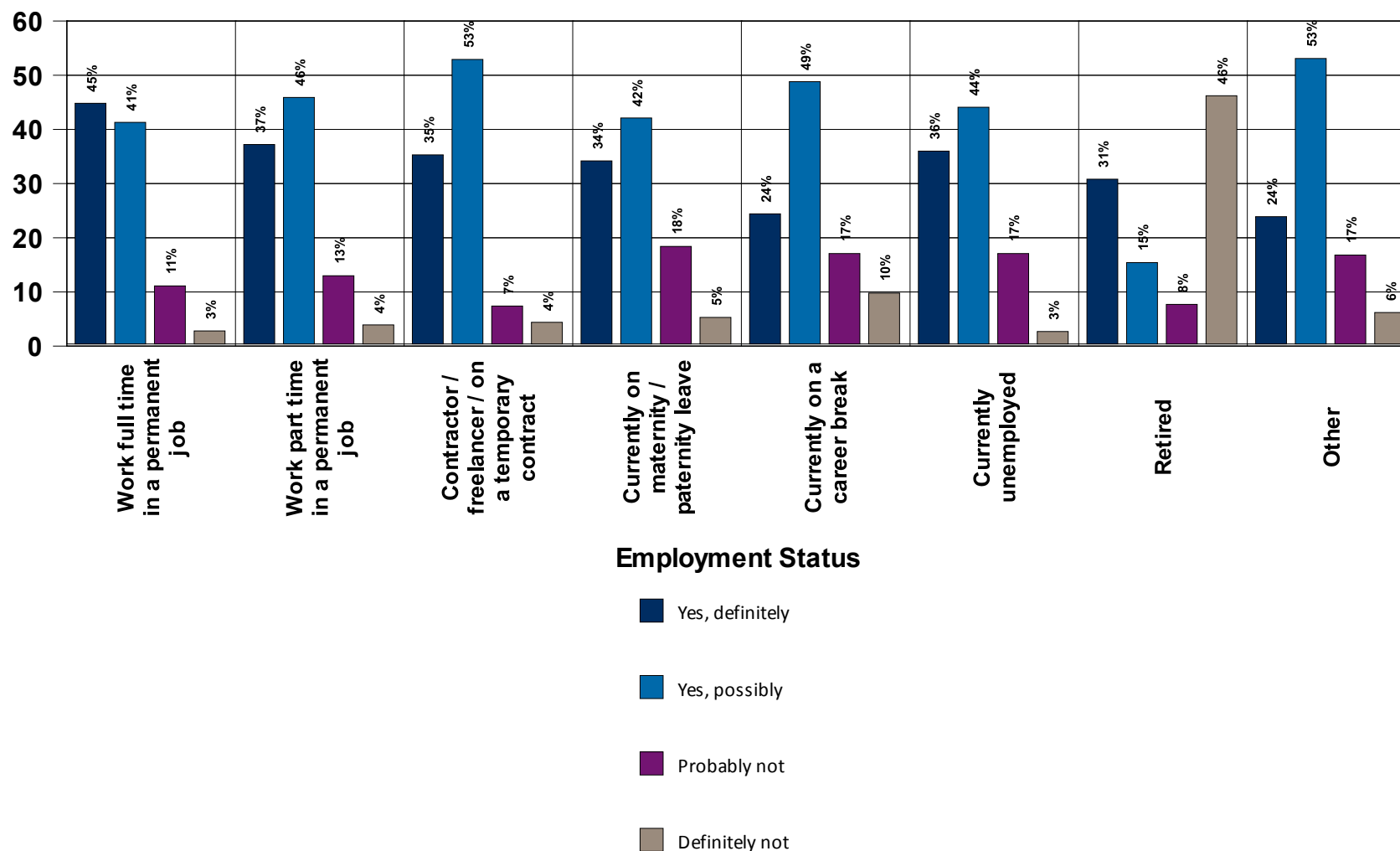
## Question Seven Cross Tabulation With Employment Status

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?

| Absolute<br>Break %<br>Respondents | Base         | Employment Status                          |  |   |   |                                   |                         |            |             |
|------------------------------------|--------------|--|--|---|---|-----------------------------------|-------------------------|------------|-------------|
|                                    |              | Work full<br>time in a<br>permanent<br>job | Work part<br>time in a<br>permanent<br>job | Contractor /<br>freelancer /<br>on a<br>temporary<br>contract | Currently on<br>maternity /<br>paternity<br>leave | Currently on<br>a career<br>break | Currently<br>unemployed | Retired    | Other       |
| Base                               | 1295         | 569  | 231  | 68  | 38  | 41                                | 222                     | 13         | 113         |
| Q7                                 |              |  |  |   |   |                                   |                         |            |             |
| Yes, definitely                    | 499<br>38.5% | 255<br>44.8%                               | 86<br>37.2%                                | 24<br>35.3%   | 13<br>34.2%                                       | 10<br>24.4%                       | 80<br>36.0%             | 4<br>30.8% | 27<br>23.9% |
| Yes, possibly                      | 573<br>44.2% | 235<br>41.3%                               | 106<br>45.9%                               | 36<br>52.9%   | 16<br>42.1%                                       | 20<br>48.8%                       | 98<br>44.1%             | 2<br>15.4% | 60<br>53.1% |
| Probably not                       | 170<br>13.1% | 63<br>11.1%                                | 30<br>13.0%                                | 5<br>7.4%   | 7<br>18.4%  | 7<br>17.1%                        | 38<br>17.1%             | 1<br>7.7%  | 19<br>16.8% |
| Definitely not                     | 53<br>4.1%   | 16<br>2.8%                                 | 9<br>3.9%                                  | 3<br>4.4%   | 2<br>5.3%   | 4<br>9.8%                         | 6<br>2.7%               | 6<br>46.2% | 7<br>6.2%   |

## Question Seven Cross Tabulation With Employment Status

Do you think you'd consider sharing parental leave with your partner if you had a child in the future?



## Question Eight

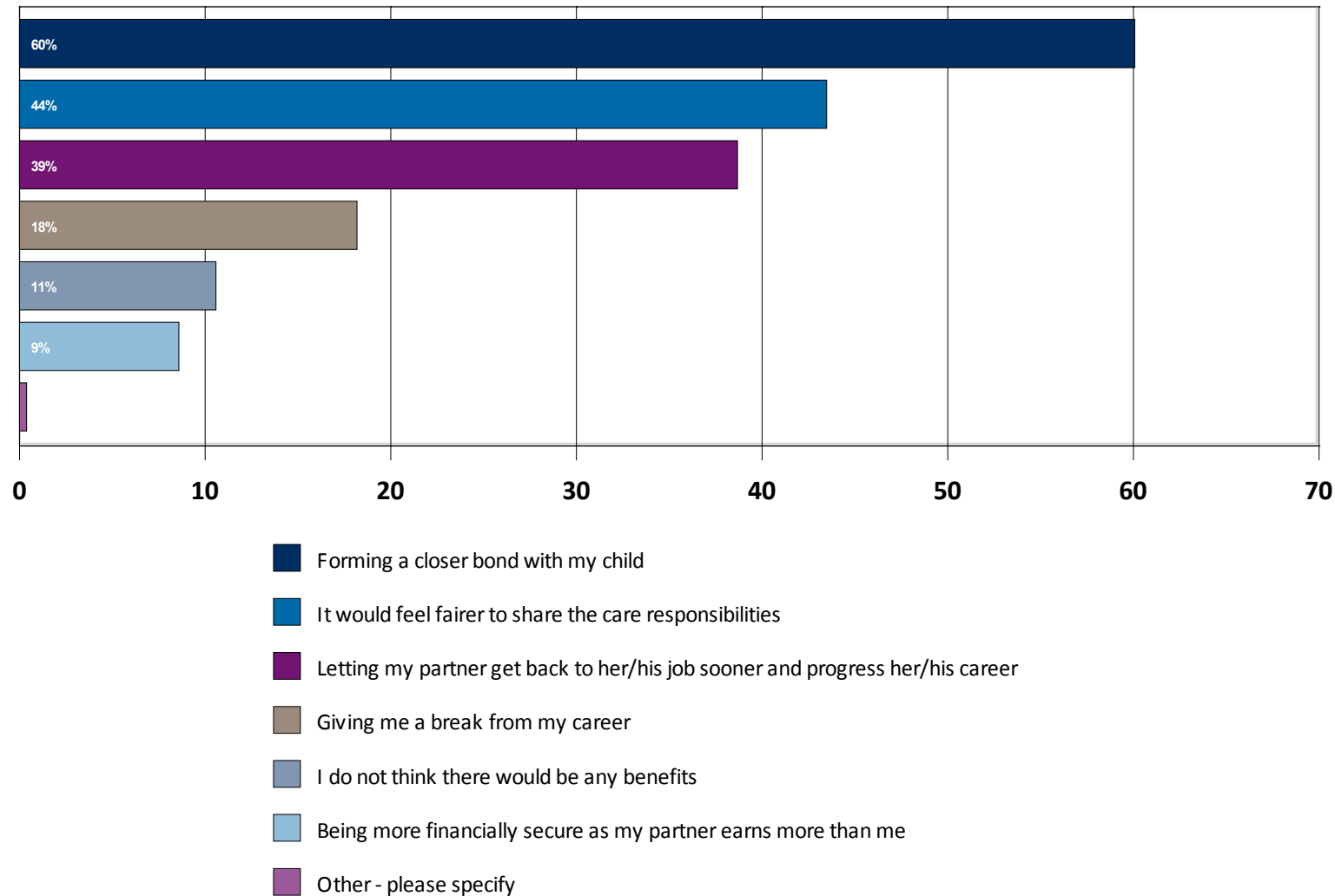
If you were to consider taking shared parental leave, what do you think the main benefits would be? – *Asked to males only*

|   |               |
|---|---------------|
| Absolute<br>Base %<br>Respondents   |               |
| Base  | 793<br>100.0% |
| Q8  |               |
| Forming a closer<br>bond with my child  | 477<br>60.2%  |
| It would feel fairer<br>to share the care<br>responsibilities                             | 346<br>43.6%  |
| Letting my partner<br>get back to her/his<br>job sooner and<br>progress her/his<br>career | 308<br>38.8%  |
| Giving me a break<br>from my career   | 145<br>18.3%  |
| I do not think there<br>would be any<br>benefits  | 85<br>10.7%   |
| Being more<br>financially secure as<br>my partner earns<br>more than me                   | 69<br>8.7%    |
| Other - please<br>specify   | 4<br>0.5%     |



## Question Eight

If you were to consider taking shared parental leave, what do you think the main benefits would be? – *Asked to males only*



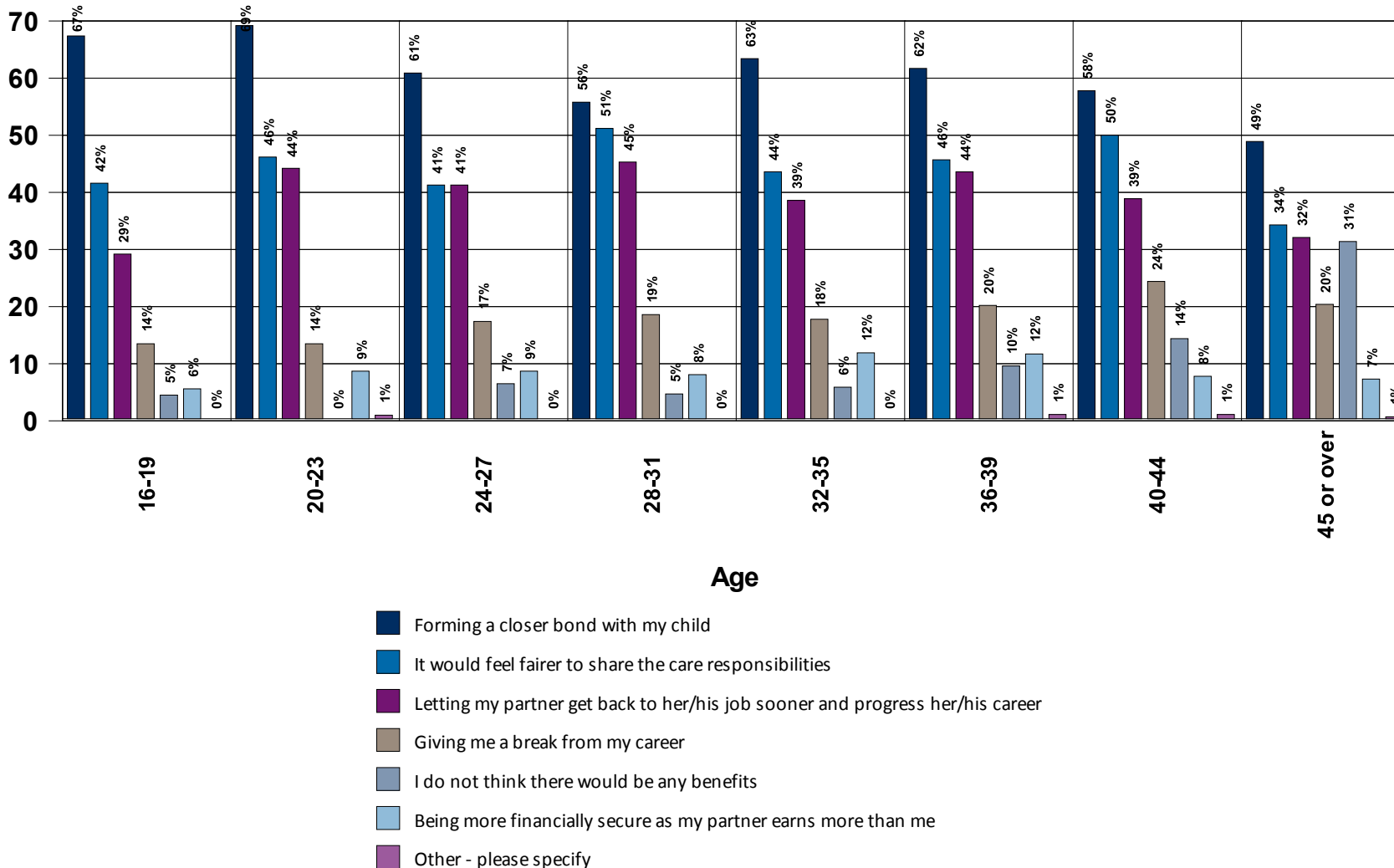
## Question Eight Cross Tabulation With Age

If you were to consider taking shared parental leave, what do you think the main benefits would be? – *Asked to males only*

| Absolute<br>Break %<br>Respondents  | Base         | Age         |             |             |             |             |             |             |               |
|---|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
|   |              | 16-19       | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or<br>over |
| Base  | 793          | 89          | 104         | 92          | 86          | 101         | 94          | 90          | 137           |
| Q8  |              |             |             |             |             |             |             |             |               |
| Forming a closer<br>bond with my child  | 477<br>60.2% | 60<br>67.4% | 72<br>69.2% | 56<br>60.9% | 48<br>55.8% | 64<br>63.4% | 58<br>61.7% | 52<br>57.8% | 67<br>48.9%   |
| It would feel fairer<br>to share the care<br>responsibilities                             | 346<br>43.6% | 37<br>41.6% | 48<br>46.2% | 38<br>41.3% | 44<br>51.2% | 44<br>43.6% | 43<br>45.7% | 45<br>50.0% | 47<br>34.3%   |
| Letting my partner<br>get back to her/his<br>job sooner and<br>progress her/his<br>career | 308<br>38.8% | 26<br>29.2% | 46<br>44.2% | 38<br>41.3% | 39<br>45.3% | 39<br>38.6% | 41<br>43.6% | 35<br>38.9% | 44<br>32.1%   |
| Giving me a break<br>from my career   | 145<br>18.3% | 12<br>13.5% | 14<br>13.5% | 16<br>17.4% | 16<br>18.6% | 18<br>17.8% | 19<br>20.2% | 22<br>24.4% | 28<br>20.4%   |
| I do not think there<br>would be any<br>benefits  | 85<br>10.7%  | 4<br>4.5%   | -<br>-      | 6<br>6.5%   | 4<br>4.7%   | 6<br>5.9%   | 9<br>9.6%   | 13<br>14.4% | 43<br>31.4%   |
| Being more<br>financially secure as<br>my partner earns<br>more than me                   | 69<br>8.7%   | 5<br>5.6%   | 9<br>8.7%   | 8<br>8.7%   | 7<br>8.1%   | 12<br>11.9% | 11<br>11.7% | 7<br>7.8%   | 10<br>7.3%    |
| Other - please<br>specify   | 4<br>0.5%    | -<br>-      | 1<br>1.0%   | -<br>-      | -<br>-      | -<br>-      | 1<br>1.1%   | 1<br>1.1%   | 1<br>0.7%     |

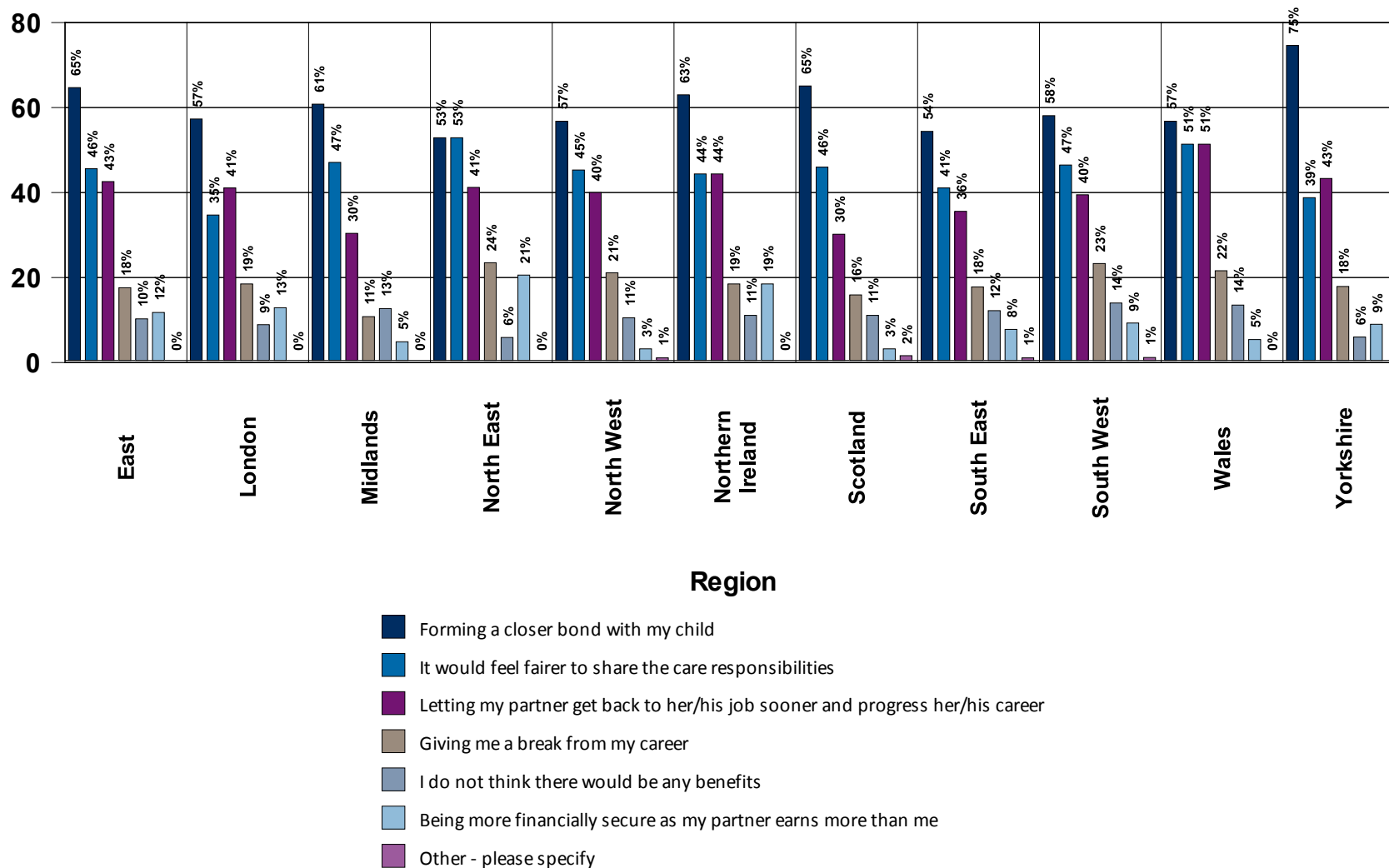
## Question Eight Cross Tabulation With Age

If you were to consider taking shared parental leave, what do you think the main benefits would be? – *Asked to males only*



## Question Eight Cross Tabulation With Region

If you were to consider taking shared parental leave, what do you think the main benefits would be? – *Asked to males only*



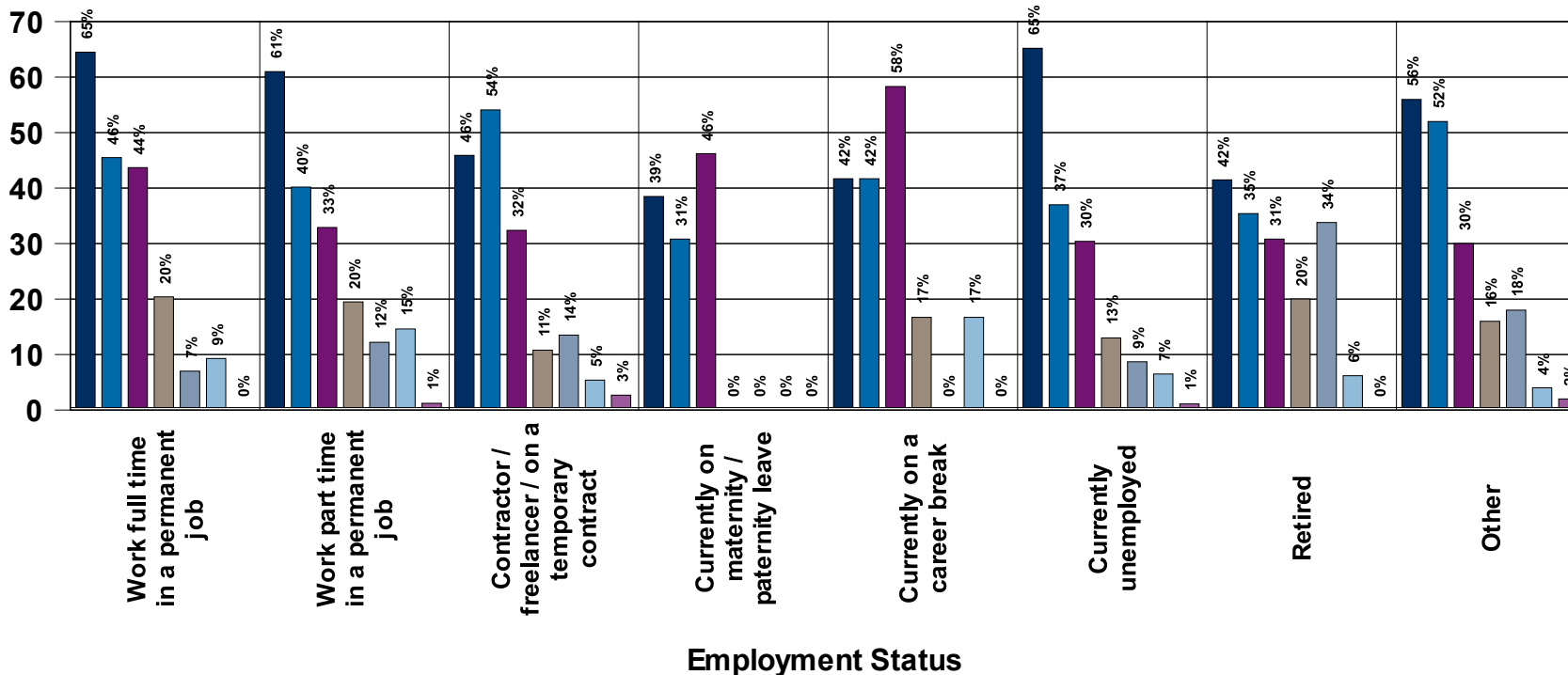
## Question Eight Cross Tabulation With Employment Status

If you were to consider taking shared parental leave, what do you think the main benefits would be? – *Asked to males only*

| Absolute Break % Respondents  | Base         | Employment Status                 |                                   |   |  |                             |                      |             |             |
|---|--------------|-----------------------------------|-----------------------------------|---|--|-----------------------------|----------------------|-------------|-------------|
|   |              | Work full time in a permanent job | Work part time in a permanent job | Contractor / freelancer / on a temporary contract | Currently on maternity / paternity leave | Currently on a career break | Currently unemployed | Retired     | Other       |
| Base  | 793          | 442                               | 82                                | 37  | 13                                       | 12                          | 92                   | 65          | 50          |
| Q8  |              |                                   |                                   |   |  |                             |                      |             |             |
| Forming a closer bond with my child   | 477<br>60.2% | 285<br>64.5%                      | 50<br>61.0%                       | 17<br>45.9%                                       | 5<br>38.5%                               | 5<br>41.7%                  | 60<br>65.2%          | 27<br>41.5% | 28<br>56.0% |
| It would feel fairer to share the care responsibilities                       | 346<br>43.6% | 201<br>45.5%                      | 33<br>40.2%                       | 20<br>54.1%                                       | 4<br>30.8%                               | 5<br>41.7%                  | 34<br>37.0%          | 23<br>35.4% | 26<br>52.0% |
| Letting my partner get back to her/his job sooner and progress her/his career | 308<br>38.8% | 193<br>43.7%                      | 27<br>32.9%                       | 12<br>32.4%                                       | 6<br>46.2%                               | 7<br>58.3%                  | 28<br>30.4%          | 20<br>30.8% | 15<br>30.0% |
| Giving me a break from my career  | 145<br>18.3% | 90<br>20.4%                       | 16<br>19.5%                       | 4<br>10.8%  | -<br>-                                   | 2<br>16.7%                  | 12<br>13.0%          | 13<br>20.0% | 8<br>16.0%  |
| I do not think there would be any benefits                                    | 85<br>10.7%  | 31<br>7.0%                        | 10<br>12.2%                       | 5<br>13.5%  | -<br>-                                   | -<br>-                      | 8<br>8.7%            | 22<br>33.8% | 9<br>18.0%  |
| Being more financially secure as my partner earns more than me                | 69<br>8.7%   | 41<br>9.3%                        | 12<br>14.6%                       | 2<br>5.4%   | -<br>-                                   | 2<br>16.7%                  | 6<br>6.5%            | 4<br>6.2%   | 2<br>4.0%   |
| Other - please specify  | 4<br>0.5%    | -<br>-                            | 1<br>1.2%                         | 1<br>2.7%   | -<br>-                                   | -<br>-                      | 1<br>1.1%            | -<br>-      | 1<br>2.0%   |

## Question Eight Cross Tabulation With Employment Status

If you were to consider taking shared parental leave, what do you think the main benefits would be? – *Asked to males only*



- Forming a closer bond with my child
- It would feel fairer to share the care responsibilities
- Letting my partner get back to her/his job sooner and progress her/his career
- Giving me a break from my career
- I do not think there would be any benefits
- Being more financially secure as my partner earns more than me
- Other - please specify

## Question Nine

If you were to consider taking shared parental leave to look after your child, which of the following statements would you agree with?

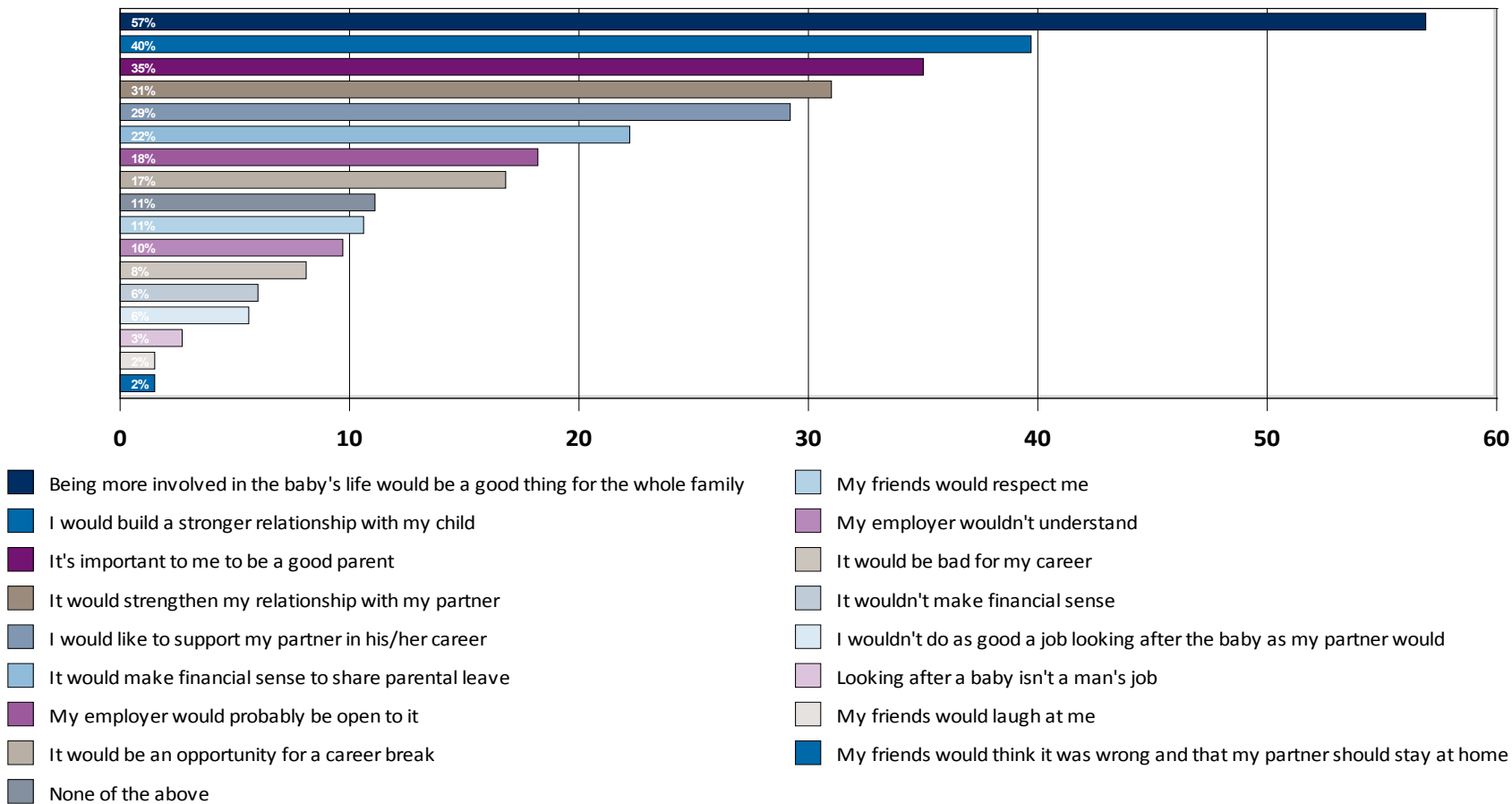
*Asked to males only*

| Absolute<br>Base %<br>Respondents   |               |
|---|---------------|
| Base  | 793<br>100.0% |
| Q9  |               |
| Being more involved in the baby's life would be a good thing for the whole family | 452<br>57.0%  |
| I would build a stronger relationship with my child                               | 316<br>39.8%  |
| It's important to me to be a good parent  | 278<br>35.1%  |
| It would strengthen my relationship with my partner                               | 247<br>31.1%  |
| I would like to support my partner in his/her career                              | 232<br>29.3%  |
| It would make financial sense to share parental leave                             | 177<br>22.3%  |
| My employer would probably be open to it  | 145<br>18.3%  |
| It would be an opportunity for a career break                                     | 134<br>16.9%  |
| None of the above   | 89<br>11.2%   |
| My friends would respect me   | 85<br>10.7%   |
| My employer wouldn't understand   | 78<br>9.8%    |
| It would be bad for my career   | 65<br>8.2%    |
| It wouldn't make financial sense  | 48<br>6.1%    |
| I wouldn't do as good a job looking after the baby as my partner would            | 45<br>5.7%    |
| Looking after a baby isn't a man's job  | 22<br>2.8%    |
| My friends would laugh at me  | 13<br>1.6%    |
| My friends would think it was wrong and that my partner should stay at home       | 13<br>1.6%    |

## Question Nine

If you were to consider taking shared parental leave to look after your child, which of the following statements would you agree with?

*Asked to males only*





## Question Nine Cross Tabulation With Age

If you were to consider taking shared parental leave to look after your child, which of the following statements would you agree with?

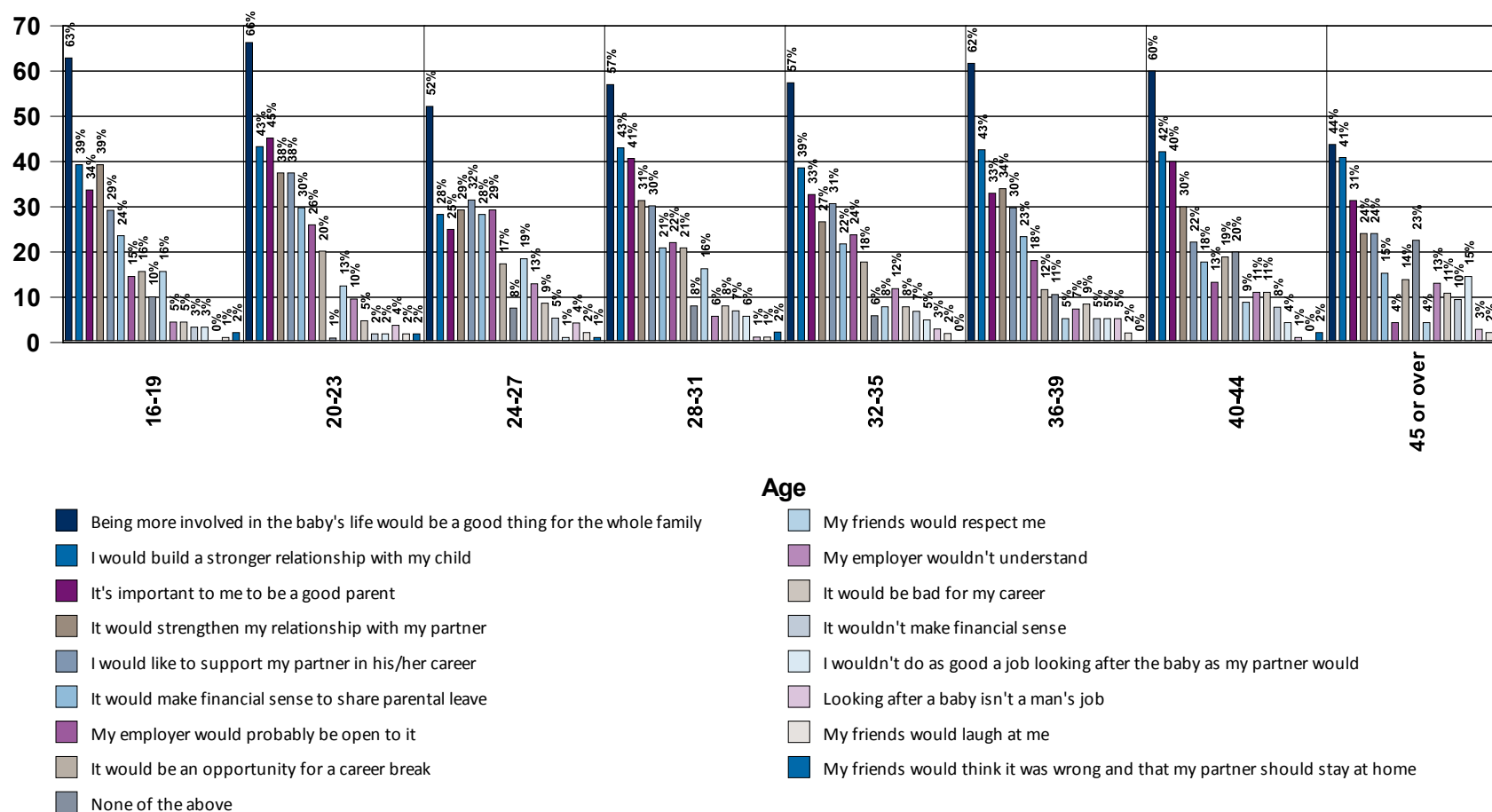
*Asked to males only*

| Absolute<br>Break %<br>Respondents  |              | Age         |             |             |             |             |             |             |               |  |
|---|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|--|
|   | Base         | 16-19       | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or<br>over |  |
| Base  | 793          | 89          | 104         | 92          | 86          | 101         | 94          | 90          | 137           |  |
| Q9  |              |             |             |             |             |             |             |             |               |  |
| Being more involved in the baby's life would be a good thing for the whole family | 452<br>57.0% | 56<br>62.9% | 69<br>66.3% | 48<br>52.2% | 49<br>57.0% | 58<br>57.4% | 58<br>61.7% | 54<br>60.0% | 60<br>43.8%   |  |
| I would build a stronger relationship with my child                               | 316<br>39.8% | 35<br>39.3% | 45<br>43.3% | 26<br>28.3% | 37<br>43.0% | 39<br>38.6% | 40<br>42.6% | 38<br>42.2% | 56<br>40.9%   |  |
| It's important to me to be a good parent  | 278<br>35.1% | 30<br>33.7% | 47<br>45.2% | 23<br>25.0% | 35<br>40.7% | 33<br>32.7% | 31<br>33.0% | 36<br>40.0% | 43<br>31.4%   |  |
| It would strengthen my relationship with my partner                               | 247<br>31.1% | 35<br>39.3% | 39<br>37.5% | 27<br>29.3% | 27<br>31.4% | 27<br>26.7% | 32<br>34.0% | 27<br>30.0% | 33<br>24.1%   |  |
| I would like to support my partner in his/her career                              | 232<br>29.3% | 26<br>29.2% | 39<br>37.5% | 29<br>31.5% | 26<br>30.2% | 31<br>30.7% | 28<br>29.8% | 20<br>22.2% | 33<br>24.1%   |  |
| It would make financial sense to share parental leave                             | 177<br>22.3% | 21<br>23.6% | 31<br>29.8% | 26<br>28.3% | 18<br>20.9% | 22<br>21.8% | 22<br>23.4% | 16<br>17.8% | 21<br>15.3%   |  |
| My employer would probably be open to it  | 145<br>18.3% | 13<br>14.6% | 27<br>26.0% | 27<br>29.3% | 19<br>22.1% | 24<br>23.8% | 17<br>18.1% | 12<br>13.3% | 6<br>4.4%     |  |
| It would be an opportunity for a career break                                     | 134<br>16.9% | 14<br>15.7% | 21<br>20.2% | 16<br>17.4% | 18<br>20.9% | 18<br>17.8% | 11<br>11.7% | 17<br>18.9% | 19<br>13.9%   |  |
| None of the above   | 89<br>11.2%  | 9<br>10.1%  | 1<br>1.0%   | 7<br>7.6%   | 7<br>8.1%   | 6<br>5.9%   | 10<br>10.6% | 18<br>20.0% | 31<br>22.6%   |  |
| My friends would respect me   | 85<br>10.7%  | 14<br>15.7% | 13<br>12.5% | 17<br>18.5% | 14<br>16.3% | 8<br>7.9%   | 5<br>5.3%   | 8<br>8.9%   | 6<br>4.4%     |  |
| My employer wouldn't understand   | 78<br>9.8%   | 4<br>4.5%   | 10<br>9.6%  | 12<br>13.0% | 5<br>5.8%   | 12<br>11.9% | 7<br>7.4%   | 10<br>11.1% | 18<br>13.1%   |  |
| It would be bad for my career   | 65<br>8.2%   | 4<br>4.5%   | 5<br>4.8%   | 8<br>8.7%   | 7<br>8.1%   | 8<br>7.9%   | 8<br>8.5%   | 10<br>11.1% | 15<br>10.9%   |  |
| It wouldn't make financial sense  | 48<br>6.1%   | 3<br>3.4%   | 2<br>1.9%   | 5<br>5.4%   | 6<br>7.0%   | 7<br>6.9%   | 5<br>5.3%   | 7<br>7.8%   | 13<br>9.5%    |  |
| I wouldn't do as good a job looking after the baby as my partner would            | 45<br>5.7%   | 3<br>3.4%   | 2<br>1.9%   | 1<br>1.1%   | 5<br>5.8%   | 5<br>5.0%   | 5<br>5.3%   | 4<br>4.4%   | 20<br>14.6%   |  |
| Looking after a baby isn't a man's job  | 22<br>2.8%   | -<br>-      | 4<br>3.8%   | 4<br>4.3%   | 1<br>1.2%   | 3<br>3.0%   | 5<br>5.3%   | 1<br>1.1%   | 4<br>2.9%     |  |
| My friends would laugh at me  | 13<br>1.6%   | 1<br>1.1%   | 2<br>1.9%   | 2<br>2.2%   | 1<br>1.2%   | 2<br>2.0%   | 2<br>2.1%   | -<br>-      | 3<br>2.2%     |  |
| My friends would think it was wrong and that my partner should stay at home       | 13<br>1.6%   | 2<br>2.2%   | 2<br>1.9%   | 1<br>1.1%   | 2<br>2.3%   | -<br>-      | -<br>-      | 2<br>2.2%   | 4<br>2.9%     |  |

## Question Nine Cross Tabulation With Age

If you were to consider taking shared parental leave to look after your child, which of the following statements would you agree with?

*Asked to males only*



## Question Nine Cross Tabulation With Region

If you were to consider taking shared parental leave to look after your child, which of the following statements would you agree with?

*Please see Excel spreadsheet. Asked to males only*

| Q9. If you were to consider taking shared parental leave to look after your child, which of the following statements would you agree with? |   |        |        |          |            |            |                  |          |            |            |        |           |        |
|--|---|--------|--------|----------|------------|------------|------------------|----------|------------|------------|--------|-----------|--------|
| Asked to males only  |   |        |        |          |            |            |                  |          |            |            |        |           |        |
|  | Base  | Region |        |          |            |            |                  |          |            |            |        |           |        |
|  |   | East   | London | Midlands | North East | North West | Northern Ireland | Scotland | South East | South West | Wales  | Yorkshire |        |
| Base   | 793   | 68     | 124    | 102      | 34         | 95         | 27               | 63       | 90         | 86         | 37     | 67        |        |
| Q9   | Being more involved in the baby's life would be a good thing for the whole family | 452    | 41     | 69       | 59         | 16         | 55               | 14       | 34         | 46         | 50     | 22        | 46     |
|  |   | 57.00% | 60.30% | 55.60%   | 57.80%     | 47.10%     | 57.90%           | 51.90%   | 54.00%     | 51.10%     | 58.10% | 59.50%    | 68.70% |
|  | I would build a stronger relationship with my child                               | 316    | 32     | 36       | 38         | 8          | 39               | 11       | 23         | 36         | 37     | 18        | 38     |
|  |   | 39.80% | 47.10% | 29.00%   | 37.30%     | 23.50%     | 41.10%           | 40.70%   | 36.50%     | 40.00%     | 43.00% | 48.60%    | 56.70% |
|  | It's important to me to be a good parent  | 278    | 24     | 30       | 39         | 7          | 36               | 10       | 24         | 30         | 32     | 18        | 28     |
|  |   | 35.10% | 35.30% | 24.20%   | 38.20%     | 20.60%     | 37.90%           | 37.00%   | 38.10%     | 33.30%     | 37.20% | 48.60%    | 41.80% |
|  | It would strengthen my relationship with my partner                               | 247    | 26     | 32       | 28         | 6          | 32               | 8        | 22         | 30         | 30     | 10        | 23     |
|  |   | 31.10% | 38.20% | 25.80%   | 27.50%     | 17.60%     | 33.70%           | 29.60%   | 34.90%     | 33.30%     | 34.90% | 27.00%    | 34.30% |
|  | I would like to support my partner in his/her career                              | 232    | 20     | 26       | 36         | 7          | 26               | 7        | 16         | 27         | 32     | 13        | 22     |
|  |   | 29.30% | 29.40% | 21.00%   | 35.30%     | 20.60%     | 27.40%           | 25.40%   | 25.40%     | 30.00%     | 37.20% | 35.10%    | 32.80% |
|  | It would make financial sense to share parental leave                             | 177    | 15     | 28       | 22         | 10         | 16               | 5        | 11         | 18         | 26     | 8         | 18     |
|  |   | 22.30% | 22.10% | 22.60%   | 21.60%     | 29.40%     | 16.80%           | 18.50%   | 17.50%     | 20.00%     | 30.20% | 21.60%    | 26.90% |
|  | My employer would probably be open to it  | 145    | 12     | 35       | 18         | 7          | 15               | 4        | 8          | 15         | 12     | 7         | 12     |
|  |   | 18.30% | 17.60% | 28.20%   | 17.60%     | 20.60%     | 15.80%           | 14.80%   | 12.70%     | 16.70%     | 14.00% | 18.90%    | 17.90% |
|  | It would be an opportunity for a career break                                     | 134    | 12     | 23       | 14         | 4          | 22               | 2        | 8          | 14         | 14     | 5         | 16     |
|  |   | 16.90% | 17.60% | 18.50%   | 13.70%     | 11.80%     | 23.20%           | 7.40%    | 12.70%     | 15.60%     | 16.30% | 13.50%    | 23.90% |
|  | None of the above   | 89     | 5      | 10       | 12         | 4          | 14               | 3        | 9          | 17         | 7      | 4         | 4      |
|  |   | 11.20% | 7.40%  | 8.10%    | 11.80%     | 11.80%     | 14.70%           | 11.10%   | 14.30%     | 18.90%     | 8.10%  | 10.80%    | 6.00%  |
|  | My friends would respect me   | 85     | 7      | 22       | 8          | 4          | 7                | 1        | 5          | 13         | 7      | 4         | 7      |
|  |   | 10.70% | 10.30% | 17.70%   | 7.80%      | 11.80%     | 7.40%            | 3.70%    | 7.90%      | 14.40%     | 8.10%  | 10.80%    | 10.40% |
|  | My employer wouldn't understand   | 78     | 8      | 11       | 9          | 3          | 7                | 2        | 6          | 8          | 14     | 3         | 7      |
|  |   | 9.80%  | 11.80% | 8.90%    | 8.80%      | 8.80%      | 7.40%            | 7.40%    | 9.50%      | 8.90%      | 16.30% | 8.10%     | 10.40% |
|  | It would be bad for my career   | 65     | 5      | 11       | 8          | 2          | 6                | 4        | 3          | 6          | 9      | 5         | 6      |
|  |   | 8.20%  | 7.40%  | 8.90%    | 7.80%      | 5.90%      | 6.30%            | 14.80%   | 4.80%      | 6.70%      | 10.50% | 13.50%    | 9.00%  |
|  | It wouldn't make financial sense  | 48     | 4      | 4        | 6          | 1          | 4                | 5        | 5          | 8          | 4      | 4         | 3      |
|  |   | 6.10%  | 5.90%  | 3.20%    | 5.90%      | 2.90%      | 4.20%            | 18.50%   | 7.90%      | 8.90%      | 4.70%  | 10.80%    | 4.50%  |
|  | I wouldn't do as good a job looking after the baby as my partner would            | 45     | 3      | 4        | 3          | 4          | 5                | -        | 3          | 9          | 7      | 5         | 2      |
|  |   | 5.70%  | 4.40%  | 3.20%    | 2.90%      | 11.80%     | 5.30%            | -        | 4.80%      | 10.00%     | 8.10%  | 13.50%    | 3.00%  |
|  | Looking after a baby isn't a man's job  | 22     | -      | 6        | 3          | 2          | -                | 1        | -          | 5          | 1      | 2         | 2      |
|  |   | 2.80%  | -      | 4.80%    | 2.90%      | 5.90%      | -                | 3.70%    | -          | 5.60%      | 1.20%  | 5.40%     | 3.00%  |
|  | My friends would laugh at me  | 13     | -      | 3        | 3          | -          | 3                | 1        | -          | -          | 2      | -         | 1      |
|  |   | 1.60%  | -      | 2.40%    | 2.90%      | -          | 3.20%            | 3.70%    | -          | -          | 2.30%  | -         | 1.50%  |
|  | My friends would think it was wrong and that my partner should stay at home       | 13     | -      | 1        | 1          | 1          | 2                | 1        | 1          | 3          | 1      | 2         | -      |
|  |   | 1.60%  | -      | 0.80%    | 1.00%      | 2.90%      | 2.10%            | 3.70%    | 1.60%      | 3.30%      | 1.20%  | 5.40%     | -      |

## Question Nine Cross Tabulation With Region

If you were to consider taking shared parental leave to look after your child, which of the following statements would you agree with?

*Please see Excel spreadsheet. Asked to males only*

| Q9. If you were to consider taking shared parental leave to look after your child, which of the following statements would you agree with? |   |        |  |  |   |  |                                      |                         |         |        |
|--|---|--------|--|--|---|--|--------------------------------------|-------------------------|---------|--------|
| Asked to males only  |   |        |  |  |   |  |                                      |                         |         |        |
|  |   | Base   | Employment Status                          |  | Contractor /<br>freelancer / on a<br>temporary contract | Currently on<br>maternity /<br>paternity leave | Currently<br>on a<br>career<br>break | Currently<br>unemployed | Retired | Other  |
|  |   |        | Work full<br>time in a<br>permanent<br>job | Work part<br>time in a<br>permanent<br>job |   |  |                                      |                         |         |        |
| Base   |   | 793    | 442  | 82   | 37  | 13   | 12                                   | 92                      | 65      | 50     |
| Q9   | Being more involved in the baby's life would be a good thing for the whole family | 452    | 271  | 44   | 18  | 2  | 5                                    | 60                      | 25      | 27     |
|  |   | 57.00% | 61.30%                                     | 53.70%                                     | 48.60%  | 15.40%   | 41.70%                               | 65.20%                  | 38.50%  | 54.00% |
|  | I would build a stronger relationship with my child                               | 316    | 182  | 29   | 20  | -  | 4                                    | 35                      | 28      | 18     |
|  |   | 39.80% | 41.20%                                     | 35.40%                                     | 54.10%  | -  | 33.30%                               | 38.00%                  | 43.10%  | 36.00% |
|  | It's important to me to be a good parent  | 278    | 157  | 31   | 17  | -  | 4                                    | 32                      | 21      | 16     |
|  |   | 35.10% | 35.50%                                     | 37.80%                                     | 45.90%  | -  | 33.30%                               | 34.80%                  | 32.30%  | 32.00% |
|  | It would strengthen my relationship with my partner                               | 247    | 134  | 30   | 15  | 1  | 5                                    | 25                      | 21      | 16     |
|  |   | 31.10% | 30.30%                                     | 36.60%                                     | 40.50%  | 7.70%  | 41.70%                               | 27.20%                  | 32.30%  | 32.00% |
|  | I would like to support my partner in his/her career                              | 232    | 131  | 23   | 14  | 4  | 5                                    | 26                      | 16      | 13     |
|  |   | 29.30% | 29.60%                                     | 28.00%                                     | 37.80%  | 30.80%   | 41.70%                               | 28.30%                  | 24.60%  | 26.00% |
|  | It would make financial sense to share parental leave                             | 177    | 100  | 20   | 11  | 3  | 3                                    | 19                      | 12      | 9      |
|  |   | 22.30% | 22.60%                                     | 24.40%                                     | 29.70%  | 23.10%   | 25.00%                               | 20.70%                  | 18.50%  | 18.00% |
|  | My employer would probably be open to it  | 145    | 105  | 20   | 2   | 3  | 3                                    | 5                       | 5       | 2      |
|  |   | 18.30% | 23.80%                                     | 24.40%                                     | 5.40%   | 23.10%   | 25.00%                               | 5.40%                   | 7.70%   | 4.00%  |
|  | It would be an opportunity for a career break                                     | 134    | 81   | 15   | 9   | 1  | 1                                    | 13                      | 8       | 6      |
|  |   | 16.90% | 18.30%                                     | 18.30%                                     | 24.30%  | 7.70%  | 8.30%                                | 14.10%                  | 12.30%  | 12.00% |
|  | None of the above   | 89     | 38   | 9  | 5   | -  | -                                    | 12                      | 12      | 13     |
|  |   | 11.20% | 8.60%                                      | 11.00%                                     | 13.50%  | -  | -                                    | 13.00%                  | 18.50%  | 26.00% |
|  | My friends would respect me   | 85     | 51   | 10   | 4   | 3  | 1                                    | 11                      | 3       | 2      |
|  |   | 10.70% | 11.50%                                     | 12.20%                                     | 10.80%  | 23.10%   | 8.30%                                | 12.00%                  | 4.60%   | 4.00%  |
|  | My employer wouldn't understand   | 78     | 46   | 9  | -   | -  | 1                                    | 9                       | 10      | 3      |
|  |   | 9.80%  | 10.40%                                     | 11.00%                                     | -   | -  | 8.30%                                | 9.80%                   | 15.40%  | 6.00%  |
|  | It would be bad for my career   | 65     | 35   | 9  | 1   | -  | 2                                    | 6                       | 10      | 2      |
|  |   | 8.20%  | 7.90%                                      | 11.00%                                     | 2.70%   | -  | 16.70%                               | 6.50%                   | 15.40%  | 4.00%  |
|  | It wouldn't make financial sense  | 48     | 31   | 4  | 1   | -  | 1                                    | 1                       | 8       | 2      |
|  |   | 6.10%  | 7.00%                                      | 4.90%                                      | 2.70%   | -  | 8.30%                                | 1.10%                   | 12.30%  | 4.00%  |
|  | I wouldn't do as good a job looking after the baby as my partner would            | 45     | 17   | 3  | 1   | -  | 1                                    | 5                       | 14      | 4      |
|  |   | 5.70%  | 3.80%                                      | 3.70%                                      | 2.70%   | -  | 8.30%                                | 5.40%                   | 21.50%  | 8.00%  |
|  | Looking after a baby isn't a man's job  | 22     | 12   | 2  | 1   | -  | 1                                    | 1                       | 4       | 1      |
|  |   | 2.80%  | 2.70%                                      | 2.40%                                      | 2.70%   | -  | 8.30%                                | 1.10%                   | 6.20%   | 2.00%  |
|  | My friends would laugh at me  | 13     | 8  | 1  | -   | -  | -                                    | 2                       | 1       | 1      |
|  |   | 1.60%  | 1.80%                                      | 1.20%                                      | -   | -  | -                                    | 2.20%                   | 1.50%   | 2.00%  |
|  | My friends would think it was wrong and that my partner should stay at home       | 13     | 4  | 1  | -   | -  | 1                                    | 5                       | 2       | -      |
|  |   | 1.60%  | 0.90%                                      | 1.20%                                      | -   | -  | 8.30%                                | 5.40%                   | 3.10%   | -      |

## Question Ten

If you were to consider sharing parental leave with your partner, which of the following statements would you agree with?

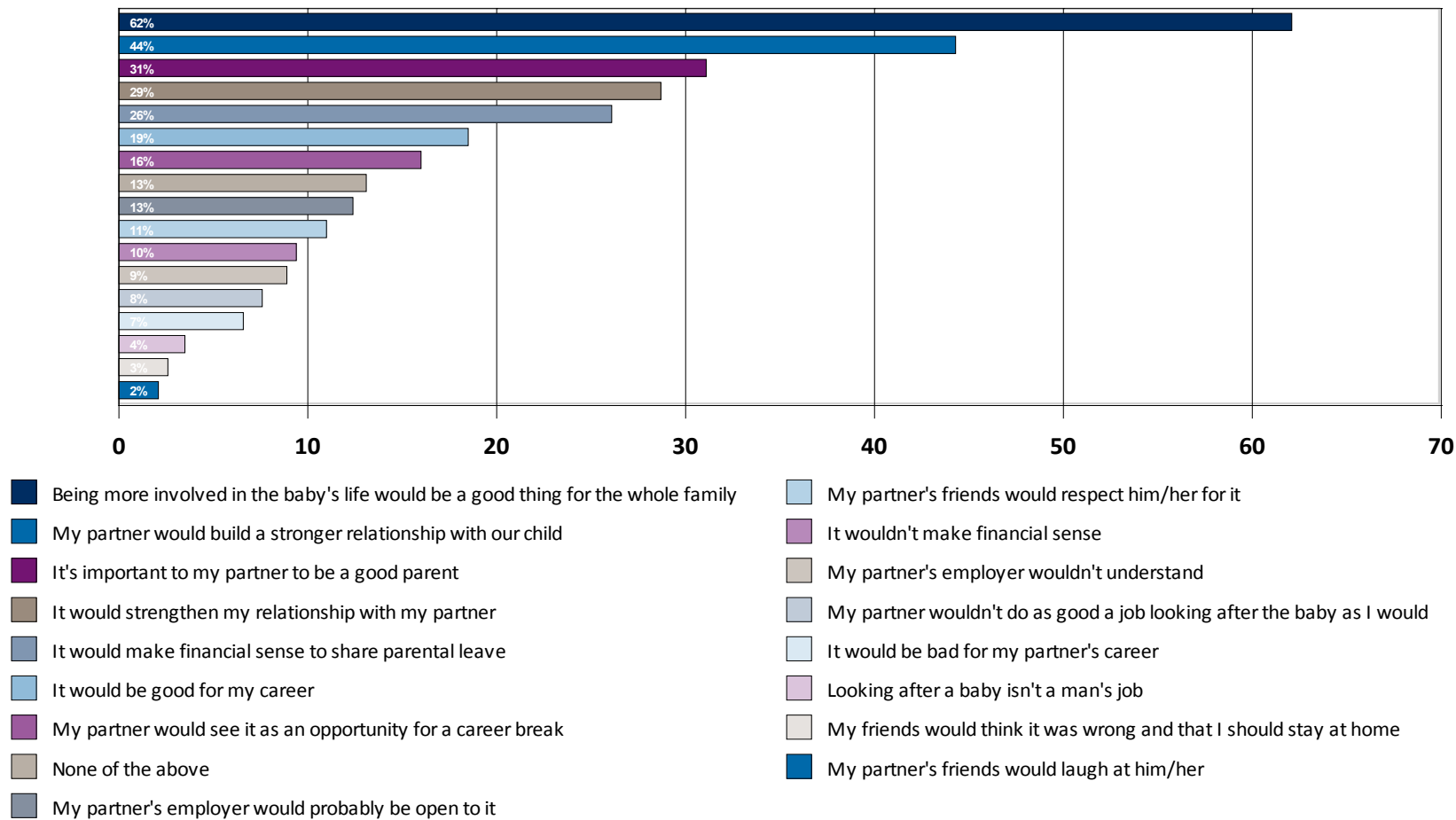
*Asked to females only*

| Absolute<br>Base %<br>Respondents   |                |
|---|----------------|
| Base  | 1345<br>100.0% |
| Q10   |                |
| Being more involved in the baby's life would be a good thing for the whole family | 837<br>62.2%   |
| My partner would build a stronger relationship with our child                     | 597<br>44.4%   |
| It's important to my partner to be a good parent                                  | 420<br>31.2%   |
| It would strengthen my relationship with my partner                               | 387<br>28.8%   |
| It would make financial sense to share parental leave                             | 352<br>26.2%   |
| It would be good for my career  | 250<br>18.6%   |
| My partner would see it as an opportunity for a career break                      | 217<br>16.1%   |
| None of the above   | 178<br>13.2%   |
| My partner's employer would probably be open to it                                | 168<br>12.5%   |
| My partner's friends would respect him/her for it                                 | 149<br>11.1%   |
| It wouldn't make financial sense  | 128<br>9.5%    |
| My partner's employer wouldn't understand   | 121<br>9.0%    |
| My partner wouldn't do as good a job looking after the baby as I would            | 104<br>7.7%    |
| It would be bad for my partner's career   | 90<br>6.7%     |
| Looking after a baby isn't a man's job  | 49<br>3.6%     |
| My friends would think it was wrong and that I should stay at home                | 36<br>2.7%     |
| My partner's friends would laugh at him/her                                       | 30<br>2.2%     |

## Question Ten

If you were to consider sharing parental leave with your partner, which of the following statements would you agree with?

*Asked to females only*



## Question Ten Cross Tabulation With Age

If you were to consider sharing parental leave with your partner, which of the following statements would you agree with?

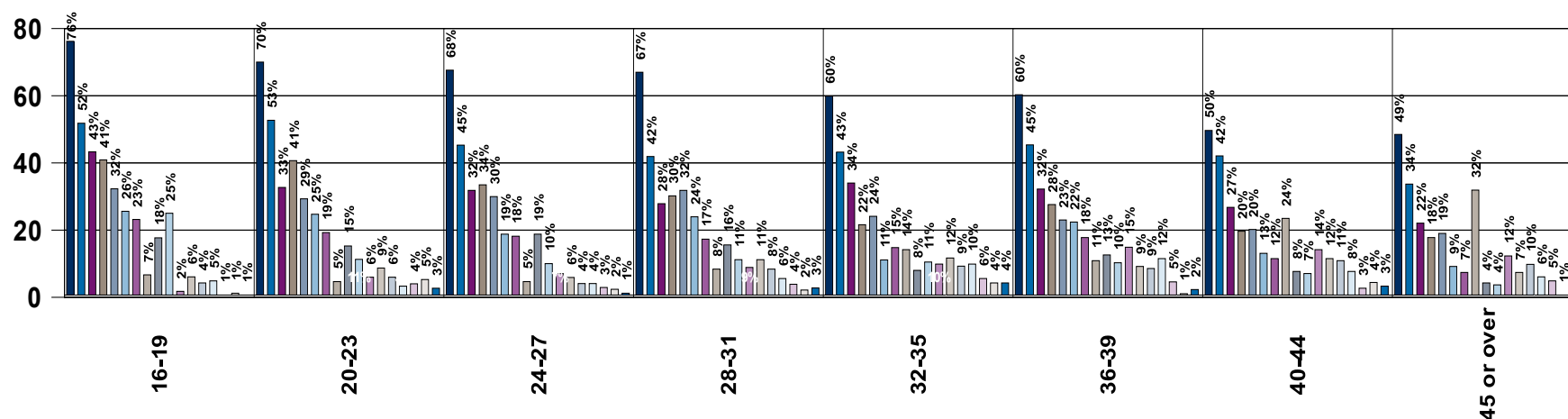
*Asked to females only*

| Absolute<br>Break %<br>Respondents  | Base         | Age          |              |              |              |             |              |             |             |
|---|--------------|--------------|--------------|--------------|--------------|-------------|--------------|-------------|-------------|
|   |              | 16-19        | 20-23        | 24-27        | 28-31        | 32-35       | 36-39        | 40-44       | 45 or over  |
| Base  | 1345         | 164          | 150          | 170          | 179          | 162         | 174          | 183         | 163         |
| Q10   |              |              |              |              |              |             |              |             |             |
| Being more involved in the baby's life would be a good thing for the whole family | 837<br>62.2% | 125<br>76.2% | 105<br>70.0% | 115<br>67.6% | 120<br>67.0% | 97<br>59.9% | 105<br>60.3% | 91<br>49.7% | 79<br>48.5% |
| My partner would build a stronger relationship with our child                     | 597<br>44.4% | 85<br>51.8%  | 79<br>52.7%  | 77<br>45.3%  | 75<br>41.9%  | 70<br>43.2% | 79<br>45.4%  | 77<br>42.1% | 55<br>33.7% |
| It's important to my partner to be a good parent                                  | 420<br>31.2% | 71<br>43.3%  | 49<br>32.7%  | 54<br>31.8%  | 50<br>27.9%  | 55<br>34.0% | 56<br>32.2%  | 49<br>26.8% | 36<br>22.1% |
| It would strengthen my relationship with my partner                               | 387<br>28.8% | 67<br>40.9%  | 61<br>40.7%  | 57<br>33.5%  | 54<br>30.2%  | 35<br>21.6% | 48<br>27.6%  | 36<br>19.7% | 29<br>17.8% |
| It would make financial sense to share parental leave                             | 352<br>26.2% | 53<br>32.3%  | 44<br>29.3%  | 51<br>30.0%  | 57<br>31.8%  | 39<br>24.1% | 40<br>23.0%  | 37<br>20.2% | 31<br>19.0% |
| It would be good for my career  | 250<br>18.6% | 42<br>25.6%  | 37<br>24.7%  | 32<br>18.8%  | 43<br>24.0%  | 18<br>11.1% | 39<br>22.4%  | 24<br>13.1% | 15<br>9.2%  |
| My partner would see it as an opportunity for a career break                      | 217<br>16.1% | 38<br>23.2%  | 29<br>19.3%  | 31<br>18.2%  | 31<br>17.3%  | 24<br>14.8% | 31<br>17.8%  | 21<br>11.5% | 12<br>7.4%  |
| None of the above   | 178<br>13.2% | 11<br>6.7%   | 7<br>4.7%    | 8<br>4.7%    | 15<br>8.4%   | 23<br>14.2% | 19<br>10.9%  | 43<br>23.5% | 52<br>31.9% |
| My partner's employer would probably be open to it                                | 168<br>12.5% | 29<br>17.7%  | 23<br>15.3%  | 32<br>18.8%  | 28<br>15.6%  | 13<br>8.0%  | 22<br>12.6%  | 14<br>7.7%  | 7<br>4.3%   |
| My partner's friends would respect him/her for it                                 | 149<br>11.1% | 41<br>25.0%  | 17<br>11.3%  | 17<br>10.0%  | 20<br>11.2%  | 17<br>10.5% | 18<br>10.3%  | 13<br>7.1%  | 6<br>3.7%   |
| It wouldn't make financial sense  | 128<br>9.5%  | 3<br>1.8%    | 9<br>6.0%    | 12<br>7.1%   | 16<br>8.9%   | 16<br>9.9%  | 26<br>14.9%  | 26<br>14.2% | 20<br>12.3% |
| My partner's employer wouldn't understand   | 121<br>9.0%  | 10<br>6.1%   | 13<br>8.7%   | 10<br>5.9%   | 20<br>11.2%  | 19<br>11.7% | 16<br>9.2%   | 21<br>11.5% | 12<br>7.4%  |
| My partner wouldn't do as good a job looking after the baby as I would            | 104<br>7.7%  | 7<br>4.3%    | 9<br>6.0%    | 7<br>4.1%    | 15<br>8.4%   | 15<br>9.3%  | 15<br>8.6%   | 20<br>10.9% | 16<br>9.8%  |
| It would be bad for my partner's career   | 90<br>6.7%   | 8<br>4.9%    | 5<br>3.3%    | 7<br>4.1%    | 10<br>5.6%   | 16<br>9.9%  | 20<br>11.5%  | 14<br>7.7%  | 10<br>6.1%  |
| Looking after a baby isn't a man's job  | 49<br>3.6%   | 1<br>0.6%    | 6<br>4.0%    | 5<br>2.9%    | 7<br>3.9%    | 9<br>5.6%   | 8<br>4.6%    | 5<br>2.7%   | 8<br>4.9%   |
| My friends would think it was wrong and that I should stay at home                | 36<br>2.7%   | 2<br>1.2%    | 8<br>5.3%    | 4<br>2.4%    | 4<br>2.2%    | 7<br>4.3%   | 2<br>1.1%    | 8<br>4.4%   | 1<br>0.6%   |
| My partner's friends would laugh at him/her                                       | 30<br>2.2%   | 1<br>0.6%    | 4<br>2.7%    | 2<br>1.2%    | 5<br>2.8%    | 7<br>4.3%   | 4<br>2.3%    | 6<br>3.3%   | 1<br>0.6%   |

## Question Ten Cross Tabulation With Age

If you were to consider sharing parental leave with your partner, which of the following statements would you agree with?

*Asked to females only*



### Age

- Being more involved in the baby's life would be a good thing for the whole family
- My partner would build a stronger relationship with our child
- It's important to my partner to be a good parent
- It would strengthen my relationship with my partner
- It would make financial sense to share parental leave
- It would be good for my career
- My partner would see it as an opportunity for a career break
- None of the above
- My partner's employer would probably be open to it
- My partner's friends would respect him/her for it
- It wouldn't make financial sense
- My partner's employer wouldn't understand
- My partner wouldn't do as good a job looking after the baby as I would
- It would be bad for my partner's career
- Looking after a baby isn't a man's job
- My friends would think it was wrong and that I should stay at home
- My partner's friends would laugh at him/her



## Question Ten Cross Tabulation With Region

If you were to consider sharing parental leave with your partner, which of the following statements would you agree with?

*Please see Excel spreadsheet. Asked to females only*

| Q10. If you were to consider sharing parental leave with your partner, which of the following statements would you agree with? |   |        |        |          |            |            |                  |          |            |            |        |           |        |
|--|---|--------|--------|----------|------------|------------|------------------|----------|------------|------------|--------|-----------|--------|
| Asked to females only  |   |        |        |          |            |            |                  |          |            |            |        |           |        |
|  | Base  | Region |        |          |            |            |                  |          |            |            |        |           |        |
|  |   | East   | London | Midlands | North East | North West | Northern Ireland | Scotland | South East | South West | Wales  | Yorkshire |        |
| Base   | 1345  | 115    | 192    | 242      | 66         | 154        | 24               | 92       | 162        | 103        | 73     | 122       |        |
| Q10  | Being more involved in the baby's life would be a good thing for the whole family | 837    | 77     | 131      | 156        | 41         | 82               | 17       | 60         | 101        | 57     | 41        | 74     |
|  |   | 62.20% | 67.00% | 68.20%   | 64.50%     | 62.10%     | 53.20%           | 70.80%   | 65.20%     | 62.30%     | 55.30% | 56.20%    | 60.70% |
|  | My partner would build a stronger relationship with our child                     | 597    | 44     | 77       | 102        | 34         | 65               | 15       | 48         | 77         | 43     | 39        | 53     |
|  |   | 44.40% | 38.30% | 40.10%   | 42.10%     | 51.50%     | 42.20%           | 62.50%   | 52.20%     | 47.50%     | 41.70% | 53.40%    | 43.40% |
|  | It's important to my partner to be a good parent                                  | 420    | 36     | 55       | 81         | 19         | 45               | 9        | 35         | 47         | 28     | 28        | 37     |
|  |   | 31.20% | 31.30% | 28.60%   | 33.50%     | 28.80%     | 29.20%           | 37.50%   | 38.00%     | 29.00%     | 27.20% | 38.40%    | 30.30% |
|  | It would strengthen my relationship with my partner                               | 387    | 29     | 54       | 74         | 20         | 41               | 9        | 31         | 49         | 23     | 18        | 39     |
|  |   | 28.80% | 25.20% | 28.10%   | 30.60%     | 30.30%     | 26.60%           | 37.50%   | 33.70%     | 30.20%     | 22.30% | 24.70%    | 32.00% |
|  | It would make financial sense to share parental leave                             | 352    | 25     | 53       | 58         | 16         | 44               | 9        | 26         | 48         | 16     | 21        | 36     |
|  |   | 26.20% | 21.70% | 27.60%   | 24.00%     | 24.20%     | 28.60%           | 37.50%   | 28.30%     | 29.60%     | 15.50% | 28.80%    | 29.50% |
|  | It would be good for my career  | 250    | 17     | 38       | 43         | 14         | 26               | 6        | 15         | 28         | 17     | 17        | 29     |
|  |   | 18.60% | 14.80% | 19.80%   | 17.80%     | 21.20%     | 16.90%           | 25.00%   | 16.30%     | 17.30%     | 16.50% | 23.30%    | 23.80% |
|  | My partner would see it as an opportunity for a career break                      | 217    | 21     | 31       | 37         | 10         | 26               | 6        | 15         | 26         | 10     | 12        | 23     |
|  |   | 16.10% | 18.30% | 16.10%   | 15.30%     | 15.20%     | 16.90%           | 25.00%   | 16.30%     | 16.00%     | 9.70%  | 16.40%    | 18.90% |
|  | None of the above   | 178    | 13     | 16       | 27         | 13         | 23               | 1        | 11         | 27         | 21     | 8         | 18     |
|  |   | 13.20% | 11.30% | 8.30%    | 11.20%     | 19.70%     | 14.90%           | 4.20%    | 12.00%     | 16.70%     | 20.40% | 11.00%    | 14.80% |
|  | My partner's employer would probably be open to it                                | 168    | 16     | 37       | 31         | 5          | 10               | 5        | 12         | 18         | 9      | 8         | 17     |
|  |   | 12.50% | 13.90% | 19.30%   | 12.80%     | 7.60%      | 6.50%            | 20.80%   | 13.00%     | 11.10%     | 8.70%  | 11.00%    | 13.90% |
|  | My partner's friends would respect him/her for it                                 | 149    | 14     | 28       | 25         | 9          | 14               | 4        | 10         | 14         | 13     | 3         | 15     |
|  |   | 11.10% | 12.20% | 14.60%   | 10.30%     | 13.60%     | 9.10%            | 16.70%   | 10.90%     | 8.60%      | 12.60% | 4.10%     | 12.30% |
|  | It wouldn't make financial sense  | 128    | 16     | 14       | 26         | 4          | 16               | 2        | 9          | 12         | 16     | 7         | 6      |
|  |   | 9.50%  | 13.90% | 7.30%    | 10.70%     | 6.10%      | 10.40%           | 8.30%    | 9.80%      | 7.40%      | 15.50% | 9.60%     | 4.90%  |
|  | My partner's employer wouldn't understand   | 121    | 11     | 16       | 28         | 6          | 13               | 4        | 7          | 13         | 8      | 6         | 9      |
|  |   | 9.00%  | 9.60%  | 8.30%    | 11.60%     | 9.10%      | 8.40%            | 16.70%   | 7.60%      | 8.00%      | 7.80%  | 8.20%     | 7.40%  |
|  | My partner wouldn't do as good a job looking after the baby as I would            | 104    | 9      | 9        | 21         | 8          | 15               | 2        | 4          | 16         | 6      | 4         | 10     |
|  |   | 7.70%  | 7.80%  | 4.70%    | 8.70%      | 12.10%     | 9.70%            | 8.30%    | 4.30%      | 9.90%      | 5.80%  | 5.50%     | 8.20%  |
|  | It would be bad for my partner's career   | 90     | 10     | 9        | 24         | 3          | 7                | -        | 2          | 15         | 9      | 3         | 8      |
|  |   | 6.70%  | 8.70%  | 4.70%    | 9.90%      | 4.50%      | 4.50%            | -        | 2.20%      | 9.30%      | 8.70%  | 4.10%     | 6.60%  |
|  | Looking after a baby isn't a man's job  | 49     | 4      | 3        | 11         | 1          | 10               | 2        | 1          | 7          | 5      | 2         | 3      |
|  |   | 3.60%  | 3.50%  | 1.60%    | 4.50%      | 1.50%      | 6.50%            | 8.30%    | 1.10%      | 4.30%      | 4.90%  | 2.70%     | 2.50%  |
|  | My friends would think it was wrong and that I should stay at home                | 36     | 2      | 4        | 10         | 2          | 3                | 1        | 1          | 6          | 1      | 3         | 3      |
|  |   | 2.70%  | 1.70%  | 2.10%    | 4.10%      | 3.00%      | 1.90%            | 4.20%    | 1.10%      | 3.70%      | 1.00%  | 4.10%     | 2.50%  |
|  | My partner's friends would laugh at him/her                                       | 30     | 3      | 4        | 9          | -          | 1                | 1        | 3          | 4          | 3      | -         | 2      |
|  |   | 2.20%  | 2.60%  | 2.10%    | 3.70%      | -          | 0.60%            | 4.20%    | 3.30%      | 2.50%      | 2.90%  | -         | 1.60%  |

## Question Ten Cross Tabulation With Employment Status

If you were to consider sharing parental leave with your partner, which of the following statements would you agree with?

*Please see Excel spreadsheet. Asked to females only*

| Q10. If you were to consider sharing parental leave with your partner, which of the following statements would you agree with? |   |        |                                   |                                   |   |  |                             |                      |         |        |
|--|---|--------|-----------------------------------|-----------------------------------|---|--|-----------------------------|----------------------|---------|--------|
| Asked to females only  |   |        |                                   |                                   |   |  |                             |                      |         |        |
|  |   | Base   | Employment Status                 |                                   |   |  |                             |                      |         |        |
|  |   |        | Work full time in a permanent job | Work part time in a permanent job | Contractor / freelancer / on a temporary contract | Currently on maternity / paternity leave | Currently on a career break | Currently unemployed | Retired | Other  |
| Base   |   | 1345   | 451                               | 312                               | 62  | 34                                       | 51                          | 245                  | 51      | 139    |
| Q10  | Being more involved in the baby's life would be a good thing for the whole family | 837    | 274                               | 202                               | 35  | 26                                       | 35                          | 156                  | 19      | 90     |
|  |   | 62.20% | 60.80%                            | 64.70%                            | 56.50%  | 76.50%                                   | 68.60%                      | 63.70%               | 37.30%  | 64.70% |
|  | My partner would build a stronger relationship with our child                     | 597    | 184                               | 137                               | 33  | 19                                       | 30                          | 111                  | 13      | 70     |
|  |   | 44.40% | 40.80%                            | 43.90%                            | 53.20%  | 55.90%                                   | 58.80%                      | 45.30%               | 25.50%  | 50.40% |
|  | It's important to my partner to be a good parent                                  | 420    | 111                               | 110                               | 21  | 14                                       | 25                          | 80                   | 9       | 50     |
|  |   | 31.20% | 24.60%                            | 35.30%                            | 33.90%  | 41.20%                                   | 49.00%                      | 32.70%               | 17.60%  | 36.00% |
|  | It would strengthen my relationship with my partner                               | 387    | 123                               | 86                                | 16  | 17                                       | 17                          | 78                   | 10      | 40     |
|  |   | 28.80% | 27.30%                            | 27.60%                            | 25.80%  | 50.00%                                   | 33.30%                      | 31.80%               | 19.60%  | 28.80% |
|  | It would make financial sense to share parental leave                             | 352    | 126                               | 76                                | 21  | 13                                       | 17                          | 52                   | 6       | 41     |
|  |   | 26.20% | 27.90%                            | 24.40%                            | 33.90%  | 38.20%                                   | 33.30%                      | 21.20%               | 11.80%  | 29.50% |
|  | It would be good for my career  | 250    | 91                                | 58                                | 14  | 14                                       | 13                          | 36                   | 3       | 21     |
|  |   | 18.60% | 20.20%                            | 18.60%                            | 22.60%  | 41.20%                                   | 25.50%                      | 14.70%               | 5.90%   | 15.10% |
|  | My partner would see it as an opportunity for a career break                      | 217    | 69                                | 51                                | 10  | 12                                       | 13                          | 38                   | 4       | 20     |
|  |   | 16.10% | 15.30%                            | 16.30%                            | 16.10%  | 35.30%                                   | 25.50%                      | 15.50%               | 7.80%   | 14.40% |
|  | None of the above   | 178    | 55                                | 31                                | 6   | -  | 3                           | 42                   | 20      | 21     |
|  |   | 13.20% | 12.20%                            | 9.90%                             | 9.70%   | -  | 5.90%                       | 17.10%               | 39.20%  | 15.10% |
|  | My partner's employer would probably be open to it                                | 168    | 80                                | 39                                | 9   | 9  | 4                           | 16                   | 1       | 10     |
|  |   | 12.50% | 17.70%                            | 12.50%                            | 14.50%  | 26.50%                                   | 7.80%                       | 6.50%                | 2.00%   | 7.20%  |
|  | My partner's friends would respect him/her for it                                 | 149    | 44                                | 36                                | 8   | 7  | 5                           | 29                   | 1       | 19     |
|  |   | 11.10% | 9.80%                             | 11.50%                            | 12.90%  | 20.60%                                   | 9.80%                       | 11.80%               | 2.00%   | 13.70% |
|  | It wouldn't make financial sense  | 128    | 37                                | 35                                | 3   | 3  | 10                          | 16                   | 9       | 15     |
|  |   | 9.50%  | 8.20%                             | 11.20%                            | 4.80%   | 8.80%                                    | 19.60%                      | 6.50%                | 17.60%  | 10.80% |
|  | My partner's employer wouldn't understand   | 121    | 44                                | 24                                | 4   | 3  | 9                           | 18                   | 5       | 14     |
|  |   | 9.00%  | 9.80%                             | 7.70%                             | 6.50%   | 8.80%                                    | 17.60%                      | 7.30%                | 9.80%   | 10.10% |
|  | My partner wouldn't do as good a job looking after the baby as I would            | 104    | 29                                | 29                                | 5   | 3  | 8                           | 12                   | 4       | 14     |
|  |   | 7.70%  | 6.40%                             | 9.30%                             | 8.10%   | 8.80%                                    | 15.70%                      | 4.90%                | 7.80%   | 10.10% |
|  | It would be bad for my partner's career   | 90     | 23                                | 22                                | 3   | 2  | 9                           | 14                   | 4       | 13     |
|  |   | 6.70%  | 5.10%                             | 7.10%                             | 4.80%   | 5.90%                                    | 17.60%                      | 5.70%                | 7.80%   | 9.40%  |
|  | Looking after a baby isn't a man's job  | 49     | 11                                | 11                                | 4   | 1  | 5                           | 6                    | 2       | 9      |
|  |   | 3.60%  | 2.40%                             | 3.50%                             | 6.50%   | 2.90%                                    | 9.80%                       | 2.40%                | 3.90%   | 6.50%  |
|  | My friends would think it was wrong and that I should stay at home                | 36     | 10                                | 11                                | 1   | 2  | 2                           | 6                    | -       | 4      |
|  |   | 2.70%  | 2.20%                             | 3.50%                             | 1.60%   | 5.90%                                    | 3.90%                       | 2.40%                | -       | 2.90%  |
|  | My partner's friends would laugh at him/her                                       | 30     | 9                                 | 8                                 | 2   | 1  | 3                           | 4                    | -       | 3      |
|  |   | 2.20%  | 2.00%                             | 2.60%                             | 3.20%   | 2.90%                                    | 5.90%                       | 1.60%                | -       | 2.20%  |

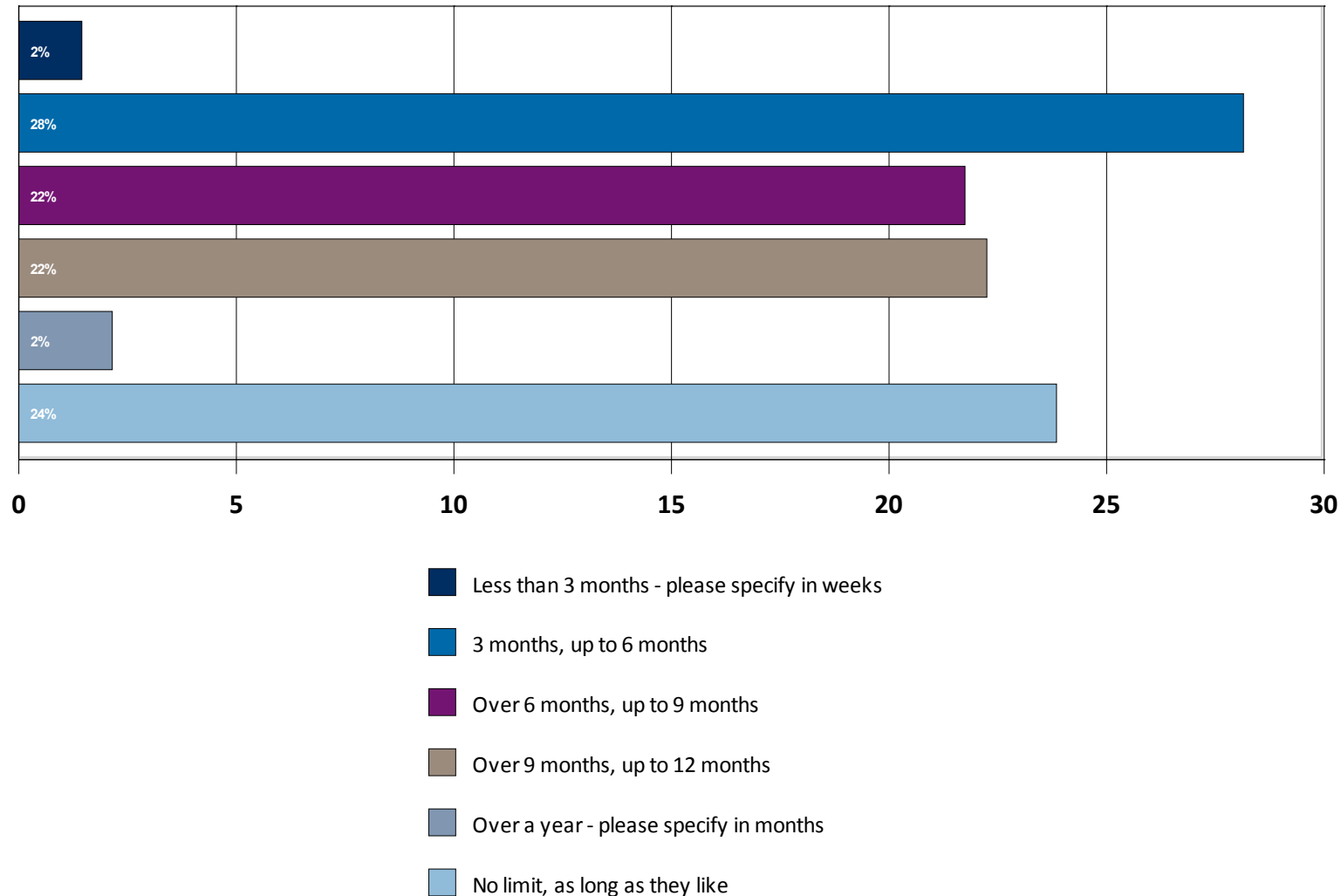
## Question Eleven

How much time do you think it's acceptable for women to take off work after having a baby?

|  |                |
|--|----------------|
| Absolute<br>Base %<br>Respondents                  |                |
| Base   | 2138<br>100.0% |
|  |                |
| Mean   | 7.8            |
| Q11  |                |
| Less than 3 months -<br>please specify in<br>weeks | 33<br>1.5%     |
| 3 months, up to 6<br>months                        | 603<br>28.2%   |
| Over 6 months, up to<br>9 months                   | 467<br>21.8%   |
| Over 9 months, up to<br>12 months                  | 476<br>22.3%   |
| Over a year - please<br>specify in months          | 47<br>2.2%     |
| No limit, as long as<br>they like                  | 512<br>23.9%   |

## Question Eleven

How much time do you think it's acceptable for women to take off work after having a baby?



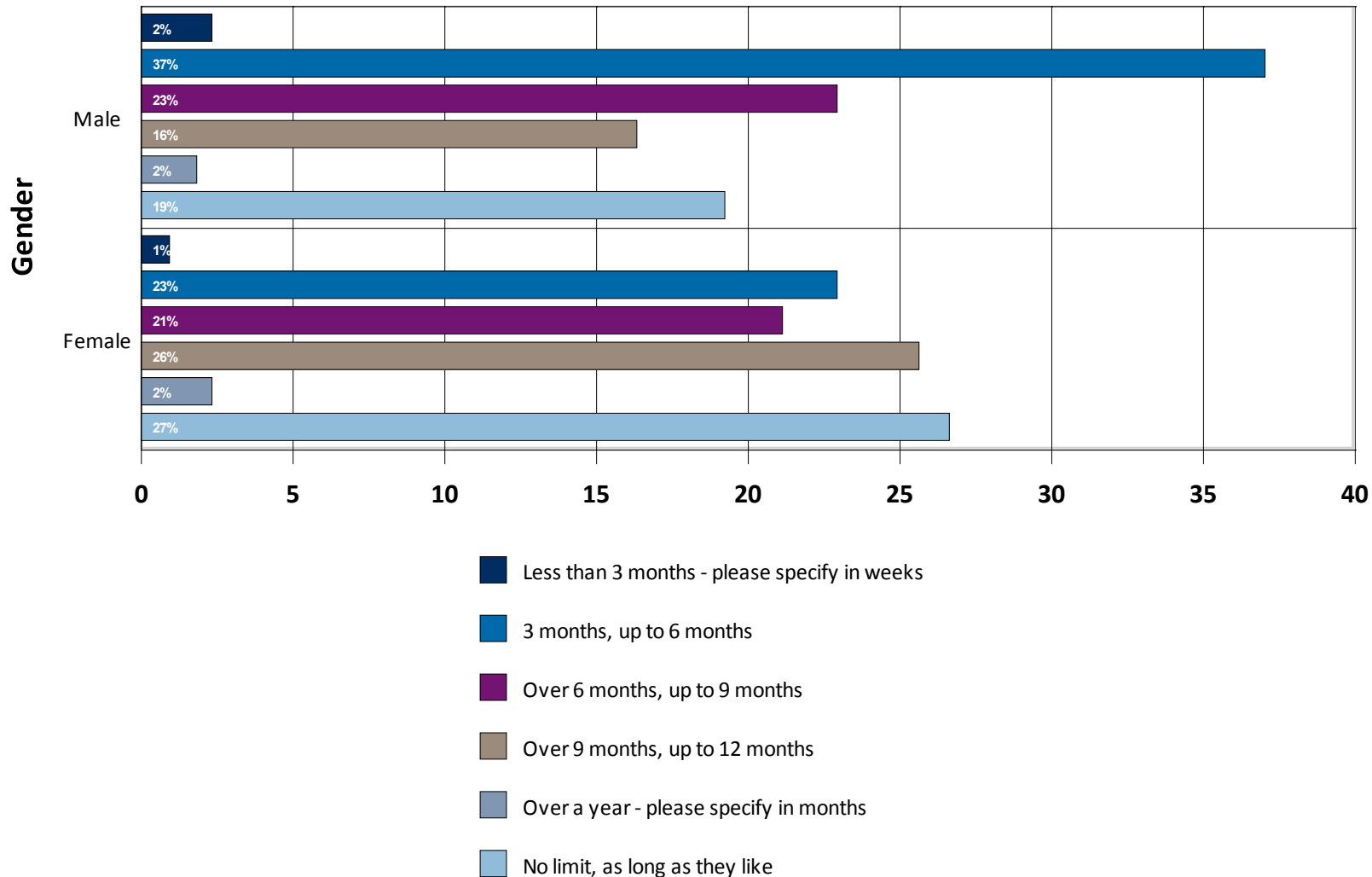
## Question Eleven Cross Tabulation With Gender

How much time do you think it's acceptable for women to take off work after having a baby?

| Absolute<br>Break %<br>Respondents                 | Base         | Gender       |              |
|--|--------------|--------------|--------------|
|  |              | Male         | Female       |
| Base   | 2138         | 793          | 1345         |
| Mean   | 7.8          | 7.1          | 8.2          |
| Q11  |              |              |              |
| Less than 3 months -<br>please specify in<br>weeks | 33<br>1.5%   | 19<br>2.4%   | 14<br>1.0%   |
| 3 months, up to 6<br>months                        | 603<br>28.2% | 294<br>37.1% | 309<br>23.0% |
| Over 6 months, up to<br>9 months                   | 467<br>21.8% | 182<br>23.0% | 285<br>21.2% |
| Over 9 months, up to<br>12 months                  | 476<br>22.3% | 130<br>16.4% | 346<br>25.7% |
| Over a year - please<br>specify in months          | 47<br>2.2%   | 15<br>1.9%   | 32<br>2.4%   |
| No limit, as long as<br>they like                  | 512<br>23.9% | 153<br>19.3% | 359<br>26.7% |

## Question Eleven Cross Tabulation With Gender

How much time do you think it's acceptable for women to take off work after having a baby?



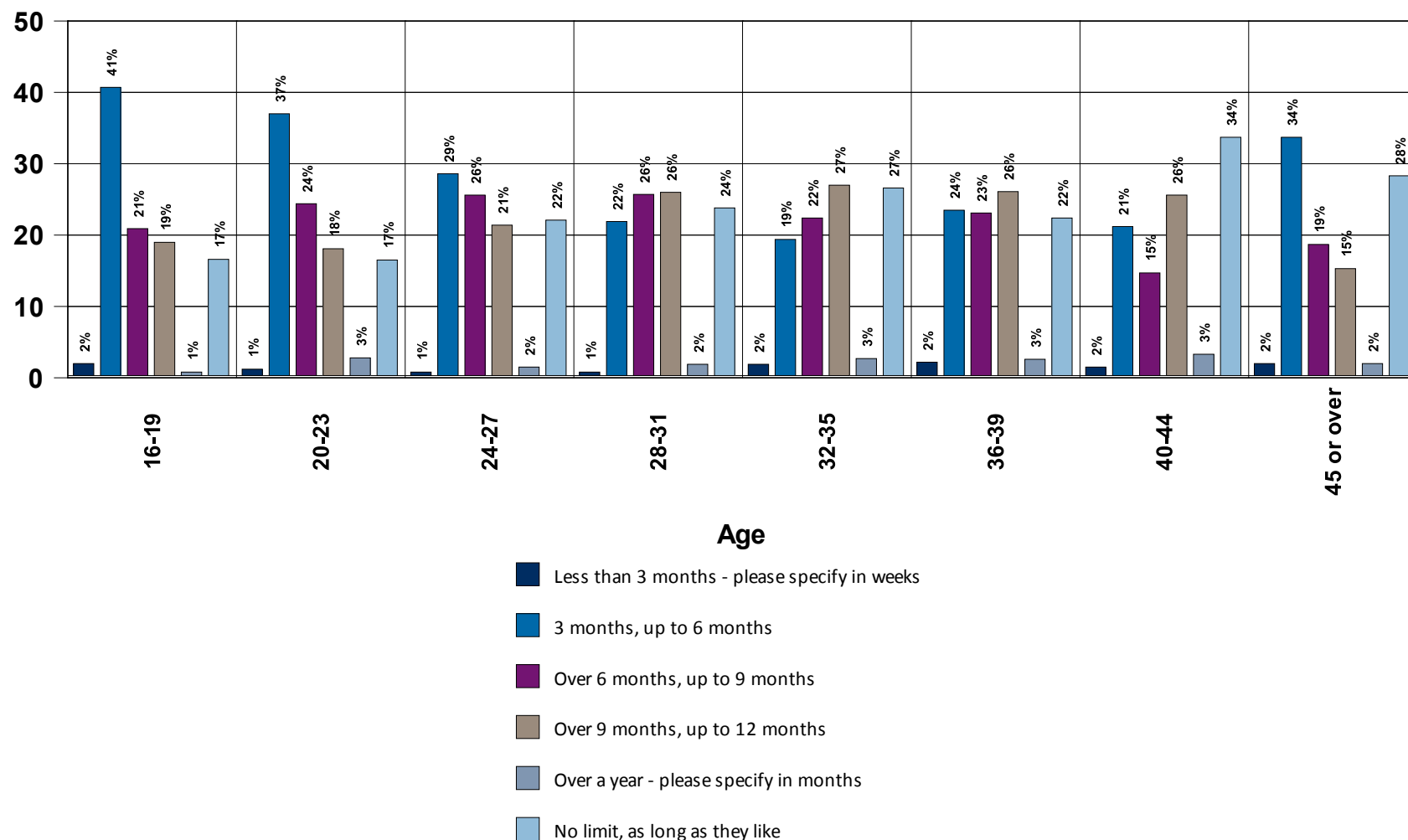
## Question Eleven Cross Tabulation With Age

How much time do you think it's acceptable for women to take off work after having a baby?

| Absolute<br>Break %<br>Respondents                 | Base         | Age          |             |             |             |             |             |             |               |
|--|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
|  |              | 16-19        | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or<br>over |
| Base   | 2138         | 253          | 254         | 262         | 265         | 263         | 268         | 273         | 300           |
| Mean   | 7.8          | 6.8          | 7.4         | 7.6         | 8.1         | 8.4         | 8.2         | 8.6         | 7.2           |
| Q11  |              |              |             |             |             |             |             |             |               |
| Less than 3 months -<br>please specify in<br>weeks | 33<br>1.5%   | 5<br>2.0%    | 3<br>1.2%   | 2<br>0.8%   | 2<br>0.8%   | 5<br>1.9%   | 6<br>2.2%   | 4<br>1.5%   | 6<br>2.0%     |
| 3 months, up to 6<br>months                        | 603<br>28.2% | 103<br>40.7% | 94<br>37.0% | 75<br>28.6% | 58<br>21.9% | 51<br>19.4% | 63<br>23.5% | 58<br>21.2% | 101<br>33.7%  |
| Over 6 months, up to<br>9 months                   | 467<br>21.8% | 53<br>20.9%  | 62<br>24.4% | 67<br>25.6% | 68<br>25.7% | 59<br>22.4% | 62<br>23.1% | 40<br>14.7% | 56<br>18.7%   |
| Over 9 months, up to<br>12 months                  | 476<br>22.3% | 48<br>19.0%  | 46<br>18.1% | 56<br>21.4% | 69<br>26.0% | 71<br>27.0% | 70<br>26.1% | 70<br>25.6% | 46<br>15.3%   |
| Over a year - please<br>specify in months          | 47<br>2.2%   | 2<br>0.8%    | 7<br>2.8%   | 4<br>1.5%   | 5<br>1.9%   | 7<br>2.7%   | 7<br>2.6%   | 9<br>3.3%   | 6<br>2.0%     |
| No limit, as long as<br>they like                  | 512<br>23.9% | 42<br>16.6%  | 42<br>16.5% | 58<br>22.1% | 63<br>23.8% | 70<br>26.6% | 60<br>22.4% | 92<br>33.7% | 85<br>28.3%   |

## Question Eleven Cross Tabulation With Age

How much time do you think it's acceptable for women to take off work after having a baby?





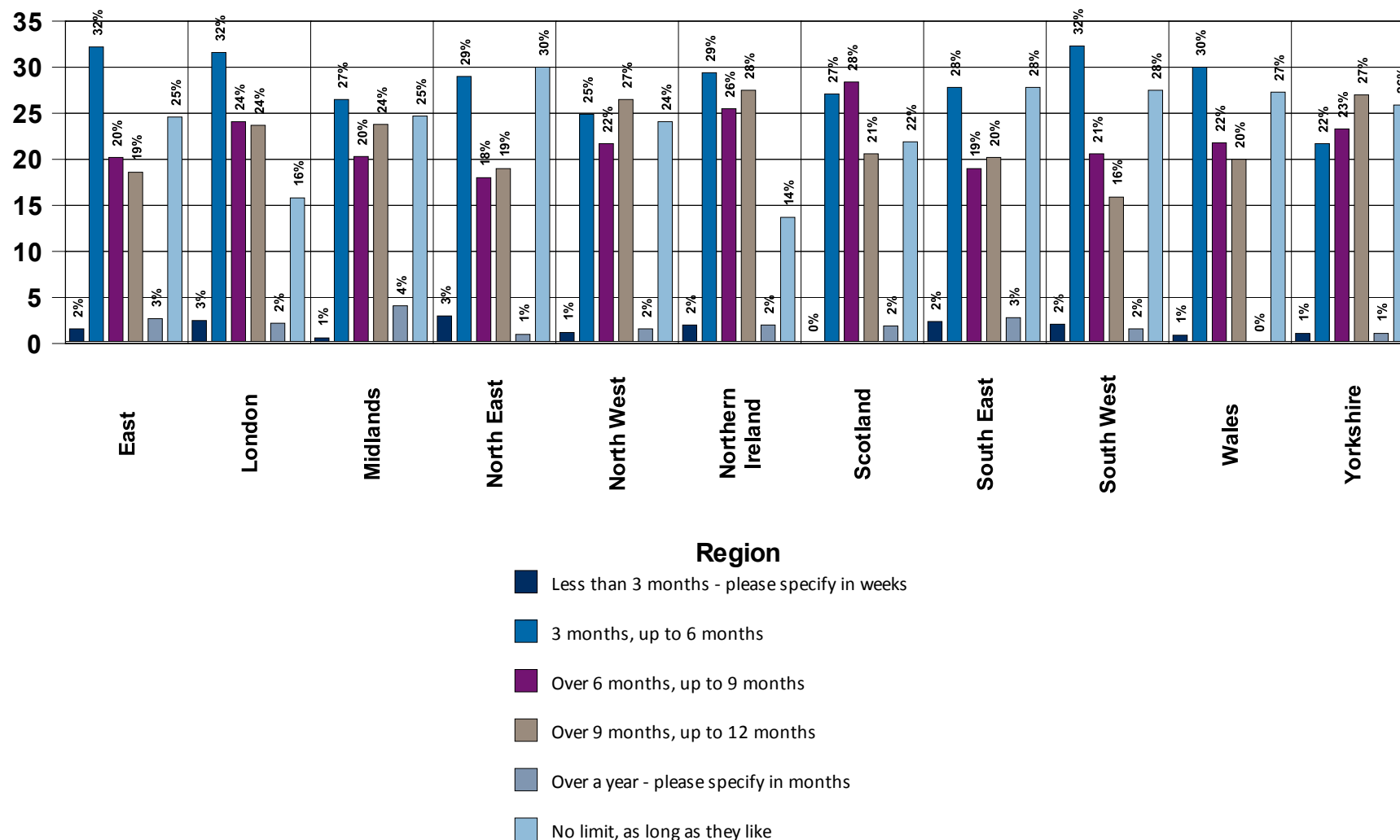
## Question Eleven Cross Tabulation With Region

How much time do you think it's acceptable for women to take off work after having a baby?

| Absolute<br>Break %<br>Respondents                 | Base         | Region      |              |             |               |               |                     |             |               |               |             |             |
|--|--------------|-------------|--------------|-------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|  |              | East        | London       | Midlands    | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base   | 2138         | 183         | 316          | 344         | 100           | 249           | 51                  | 155         | 252           | 189           | 110         | 189         |
|  |              |             |              |             |               |               |                     |             |               |               |             |             |
| Mean   | 7.8          | 7.6         | 7.6          | 8.5         | 7.1           | 7.9           | 7.8                 | 7.8         | 7.8           | 7.1           | 7.0         | 7.9         |
| Q11  |              |             |              |             |               |               |                     |             |               |               |             |             |
| Less than 3 months -<br>please specify in<br>weeks | 33<br>1.5%   | 3<br>1.6%   | 8<br>2.5%    | 2<br>0.6%   | 3<br>3.0%     | 3<br>1.2%     | 1<br>2.0%           | -<br>-      | 6<br>2.4%     | 4<br>2.1%     | 1<br>0.9%   | 2<br>1.1%   |
| 3 months, up to 6<br>months                        | 603<br>28.2% | 59<br>32.2% | 100<br>31.6% | 91<br>26.5% | 29<br>29.0%   | 62<br>24.9%   | 15<br>29.4%         | 42<br>27.1% | 70<br>27.8%   | 61<br>32.3%   | 33<br>30.0% | 41<br>21.7% |
| Over 6 months, up to<br>9 months                   | 467<br>21.8% | 37<br>20.2% | 76<br>24.1%  | 70<br>20.3% | 18<br>18.0%   | 54<br>21.7%   | 13<br>25.5%         | 44<br>28.4% | 48<br>19.0%   | 39<br>20.6%   | 24<br>21.8% | 44<br>23.3% |
| Over 9 months, up to<br>12 months                  | 476<br>22.3% | 34<br>18.6% | 75<br>23.7%  | 82<br>23.8% | 19<br>19.0%   | 66<br>26.5%   | 14<br>27.5%         | 32<br>20.6% | 51<br>20.2%   | 30<br>15.9%   | 22<br>20.0% | 51<br>27.0% |
| Over a year - please<br>specify in months          | 47<br>2.2%   | 5<br>2.7%   | 7<br>2.2%    | 14<br>4.1%  | 1<br>1.0%     | 4<br>1.6%     | 1<br>2.0%           | 3<br>1.9%   | 7<br>2.8%     | 3<br>1.6%     | -<br>-      | 2<br>1.1%   |
| No limit, as long as<br>they like                  | 512<br>23.9% | 45<br>24.6% | 50<br>15.8%  | 85<br>24.7% | 30<br>30.0%   | 60<br>24.1%   | 7<br>13.7%          | 34<br>21.9% | 70<br>27.8%   | 52<br>27.5%   | 30<br>27.3% | 49<br>25.9% |

## Question Eleven Cross Tabulation With Region

How much time do you think it's acceptable for women to take off work after having a baby?



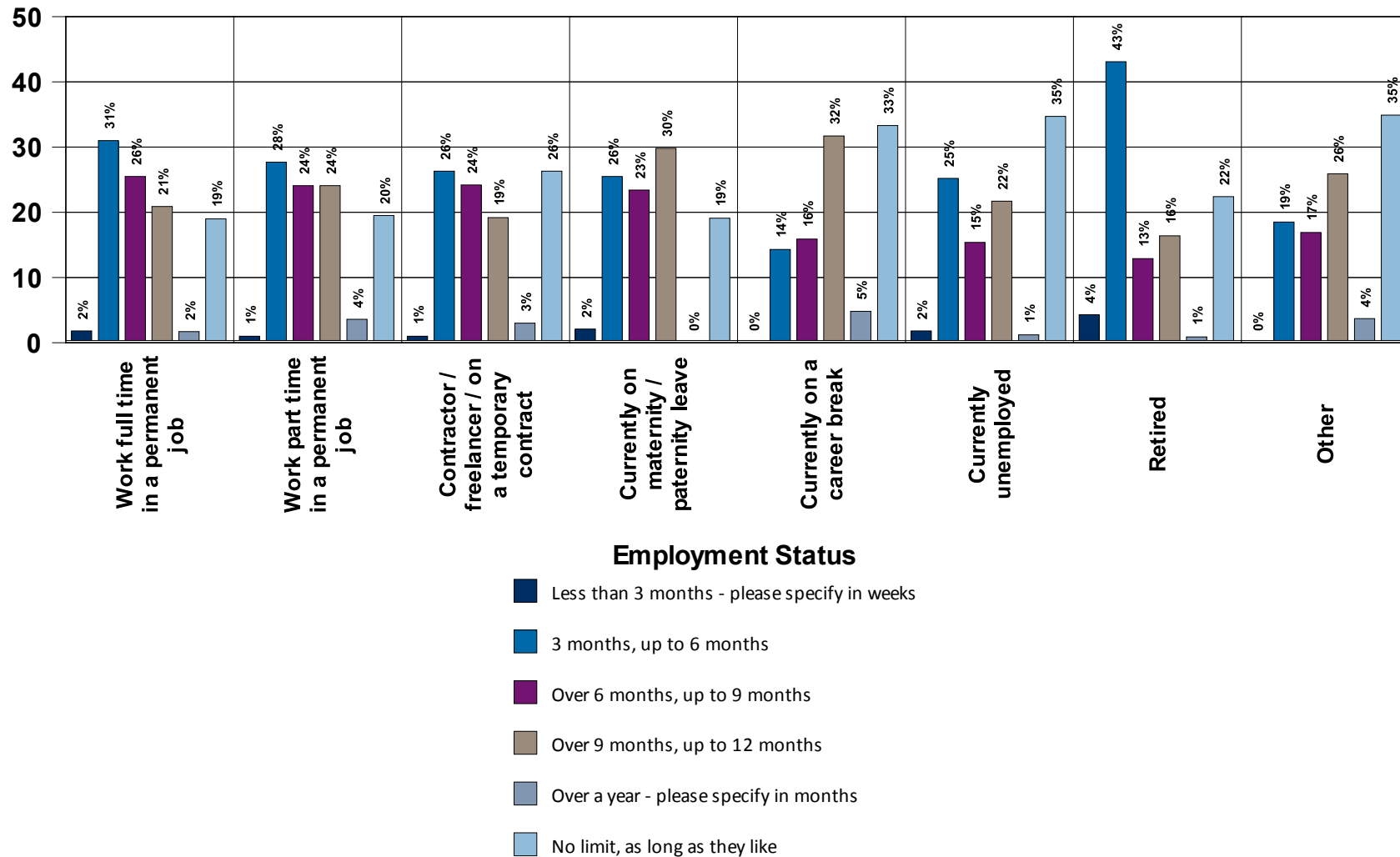
## Question Eleven Cross Tabulation With Employment Status

How much time do you think it's acceptable for women to take off work after having a baby?

| Absolute<br>Break %<br>Respondents                 | Base         | Employment Status                          |  |   |   |                                |                         |             |             |
|--|--------------|--|--|---|---|--------------------------------|-------------------------|-------------|-------------|
|  |              | Work full<br>time in a<br>permanent<br>job | Work part<br>time in a<br>permanent<br>job | Contractor /<br>freelancer /<br>on a<br>temporary<br>contract | Currently on<br>maternity /<br>paternity<br>leave | Currently on a<br>career break | Currently<br>unemployed | Retired     | Other       |
| Base   | 2138         | 893  | 394  | 99  | 47  | 63                             | 337                     | 116         | 189         |
| Mean   | 7.8          | 7.4  | 8.2  | 8.0   | 7.5   | 9.8                            | 7.6                     | 6.4         | 9.1         |
| Q11  |              |  |  |   |   |                                |                         |             |             |
| Less than 3 months -<br>please specify in<br>weeks | 33<br>1.5%   | 16<br>1.8%                                 | 4<br>1.0%                                  | 1<br>1.0%   | 1<br>2.1%   | -<br>-                         | 6<br>1.8%               | 5<br>4.3%   | -<br>-      |
| 3 months, up to 6<br>months                        | 603<br>28.2% | 277<br>31.0%                               | 109<br>27.7%                               | 26<br>26.3%   | 12<br>25.5%                                       | 9<br>14.3%                     | 85<br>25.2%             | 50<br>43.1% | 35<br>18.5% |
| Over 6 months, up to<br>9 months                   | 467<br>21.8% | 228<br>25.5%                               | 95<br>24.1%                                | 24<br>24.2%   | 11<br>23.4%                                       | 10<br>15.9%                    | 52<br>15.4%             | 15<br>12.9% | 32<br>16.9% |
| Over 9 months, up to<br>12 months                  | 476<br>22.3% | 187<br>20.9%                               | 95<br>24.1%                                | 19<br>19.2%   | 14<br>29.8%                                       | 20<br>31.7%                    | 73<br>21.7%             | 19<br>16.4% | 49<br>25.9% |
| Over a year - please<br>specify in months          | 47<br>2.2%   | 15<br>1.7%                                 | 14<br>3.6%                                 | 3<br>3.0%   | -<br>-  | 3<br>4.8%                      | 4<br>1.2%               | 1<br>0.9%   | 7<br>3.7%   |
| No limit, as long as<br>they like                  | 512<br>23.9% | 170<br>19.0%                               | 77<br>19.5%                                | 26<br>26.3%   | 9<br>19.1%  | 21<br>33.3%                    | 117<br>34.7%            | 26<br>22.4% | 66<br>34.9% |

## Question Eleven Cross Tabulation With Employment Status

How much time do you think it's acceptable for women to take off work after having a baby?



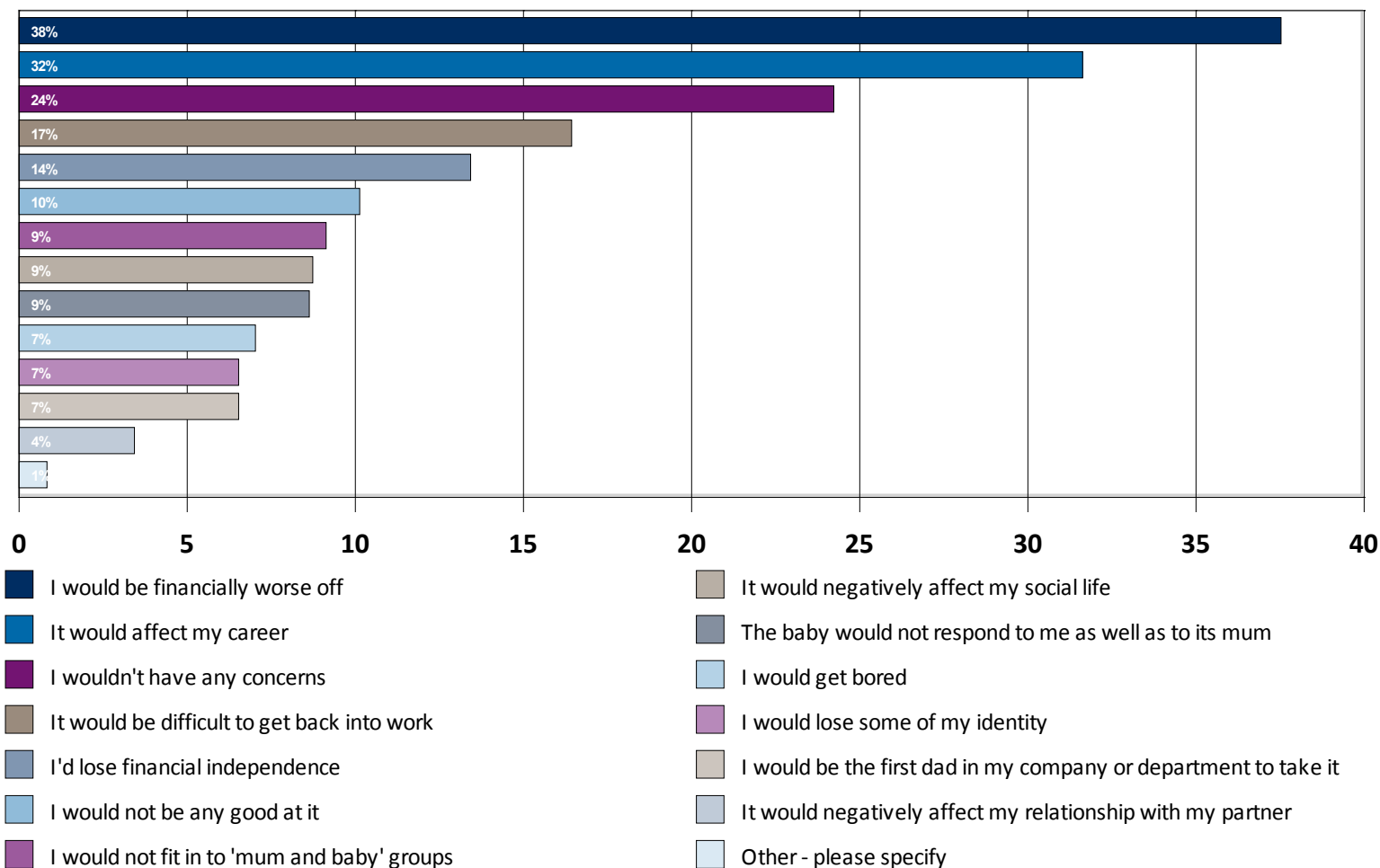
## Question Twelve

If you took shared parental leave to look after a baby, what would your main concerns be? – *Asked to males only*

| Absolute<br>Base %<br>Respondents                               |               |
|---|---------------|
| Base  | 793<br>100.0% |
| Q12   |               |
| I would be financially worse off                                | 298<br>37.6%  |
| It would affect my career                                       | 251<br>31.7%  |
| I wouldn't have any concerns                                    | 193<br>24.3%  |
| It would be difficult to get back into work                     | 131<br>16.5%  |
| I'd lose financial independence                                 | 107<br>13.5%  |
| I would not be any good at it                                   | 81<br>10.2%   |
| I would not fit in to 'mum and baby' groups                     | 73<br>9.2%    |
| It would negatively affect my social life                       | 70<br>8.8%    |
| The baby would not respond to me as well as to its mum          | 69<br>8.7%    |
| I would get bored   | 56<br>7.1%    |
| I would lose some of my identity                                | 52<br>6.6%    |
| I would be the first dad in my company or department to take it | 52<br>6.6%    |
| It would negatively affect my relationship with my partner      | 28<br>3.5%    |
| Other - please specify  | 7<br>0.9%     |

## Question Twelve

If you took shared parental leave to look after a baby, what would your main concerns be? – *Asked to males only*



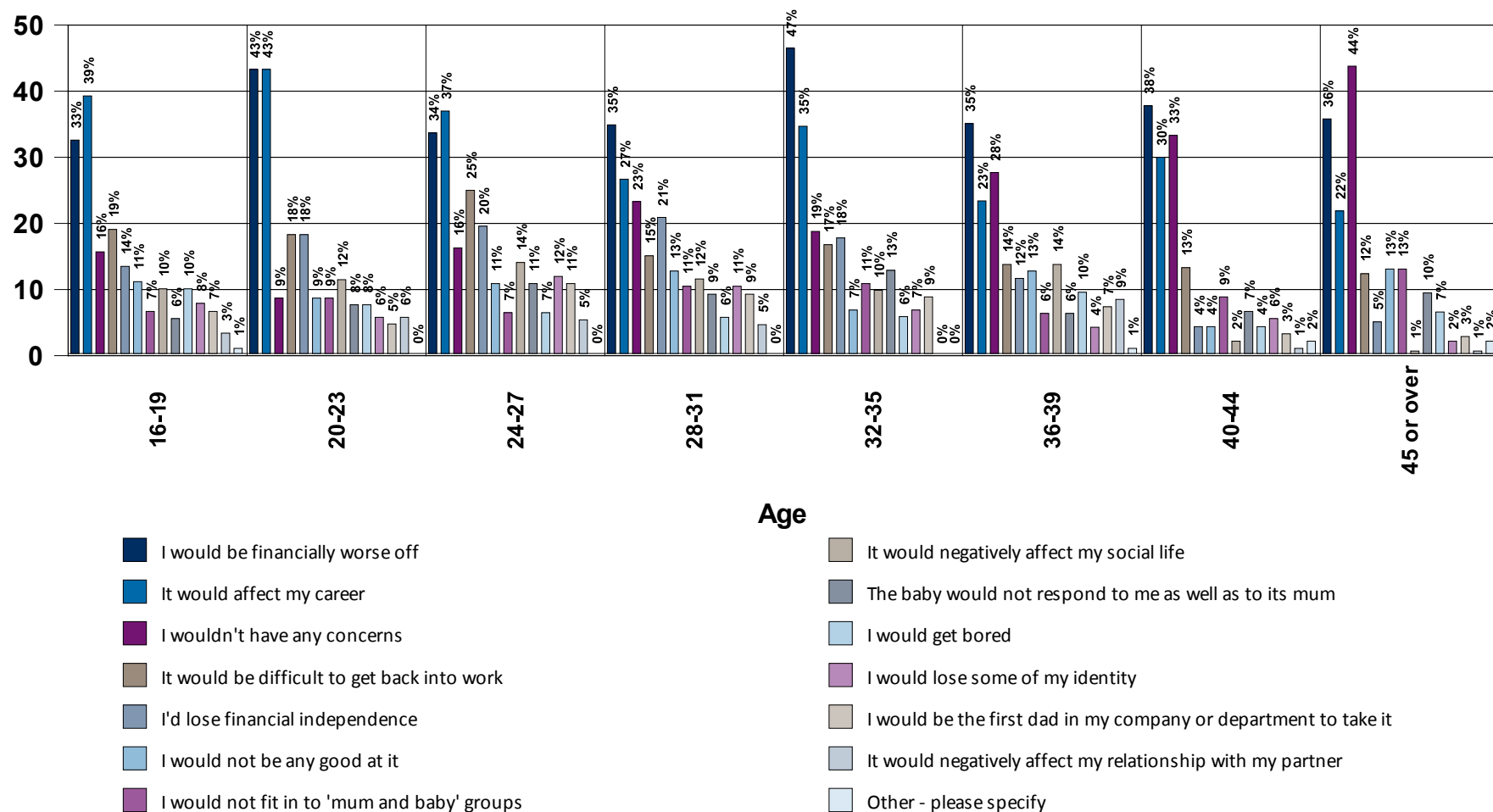
## Question Twelve Cross Tabulation With Age

If you took shared parental leave to look after a baby, what would your main concerns be? – *Asked to males only*

| Absolute<br>Break %<br>Respondents                              | Base         | Age         |             |             |             |             |             |             |             |
|---|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|   |              | 16-19       | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or over  |
| Base  | 793          | 89          | 104         | 92          | 86          | 101         | 94          | 90          | 137         |
| Q12   |              |             |             |             |             |             |             |             |             |
| I would be financially worse off                                | 298<br>37.6% | 29<br>32.6% | 45<br>43.3% | 31<br>33.7% | 30<br>34.9% | 47<br>46.5% | 33<br>35.1% | 34<br>37.8% | 49<br>35.8% |
| It would affect my career                                       | 251<br>31.7% | 35<br>39.3% | 45<br>43.3% | 34<br>37.0% | 23<br>26.7% | 35<br>34.7% | 22<br>23.4% | 27<br>30.0% | 30<br>21.9% |
| I wouldn't have any concerns                                    | 193<br>24.3% | 14<br>15.7% | 9<br>8.7%   | 15<br>16.3% | 20<br>23.3% | 19<br>18.8% | 26<br>27.7% | 30<br>33.3% | 60<br>43.8% |
| It would be difficult to get back into work                     | 131<br>16.5% | 17<br>19.1% | 19<br>18.3% | 23<br>25.0% | 13<br>15.1% | 17<br>16.8% | 13<br>13.8% | 12<br>13.3% | 17<br>12.4% |
| I'd lose financial independence                                 | 107<br>13.5% | 12<br>13.5% | 19<br>18.3% | 18<br>19.6% | 18<br>20.9% | 18<br>17.8% | 11<br>11.7% | 4<br>4.4%   | 7<br>5.1%   |
| I would not be any good at it                                   | 81<br>10.2%  | 10<br>11.2% | 9<br>8.7%   | 10<br>10.9% | 11<br>12.8% | 7<br>6.9%   | 12<br>12.8% | 4<br>4.4%   | 18<br>13.1% |
| I would not fit in to 'mum and baby' groups                     | 73<br>9.2%   | 6<br>6.7%   | 9<br>8.7%   | 6<br>6.5%   | 9<br>10.5%  | 11<br>10.9% | 6<br>6.4%   | 8<br>8.9%   | 18<br>13.1% |
| It would negatively affect my social life                       | 70<br>8.8%   | 9<br>10.1%  | 12<br>11.5% | 13<br>14.1% | 10<br>11.6% | 10<br>9.9%  | 13<br>13.8% | 2<br>2.2%   | 1<br>0.7%   |
| The baby would not respond to me as well as to its mum          | 69<br>8.7%   | 5<br>5.6%   | 8<br>7.7%   | 10<br>10.9% | 8<br>9.3%   | 13<br>12.9% | 6<br>6.4%   | 6<br>6.7%   | 13<br>9.5%  |
| I would get bored   | 56<br>7.1%   | 9<br>10.1%  | 8<br>7.7%   | 6<br>6.5%   | 5<br>5.8%   | 6<br>5.9%   | 9<br>9.6%   | 4<br>4.4%   | 9<br>6.6%   |
| I would lose some of my identity                                | 52<br>6.6%   | 7<br>7.9%   | 6<br>5.8%   | 11<br>12.0% | 9<br>10.5%  | 7<br>6.9%   | 4<br>4.3%   | 5<br>5.6%   | 3<br>2.2%   |
| I would be the first dad in my company or department to take it | 52<br>6.6%   | 6<br>6.7%   | 5<br>4.8%   | 10<br>10.9% | 8<br>9.3%   | 9<br>8.9%   | 7<br>7.4%   | 3<br>3.3%   | 4<br>2.9%   |
| It would negatively affect my relationship with my partner      | 28<br>3.5%   | 3<br>3.4%   | 6<br>5.8%   | 5<br>5.4%   | 4<br>4.7%   | -<br>-      | 8<br>8.5%   | 1<br>1.1%   | 1<br>0.7%   |
| Other - please specify  | 7<br>0.9%    | 1<br>1.1%   | -<br>-      | -<br>-      | -<br>-      | -<br>-      | 1<br>1.1%   | 2<br>2.2%   | 3<br>2.2%   |

## Question Twelve Cross Tabulation With Age

If you took shared parental leave to look after a baby, what would your main concerns be? – *Asked to males only*





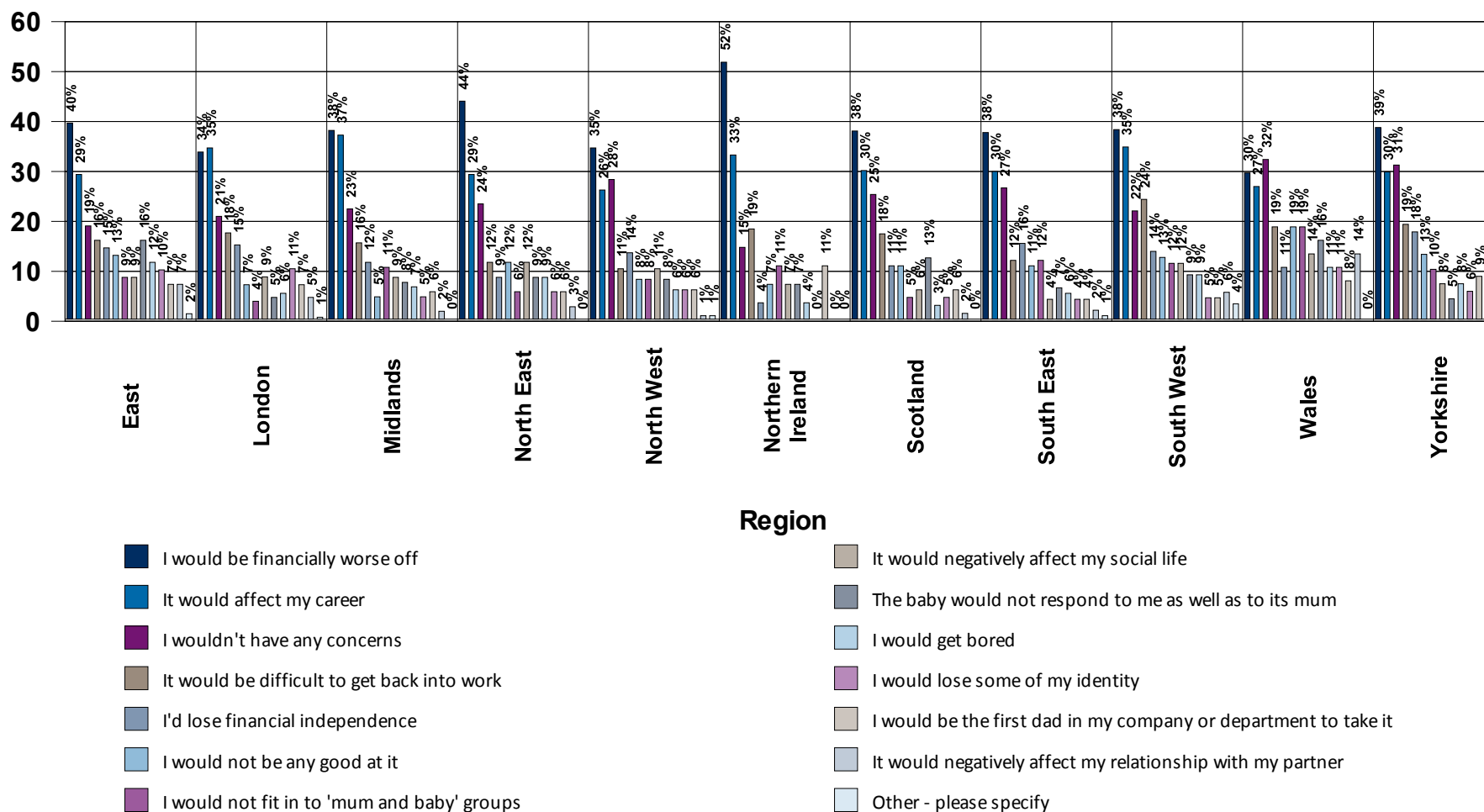
## Question Twelve Cross Tabulation With Region

If you took shared parental leave to look after a baby, what would your main concerns be? – *Asked to males only*

| Absolute<br>Break %<br>Respondents                              | Base         | Region      |             |             |               |               |                     |             |               |               |             |             |
|---|--------------|-------------|-------------|-------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|   |              | East        | London      | Midlands    | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base  | 793          | 68          | 124         | 102         | 34            | 95            | 27                  | 63          | 90            | 86            | 37          | 67          |
| Q12   |              |             |             |             |               |               |                     |             |               |               |             |             |
| I would be financially worse off                                | 298<br>37.6% | 27<br>39.7% | 42<br>33.9% | 39<br>38.2% | 15<br>44.1%   | 33<br>34.7%   | 14<br>51.9%         | 24<br>38.1% | 34<br>37.8%   | 33<br>38.4%   | 11<br>29.7% | 26<br>38.8% |
| It would affect my career                                       | 251<br>31.7% | 20<br>29.4% | 43<br>34.7% | 38<br>37.3% | 10<br>29.4%   | 25<br>26.3%   | 9<br>33.3%          | 19<br>30.2% | 27<br>30.0%   | 30<br>34.9%   | 10<br>27.0% | 20<br>29.9% |
| I wouldn't have any concerns                                    | 193<br>24.3% | 13<br>19.1% | 26<br>21.0% | 23<br>22.5% | 8<br>23.5%    | 27<br>28.4%   | 4<br>14.8%          | 16<br>25.4% | 24<br>26.7%   | 19<br>22.1%   | 12<br>32.4% | 21<br>31.3% |
| It would be difficult to get back into work                     | 131<br>16.5% | 11<br>16.2% | 22<br>17.7% | 16<br>15.7% | 4<br>11.8%    | 10<br>10.5%   | 5<br>18.5%          | 11<br>17.5% | 11<br>12.2%   | 21<br>24.4%   | 7<br>18.9%  | 13<br>19.4% |
| I'd lose financial independence                                 | 107<br>13.5% | 10<br>14.7% | 19<br>15.3% | 12<br>11.8% | 3<br>8.8%     | 13<br>13.7%   | 1<br>3.7%           | 7<br>11.1%  | 14<br>15.6%   | 12<br>14.0%   | 4<br>10.8%  | 12<br>17.9% |
| I would not be any good at it                                   | 81<br>10.2%  | 9<br>13.2%  | 9<br>7.3%   | 5<br>4.9%   | 4<br>11.8%    | 8<br>8.4%     | 2<br>7.4%           | 7<br>11.1%  | 10<br>11.1%   | 11<br>12.8%   | 7<br>18.9%  | 9<br>13.4%  |
| I would not fit in to 'mum and baby' groups                     | 73<br>9.2%   | 6<br>8.8%   | 5<br>4.0%   | 11<br>10.8% | 2<br>5.9%     | 8<br>8.4%     | 3<br>11.1%          | 3<br>4.8%   | 11<br>12.2%   | 10<br>11.6%   | 7<br>18.9%  | 7<br>10.4%  |
| It would negatively affect my social life                       | 70<br>8.8%   | 6<br>8.8%   | 11<br>8.9%  | 9<br>8.8%   | 4<br>11.8%    | 10<br>10.5%   | 2<br>7.4%           | 4<br>6.3%   | 4<br>4.4%     | 10<br>11.6%   | 5<br>13.5%  | 5<br>7.5%   |
| The baby would not respond to me as well as to its mum          | 69<br>8.7%   | 11<br>16.2% | 6<br>4.8%   | 8<br>7.8%   | 3<br>8.8%     | 8<br>8.4%     | 2<br>7.4%           | 8<br>12.7%  | 6<br>6.7%     | 8<br>9.3%     | 6<br>16.2%  | 3<br>4.5%   |
| I would get bored   | 56<br>7.1%   | 8<br>11.8%  | 7<br>5.6%   | 7<br>6.9%   | 3<br>8.8%     | 6<br>6.3%     | 1<br>3.7%           | 2<br>3.2%   | 5<br>5.6%     | 8<br>9.3%     | 4<br>10.8%  | 5<br>7.5%   |
| I would lose some of my identity                                | 52<br>6.6%   | 7<br>10.3%  | 13<br>10.5% | 5<br>4.9%   | 2<br>5.9%     | 6<br>6.3%     | -<br>-              | 3<br>4.8%   | 4<br>4.4%     | 4<br>4.7%     | 4<br>10.8%  | 4<br>6.0%   |
| I would be the first dad in my company or department to take it | 52<br>6.6%   | 5<br>7.4%   | 9<br>7.3%   | 6<br>5.9%   | 2<br>5.9%     | 6<br>6.3%     | 3<br>11.1%          | 4<br>6.3%   | 4<br>4.4%     | 4<br>4.7%     | 3<br>8.1%   | 6<br>9.0%   |
| It would negatively affect my relationship with my partner      | 28<br>3.5%   | 5<br>7.4%   | 6<br>4.8%   | 2<br>2.0%   | 1<br>2.9%     | 1<br>1.1%     | -<br>-              | 1<br>1.6%   | 2<br>2.2%     | 5<br>5.8%     | 5<br>13.5%  | -<br>-      |
| Other - please specify  | 7<br>0.9%    | 1<br>1.5%   | 1<br>0.8%   | -<br>-      | -<br>-        | 1<br>1.1%     | -<br>-              | -<br>-      | 1<br>1.1%     | 3<br>3.5%     | -<br>-      | -<br>-      |

## Question Twelve Cross Tabulation With Region

If you took shared parental leave to look after a baby, what would your main concerns be? – *Asked to males only*



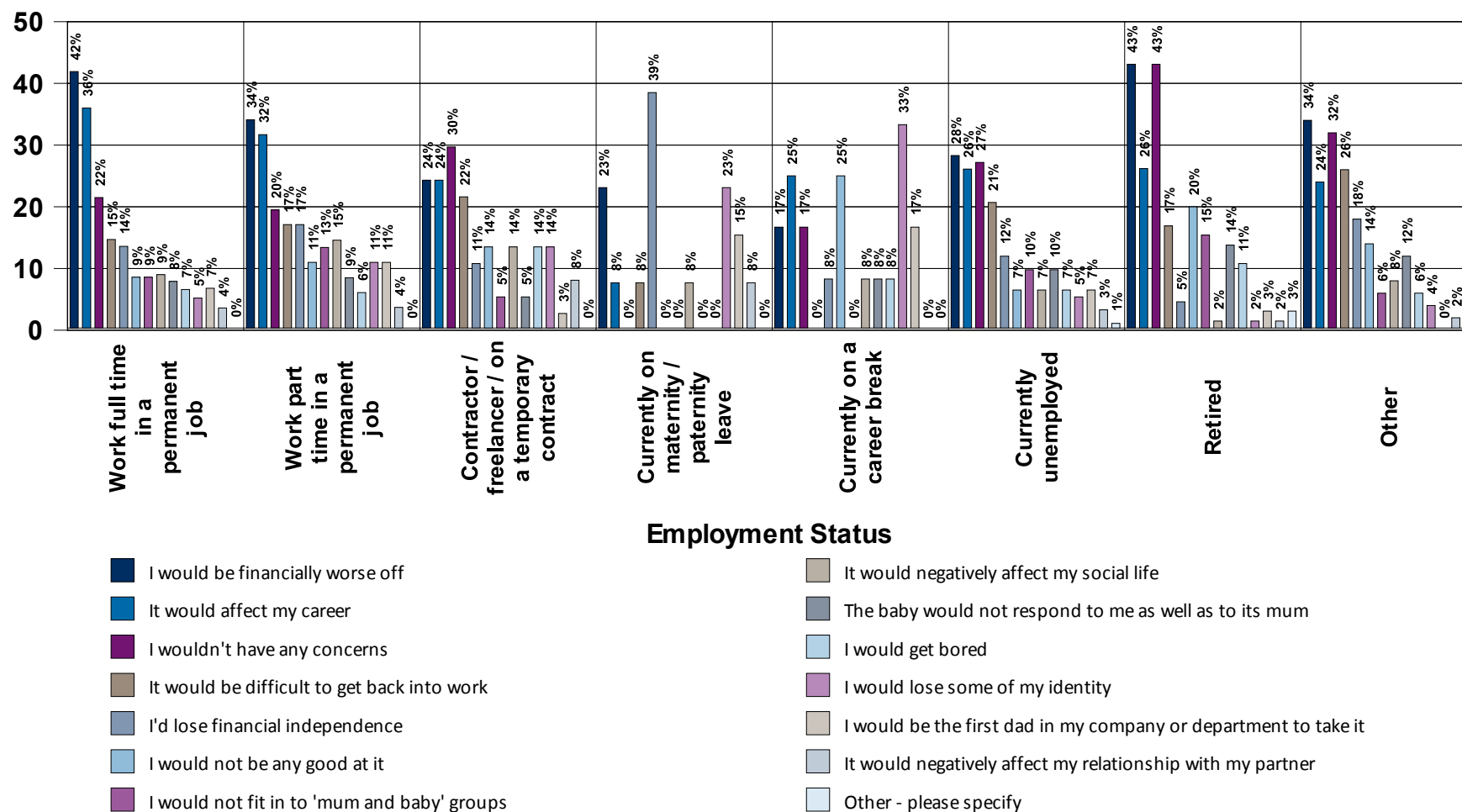
## Question Twelve Cross Tabulation With Employment Status

If you took shared parental leave to look after a baby, what would your main concerns be? – *Asked to males only*

| Absolute Break % Respondents                                    | Base         | Employment Status                 |                                   |   |  |                             |                      |             |             |
|---|--------------|-----------------------------------|-----------------------------------|---|--|-----------------------------|----------------------|-------------|-------------|
|   |              | Work full time in a permanent job | Work part time in a permanent job | Contractor / freelancer / on a temporary contract | Currently on maternity / paternity leave | Currently on a career break | Currently unemployed | Retired     | Other       |
| Base  | 793          | 442                               | 82                                | 37  | 13                                       | 12                          | 92                   | 65          | 50          |
| Q12   |              |                                   |                                   |   |  |                             |                      |             |             |
| I would be financially worse off                                | 298<br>37.6% | 185<br>41.9%                      | 28<br>34.1%                       | 9<br>24.3%  | 3<br>23.1%                               | 2<br>16.7%                  | 26<br>28.3%          | 28<br>43.1% | 17<br>34.0% |
| It would affect my career                                       | 251<br>31.7% | 159<br>36.0%                      | 26<br>31.7%                       | 9<br>24.3%  | 1<br>7.7%                                | 3<br>25.0%                  | 24<br>26.1%          | 17<br>26.2% | 12<br>24.0% |
| I wouldn't have any concerns                                    | 193<br>24.3% | 95<br>21.5%                       | 16<br>19.5%                       | 11<br>29.7%                                       | -<br>-                                   | 2<br>16.7%                  | 25<br>27.2%          | 28<br>43.1% | 16<br>32.0% |
| It would be difficult to get back into work                     | 131<br>16.5% | 65<br>14.7%                       | 14<br>17.1%                       | 8<br>21.6%  | 1<br>7.7%                                | -<br>-                      | 19<br>20.7%          | 11<br>16.9% | 13<br>26.0% |
| I'd lose financial independence                                 | 107<br>13.5% | 60<br>13.6%                       | 14<br>17.1%                       | 4<br>10.8%  | 5<br>38.5%                               | 1<br>8.3%                   | 11<br>12.0%          | 3<br>4.6%   | 9<br>18.0%  |
| I would not be any good at it                                   | 81<br>10.2%  | 38<br>8.6%                        | 9<br>11.0%                        | 5<br>13.5%  | -<br>-                                   | 3<br>25.0%                  | 6<br>6.5%            | 13<br>20.0% | 7<br>14.0%  |
| I would not fit in to 'mum and baby' groups                     | 73<br>9.2%   | 38<br>8.6%                        | 11<br>13.4%                       | 2<br>5.4%   | -<br>-                                   | -<br>-                      | 9<br>9.8%            | 10<br>15.4% | 3<br>6.0%   |
| It would negatively affect my social life                       | 70<br>8.8%   | 40<br>9.0%                        | 12<br>14.6%                       | 5<br>13.5%  | 1<br>7.7%                                | 1<br>8.3%                   | 6<br>6.5%            | 1<br>1.5%   | 4<br>8.0%   |
| The baby would not respond to me as well as to its mum          | 69<br>8.7%   | 35<br>7.9%                        | 7<br>8.5%                         | 2<br>5.4%   | -<br>-                                   | 1<br>8.3%                   | 9<br>9.8%            | 9<br>13.8%  | 6<br>12.0%  |
| I would get bored   | 56<br>7.1%   | 29<br>6.6%                        | 5<br>6.1%                         | 5<br>13.5%  | -<br>-                                   | 1<br>8.3%                   | 6<br>6.5%            | 7<br>10.8%  | 3<br>6.0%   |
| I would lose some of my identity                                | 52<br>6.6%   | 23<br>5.2%                        | 9<br>11.0%                        | 5<br>13.5%  | 3<br>23.1%                               | 4<br>33.3%                  | 5<br>5.4%            | 1<br>1.5%   | 2<br>4.0%   |
| I would be the first dad in my company or department to take it | 52<br>6.6%   | 30<br>6.8%                        | 9<br>11.0%                        | 1<br>2.7%   | 2<br>15.4%                               | 2<br>16.7%                  | 6<br>6.5%            | 2<br>3.1%   | -<br>-      |
| It would negatively affect my relationship with my partner      | 28<br>3.5%   | 16<br>3.6%                        | 3<br>3.7%                         | 3<br>8.1%   | 1<br>7.7%                                | -<br>-                      | 3<br>3.3%            | 1<br>1.5%   | 1<br>2.0%   |
| Other - please specify  | 7<br>0.9%    | 1<br>0.2%                         | -<br>-                            | -<br>-  | -<br>-                                   | -<br>-                      | 1<br>1.1%            | 2<br>3.1%   | 3<br>6.0%   |

## Question Twelve Cross Tabulation With Employment Status

If you took shared parental leave to look after a baby, what would your main concerns be? – *Asked to males only*



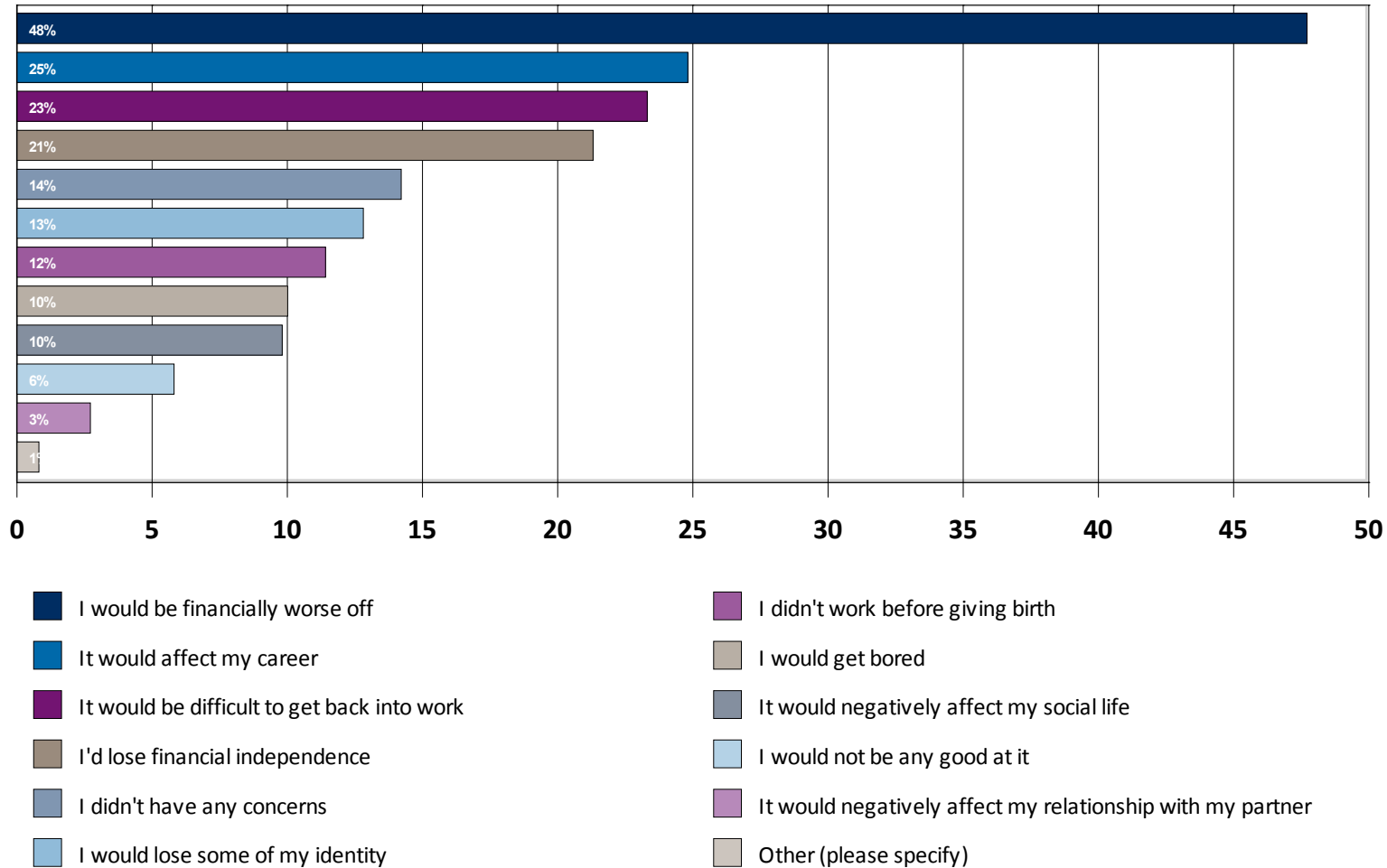
## Question Thirteen

What were your main concerns about going on maternity leave before you took it? – *Asked to females only*

| Absolute<br>Base %<br>Respondents                             |               |
|---|---------------|
| Base  | 791<br>100.0% |
| Q13   |               |
| I would be financially worse off                              | 378<br>47.8%  |
| It would affect my career                                     | 197<br>24.9%  |
| It would be difficult to get back into work                   | 185<br>23.4%  |
| I'd lose financial independence                               | 169<br>21.4%  |
| I didn't have any concerns                                    | 113<br>14.3%  |
| I would lose some of my identity                              | 102<br>12.9%  |
| I didn't work before giving birth                             | 91<br>11.5%   |
| I would get bored   | 80<br>10.1%   |
| It would negatively affect my social life                     | 78<br>9.9%    |
| I would not be any good at it                                 | 47<br>5.9%    |
| It would negatively affect my relationship<br>with my partner | 22<br>2.8%    |
| Other (please specify)  | 7<br>0.9%     |

## Question Thirteen

What were your main concerns about going on maternity leave before you took it? – *Asked to females only*



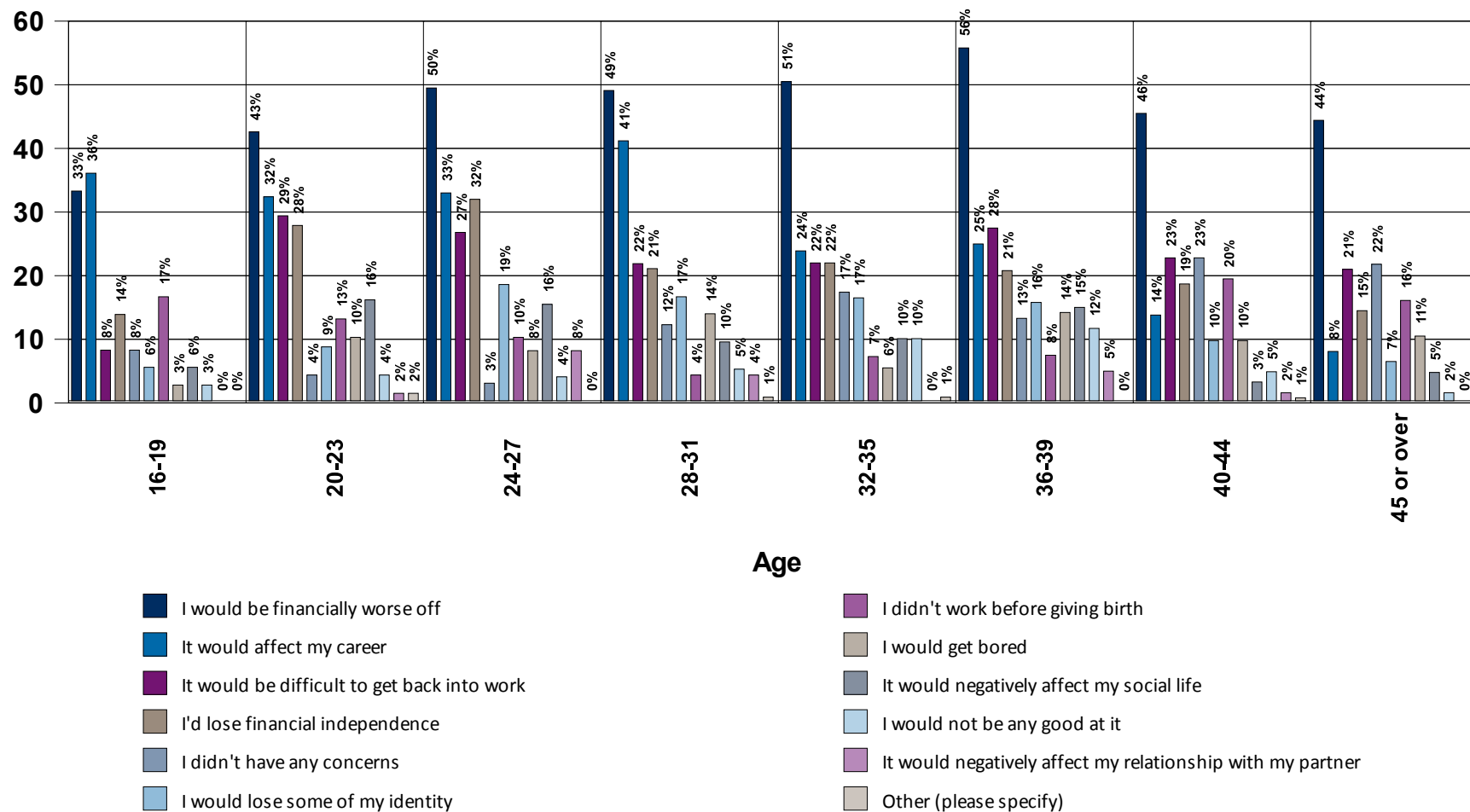
## Question Thirteen Cross Tabulation With Age

What were your main concerns about going on maternity leave before you took it? – *Asked to females only*

| Absolute<br>Break %<br>Respondents                         | Base         | Age         |             |             |             |             |             |             |             |
|--|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|  |              | 16-19       | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or over  |
| Base   | 791          | 36          | 68          | 97          | 114         | 109         | 120         | 123         | 124         |
| Q13  |              |             |             |             |             |             |             |             |             |
| I would be financially worse off                           | 378<br>47.8% | 12<br>33.3% | 29<br>42.6% | 48<br>49.5% | 56<br>49.1% | 55<br>50.5% | 67<br>55.8% | 56<br>45.5% | 55<br>44.4% |
| It would affect my career                                  | 197<br>24.9% | 13<br>36.1% | 22<br>32.4% | 32<br>33.0% | 47<br>41.2% | 26<br>23.9% | 30<br>25.0% | 17<br>13.8% | 10<br>8.1%  |
| It would be difficult to get back into work                | 185<br>23.4% | 3<br>8.3%   | 20<br>29.4% | 26<br>26.8% | 25<br>21.9% | 24<br>22.0% | 33<br>27.5% | 28<br>22.8% | 26<br>21.0% |
| I'd lose financial independence                            | 169<br>21.4% | 5<br>13.9%  | 19<br>27.9% | 31<br>32.0% | 24<br>21.1% | 24<br>22.0% | 25<br>20.8% | 23<br>18.7% | 18<br>14.5% |
| I didn't have any concerns                                 | 113<br>14.3% | 3<br>8.3%   | 3<br>4.4%   | 3<br>3.1%   | 14<br>12.3% | 19<br>17.4% | 16<br>13.3% | 28<br>22.8% | 27<br>21.8% |
| I would lose some of my identity                           | 102<br>12.9% | 2<br>5.6%   | 6<br>8.8%   | 18<br>18.6% | 19<br>16.7% | 18<br>16.5% | 19<br>15.8% | 12<br>9.8%  | 8<br>6.5%   |
| I didn't work before giving birth                          | 91<br>11.5%  | 6<br>16.7%  | 9<br>13.2%  | 10<br>10.3% | 5<br>4.4%   | 8<br>7.3%   | 9<br>7.5%   | 24<br>19.5% | 20<br>16.1% |
| I would get bored  | 80<br>10.1%  | 1<br>2.8%   | 7<br>10.3%  | 8<br>8.2%   | 16<br>14.0% | 6<br>5.5%   | 17<br>14.2% | 12<br>9.8%  | 13<br>10.5% |
| It would negatively affect my social life                  | 78<br>9.9%   | 2<br>5.6%   | 11<br>16.2% | 15<br>15.5% | 11<br>9.6%  | 11<br>10.1% | 18<br>15.0% | 4<br>3.3%   | 6<br>4.8%   |
| I would not be any good at it                              | 47<br>5.9%   | 1<br>2.8%   | 3<br>4.4%   | 4<br>4.1%   | 6<br>5.3%   | 11<br>10.1% | 14<br>11.7% | 6<br>4.9%   | 2<br>1.6%   |
| It would negatively affect my relationship with my partner | 22<br>2.8%   | -<br>-      | 1<br>1.5%   | 8<br>8.2%   | 5<br>4.4%   | -<br>-      | 6<br>5.0%   | 2<br>1.6%   | -<br>-      |
| Other (please specify)                                     | 7<br>0.9%    | -<br>-      | 1<br>1.5%   | -<br>-      | 1<br>0.9%   | 1<br>0.9%   | -<br>-      | 1<br>0.8%   | 3<br>2.4%   |

## Question Thirteen Cross Tabulation With Age

What were your main concerns about going on maternity leave before you took it? – *Asked to females only*





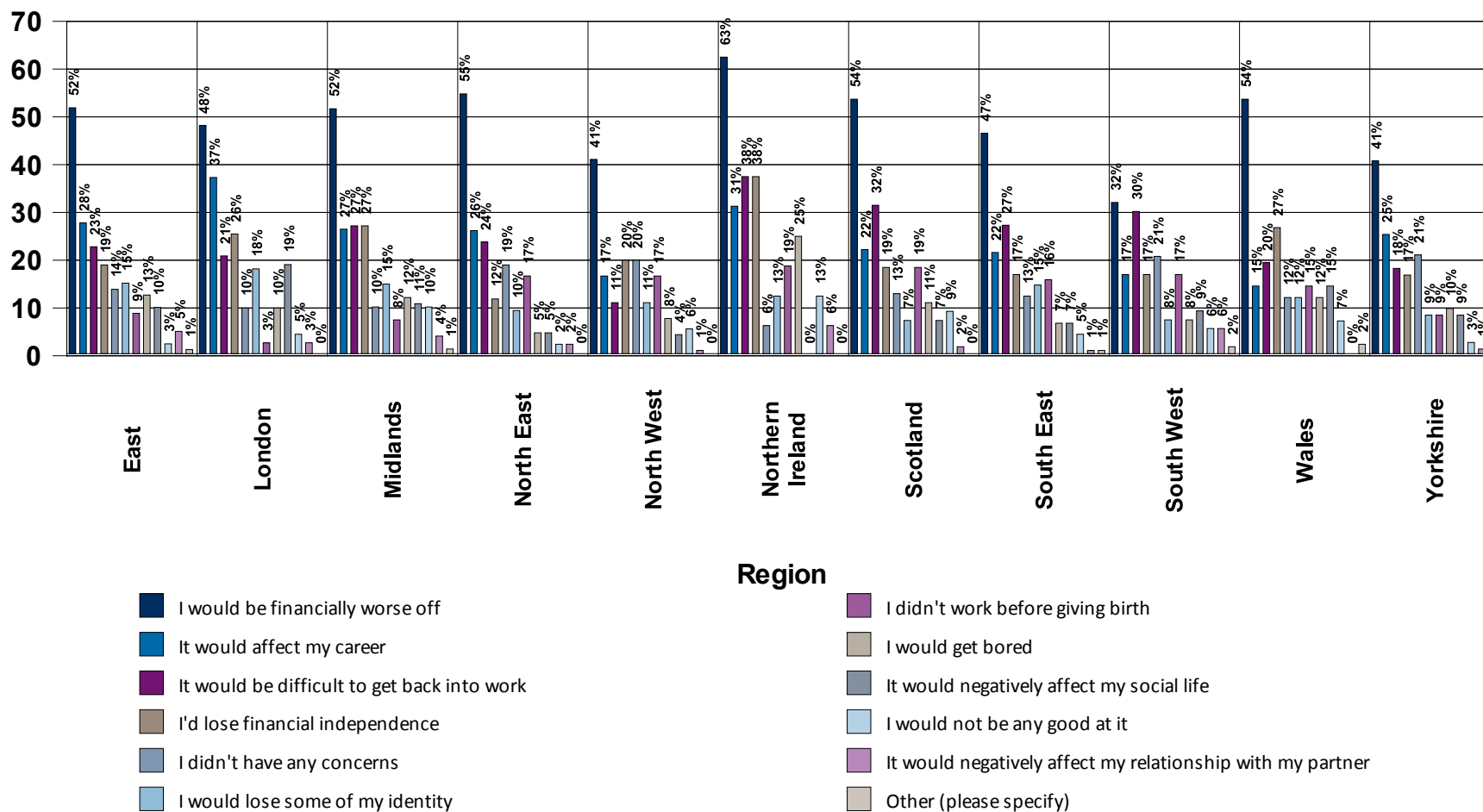
## Question Thirteen Cross Tabulation With Region

What were your main concerns about going on maternity leave before you took it? – *Asked to females only*

| Absolute<br>Break %<br>Respondents                         | Base         | Region      |             |             |             |             |                  |             |             |             |             |             |
|--|--------------|-------------|-------------|-------------|-------------|-------------|------------------|-------------|-------------|-------------|-------------|-------------|
|  |              | East        | London      | Midlands    | North East  | North West  | Northern Ireland | Scotland    | South East  | South West  | Wales       | Yorkshire   |
| Base   | 791          | 79          | 110         | 147         | 42          | 90          | 16               | 54          | 88          | 53          | 41          | 71          |
| Q13  |              |             |             |             |             |             |                  |             |             |             |             |             |
| I would be financially worse off                           | 378<br>47.8% | 41<br>51.9% | 53<br>48.2% | 76<br>51.7% | 23<br>54.8% | 37<br>41.1% | 10<br>62.5%      | 29<br>53.7% | 41<br>46.6% | 17<br>32.1% | 22<br>53.7% | 29<br>40.8% |
| It would affect my career                                  | 197<br>24.9% | 22<br>27.8% | 41<br>37.3% | 39<br>26.5% | 11<br>26.2% | 15<br>16.7% | 5<br>31.3%       | 12<br>22.2% | 19<br>21.6% | 9<br>17.0%  | 6<br>14.6%  | 18<br>25.4% |
| It would be difficult to get back into work                | 185<br>23.4% | 18<br>22.8% | 23<br>20.9% | 40<br>27.2% | 10<br>23.8% | 10<br>11.1% | 6<br>37.5%       | 17<br>31.5% | 24<br>27.3% | 16<br>30.2% | 8<br>19.5%  | 13<br>18.3% |
| I'd lose financial independence                            | 169<br>21.4% | 15<br>19.0% | 28<br>25.5% | 40<br>27.2% | 5<br>11.9%  | 18<br>20.0% | 6<br>37.5%       | 10<br>18.5% | 15<br>17.0% | 9<br>17.0%  | 11<br>26.8% | 12<br>16.9% |
| I didn't have any concerns                                 | 113<br>14.3% | 11<br>13.9% | 11<br>10.0% | 15<br>10.2% | 8<br>19.0%  | 18<br>20.0% | 1<br>6.3%        | 7<br>13.0%  | 11<br>12.5% | 11<br>20.8% | 5<br>12.2%  | 15<br>21.1% |
| I would lose some of my identity                           | 102<br>12.9% | 12<br>15.2% | 20<br>18.2% | 22<br>15.0% | 4<br>9.5%   | 10<br>11.1% | 2<br>12.5%       | 4<br>7.4%   | 13<br>14.8% | 4<br>7.5%   | 5<br>12.2%  | 6<br>8.5%   |
| I didn't work before giving birth                          | 91<br>11.5%  | 7<br>8.9%   | 3<br>2.7%   | 11<br>7.5%  | 7<br>16.7%  | 15<br>16.7% | 3<br>18.8%       | 10<br>18.5% | 14<br>15.9% | 9<br>17.0%  | 6<br>14.6%  | 6<br>8.5%   |
| I would get bored  | 80<br>10.1%  | 10<br>12.7% | 11<br>10.0% | 18<br>12.2% | 2<br>4.8%   | 7<br>7.8%   | 4<br>25.0%       | 6<br>11.1%  | 6<br>6.8%   | 4<br>7.5%   | 5<br>12.2%  | 7<br>9.9%   |
| It would negatively affect my social life                  | 78<br>9.9%   | 8<br>10.1%  | 21<br>19.1% | 16<br>10.9% | 2<br>4.8%   | 4<br>4.4%   | -<br>-           | 4<br>7.4%   | 6<br>6.8%   | 5<br>9.4%   | 6<br>14.6%  | 6<br>8.5%   |
| I would not be any good at it                              | 47<br>5.9%   | 2<br>2.5%   | 5<br>4.5%   | 15<br>10.2% | 1<br>2.4%   | 5<br>5.6%   | 2<br>12.5%       | 5<br>9.3%   | 4<br>4.5%   | 3<br>5.7%   | 3<br>7.3%   | 2<br>2.8%   |
| It would negatively affect my relationship with my partner | 22<br>2.8%   | 4<br>5.1%   | 3<br>2.7%   | 6<br>4.1%   | 1<br>2.4%   | 1<br>1.1%   | 1<br>6.3%        | 1<br>1.9%   | 1<br>1.1%   | 3<br>5.7%   | -<br>-      | 1<br>1.4%   |
| Other (please specify)                                     | 7<br>0.9%    | 1<br>1.3%   | -<br>-      | 2<br>1.4%   | -<br>-      | -<br>-      | -<br>-           | -<br>-      | 1<br>1.1%   | 1<br>1.9%   | 1<br>2.4%   | 1<br>1.4%   |

## Question Thirteen Cross Tabulation With Region

What were your main concerns about going on maternity leave before you took it? – *Asked to females only*



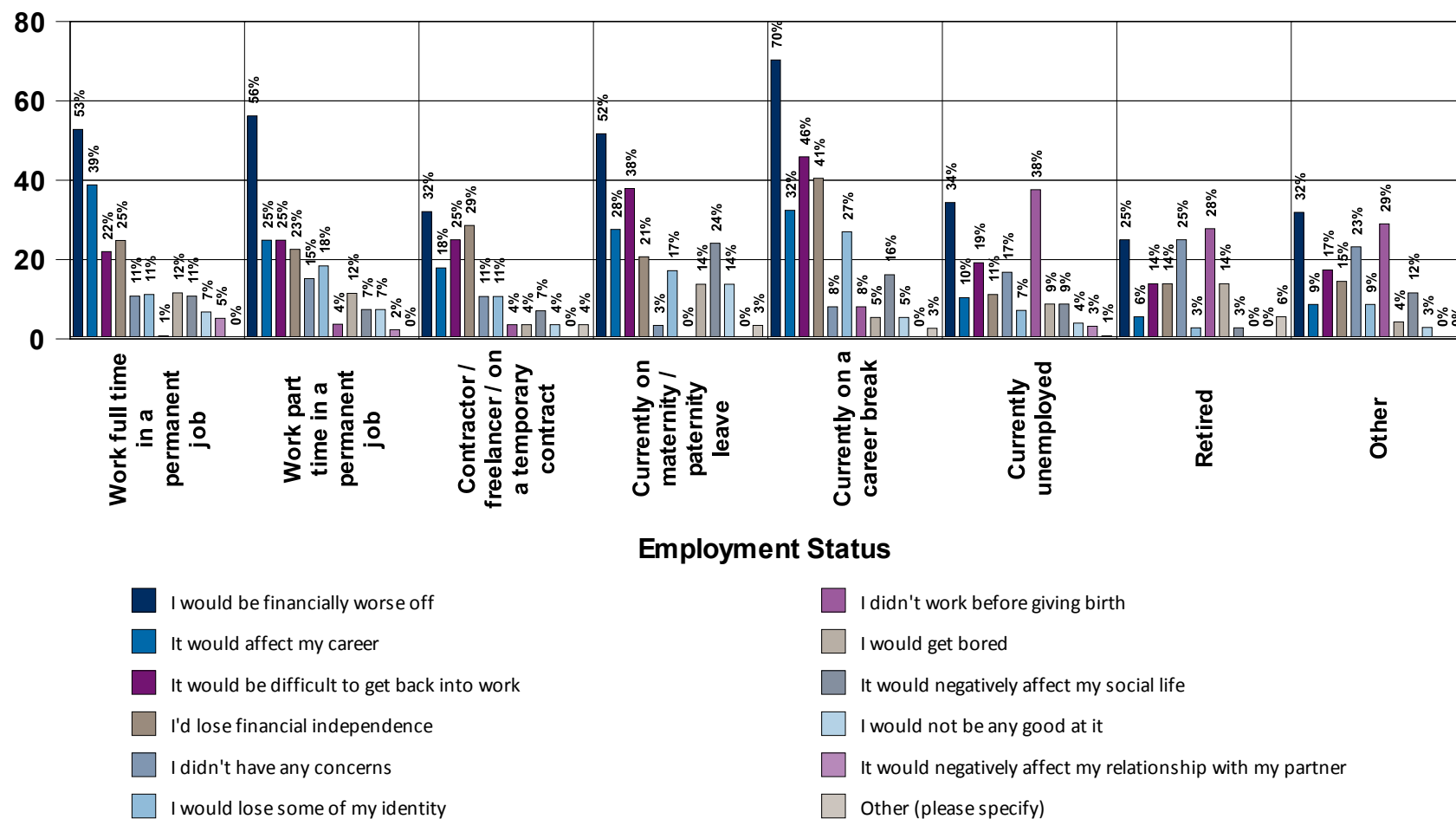
## Question Thirteen Cross Tabulation With Employment Status

What were your main concerns about going on maternity leave before you took it? – *Asked to females only*

| Absolute Break % Respondents                               | Base         | Employment Status                 |                                   |   |  |                             |                      |             |             |
|--|--------------|-----------------------------------|-----------------------------------|---|--|-----------------------------|----------------------|-------------|-------------|
|  |              | Work full time in a permanent job | Work part time in a permanent job | Contractor / freelancer / on a temporary contract | Currently on maternity / paternity leave | Currently on a career break | Currently unemployed | Retired     | Other       |
| Base   | 791          | 250                               | 217                               | 28  | 29                                       | 37                          | 125                  | 36          | 69          |
| Q13  |              |                                   |                                   |   |  |                             |                      |             |             |
| I would be financially worse off                           | 378<br>47.8% | 132<br>52.8%                      | 122<br>56.2%                      | 9<br>32.1%  | 15<br>51.7%                              | 26<br>70.3%                 | 43<br>34.4%          | 9<br>25.0%  | 22<br>31.9% |
| It would affect my career                                  | 197<br>24.9% | 97<br>38.8%                       | 54<br>24.9%                       | 5<br>17.9%  | 8<br>27.6%                               | 12<br>32.4%                 | 13<br>10.4%          | 2<br>5.6%   | 6<br>8.7%   |
| It would be difficult to get back into work                | 185<br>23.4% | 55<br>22.0%                       | 54<br>24.9%                       | 7<br>25.0%  | 11<br>37.9%                              | 17<br>45.9%                 | 24<br>19.2%          | 5<br>13.9%  | 12<br>17.4% |
| I'd lose financial independence                            | 169<br>21.4% | 62<br>24.8%                       | 49<br>22.6%                       | 8<br>28.6%  | 6<br>20.7%                               | 15<br>40.5%                 | 14<br>11.2%          | 5<br>13.9%  | 10<br>14.5% |
| I didn't have any concerns                                 | 113<br>14.3% | 27<br>10.8%                       | 33<br>15.2%                       | 3<br>10.7%  | 1<br>3.4%                                | 3<br>8.1%                   | 21<br>16.8%          | 9<br>25.0%  | 16<br>23.2% |
| I would lose some of my identity                           | 102<br>12.9% | 28<br>11.2%                       | 40<br>18.4%                       | 3<br>10.7%  | 5<br>17.2%                               | 10<br>27.0%                 | 9<br>7.2%            | 1<br>2.8%   | 6<br>8.7%   |
| I didn't work before giving birth                          | 91<br>11.5%  | 2<br>0.8%                         | 8<br>3.7%                         | 1<br>3.6%   | -<br>-                                   | 3<br>8.1%                   | 47<br>37.6%          | 10<br>27.8% | 20<br>29.0% |
| I would get bored  | 80<br>10.1%  | 29<br>11.6%                       | 25<br>11.5%                       | 1<br>3.6%   | 4<br>13.8%                               | 2<br>5.4%                   | 11<br>8.8%           | 5<br>13.9%  | 3<br>4.3%   |
| It would negatively affect my social life                  | 78<br>9.9%   | 27<br>10.8%                       | 16<br>7.4%                        | 2<br>7.1%   | 7<br>24.1%                               | 6<br>16.2%                  | 11<br>8.8%           | 1<br>2.8%   | 8<br>11.6%  |
| I would not be any good at it                              | 47<br>5.9%   | 17<br>6.8%                        | 16<br>7.4%                        | 1<br>3.6%   | 4<br>13.8%                               | 2<br>5.4%                   | 5<br>4.0%            | -<br>-      | 2<br>2.9%   |
| It would negatively affect my relationship with my partner | 22<br>2.8%   | 13<br>5.2%                        | 5<br>2.3%                         | -<br>-  | -<br>-                                   | -<br>-                      | 4<br>3.2%            | -<br>-      | -<br>-      |
| Other (please specify)                                     | 7<br>0.9%    | 1<br>0.4%                         | -<br>-                            | 1<br>3.6%   | 1<br>3.4%                                | 1<br>2.7%                   | 1<br>0.8%            | 2<br>5.6%   | -<br>-      |

## Question Thirteen Cross Tabulation With Employment Status

What were your main concerns about going on maternity leave before you took it? – *Asked to females only*



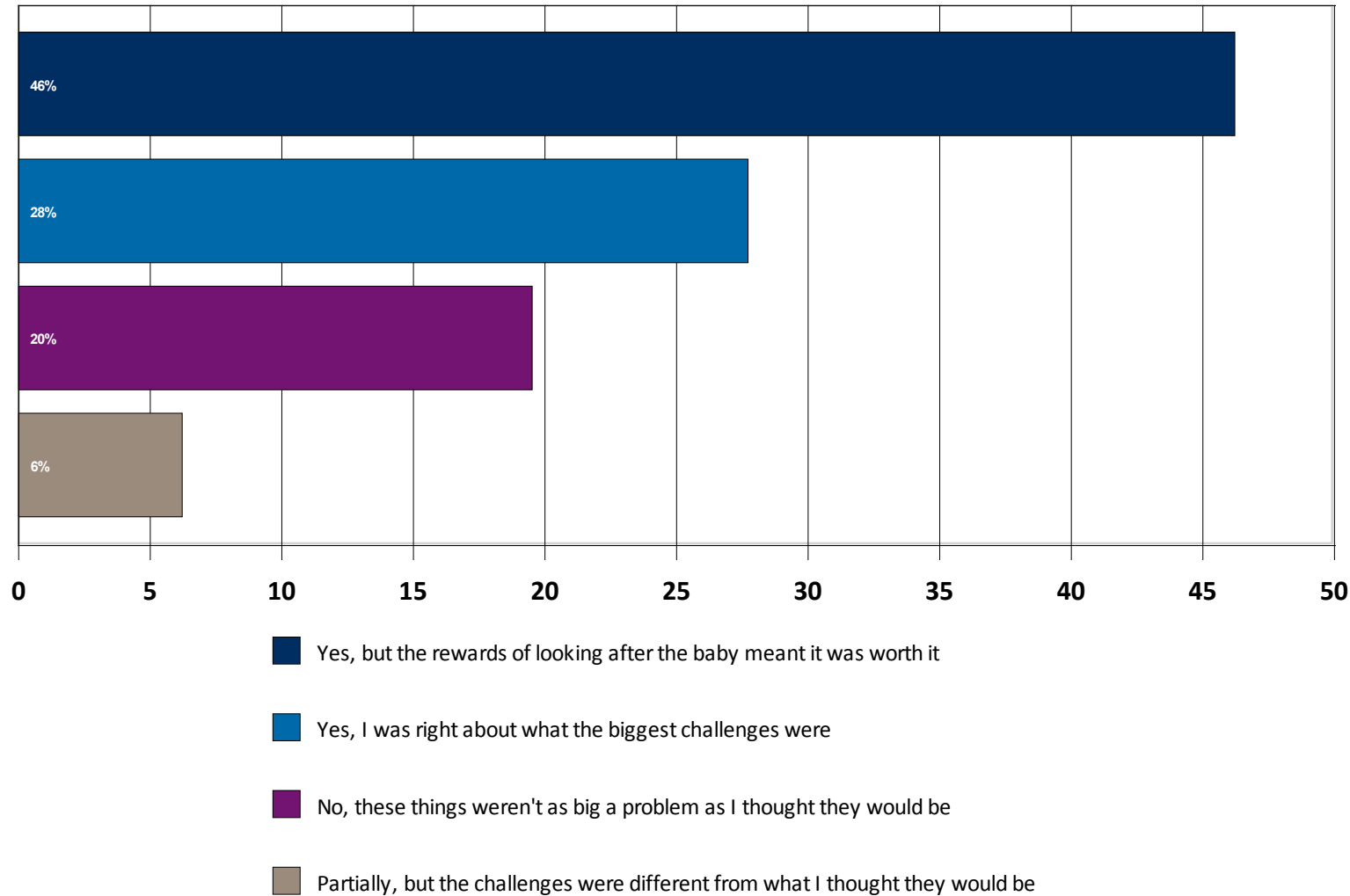
## Question Fourteen

In general, were these concerns justified? – *Asked to females only*

|  |               |
|--|---------------|
| Absolute<br>Base %<br>Respondents  |               |
| Base   | 587<br>100.0% |
| Q14  |               |
| Yes, but the rewards<br>of looking after the<br>baby meant it was<br>worth it              | 272<br>46.3%  |
| Yes, I was right<br>about what the<br>biggest challenges<br>were                           | 163<br>27.8%  |
| No, these things<br>weren't as big a<br>problem as I thought<br>they would be              | 115<br>19.6%  |
| Partially, but the<br>challenges were<br>different from what I<br>thought they would<br>be | 37<br>6.3%    |

## Question Fourteen

In general, were these concerns justified? – *Asked to females only*



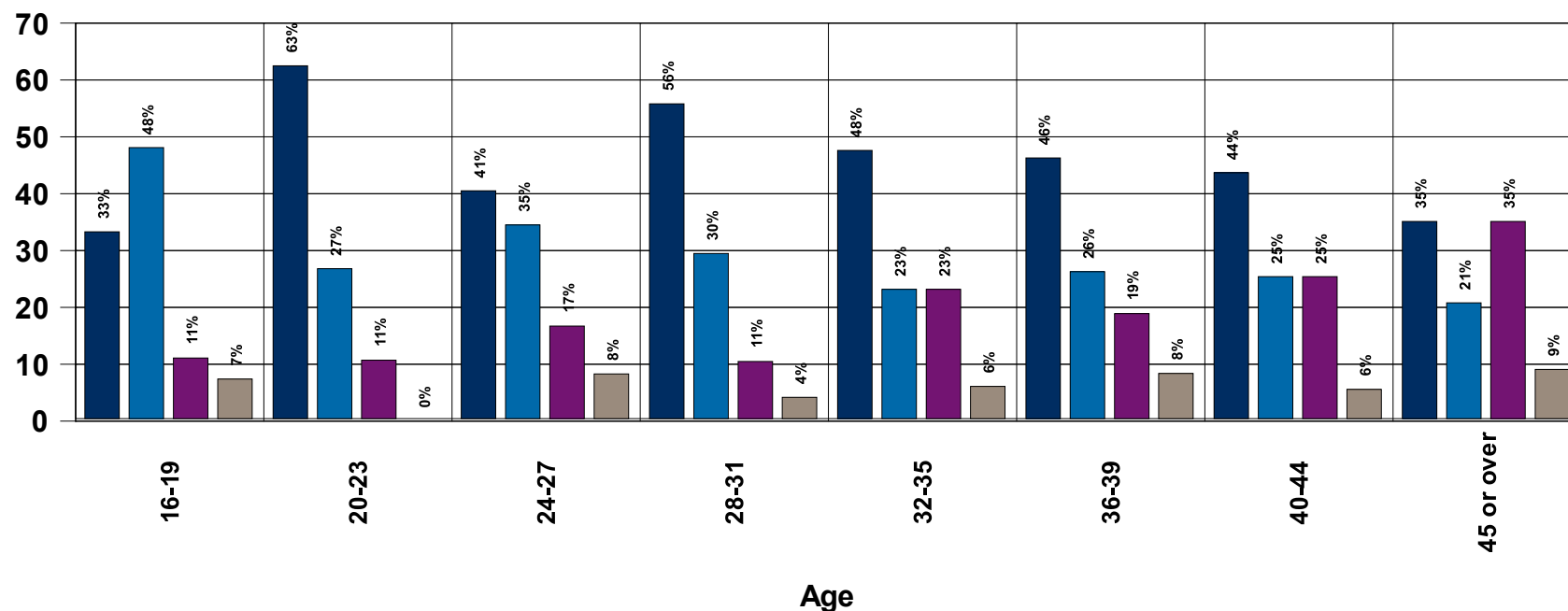
## Question Fourteen Cross Tabulation With Age

In general, were these concerns justified? – *Asked to females only*

| Absolute<br>Break %<br>Respondents   | Base         | Age         |             |             |             |             |             |             |               |
|--|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------|
|  |              | 16-19       | 20-23       | 24-27       | 28-31       | 32-35       | 36-39       | 40-44       | 45 or<br>over |
| Base   | 587          | 27          | 56          | 84          | 95          | 82          | 95          | 71          | 77            |
| Q14  |              |             |             |             |             |             |             |             |               |
| Yes, but the rewards<br>of looking after the<br>baby meant it was<br>worth it              | 272<br>46.3% | 9<br>33.3%  | 35<br>62.5% | 34<br>40.5% | 53<br>55.8% | 39<br>47.6% | 44<br>46.3% | 31<br>43.7% | 27<br>35.1%   |
| Yes, I was right<br>about what the<br>biggest challenges<br>were                           | 163<br>27.8% | 13<br>48.1% | 15<br>26.8% | 29<br>34.5% | 28<br>29.5% | 19<br>23.2% | 25<br>26.3% | 18<br>25.4% | 16<br>20.8%   |
| No, these things<br>weren't as big a<br>problem as I thought<br>they would be              | 115<br>19.6% | 3<br>11.1%  | 6<br>10.7%  | 14<br>16.7% | 10<br>10.5% | 19<br>23.2% | 18<br>18.9% | 18<br>25.4% | 27<br>35.1%   |
| Partially, but the<br>challenges were<br>different from what I<br>thought they would<br>be | 37<br>6.3%   | 2<br>7.4%   | -<br>-      | 7<br>8.3%   | 4<br>4.2%   | 5<br>6.1%   | 8<br>8.4%   | 4<br>5.6%   | 7<br>9.1%     |

## Question Fourteen Cross Tabulation With Age

In general, were these concerns justified? – *Asked to females only*



- Yes, but the rewards of looking after the baby meant it was worth it
- Yes, I was right about what the biggest challenges were
- No, these things weren't as big a problem as I thought they would be
- Partially, but the challenges were different from what I thought they would be



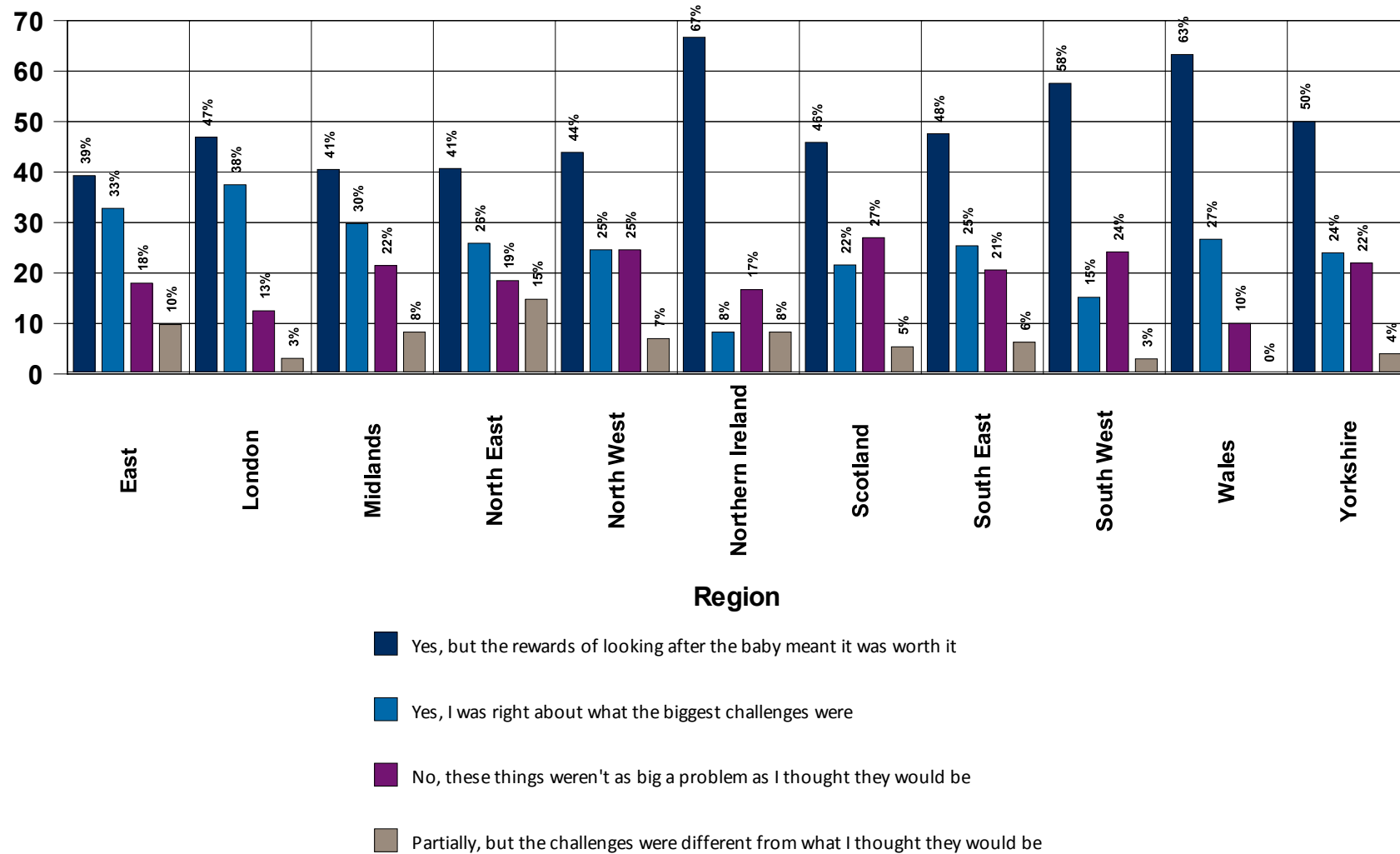
## Question Fourteen Cross Tabulation With Region

In general, were these concerns justified? – *Asked to females only*

| Absolute<br>Break %<br>Respondents   | Base         | Region      |             |             |               |               |                     |             |               |               |             |             |
|--|--------------|-------------|-------------|-------------|---------------|---------------|---------------------|-------------|---------------|---------------|-------------|-------------|
|  |              | East        | London      | Midlands    | North<br>East | North<br>West | Northern<br>Ireland | Scotland    | South<br>East | South<br>West | Wales       | Yorkshire   |
| Base   | 587          | 61          | 96          | 121         | 27            | 57            | 12                  | 37          | 63            | 33            | 30          | 50          |
| Q14  |              |             |             |             |               |               |                     |             |               |               |             |             |
| Yes, but the rewards<br>of looking after the<br>baby meant it was<br>worth it              | 272<br>46.3% | 24<br>39.3% | 45<br>46.9% | 49<br>40.5% | 11<br>40.7%   | 25<br>43.9%   | 8<br>66.7%          | 17<br>45.9% | 30<br>47.6%   | 19<br>57.6%   | 19<br>63.3% | 25<br>50.0% |
| Yes, I was right<br>about what the<br>biggest challenges<br>were                           | 163<br>27.8% | 20<br>32.8% | 36<br>37.5% | 36<br>29.8% | 7<br>25.9%    | 14<br>24.6%   | 1<br>8.3%           | 8<br>21.6%  | 16<br>25.4%   | 5<br>15.2%    | 8<br>26.7%  | 12<br>24.0% |
| No, these things<br>weren't as big a<br>problem as I thought<br>they would be              | 115<br>19.6% | 11<br>18.0% | 12<br>12.5% | 26<br>21.5% | 5<br>18.5%    | 14<br>24.6%   | 2<br>16.7%          | 10<br>27.0% | 13<br>20.6%   | 8<br>24.2%    | 3<br>10.0%  | 11<br>22.0% |
| Partially, but the<br>challenges were<br>different from what I<br>thought they would<br>be | 37<br>6.3%   | 6<br>9.8%   | 3<br>3.1%   | 10<br>8.3%  | 4<br>14.8%    | 4<br>7.0%     | 1<br>8.3%           | 2<br>5.4%   | 4<br>6.3%     | 1<br>3.0%     | -<br>-      | 2<br>4.0%   |

## Question Fourteen Cross Tabulation With Region

In general, were these concerns justified? – *Asked to females only*



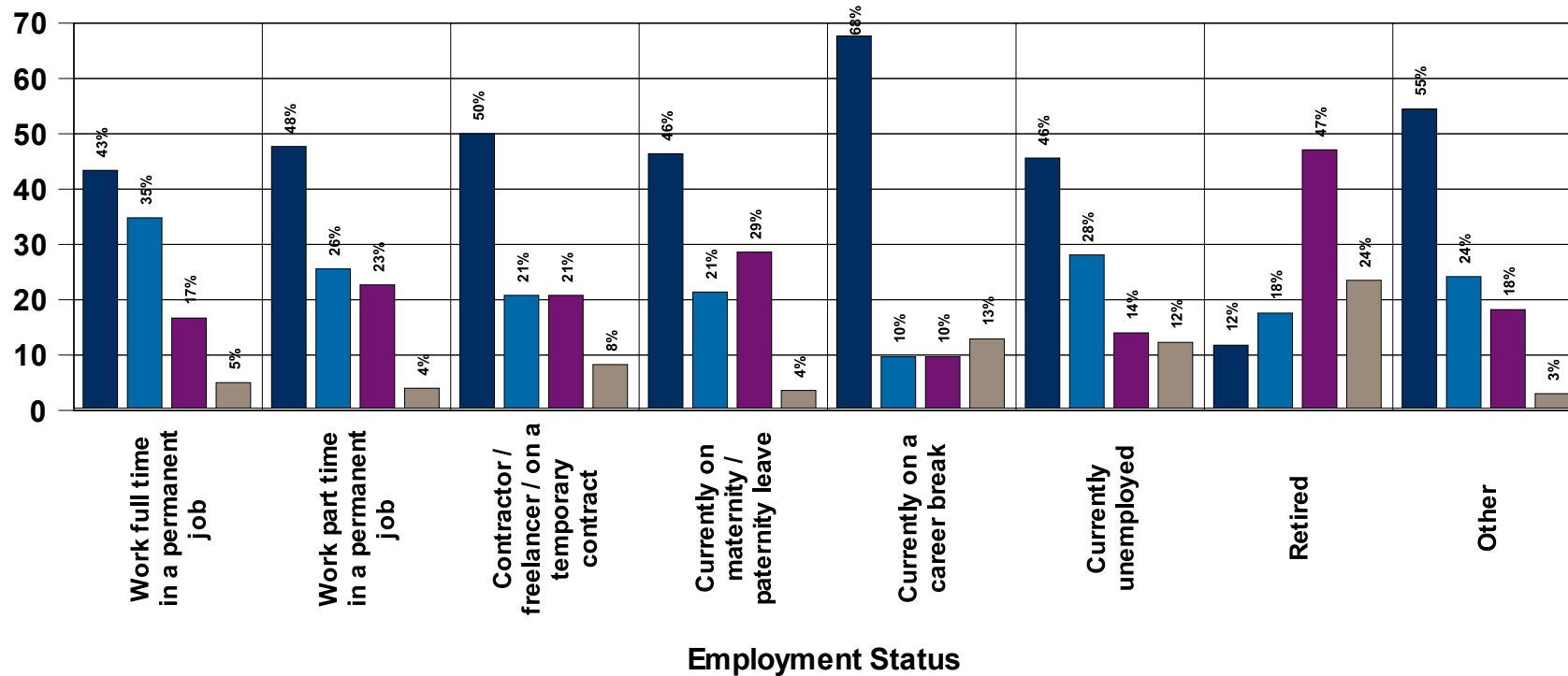
## Question Fourteen Cross Tabulation With Employment Status

In general, were these concerns justified? – *Asked to females only*

| Absolute Break % Respondents   | Base         | Employment Status                 |                                   |   |  |                             |                      |            |             |
|--|--------------|-----------------------------------|-----------------------------------|---|--|-----------------------------|----------------------|------------|-------------|
|  |              | Work full time in a permanent job | Work part time in a permanent job | Contractor / freelancer / on a temporary contract | Currently on maternity / paternity leave | Currently on a career break | Currently unemployed | Retired    | Other       |
| Base   | 587          | 221                               | 176                               | 24  | 28                                       | 31                          | 57                   | 17         | 33          |
| Q14  |              |                                   |                                   |   |  |                             |                      |            |             |
| Yes, but the rewards of looking after the baby meant it was worth it           | 272<br>46.3% | 96<br>43.4%                       | 84<br>47.7%                       | 12<br>50.0%                                       | 13<br>46.4%                              | 21<br>67.7%                 | 26<br>45.6%          | 2<br>11.8% | 18<br>54.5% |
| Yes, I was right about what the biggest challenges were                        | 163<br>27.8% | 77<br>34.8%                       | 45<br>25.6%                       | 5<br>20.8%  | 6<br>21.4%                               | 3<br>9.7%                   | 16<br>28.1%          | 3<br>17.6% | 8<br>24.2%  |
| No, these things weren't as big a problem as I thought they would be           | 115<br>19.6% | 37<br>16.7%                       | 40<br>22.7%                       | 5<br>20.8%  | 8<br>28.6%                               | 3<br>9.7%                   | 8<br>14.0%           | 8<br>47.1% | 6<br>18.2%  |
| Partially, but the challenges were different from what I thought they would be | 37<br>6.3%   | 11<br>5.0%                        | 7<br>4.0%                         | 2<br>8.3%   | 1<br>3.6%                                | 4<br>12.9%                  | 7<br>12.3%           | 4<br>23.5% | 1<br>3.0%   |

## Question Fourteen Cross Tabulation With Employment Status

In general, were these concerns justified? – *Asked to females only*



- Yes, but the rewards of looking after the baby meant it was worth it
- Yes, I was right about what the biggest challenges were
- No, these things weren't as big a problem as I thought they would be
- Partially, but the challenges were different from what I thought they would be



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